

LIONSGATE ACADEMY

501 AT-WILL EMPLOYMENT

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Revision Date(s): 12/15/2016, 3/5/2019

Review Date(s): 12/7/2016, 3/5/2019, 8/3/2021

I. PURPOSE

Lionsgate Academy does not offer tenure or any other form of guaranteed employment. Employment with Lionsgate Academy is at will. This means employment is for an indefinite period of time and it is subject to termination by Lionsgate Academy or the employee, with or without cause, with or without notice, and at any time.

II. GENERAL STATEMENT OF POLICY

- A. Like many states, Minnesota is an employment "at will" state. An employee can quit for any reason; an employer can fire any employee for any reason as long as that reason is not illegal, such as discrimination based on race, creed, color, sex, national origin, ancestry, religion, age, disability, sexual orientation or marital status.
- B. Positive performance evaluations, commendations, pay raises and longevity of employment, while desired objectives, do not alter the right of either the employee or Lionsgate Academy to terminate the employment relationship at any time, for any reason, with or without cause and with or without notice.
- C. Nothing in this policy or any other policy of Lionsgate Academy shall be interpreted to be in conflict with or to eliminate or modify in any way, the at-will employment status of Lionsgate Academy employees.

References:

<https://dli.mn.gov/business/employment-practices/employment-termination>

Cross References:

[512 - Equal Opportunity Employment](#)