

Chapter: At-Will Employment and Equal Employment Opportunity
Rule: At-Will Employment

Effective Date: 12/1/11
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New

ACA Standard(s): N/A

(a) **Policy.**

By law, all employment with the Texas Juvenile Justice Department (TJJD) (with the sole exception of the chief inspector general) is on an "at-will" basis, meaning that either the employee or the agency can terminate the employment relationship at any time, for any or no reason (other than an illegal reason) without liability. Nothing in this Personnel Policy and Procedure Manual (the "PRS Manual"), or any other manual or document of the agency, shall be regarded as an alteration of at-will employment. Any statement or writing to the contrary, is void as contrary to state law, and should not be relied on by any person.

(b) **Scope of Manual.**

This PRS Manual is not a contract or guarantee of any particular policy or procedure. Rather, the PRS manual is a set of guidelines for personnel administration, and is subject to interpretation by TJJD management in the exercise of good faith discretion. No manual, however, can cover every possible situation; TJJD management, in accordance with generally accepted management practices and procedures, may resolve issues that are not adequately addressed in this manual. TJJD management in its discretion may change this manual, and at times it may be necessary for TJJD management to depart from written policy in order to address the circumstances of a particular situation.
