

Office of Court Administration

Employment at Will Policy

Reviewed: November 7, 2008

Approved by: _____
Carl Reynolds

Office of Court Administration Employment at Will Policy

The Office of Court Administration is an “employment at will” employer. “At Will” means that OCA or the employee may terminate the employment relationship at any time, for any reason or no reason, but not for an illegal reason, and without liability for failure to continue employment.

Except for the OCA Administrative Director, employees engaged in staff recruitment, hiring, or supervision for OCA are prohibited from offering, negotiating, or hiring any person on employment terms other than “at will”. OCA policies are subject to change without notice and OCA may revise or supplement any policy at any time. The information contained in this Human Resources Manual does not create an expressed or implied contract and does not create a property interest in employment with OCA. Except for the Administrative Director, no employee of the OCA has authority to bind the State of Texas or the OCA to any contractual agreement regarding employment with OCA.