**Title**: **2030** **Employment-At-Will**

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|  | **2030 Employment-At-Will**  Employment in the Diocese of Altoona-Johnstown is voluntary. All employees are free to resign at any time with or without cause. Similarly, the Diocese may terminate the employment relationship at any time with or without notice or cause except for violations of federal or state law.  The policies summarized in this handbook/policy book are not intended to create a contract and should not be construed to constitute contractual obligations of any kind or a contract of employment between the Diocese of Altoona-Johnstown and any employee. Only school administrators and teachers are to be employed under contracts.  The provisions of this handbook/policy book have been developed at the discretion of the Diocese of Altoona-Johnstown, and except for the policy of employment at will, may be amended and cancelled at any time at the sole discretion of the Diocese.  These provisions supersede all existing policies and practices and may not be amended or added to without the express written approval of the Bishop of the Diocese of Altoona-Johnstown. |