

At-Will Status of Employees Policy

POLICY NUMBER: HR-03-01

TYPE OF POLICY: HUMAN RESOURCES AND PERSONNEL

DATE: JUNE 2003

All Human Resources policies are in compliance with federal and state law and statutes and with the Texas Parks and Wildlife Code. The most current version of this policy will always be the online version.

GENERAL POLICY

- All employees of The Texas Parks and Wildlife Department (Department) are employed at-will.
- An employee of the Department may be terminated, suspended (with or without pay), demoted or reassigned for any reason that does not violate the law.
- Employees of the Department are not employed for any specified length of time and have no property right in their employment.
- Employees may separate from the Department for any reason at any time.
- The statement of an employee's salary as a monthly or annual salary is solely for purposes of convenience and does not constitute a guarantee or indication of employment for a specified period of time.
- The at-will status of an employee may not be modified or limited in any way by another employee.
- Supervisors are not authorized to make any promises or assurances of continued employment either orally or in writing.
- No oral or written information exists to alter the at will employment status, and no statements or policies by the Department, including but not limited to statements in the Department's Human Resources policies, alter the at-will status of employees.