**At-Will Employment Policy**

**PURPOSE**

The sole purpose of the At-Will employment policy is to give a component mechanism to the employees of [Company Name] who signed an at-will employment contract. Thai policy underlines the clauses that a company follows for dealing with the matters related to at-will employment and the rights of both the employer and the employee under at-will.

**SCOPE**

This policy applies to all the employees of the company who are under at-will employment.

**ELEMENTS**

* **At-Will**

The employment and compensation employment may be terminated at any time for any legal reason, with or without any prior notice, with or without cause, and for no reason at all. In the event of at-will employment termination, neither the employee nor the employer will have any obligation except the non-disclosure of the confidential information.

* **Employment Term**

Under this at-will employment contract with the company, the employee cannot become a tenured employee, let alone go through a probationary period. Nothing in this or any other policy of the company contradicts or eliminates the employee's at-will employment status.

* **Progressive Discipline**

At-will employees are not subject to warnings, suspensions, or other forms of progressive discipline. Any form of progressive discipline is in contrast to and inconsistent with at-will employment because it can only be applied before the employee is terminated.

* **Modifications**

Any changes to an employee's at-will employment status must be made through a written employment agreement signed by no one other than the company's president or CEO. No supervisor or representative of the company, other than the president or CEO, is authorized to change the at-will employment status of any of the company's employees.

* **Exceptions**

While at-will employment can be terminated at any time for any legal reason or no reason at all, the employer cannot terminate an employee based on discriminatory biases such as race, color, nationality, ancestry, age, relationship status, sexual perspective, gender, religion, illness, or socioeconomic status.

* **Confidentiality**

All employees under an at-will employment contract understand and adhere to all company information. Any direct or indirect disclosure of confidential information will result in legal action being taken against the individual.