



SUB-TOPIC

**PROBATIONARY EMPLOYEE DISCIPLINE AND DISMISSAL**

I. Policy

- A. It is the policy of The University of Texas at Dallas (UT Dallas) that classified appointees who have not previously satisfied a 180-day probationary period at UT Dallas are considered to be on probation for a period of 180 days from the date of their first UT Dallas appointment. (See policy D2.120.0.)
- B. Classified employees are at-will employees who serve without tenure. No provision of any UT Dallas policy shall confer rights to employees that are contrary to the employment-at-will doctrine.

II. Procedure

- A. During their probationary period, classified employees are not eligible to grieve a termination under policy D8-100.0 or policy D8-140.0.
- B. Probationary employees may use policy D8-140.0 to grieve any other work-related issue covered by policy D8-140.0.
- C. Probationary employees may use the grievance procedures contained in other policies applicable to classified employees as appropriate.
- D. For more information, contact Human Resources Management.