

**Effective Date:** November 2020  
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## **EMPLOYMENT AT WILL**

Employment at NewU is on an at-will basis unless otherwise stated in a written individual employment agreement signed by the President of the University.

This means that either the employee or the University may terminate the employment relationship at any time, with or without cause, or advance notice.

Nothing in this employee handbook is intended to or creates an employment agreement, express or implied. Nothing contained in this or any other document provided to the employee is intended to be, nor should it be, construed as a contract that employment or any benefit will be continued for any period of time. In addition, no University representative is authorized to modify this policy for any employee or to enter into any agreement, oral or written, that changes the at-will relationship.

Any salary figures provided to an employee in annual or monthly terms are stated for the sake of convenience or to facilitate comparisons and are not intended and do not create an employment contract for any specific period of time.

Nothing in this statement is intended to interfere with, restrain, or prevent concerted activity as protected by the National Labor Relations Act. Such activity includes employee communications regarding wages, hours, or other terms or conditions of employment. NewU employees have the right to engage in or refrain from such activities.

**[End]**