

Probationary Period

The probationary period is intended to give new employees the opportunity to demonstrate their ability to achieve a satisfactory level of performance and to determine whether the new position meets their expectations. The College also uses this period to evaluate employee capabilities, work habits, and overall performance. Either the employee or the College may end the employment relationship at any time within the probationary period, with or without cause or advance notice, and without appeal. The probationary period will automatically expire at the end of one year.

All new and rehired professional and classified employees have a probationary period of one year after their first day of hire or rehire.

In cases of promotions or transfers, the probation period is six months unless otherwise specified. The College can extend the duration of the probationary period up to three months if it is determined that such an extension is appropriate. If the promotion or transfer is not successful, the employee may be allowed to return to their former or comparable job, depending on the availability of such position and the College's needs.

END OF POLICY

Legal Reference(s):

[ORS 341.290](#)