



COLLEGE OF THE NORTH ATLANTIC

OPERATIONAL POLICY

TOPIC: BREACH OF CONTRACT BY CNA-QATAR CANADIAN-HIRED EMPLOYEES

Policy No.	HR-410	Division	Human Resources
Supersedes	n/a	Board Policy Ref.	n/a
Related Procedure	n/a	Effective Date:	March 31, 2009

1. PURPOSE AND SCOPE

The purpose of this policy is to establish College of the North Atlantic's (CNA) rights in circumstances where a College of the North Atlantic-Qatar (CNA-Q) Canadian-hired employee has:

- Been terminated during his/her probationary period; or
- Been terminated for cause; or
- Abandoned his/her employment at CNA-Q.

This policy applies to all Canadian-hired employees working at CNA-Q.

2. DEFINITIONS

Breach of Contract	A failure of a party to a contract to perform his/her obligations as agreed to within the contract.
CNA-Q Canadian-Hired Employee	A Canadian employee recruited and hired for employment at the CNA-Q campus by CNA and his/her salary is paid by CNA.
Employment Contract	An agreement entered into between an employer and an employee at the time the

employee is hired and outlines the terms of employment and the compensation the employee will receive.

3. POLICY

It is the policy of the College that:

- 3.1 Employees must fulfill the explicit and implicit terms and conditions of their employment contracts by acting with propriety and in conformance with College and Campus policies, rules and regulations.
- 3.2 Employees who do not accept and/or live up to these responsibilities and obligations and who have exhausted their contractual appeal rights with respect to any action taken by the college will be prohibited from applying for future employment at CNA-Q for a period of at least five years. In exceptional and/or aggravating circumstances this prohibition period may be extended by CNA's President.

4. PROCEDURE

The Executive Director of Human Resources will, in consultation with the Vice President, Qatar Project, ensure that procedures are developed and implemented in accordance with this policy.

Approval History	
Approved by President	March 31, 2009
Next Review	March 2012