

Policy 5.62

Probationary Status Policy

All BCCC employees receiving initial faculty or staff appointments to permanent full-time or permanent part-time positions of the College will serve a maximum of a six-month probationary period and successfully complete review requirements as outlined in procedures accompanying this policy. The probationary period is an extension of the selection process. Probationary employees receive all applicable benefits afforded to other permanent employees as they meet eligibility requirements, unless specifically excluded in a particular policy. Probationary employees are not subject to disciplinary or appeals provisions outlined in the College's Personnel Actions Procedure, except in cases with compelling evidence that discrimination is a factor in adverse decisions.

With just cause, probationary periods may be extended for up to an additional six months if approved by the departmental Vice President, the College President and the Director of Human Resources.

Disciplinary action, including demotion and dismissal, may be taken at any time during the probationary period of a new hire. If such disciplinary action is taken the new hire during the probation period shall not have any right or opportunity to appeal the disciplinary action except to the extent required by law.

References

Legal References: *Enter legal references here*

SACSCOC References: *Enter SACSCOC references here*

Cross References:

History

Leadership Council Review/Approval Dates: *Enter date(s) here*

Senior Staff Review/Approval Dates: 9/28/22

Board of Trustees Review/Approval Dates: 10/04/22

Implementation Dates: *Enter date(s) here*