

Termination of Employment Policy

Basis for Policy

The Research Foundation (RF) adheres to the [employment-at-will](#) doctrine. All RF employment is on an at-will basis.

Policy

Research Foundation employment may be terminated by the employee or employer at any time, with or without notice and with or without cause.

Types of Termination

- *Voluntary*

Research Foundation (RF) employees may terminate their employment relationship with the RF through retirement, resignation, job abandonment, or failure to return to work upon leave expiration. See [Voluntary Termination of Employment](#).

- *Involuntary*

The Research Foundation may terminate an employee's relationship with the RF when cause does or does not exist. Termination may also result from the death of the employee or the end of an employee's assignment. See [Involuntary Termination of Employment](#).

Reduction in Force

The RF has adopted a severance payment policy to provide assistance to [administrative employees](#) whose employment is terminated due to an approved [reduction-in-force](#).

Compliance

The termination process must be in compliance with New York State Prompt Notice Law and New York State Labor Law.

Feedback

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