

## **Employment at Will Doctrine**

### **LEG 500 Assignment 1**

While the Employment-At-Will Doctrine allowed employers to terminate an employee for any reason or no reason at all, every situation between employees and employers is not so cut and dry that this may take place automatically. The following scenarios discuss situations where exceptions may apply and steps before termination may need to be taken.

#### **Skills, Competence, and Abilities**

In a situation where the employee is unable to learn basic job functions, it is easy to understand how termination would be the very first course of action. The most basic understanding of the Employment-At-Will Doctrine would allow for the employee to be