

## **I. INTRODUCTION**





- E. ***NOTE: This policy is not a legal agreement. This policy does not confer a term of employment, nor is the language intended to establish a contract of employment, express or implied, between any employee and the University. The University reserves the right to change, amend or terminate any of its human resources policies at any time for any reason.***

#### IV. DEFINITIONS

- A. **Length of service** means the period commencing on the date of hire termination date, taking into account the Adjusted Service Date (as determined in accordance with applicable University policies and procedures), if applicable.
- B. **Involuntary separation** (for purposes of this Policy) means permanent, involuntary termination of employment for reasons such as budget reduction, unit