

The first three months of employment for employees and staff not otherwise covered by a collective bargaining agreement is an orientation period. During this time, an employee's supervisor will work with the employee to help him/her learn how to do the job successfully and to learn what the College expects from the position. The employee will be evaluated at thirty, sixty, and ninety days. This period also provides the employee and the College with an opportunity to decide whether the employee is suited for the position for which he/she was hired.

Unless otherwise provided for in a collective bargaining agreement, by statute, contract or otherwise, the College may terminate the employment of an employee at any time, either during the orientation period or afterwards, with or without cause and with or without notice. Employees are also free to quit at any time and for any reason, either during the orientation period or afterwards, with or without notice. Successful completion of the orientation period does not guarantee an employee a job for any period of time or in any way change the employee's at-will employment relationship with the College.

Adopted:

Amended: December 3, 2019

Legal Ref: