

Equal Opportunity Policy

Appalachian State University is committed to providing equal opportunity in education and employment to all applicants, students, and employees. The university does not discriminate in access to its educational programs and activities, or with respect to hiring or the terms and conditions of employment, on the basis of race, color, national origin, religion, creed, sex, gender identity and expression, political affiliation, age, disability, veteran status, or sexual orientation. The university actively promotes diversity among students and employees.

Effective 7/21/08

Probationary/Career Status

All state employees subject to the State Human Resources Act (SHRA) who are appointed to full-time, part-time, or time-limited permanent positions must serve a probationary period. The probationary period is an extension of the selection process and allows time for the effective evaluation and adjustment for the new employee.

The length of an employee's probationary period and the period of time to achieve Career Status is **12 months from the date of hire with continuous employment in a permanent position.**

Law Enforcement Only: If the law enforcement officer has completed the required training (BLET) before the employee is hired, that employee is subject to a 12-month probationary period; otherwise, the employee must complete a 24-month probationary period.

A probationary employee may be discharged at any time during the probationary period, if the probationary employee's supervisor determines the employee's performance does not meet departmental expectations.

A probationary employee does not have any grievance rights under North Carolina State policy.

I have read and understand the above statements.

Date

Employee Signature