The Bylaws of the Board of Regents of the University of Nebraska are the official governing rules for all University of Nebraska at Omaha employees. The purpose of this handbook is to outline the obligations, benefits, and privileges of UNO Managerial/Professional and Office/Service employees and to answer questions that may arise in the course of a staff member’s employment at the University. **THIS HANDBOOK IS NOT A CONTRACT OF EMPLOYMENT.** Unless otherwise expressly stated in a written appointment to a position or in a written contract of employment duly approved and executed by UNO, all non-faculty employees are considered employees at will, and either UNO or the employee may terminate the employment relationship upon giving the proper advance notice.