

1.0 EMPLOYMENT AT WILL

All employment with Irwin County is at will pursuant to O.C.G.A. § 34-7-1. Nothing in this manual creates a contract or guarantee of continued employment.

This means:

- Either the employee or Irwin County may terminate the employment relationship at any time, with or without notice, and with or without cause, so long as the reason is not prohibited by law.
- No employee has a guarantee of continued employment.
- No policy, procedure, benefit, or practice contained in this manual alters the at-will nature of employment.
- Irwin County shall also have the right to change any condition, benefit, policy, or privilege of employment at any time, with or without notice.
- Employees of Irwin County shall have the right to leave their employment with the County at any time, with or without notice.

No supervisor, manager, or official has authority to enter into an agreement that modifies at-will employment unless expressly approved in writing by the Board of Commissioners.

2.0 EMPLOYEE RIGHTS

Equal Employment Opportunity

Irwin County is an equal opportunity employer and complies with all applicable federal and Georgia law.

It shall be the policy of Irwin County to be an equal opportunity employer. Race, color, religion, national origin, sex, age, and disability shall not be factors in hiring, promotion, demotion, raises, termination, training, discipline, use of employee facilities or programs, or any other benefit, condition, or privilege of employment except where required by law or where a bona fide occupational qualification (BFOQ) exists.

The County shall make reasonable accommodation for otherwise qualified disabled individuals to afford them the same opportunities for employment and all other benefits and privileges of employment afforded to non-disabled individuals.

Reasonable accommodation shall be determined through consultation with the disabled individual and, where deemed necessary, through consultation with outside resources.