



Welcome

We c e, Ye aU, e Y ae, a a ed e be fac a e c a s e a d
f de, a de ee a d e a // // a a e a f e d a d a e ac e d
We ec e ae e e a e d c a e a c e f e ce e, ce ded ca ed,
ce a d a e a d, a d ea, f ca ee

Ye aU, e a da, e ed ca a e ec a a d a ce, e fa b
e e, ed Je a d, ad, a d ded b e e a e a e ad e de,
e e a a d fe a e f ac, be e, a O a e e, a e e e
de, a, fac, a a d f e, d e d, c ea e a b e

Y e ef e a e e, a a d e f ad, e e, e e, e YU
c a, db ade ce,

Rabb D. A. Be...
P e de, Ye aU, e

Table of Contents

WELCOME	1
TABLE OF CONTENTS	2
INTRODUCTION	4
MISSION STATEMENT	5
EMPLOYMENT-AT-WILL	6
EQUAL EMPLOYMENT OPPORTUNITY STATEMENT	7
NON-DISCRIMINATION AND ANTI-HARASSMENT POLICY	8
Equal Opportunity	8
Staff Policy on Protecting Athletes	8
DISABILITY ACCOMMODATIONS	9
Disability Accommodations Process and Procedures	9
Confidentiality	9
Complaint Procedure	9
ON THE JOB	10
Work Schedules /Flexible Arrangements	10
Flexible Work Arrangement Strategies	10
Remote and Hybrid Work Arrangements	11
Procedure for Approval for Flexible or Remote Work Arrangements	11
Open Communication	11
Background Checks	12
Employment of Family Member /Members of the Household	12
Dress Code Guidelines	12
NY HERO Act	12

Parental Leave	19
Leave for Birth or Adoption of a Child	19
Leave for Care of an Older Child, Member of Your Household, or Parent	19
PROFESSIONAL CONDUCT	20
Conflict of Interest	20
Gifts/Gratuities	20
Personal Purchases	20
Prohibition on Political Contributions	20
Confidentiality Commitment	20
Personnel Records and Privacy	21
Health Information	21
Educational Records	21
Personal Identifying Information	21
Notice of Breaches	21
Solicitations, Distributions and Use of Bulletin Boards	22
Outside Employment	23
Violence in the Workplace	23
Meeting Performance Standards	23
COMPENSATION	24
Payment of Salary	24
Overtime Pay—Non-Exempt Employees	24
Time Records	24
BENEFITS	25
Benefit Plans	25
LEAVING YESHIVA UNIVERSITY	26
Resignation	26
Dismissals/Termination	26
Misconduct	26
Post-Resignation/Termination Procedures	27
ADDENDUM	28
Applicable to California Employees	28
Applicable to New Jersey Employees	28
CONTACT INFORMATION	30
DISCLOSURE FORM	31
RECEIPT FOR EMPLOYEE HANDBOOK	32
INDEX	33

Introduction

We are pleased to welcome you to the University of York. This handbook provides information about the University and the services available to you. It is intended to help you get the most out of your experience at York. We hope you will find it a useful guide to the many opportunities available to you. If you have any questions, please contact your academic advisor or the Student Services team.

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Mission Statement

YU is committed to providing a high-quality education for all students, regardless of their background or financial resources. We are dedicated to creating a supportive and inclusive learning environment where every student can thrive and achieve their full potential. Our mission is to prepare students for the challenges of the 21st century by providing them with the knowledge, skills, and values they need to succeed in a global, interconnected world.

For Undergraduate Students

We are committed to providing a high-quality education for all students, regardless of their background or financial resources. We are dedicated to creating a supportive and inclusive learning environment where every student can thrive and achieve their full potential. Our mission is to prepare students for the challenges of the 21st century by providing them with the knowledge, skills, and values they need to succeed in a global, interconnected world.

For Graduate Students

We are committed to providing a high-quality education for all students, regardless of their background or financial resources. We are dedicated to creating a supportive and inclusive learning environment where every student can thrive and achieve their full potential. Our mission is to prepare students for the challenges of the 21st century by providing them with the knowledge, skills, and values they need to succeed in a global, interconnected world.

Employment-at-Will

Under the employment-at-will doctrine, an employer may terminate an employee at any time for any reason, with or without notice, or for no reason at all. Similarly, an employee may leave an employer at any time for any reason, with or without notice, or for no reason at all.

As a general rule, the employment-at-will doctrine applies to all employees. However, there are several exceptions to this rule. For example, public policy exceptions may apply when an employee is terminated for a reason that is contrary to public policy. Other exceptions include contractual exceptions and implied contract exceptions.

Equal Employment Opportunity Statement

Equal Employment Opportunity Act of 1967, as amended, 29 U.S.C. 717, and Title VII of the Civil Rights Act of 1964, 42 U.S.C. 2000e-1, et seq., and the Equal Pay Act of 1963, 29 U.S.C. 216(a).

YU is an Equal Opportunity Employer. We do not discriminate on the basis of race, sex, religion, national origin, age, or disability in our hiring, promotion, or termination practices. We do not discriminate on the basis of marital status, sexual orientation, or gender identity. We do not discriminate on the basis of any other characteristic that is not a bona fide occupational qualification. We do not discriminate on the basis of any other characteristic that is not a bona fide occupational qualification.

If you are a U.S. citizen or national, you are eligible to apply for U.S. government jobs. If you are a U.S. citizen or national, you are eligible to apply for U.S. government jobs. If you are a U.S. citizen or national, you are eligible to apply for U.S. government jobs.

The Human Resources Department is responsible for ensuring compliance with the Equal Employment Opportunity Act. If you have any questions, please contact the Human Resources Department.

All employees are expected to adhere to the Equal Employment Opportunity Act and the policies and procedures of the organization.

Non-Discrimination and Anti-Harassment Policy

Yea... U... e... ed, a... e... e... c a... d d a... e... ed... e... a... d... Eac... d d a... e... a... e... a... e... e... a... e... a... e... and... b... d... a... ac... c... d... a... e... T e e f e... Yea... a... e... a... e... a... e... e... e... ace... be... f... e... a... d... f... e... f... a... e... d... c... a... d... a... e...

Equal Opportunity

Yea... a... ba... e... e... e... a... ca... ab... e... a... d... a... ca... We... d... d... e... a... e... e... ba... f... ace... e... c... c... e... e... d... a... e... a... a... a... c... e... e... a... a... a... e... e... a... e... ca... e... a... d... ab... e... e... a... d... ab... e... e... a... a... e... e... c... e... d... .ca... e... a... e... a... e... a... e... de... de... a... d... e... e... c... e... a... e... a... e... a... e... a... a... d... e... e... d... c... e... ea... dec... dec... a... e... a... c... a... d... a... a... acc... da... e... e... a... f... e... d... e... ce... a... d... e... a... d... e... a... e... c... a... c... e... c... e... c... ed... b... a... a... cab... e... a... d... a... ce... e... a...

P c Dis a a dA Ha as e

Behavior Policy for Athletes

Be a P c f A e c a d S a B da e Be a A e e

Disability Accommodations

YU employees who are unable to perform their essential job functions due to a physical or mental disability may be eligible for reasonable accommodations. This process is designed to ensure that employees with disabilities have an equal opportunity to perform their jobs. Employees should contact their supervisor or the Human Resources Department for more information.

Disability Accommodations Process and Procedures

- 1. Employee notifies supervisor of disability.
- 2. Employee provides medical documentation.
- 3. Supervisor and HR evaluate request.
- 4. Accommodations are implemented.

Confidentiality

All information related to disability accommodations is kept confidential. Only those who need to know are provided with this information.

Complaint Procedure

If an employee believes they have been discriminated against based on their disability, they should file a complaint with the Human Resources Department.

If an employee believes they have been discriminated against based on their disability, they should file a complaint with the Human Resources Department.

All information related to disability accommodations is kept confidential.

On the Job

Work Schedules/Flexible Arrangements

Ye... a U... e... e... a... a... de... a... e... b... e... e... a... d... a... a... ade... a... e... a... d... e... a...
b... e... e... N... a... e... e... de... ed... a... M... da... T... da... //... a... /... /... a... d... F... da...
//... a... /... /... S... e... de... a... e... e... d... e... de... fac... e... ce... e... a... a... a... e... e... ded...
e... e... a... d... e...

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e... ed... e... a... e... e... e... e... a... e... b... e... a... a... c... c... ee... e... fe... e... a...
b... a... e... e... U... e... S... e... e... a... e... ea... ab... e... ad... e... e... e... e... e... ab... ed...
e... a... a... a... d... de... a... e... e... f... e... e... ace... acc... da... e... d... d... a... e... ee... eed... c... a...
ed... ca... c... dca... e... c... e... fa... e... e... a... e... S... c... ad... e... e... d... be... c... de... ed... a...
e... e... ba... sa... d... a... e... e... ded... e... a... e... c... a... e... a... e... ee... e... fe... e... e...
b... a...

Fe... be... e... ed... e... e... e... b... ef... a... a... ea... be... ca... e... f... e... ec... ce... e... e... f... a... e... ace...
S... e... e... c... e... de... e... ef... de... a... e... e... be... de... a... e... a... e... eed... f... e... a... ea...
de... e... ef... e... e... ace... eed... be... f... a... ed... f... ee... e... e... d... f... ee... a... e... ed... ed... da...
W... ee... e... be... a... a... d... de... a... e... e... f... d... d... a... e... ee... ca... be... a... e... ed... ee... b... e... eed...
f... ee... ee... a... d... e... de... a... e... S... e... e... a... e... a... ee... ade... a... e... a... d... e... a...
b... e... e... A... a... a... f... ee... ee... a... e... e... ed... ee... e... a... /... f... da...
ee... be... e... ed... a... da... ed... ad... a... ce... b... ea... ea... De... a... e... Head... V... ce... P... e... de... Dea... a... d... e...
C... ef... H... a... Re... ce... O... ce...

L... de... e... ce... ea... a... f... a... e... be... a... a... e... ee... e... e... e... ce... f... a... e... a... e... ed...
e... ed... e... a... a... e... be... e... e... a... a... d... sa... f... e... de... a... e... a... d... e... ad... e... a... ec...
ea... e... ce... ce... ce... B... a... e... e... d... a... e... e... c... e... f... ea... eed... e... ed... e... S... e... e...
e... d... e... e... e... e... eed... c... a... f... ea... a... e... e... a... d... e... a... ca... e... a... e... a... ba... e...

Flexible Work Arrangement Strategies

- Fe... ea... a... e... e... a... e... ee... e... a... a... d... e... d... e... e... a... e... f... de... f...
e... e... a... e... ed... ed... da... Fe... ea... a... e... e... d... ed... ce... e... a... ad...
b... a...
- C... e... ed... W... Wee... e... ed... e... a... e... ee... e... a... e... fe... e... a... e... da... e...
ee... C... e... a... e... f... a... e... e... ed... e... a... e... ee... e... f... da... e...
ee... f... a... e... a... da... e... ee... /... e... da... e... e... ee... f... a... e... a... da... e...
ee...
- V... a... Red... ced... T... ea... e... a... e... ee... ed... ce... e... be... f... ee... e... e... a... ee...
de... a... ee... a... e... a... e... ca... e... f... e... a... fa... eed... b... e... a... a... a... f...
e... de... a... e... ead... E... ee... e... a... e... a... ed... ce... e... ead... a... a... e... a...
be... e... e... acc... ded... f... e... e... ee... S... a... a... d... e... be... e... a... e... a... ed... acc... d...
E... ee... e... a... ed... ce... e... ad... a... e... e... a... e... f... U... e... e...
c... b... e... be... e... a... ec... ed... a... d... d... c... ac... e... U... e... e... Be... e... O... ce... de... e... e... e...
c...

Remote and Hybrid Work Arrangements

The purpose of this policy is to provide a clear and consistent framework for the use of Remote and Hybrid Work Arrangements. This policy applies to all full-time employees of the University of North Carolina at Chapel Hill. The University of North Carolina at Chapel Hill is committed to providing a safe and healthy work environment for all employees. Remote and Hybrid Work Arrangements are a key component of this commitment.

A remote work arrangement is a work arrangement in which an employee works from a location other than the University of North Carolina at Chapel Hill campus. A hybrid work arrangement is a work arrangement in which an employee works both on and off campus.

Procedure for Approval for Flexible or Remote Work Arrangements

Employee

- Complete the Flexible Work Arrangement Request Form ([Flexible Work Arrangement Request Form](#)) and submit it to your supervisor.
- If approved, the employee will receive a letter from the University of North Carolina at Chapel Hill regarding the approved arrangement.
- Notify the Human Resources Office of the approved arrangement.

Supervisor

- Review the request and determine if the arrangement is appropriate for the position and the employee.
- Consult with the Department Head, Vice President, Dean, and the Human Resources Office as needed.
- Review the arrangement and determine if it is appropriate for the position and the employee.
- Complete the Flexible Work Arrangement Request Form ([Flexible Work Arrangement Request Form](#)) and submit it to the Human Resources Office.
- Obtain approval from the Human Resources Office.
- Provide the approved arrangement to the employee.
- Review the arrangement and determine if it is appropriate for the position and the employee.

Open Communication

The University of North Carolina at Chapel Hill is committed to providing a safe and healthy work environment for all employees. Remote and Hybrid Work Arrangements are a key component of this commitment. The University of North Carolina at Chapel Hill is committed to providing a safe and healthy work environment for all employees. Remote and Hybrid Work Arrangements are a key component of this commitment. The University of North Carolina at Chapel Hill is committed to providing a safe and healthy work environment for all employees. Remote and Hybrid Work Arrangements are a key component of this commitment.

Background Checks

P... e... e... eca e f... a... f... b... a... a... b... a a... ca... be
b ec... a bac... d c ec... Bac... d c ec... c de b... be... ed... a e e f c... a
... e... ca... fe... e... a... ded... ca... a... e... a... a... da... faS ca Sec... be... Ac... f... e

If a... ed... e b... a... ca... e... e Sec...
O ce a d... ed a e... e a d... a be efe ed... e W... C... U... f...
U... Be... A... de e d... e a... e f... a d a... ed d... a be e... ed...
a... e d a... a... a... a... d... c... e... a... ce d... e...

Drug & Alcohol Use

Ye... a... b... e... a f... d... b... a... fac... e f... c... d... a... d... a... ed...
e fac... a... U... e... fac... e... c... ec... a... U... e... ac... e... A... de... fac...
e be... a... e... ee f... e U... e... f... d... be... a... f... c... be... b... ec...
a... a... ed... e... a... ac... a... d... c... d... e... a... Y... ca... acce... ef... D... A... c... P... c...
D... a... d... A...

Smoke-Free Workplace

L... c... a... ce... e... e... e... a... Ye... a... b... ce... a... ce... e F... ee
a... e...

Computer Systems/Network

U... e... f... e... U... e... C... e... S... e... Ne... E... a... Acc... a... d... U... e... De... ce... I...

Whistle-Blower/Compliance Hotline

E... c... a... d... e... a... e... a... e... f... Ye... a... U... e... We... e... ec... T... ee... ce... fac...
e... ee... de... e... de... c... ac... a... d... ee... f... e... d... e... a... d... e... b... e... Ye... a...
U... e... a... d... f... c... a... ce... a... cab... e... a... d... e... a... a... d... Ye... a... U... e... s... eb... e...
e... a... ce... a... d... ced... e... T... a... e... d... Ye... a... U... e... a... ad... ed... s... eb... e...
P... c... ec... P... ec... ed... Pe... Re... a... a... Ac... f... e... a... P... ec... ed... Ac...

Identification Cards

T... a... a... e... a... d... ec... f... Ye... a... a... e... e... ed... ca... a... a... d... Ye... a... de... ca...
ca... d... Y... ca... b... a... a... ca... d... e... ca... a... e... e... O... e... e... a... e... ed... a... f... e... a...
b... e... H... a... Re... ce... De... a... e... Y... a... be... a... sed... d... a... de... ca... ca... d... a... e... e...
e... e... a... Ye... a... Fac...

T... e... Ye... a... U... e... c... a... de... ca... ca... d... de... acce...

- U... e... b... d...
- L... b... a... ce... a... d... e... ce... a... de... ec... c... a... d...
- U... e... e... e...

L... da... a... ed... ca... d... a... be... e... aced... f... a... fee... c... a... Y... de... ca... ca... d... be... e... ed...
e... e... H... a... Re... ce... De... a... e... e... ea... e... Ye... a... e... e...

Time Off and Leaves of Absence

Attendance

Ye... a de e, d... e... ee... e... a... ed ed... da... a... d... a... ed ed...
... a... d... e... e... E... ce... e... a... e... ed ab... e... ee... ac... e... d... c... f... e...
... ace a... d... e... f... a... ce...

Y... f... e... a... fa... ad a... ce... a... b... e... b... a... e... a... e... bef... e... ed ed...
... a... f... e... ec... be... a... e... ab... Y... ca... e... f... eac... da... f... ab... ce... e...
... a... ed... ec... ed... e... b... e... e... e...

Vacation

Vacation Eligibility

A... a... f... Ye... a... e... e... e... c... f... e... sa... e... ee... a... d... a... e... sa... e... ee...
... a... ea... /... e... ee... acc... e... aca... e... a... a... e... dba... Y... bec... ee... be... a... e...
... acc... ed... aca... e... a... f... e... c... e... e... e... e... fe... e... Y... a... de... se... ca...
c... c... sa... ce... e... e... a... a... b... add... a... e... e... ce... f... acc... ed... e... e... e...
a... c... d... acc... ef... e... ca... e... da... ea... If... e... e... e... a... e... bef... e... e... d... f... e...
ca... e... da... ea... e... a... a... da... b... ed... b... ea... ed... Y... d... acc... e... aca... e... a... a... d...
ea... e... f... ab... e... ce... If... a... Ye... a... b... e... ed... da... fa... d... a... e... ed... ed... aca... e... da... be... c... a... ed...
da... a... If... a... e... e... dea... e... fa... cc... ed... a... a... ed... aca... e... ce... e...
be... ea... e... e... e... ca... bec... a... ed... e... f... aca... e... e... e... a... a...

Scheduling Vacation

T... a... a... a... a... e... sa... e... e... e... c... d... a... e... ed... ea... da... e... e... e... ed...
aca... da... e... Y... d... da... e... aca... e... e... e... ad... a... ce... a... ef... e... e... e...
acc... da... ea... e... e... da... de... a... e... sa... ed... e... a... e... S... ce... a... aca... e... e... e... be... a... ed...
ad... a... ce... e... e... ec... e... d... a... e... ce... e... a... aca... a... a... bef... e... a... a... ca... c... e... e...
Y... d... a... ea... f... ea... ed... aca... ee... ac... ea... N... e... e... e... de... ee... e... f... e...
acc... e... /... da... e... ee... e... ea... E... ee... e... e... sa... a... e... acc... e... aca... e... e... a...
a... ed... ba... ba... ed... ed... A... aca... e... e... be... a... ed... ad... a... ce... b... De... a... e...
Head... a... d... e... ed... ed... acc... da... ce... e... a... a... e... ed... Vac... a... d... be... ed... a... c... e... ba... b...
/... da... ee... e... a... be... ca... ed... e... ef... ea... a... sa... e... a... aca... ca... ed... e...
Dece... be... feac... ea... d... e... e... ceed... a... a... e... e... e... Te... a... e... e... e... acc... a... /...
da... ee... e... e... ea... f... aca... ea... T... a... acc... a... a... ed... fe... ee... e... e...
a... b... e... e... e... ceed... e... ea... f... aca... ea... U... ed... acc... ed... aca... e...
be... d... a... a... a... e... e... e... sa... bef... fe... ed... U... /... da... ee... f... acc... ed... aca... e...
D... ed... e...

LEGAL HOLIDAYS	JEWISH HOLIDAYS
e e a s Da	s Ha a a _ das
e a Da	da
I de e de eDa	

The University of the State of New York State Office of the State Comptroller
110 West Street, Albany, New York 12242-1100

- We are currently accepting applications for the position of
• Human Resources Director, Albany, New York. The successful
• candidate will be responsible for the overall management of the
• human resources function of the State Office of the State Comptroller.
• For more information, please contact the Human Resources Director,
• Human Resources Office, State Office of the State Comptroller,
• 110 West Street, Albany, New York 12242-1100.

For more information, please contact the Human Resources Director,
Human Resources Office, State Office of the State Comptroller,
110 West Street, Albany, New York 12242-1100.

Emergency Closing

Yes, a state of emergency has been declared in New York State. The
State Office of the State Comptroller will be closed on Monday, March 15,
2020. Employees are advised to contact their supervisors for more
information. The State Office of the State Comptroller will be closed on
Monday, March 15, 2020. Yes, a state of emergency has been declared in
New York State. The State Office of the State Comptroller will be closed on
Monday, March 15, 2020.

Alert Find

Learn more about the alert find process. The alert find process is a
method used to identify and resolve issues. Yes, a state of emergency
has been declared in New York State. The State Office of the State
Comptroller will be closed on Monday, March 15, 2020. Yes, a state of
emergency has been declared in New York State. The State Office of the
State Comptroller will be closed on Monday, March 15, 2020.

Paid Leaves

Absence Due to Illness

The State Office of the State Comptroller is currently accepting
applications for the position of Human Resources Director. The
successful candidate will be responsible for the overall management of the
human resources function of the State Office of the State Comptroller.

Yes, a state of emergency has been declared in New York State. The
State Office of the State Comptroller will be closed on Monday, March 15,
2020. Yes, a state of emergency has been declared in New York State.
The State Office of the State Comptroller will be closed on Monday,
March 15, 2020.

Sick Days

For more information, please contact the Human Resources Director,
Human Resources Office, State Office of the State Comptroller,
110 West Street, Albany, New York 12242-1100. For more information,
please contact the Human Resources Director, Human Resources Office,
State Office of the State Comptroller, 110 West Street, Albany, New York
12242-1100.

See the State Office of the State Comptroller's website for more
information. The State Office of the State Comptroller will be closed on
Monday, March 15, 2020.

If you are unable to work, please contact your supervisor for more
information. The State Office of the State Comptroller will be closed on
Monday, March 15, 2020.

For more information, please contact the Human Resources Director,
Human Resources Office, State Office of the State Comptroller,
110 West Street, Albany, New York 12242-1100.

Bereavement/Condolence Leave

If a family member dies, you may be eligible for bereavement leave. If you are a full-time employee, you are eligible for up to three (3) days of bereavement leave. If you are a part-time employee, you are eligible for up to one (1) day of bereavement leave.

Immediate family members include: spouse, child, grandchild, parent, grandparent, sibling, stepchild, stepgrandchild, stepparent, stepgrandparent, stepbrother, stepsister, and stepchild. Immediate family members also include: spouse, child, grandchild, parent, grandparent, sibling, stepchild, stepgrandchild, stepparent, stepgrandparent, stepbrother, stepsister, and stepchild.

Other family members include: stepchild, stepgrandchild, stepparent, stepgrandparent, stepbrother, stepsister, and stepchild. If you are a full-time employee, you are eligible for up to three (3) days of bereavement leave. If you are a part-time employee, you are eligible for up to one (1) day of bereavement leave.

Pregnancy & Childbirth Leave—Staff

Full-time employees are eligible for up to 12 weeks of pregnancy and childbirth leave. Part-time employees are eligible for up to 6 weeks of pregnancy and childbirth leave. This leave is in addition to any other leave you may be eligible for, such as sick leave, vacation, and FMLA.

Part-time employees are eligible for up to 6 weeks of pregnancy and childbirth leave. This leave is in addition to any other leave you may be eligible for, such as sick leave, vacation, and FMLA.

A Staff member who is a member of the Health and Retirement Office (HRO) is eligible for up to 12 weeks of pregnancy and childbirth leave.

Pregnancy & Childbirth Leave—Faculty

Full-time faculty members are eligible for up to 12 weeks of pregnancy and childbirth leave. Part-time faculty members are eligible for up to 6 weeks of pregnancy and childbirth leave. This leave is in addition to any other leave you may be eligible for, such as sick leave, vacation, and FMLA.

Part-time faculty members are eligible for up to 6 weeks of pregnancy and childbirth leave. This leave is in addition to any other leave you may be eligible for, such as sick leave, vacation, and FMLA.

A Faculty member who is a member of the Health and Retirement Office (HRO) is eligible for up to 12 weeks of pregnancy and childbirth leave.

Faculty members who are members of the University of Pennsylvania's Center for Leadership and Innovation are eligible for up to 12 weeks of pregnancy and childbirth leave. This leave is in addition to any other leave you may be eligible for, such as sick leave, vacation, and FMLA.

Jury Duty

If you are called for jury duty, you may be eligible for jury duty leave. You are eligible for up to 10 days of jury duty leave. If you are a full-time employee, you are eligible for up to 10 days of jury duty leave. If you are a part-time employee, you are eligible for up to 5 days of jury duty leave.

If you are called for jury duty, you may be eligible for jury duty leave. You are eligible for up to 10 days of jury duty leave. If you are a full-time employee, you are eligible for up to 10 days of jury duty leave. If you are a part-time employee, you are eligible for up to 5 days of jury duty leave.

Personal Leave

Employees are entitled to 12 days of personal leave per year. Personal leave is available for the following purposes: illness, family emergencies, personal business, and other personal needs. Personal leave is accrued on a calendar year basis. Employees are notified of their personal leave balance on their pay stub. Personal leave is not accrued for new hires until they have completed their 90-day probationary period.

Personal leave is available for the following purposes: illness, family emergencies, personal business, and other personal needs. Personal leave is accrued on a calendar year basis. Employees are notified of their personal leave balance on their pay stub. Personal leave is not accrued for new hires until they have completed their 90-day probationary period.

Parental Leave

YU provides up to 12 weeks of parental leave for eligible employees. Parental leave is available for the birth or adoption of a child. Parental leave is accrued on a calendar year basis. Employees are notified of their parental leave balance on their pay stub. Parental leave is not accrued for new hires until they have completed their 90-day probationary period.

Leave for Birth or Adoption of a Child

For the birth or adoption of a child, employees are eligible for up to 12 weeks of parental leave. Parental leave is accrued on a calendar year basis. Employees are notified of their parental leave balance on their pay stub. Parental leave is not accrued for new hires until they have completed their 90-day probationary period.

For the birth or adoption of a child, employees are eligible for up to 12 weeks of parental leave. Parental leave is accrued on a calendar year basis. Employees are notified of their parental leave balance on their pay stub. Parental leave is not accrued for new hires until they have completed their 90-day probationary period.

Leave for Care of an Older Child, Member of Your Household, or Parent

See NY Paid Family Leave for details.

Professional Conduct

Conflict of Interest

The following sections describe the standards of professional conduct that are expected of all employees of the University of the South Florida.

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f ... e Y ... Ye a ... e ce ... de ... a ... d d a ... d ec
... a ca, e ... a, ... fe ... a be, e, ... a ffa ... e be ... f e, d

General Policy

Işler ve İnsan Kaynakları Departmanı, İşler ve İnsan Kaynakları Departmanı tarafından hazırlanmış ve İşler ve İnsan Kaynakları Departmanı tarafından onaylanmıştır. İşler ve İnsan Kaynakları Departmanı, İşler ve İnsan Kaynakları Departmanı tarafından hazırlanmış ve İşler ve İnsan Kaynakları Departmanı tarafından onaylanmıştır.

Tüm çalışanlar, İşler ve İnsan Kaynakları Departmanı tarafından hazırlanmış ve İşler ve İnsan Kaynakları Departmanı tarafından onaylanmıştır.

Specific Restrictions

Work hours, İşler ve İnsan Kaynakları Departmanı tarafından hazırlanmış ve İşler ve İnsan Kaynakları Departmanı tarafından onaylanmıştır.

Outside Employment

YUE ee a ee ee a e f e U e s a da ee e ced, e ac ee e s s, a d, de e e a e, f e b e s C e e, de e e, s e ed f, c d e f e e e e b e f a ce b e c e U, e s, c c, fa a b e b c, c c f, e e, P e a e f e, e e s C, c f I, e e P c d e e d a b e. I f a f, e e e e e d, e c e a, c d e de e e, ac, c a a e e, be a ed, b, e e e e e

I e e e e e e b, d e e de e e, e e s F, a d e, a s e c a b, f c a c e e f a, c e f d, e f, e U, e s a, c, c f, e e, e e e e a f e c, a e C e f H a R e c e O c e, a e e b, c a c, a a, e d e e, a Y e a A a f d e e e, a b e d a a a, e f, e U, e s d e e e, a c e e, e e e e a b e e e e, e b e, e e f Y U, d e

Y U e c a e s d e e e, e e, c d a d c a, a b e a c, e, a a e e e, d e, c a e a c, c f, e e, e U, e s d a e e e a b a f a c e f e d e a d f e e s, Y U S e e, e F a c, H a, d b f, e F a c, O d e E e, P c

Violence in the Workplace

Y e a s, b e e e a a e e e d b e, e a e d, d, a d e s e c, A c f e, c e, b e, e a e d A, a c e f e c e b e e d a e e e d, S e c, e s a d, e H a R e c e D e a, e, A c a, b e f, e a e d Y e a e, e d, a, c d e, e e, f e c e V a, f, c e, d e a a c, a d, c d, e d a e d e a e

Meeting Performance Standards

A e e e a e e e c e d, e e Y e a s a, d a d f, e f a, c e W e f a, c e e, c a e a, f a c, c d, a, e, d a, c e, c a, e s a c, d c, b, c e c a, d e e a c a c e, Y e a c e a d c e d e s

I f f a, e e, e e a, d a d, Y e a a, d e a a e c c, a c e, a e c e c e a c, T e e, f, c e, d c e, e f a, c e e e e d, a e a, a b e, e, c, e e f a, c e T e c e d e, e d, e c a e d e e e, b d, d a, c e, a e a, a e e d e e, c a e f a, c e a, e, d a, c e b e e s a c, d c, e e a c a c e, Y e a c e a d c e d e a d, e d e a b e Y e a a e e e e e f a, c e, e e e a e d, f e d a e d s a, I, a, c a e, c e e e, a, Y e a e e e e d e s a a, e

Benefits

Benefit Plans

YU's Employee Benefits are designed to help you and your family.

- Health
- Dental
- Life/Death Insurance
- Life
- Flexible Spending Account (FSA)
- Medical Savings Plan (MSA)
- Life Insurance
- Employee Assistance Program
- Retirement Plans
- Tuition Savings

YU's Employee Benefits are designed to help you and your family. The YU Employee Benefits program is a comprehensive program that includes health, dental, life insurance, flexible spending accounts, medical savings accounts, life insurance, employee assistance program, retirement plans, and tuition savings. For more information, please contact your HR representative.

Leaving Yeshiva University

Resignation

A resignation letter should be submitted to the Human Resources Department. The letter should be submitted to the Human Resources Department of Yeshiva University, 2600 Bedford Avenue, New York, NY 10026. The letter should be submitted to the Human Resources Department of Yeshiva University, 2600 Bedford Avenue, New York, NY 10026. The letter should be submitted to the Human Resources Department of Yeshiva University, 2600 Bedford Avenue, New York, NY 10026.

La ce, a, ed e, f, e, f, e, be, a, c, e, f, de, fYe a

P e, fda, e ea, e e e

U, a, ed e, c, fa, ec d, a a e, e e, fYe a

U, a, ed e, a f, ce, b, e, b a d

Ma, defac, e f, de, c, fa, e, e, e, fYe a

Fa, e, ca d ec, c, ac, e e, be a e ab, f

F, e, b eac, facce, ab e be a

V a, f, eD, a, dAc, P c

T ef

Lea, e e, a, a, d

See, d

T e, ded, be e e, a e f, e, e, fac, e, a a e, d e, a ac, I, e a e, e, ded, be c e e, e a, d d e, c a, e, e e, a, e a, be ee, ee e e a, dYe a

Addendum

Applicable to California Employees

The University of York is a U.S. Equal Opportunity Employer. The Handbook is a document that is intended to be a guide for the University of York. The Handbook is a document that is intended to be a guide for the University of York. The Handbook is a document that is intended to be a guide for the University of York.

Time Off & Leaves of Absence

The University of York provides a variety of leave options for its employees. The University of York provides a variety of leave options for its employees. The University of York provides a variety of leave options for its employees.

The University of York provides a variety of leave options for its employees. The University of York provides a variety of leave options for its employees. The University of York provides a variety of leave options for its employees.

Personnel Records & Privacy

The University of York is committed to protecting the privacy of its employees' personnel records. The University of York is committed to protecting the privacy of its employees' personnel records. The University of York is committed to protecting the privacy of its employees' personnel records.

Contact Information

DEPARTMENT	CONTACT INFORMATION	
Human Resources Department	Jane Adams Chief HR Officer 300 (477) 3000	jas@yupia.edu
Administrative Services	Rebecca Jones S.D. eq 300 (477) 3000 Kara Roberts D. eq 300 (477) 3000	rebecca@yupia.edu kara@yupia.edu
IT Department	Rebecca Jones 300 (477) 3000	rebecca@yupia.edu
Head of the Center for...	Faye Williams D. eq 300 (477) 3000	faye@yupia.edu
Business	Jane Adams 300 (477) 3000	jane@yupia.edu
...	Jane Adams D. eq 300 (477) 3000	jane@yupia.edu
...	Jane Adams Safety Security 300 (477) 3000	jane@yupia.edu
...	Adeline Adams General Counsel 300 (477) 3000	adeline@yupia.edu

Disclosure Form

PURSUANT TO THE POLICY REGARDING CONFLICT OF INTEREST FOR EMPLOYEES
OF YESHIVA UNIVERSITY

I hereby disclose the following activities, interests or relationships in which I am, or may become, involved to determine if they violate the University's policy regarding Conflict of Interest. (Adequate detail must be provided; if necessary, additional sheets should be attached.)

Name, Title

Date

Address

Signature

Employee ID

This form is to be submitted,

Confidential Resource Office

Yeshiva University

Washington

200 A. A. da A. e. e

Be fe Ha /

Ne Y , Ne Y //

Receipt for Employee Handbook

I hereby acknowledge that I have received a copy of the YU Employee Handbook. I understand that the Handbook contains information regarding YU policies, procedures, and benefits. I have read the Handbook and agree to abide by its terms and conditions. I understand that the Handbook is a confidential document and I will not disclose its contents to anyone outside of YU.

I understand that the Handbook is a confidential document and I will not disclose its contents to anyone outside of YU. I understand that the Handbook is a confidential document and I will not disclose its contents to anyone outside of YU. I understand that the Handbook is a confidential document and I will not disclose its contents to anyone outside of YU.

Pregnancy & Childbirth Leave—Faculty · **17**
Pregnancy & Childbirth Leave—Staff · **17**
Professional Conduct · **20**
Prohibition on Political Contributions · **20**

R

Receipt for Employee Handbook · **32**
Resignation · **26**

S

Sick Days · **16**
Smoke-Free Workplace · **13**
Social Security Numbers · **22**
Solicitations, Distributions and Use
of Bulletin Boards · **22**

T

Time Off and Leaves of Absence · **14**
Time Off to Vote · **17**
Time Records · **24**

U

Unpaid Leaves · **18**

V

Vacation · **14**
Violence in the Workplace · **23**

W

Whistle-Blower /Compliance Hotline · **13**
Work Schedules/Flexible Arrangements · **10**