



Policy Regarding Employee Termination

Minnesota is an Employment at Will State, therefore a Staff Person may be terminated at any time for any reason including but not limited to:

- Failure to fulfill and/or carry out one or more of the duties or responsibilities listed in the job description for that position.
- Failure to work scheduled hours.
- Tardiness.
- Failure to meet all conditions of employment.
- Drug and/or alcohol use.
- Consumer maltreatment.
- Gross negligence, including but not limited to any situations which did or may have resulted in endangering the health or safety of the consumers or staff.
- Deliberate noncompliance with policies, procedures and directions from their supervisor demonstrated by not following policies or direction.

Any actions contraindicated by common sense or professional standards (ie: any actions that would violate certification, licensing, or what the average person would consider just common sense).

Policy reviewed and authorized by the Cherish owners at a formal Board of Directors meeting

Last policy review: 8/22/2023