

# Employee Handbook



## Bryant University

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## DISCLAIMER

This handbook has been prepared by the Human Resources Department to serve as a practical guide to University personnel policies. While this handbook does not represent a contractual agreement, it does offer valuable information on a wide variety of topics. It is only a summary of policies compiled for your convenience and is not intended to cover all topics or circumstances. Where there are differences between the provisions of this handbook and more specific statements contained in Bryant's contractual agreements, or records (such as insurance policies, plan documents or Collective Bargaining Agreements), the contractual agreements or records shall control.

No information in this handbook is intended to create a contract of employment, a guarantee of benefits, or a guarantee of procedures to be followed. It is merely a guide, and its provisions may be changed without notice. Bryant is an "employment-at-will" employer, which means that either the employer or the employee may terminate the employment relationship at any time with or without notice or cause.

While we do try to lend stability to our policies and procedures, we reserve the right to modify any condition of employment with or without notice.

The policies, rules, and regulations contained in this handbook supersede and replace all policies, rules and regulations contained in prior handbooks or policy statements. We suggest that you read them carefully.

*In some cases, Collective Bargaining Agreements may alter or modify personnel policies and benefits described herein. In these cases, the applicable provisions of the current Collective Bargaining Agreements will prevail.*

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## I. INTRODUCTION

### A. Bryant Principles

Bryant believes that the most successful institutions of higher education work hard at building community. This effort is guided by several principles that shape our shared experiences. The fostering of these principles helps our University educate and inspire students to discover their passion and become innovative leaders with character around the world. To enter Bryant University is to become a member of a community, which is both a privilege and an opportunity. Participation in and support of this community is a responsibility shared by all. The search for community represents a process and a journey dedicated to helping students succeed. These guiding principles\* are as follows:

- Bryant University is an educationally purposeful community - a place where faculty, staff, and students work together to strengthen teaching and learning on campus.
- The campus is a place where high standards of civility are set and violations are challenged. Bryant University is a community whose members speak and listen carefully to each other.
- Bryant University is a place where the sacredness of each person is honored and where diversity is aggressively pursued.
- Bryant University clearly states both its academic and social expectations. All must accept their obligations as citizens of the Bryant community and expect to be held accountable for behavior as individuals and members of groups.
- The University is a caring community where the well-being of each member is supported and where service to others is encouraged.
- Bryant finds opportunities to affirm both tradition and change. Orientation, Homecoming, Commencement, and other activities are examples of celebratory activities. Good traditions must be preserved, new ones established, and others extinguished.

\*Principles outlined in Ernest Boyer's book *Campus Life: In Search of Community* form the basis for the Bryant Pledge. These principles represent the shared commitments of students and the institution's staff and faculty toward a successful learning experience.

### B. Background of the University

Founded in 1863, Bryant University is situated on a 435-acre, residential campus in Smithfield, Rhode Island. For a listing of "quick facts," "accreditations," and "memberships," [click here](#)

### **C. Mission Statement**

The Bryant University mission is to educate and inspire students to discover their passion, become innovative leaders with character, and make a difference around the world.

Bryant's Mission Statement is a product of the institution's community-wide strategic planning effort, which is an ongoing process; thus the mission will be subject to periodic review and revision as needed.

### **D. Commitment to Diversity**

Bryant University recognizes that its position as a leader in higher education is greatly determined both by the diversity of its campus community and its intellectual endeavors. Its commitment to link academic and social diversity for the benefit of the learning and living environment reflects its belief that excellence and diversity are mutually reinforcing objectives.

We also understand diversity as a global issue. We provide an education that offers our students the knowledge and skills to thrive in an age of global complexity and change. Our policies and programs nurture a pluralistic environment that honors human dignity, integrity, and the rights of others.

Bryant University encourages members of its community to be independent, tolerant thinkers who possess the courage and patience to grow in their understanding of differences – whether they be ethnic, intellectual, physical, political, cultural, sexual, religious or economic. Doing so on a personal level reaffirms the critical role that divergent voices play in making Bryant University a world-class institution dedicated to teaching, learning, and producing new knowledge.



## **II. EQUAL EMPLOYMENT OPPORTUNITY**

### **A. EEO/AA Policy**

Bryant University is committed to a policy and practice of equal opportunity and affirmative action. It is the intention of Bryant to make all efforts reasonably possible to live up to its EEO Policy and the commitments made in its Affirmative Action Program.

Bryant does, and will continue to, provide all applicants for employment and all employees with equal opportunity for employment and promotion regardless of race, color, religion, sex, sexual preference or orientation, gender identity or expression, national origin, age, ethnicity, disability, veteran or marital status. This commitment to equal employment opportunity includes all other personnel actions, such as, transfers, disciplinary actions and procedures, layoffs, Bryant-sponsored training, social and recreational programs or activities, rates of pay, educational assistance (tuition reimbursement), and all other conditions of employment. Management at all levels will abide by federally mandated regulations in incorporating affirmative action into its procedures. There will be a good faith effort to increase the consideration, promotion, hiring, and effective utilization of minorities and females in all job categories and organizational units/departments in accordance with the Affirmative Action Program. Minorities and females are encouraged to take the fullest advantage of the opportunities available at Bryant. Bryant intends to fulfill the spirit of equal employment opportunity and affirmative action by ensuring that its relationships with prospective and present employees are open and free from bias.

Employee inquiries should be directed to the Vice President for Human Resources, ext. 6211. For disability-related concerns, inquiries should be directed to Health Services, ext. 6220.

The complete Equal Employment Opportunity Policy and Affirmative Action Program is available in Human Resources.

## **B. Americans with Disabilities Act**

Bryant University complies with the Americans with Disabilities Act (ADA) of 1990. The ADA prohibits discrimination against qualified individuals with disabilities on the basis of that individual's disability in, among other things, job application procedures, hiring, promotion, transfers, discharge, layoffs, training, compensation and fringe benefits. Not only does Bryant comply with the ADA, but Bryant also considers this compliance to be a reaffirmation of the University's long-standing nondiscrimination policy. To this end, Bryant bases all of its employment decisions on an employee's qualifications to perform the essential functions of the job, with or without reasonable accommodations that do not impose an undue hardship on the University.

Issues concerning the ADA and/or reasonable accommodations should be brought to the attention of the Vice President for Human Resources, ext. 6211.

## **C. Reasonable Accommodation of Pregnancy/Childbirth**

Bryant University does not discriminate against any employee or applicant due to pregnancy, childbirth or related medical conditions. Bryant University will reasonably accommodate an employee's, or applicant's, condition related to pregnancy, childbirth, or a related medical condition. Bryant University may provide pregnant employees with longer breaks, light duty, assistance with manual labor, a temporary transfer to a less strenuous or hazardous position, or a modified work schedule as a reasonable accommodation. Bryant University also may grant a leave of absence for a pregnant employee to recover from childbirth. Bryant University may refuse to grant a reasonable accommodation if the accommodation would pose an undue hardship on Bryant University.

Issues concerning reasonable accommodations should be brought to the attention of the Vice President for Human Resources, ext. 6211. Human Resources will work, on a case-by-case basis, to make reasonable accommodations to eligible employees, provided that such accommodation does not pose an undue hardship on Bryant University. An individual who has a condition related to pregnancy, childbirth or a related medical condition is required to self-identify that fact and provide Human Resources with documentation before a reasonable accommodation can be considered.

## **D. Protection from Harassment**

### Policy Statement:

Bryant University is committed to maintaining a working and learning environment which supports respect for the individual and for academic freedom, where all members of the community can work and learn in an atmosphere that is free from sexual or other types of harassment.

It is the policy of Bryant University that no member of the University community, including faculty, staff, students, volunteers, interns, third party contractors, and visitors may subject another to sexual or any other type of harassment. Harassment on the basis of race, color, religion, sex, sexual preference or orientation, gender identity or expression, national origin, age, ethnicity, disability, veteran or marital status undermines the basic principles of the Bryant community and will not be tolerated.

Harassment is defined as unwelcome verbal and/or physical conduct directed toward an individual or regarding an individual's race, color, religion, sex, sexual preference or orientation, gender identity or expression, national origin, age, ethnicity, disability, veteran or marital status that has the purpose or effect of:

- 1) humiliating and/or intimidating an individual or
- 2) impeding and/or interfering with work performance, academic status, or college life.

In particular, sexual harassment is defined as unwanted sexual advances, requests for sexual favors, and all other verbal or physical conduct of a sexual nature where:

- 1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or academic status; or
- 2) submission to or rejection of such conduct by an individual is used as the basis for employment or academic decisions affecting such individual; or
- 3) such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating, hostile, or offensive environment in which to work or learn (situations that have the effect of substantially interfering with an individual's professional or academic performance by creating an intimidating, hostile, humiliating, or offensive working or learning environment, even if no job or promotion loss results).

Bryant University considers harassment a very serious matter. Any person found to be engaging in harassment, including sexual harassment, or who aids and abets or incites such conduct, will be subject to disciplinary action, up to and including termination of employment. Further, any retaliation

against an individual for filing a complaint or for cooperating in an investigation of such a complaint is similarly prohibited and will not be tolerated.

### Examples of Sexual Harassment

Sexual harassment may occur regardless of the intention of the person engaging in the conduct. The following are some examples of conduct, which, if unwelcome, may constitute sexual harassment, depending upon the totality of the circumstances, including the severity of the conduct and its pervasiveness:

- sexual advances - whether they involve physical touching or not;
- requests for sexual favors in exchange for actual or promised job or academic benefits such as favorable reviews, salary increases, promotions, grades, increased benefits, or continued employment;
- sexual jokes;
- use of sexual epithets, written or oral references to sexual conduct, gossip regarding one's sex life, comments on an individual's body, sexual activity, deficiencies, or prowess;
- displaying sexual objects, pictures, cartoons;
- leering, brushing against the body, sexual gestures, suggestive or insulting comments;
- inquiries into one's sexual activities; and
- assault or coerced sexual acts.

The U.S. Equal Employment Opportunity Commission (EEOC) has observed that hostile environment sexual harassment takes a variety of forms, and that many factors affect this determination. The determination of a hostile environment is affected by:

- whether the conduct was verbal or physical or both;
- how frequently the conduct was repeated;
- whether the conduct was hostile and patently offensive;
- whether the alleged harasser was a co-worker or supervisor;
- whether others joined in perpetrating the harassment; and
- whether the harassment was directed at more than one individual.

Sexual harassment does not refer to behavior or occasional compliments of a socially acceptable nature. It refers to behavior that is not welcome, that is offensive, and that fails to respect the rights of others. Conduct which may appear "voluntary" because a faculty or staff member or student does not seem to be forced to participate against his or her will is still sexual harassment as long as the victim makes it clear that the

advances are unwelcome. Whether an isolated remark or act or a course of conduct creates a sexually hostile work environment will depend upon the totality of the circumstances.

### Reporting Procedures

Bryant University encourages the reporting of all perceived incidents of discrimination, harassment or retaliation, regardless of the offender's identity or position. To encourage persons to come forward, the University provides several channels of communication, information, and complaint resolution. A list of potential resources or contacts available at the University is provided at the conclusion of this policy.

### Complaint/Reporting Process

Complaints involving an employee of the University must be reported immediately either orally or in writing to the Vice President for Human Resources (or his/her designee). If the complaint involves a faculty member, the complaint may be made to the Provost (or his/her designee). Complaints of sexually harassing or discriminatory behavior by students may be made to the Vice President for Student Affairs/Dean of Students (or his/her appointed designee). Procedures for handling a student complaint or grievance are covered by certain provisions within the Bryant University Student Handbook and are administered by the Vice President for Student Affairs/Dean of Students.

The Vice President for Human Resources (or his/her designee) will participate in the investigatory process with Student Affairs and/or Academic Affairs when a student alleges sexual harassment by faculty or staff, or when a faculty member alleges sexual harassment by faculty, staff, or a student. In any complaint situation where a student is involved, the Vice President for Student Affairs/Dean of Students (or his/her appointed designee) will participate in the investigatory process.

If a supervisor, manager or department chair of the University becomes aware that harassment or discrimination is occurring, either from personal observation or as a result of an individual coming forward, the supervisor, manager, or department chair should immediately report it to the Vice President for Human Resources.

When a complaint is received, the University will promptly investigate the allegation in a fair and expeditious manner. The investigation will be conducted in such a way as to maintain confidentiality to the extent practicable under the circumstances. The investigation may include interviews with the person making the complaint, any witnesses, and the person(s) alleged to have engaged in the harassment. If it is determined

that inappropriate conduct has occurred, the University will act promptly to eliminate that offending conduct and, where it is appropriate, and the University also will impose disciplinary action. Appeals must be submitted in writing detailing the specific reason(s) for the appeal.

The President (or his/her designee) will serve as the appeal authority. The President or his/her designee shall have the power to affirm, reverse, or modify the decision and/or the penalty imposed (but not increase), or to remand the matter to the University official imposing the sanction for further consideration. The decision of the appeal authority is final.

#### Harassment by Visitors

The University does not condone harassment by individuals visiting students or attending University functions or by any other visitor on the University campus. If anyone is subjected to harassment by visitors, he or she should call Public Safety, who will escort the visitors off campus and/or take other appropriate action. If visitors' behavior is illegal (for example, disturbing the peace, vandalism, sexual assault, etc.), they are subject to arrest. All members of the community should make it clear to visitors that such behavior is not acceptable at Bryant University.

#### Harassment by Third Parties

The University does not condone harassment by third parties, including internship supervisors, donors, or consultants, with whom members of the Bryant community are dealing on or off campus in the course of their academic or employment responsibilities. If anyone is subject to harassment in these situations, he/she should report it to his/her supervisor or advisor as soon as possible in order that appropriate action can be taken.

#### Information, Counseling and Advocacy

Anyone may seek advice, information or counseling on any matter, including matters relating to harassment, without having to lodge a complaint. Resources are listed under Information/Counseling Resources.

*Bryant University list of resources available to individuals who believe they have been subject to discrimination, harassment, or retaliation.*

#### Information/Counseling Resources

Counseling Services	232-6045
Health Services	232-6220
Student Affairs	232-6046
Coastline EAP	1-800-445-1195

### Internal Contact List

Vice President for Student Affairs/Dean of Students	232-6046
Vice President for Human Resources	232-6211
Provost	232-6060

### External Filing Remedies

While it is Bryant's goal to investigate and resolve harassment complaints internally, individuals who believe they have been subjected to sexual harassment may also file a formal complaint with either or both of the following government agencies:

Rhode Island Commission for Human Rights 180 Westminster St. 3 <sup>rd</sup> Fl Providence, RI 02903 (401) 222-2661	United States Equal Employment Opportunity Commission (EEOC) John F. Kennedy Federal Building 475 Government Center Boston, MA 02203 (800) 669-4000
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This policy applies to all faculty, staff, students, volunteers, visitors, interns and third-party contractors.

### **E. Sexual Misconduct Policy and Title IX Grievance Procedures**

Bryant University is committed to providing a safe working and learning environment which promotes respect for the individual and support for academic freedom, where all members of the Bryant community can work and learn in an atmosphere that is free from sexual discrimination, harassment, violence, power-based personal violence, and other forms of sexual misconduct.

To submit an incident report, click here [Bryant Incident Report](#)

To view the University's policy and procedures click the links below.

[Sexual Misconduct Policy](#)

[Title IX Grievance Procedures](#)

### **III. GETTING STARTED**

#### **A. Confidentiality**

In the course of working at Bryant University, employees may have access to confidential information about the University, its students and/or parents, co-workers or the public, including, but not limited to information regarding student records, disciplinary matters, and development plans. As a matter of state and federal law and/or University policy, such information must be held in strict confidence and not divulged to persons either within or outside the University community, to protect individual privacy and University business.

If it is important for someone in the University to know the details of a confidential matter, then it may be appropriate for an employee to share it or discuss it. An employee should always check with his/her supervisor for specific instructions regarding who should have access to privileged information and how it should be handled.

Employees who have access to student information should refer to the student handbook for the detailed University policy regarding the Family Educational Rights and Privacy Act (FERPA), a federal law that provides students' rights of access to education records and imposes regulations on the University in the release and disclosure of education records to third parties.

#### **B. Computer Code of Ethics**

Bryant University makes Information Technology resources (e.g., the Internet, e-mail, etc.) available to faculty, staff, students, alumni, and related constituent groups for conducting activities in support of the mission of the University. These resources are a privilege, not a right, and electronic records of information created through their use are the property of Bryant University. Bryant reserves the right to monitor the operation of these resources, to access information and data contained therein, and to retain or dispose of those records as it deems necessary.



Acceptable uses include, but are not limited to, official University business, academic research and academic discussion. Unacceptable uses include, but are not limited to, activities disrupting the effective operation of Bryant networks, operation and/or solicitation of non-Bryant commercial businesses, unauthorized copying and use of software and documentation, accessing internet sites or sending messages which could be construed as harassing, derogatory, inflammatory, or obscene, and activities interfering with an employee's productive work time. Employees' personal use of these resources is limited to incidental use that does not interfere with the employee's productive work time and conforms with the policies set forth by the University.

Employees should refer to Information Technology's Policy and Procedures at: <https://is.bryant.edu/information-security>

### **C. Social Media Use**

Whenever an employee uses social media, the employee must abide by this policy and other relevant University policies (i.e., anti-harassment, etc.). An employee may not post on any social media site any material or information that:

1. Violates the privacy rights of another University employee or student;
2. Intentionally or inadvertently discloses any University trade secret or confidential business information of the University;
3. Constitutes the unauthorized use of trademarks, logos and other branding symbols for commercial purposes;
4. Displays maliciously false information about the University or any University employee or student;
5. Displays any information that violates any other University policy;
6. Displays any content that purports to represent the position, viewpoint, statements, opinions, or conclusions of the University, or of a University employee or student, without prior authorization to do so; or
7. Violates any law, such as laws that prohibit defamation, harassment, discrimination, retaliation, and threats of workplace violence.

### **D. Copyright Ownership**

The law provides copyright protection to software developers. Unauthorized copying or use of software or documentation is prohibited, is against Bryant University policy, and can result in civil and criminal liability. Except as expressly provided for in the pertinent software license agreement, no individual is authorized to make copies of copyrighted material. Questions regarding licensing agreements should be directed to the Information Technology Department.

## **E. Responsible Use of Electronic Mail, Voice Mail and the Internet**

Bryant University provides voice mail, electronic mail (e-mail) and Internet access for use by Bryant University employees primarily for University business. All e-mail and voice mail messages or other communications sent internally or externally using University computers or communications systems are the property of Bryant University. Therefore, employees should not expect that any message transmitted using these systems is private.

As a tool provided by the University, any correspondence - either forwarded to a destination or retained locally on computer disks or tapes - shall be considered property of the University and subject to review, interception, access and disclosure by management with or without notice, at any time during or after working hours. Electronic correspondence is subject to review at any time and for any reason. An employee shall have no expectation of privacy with respect to e-mail or any other electronic communications and/or electronic files. We may, for example, need to review e-mail files for the purpose of conducting normal University business, troubleshooting computer problems, or determining whether an employee has failed to comply with important University policies.

In general, the creation of any correspondence - either internal or external - within an electronic mail application should be viewed as if the person were typing on University letterhead. Each email should be written with this in mind, i.e. the communication represents the employee, the department and the University. Please remember that the use of e-mail and electronic resources such as the Internet or the World Wide Web (“www”) is for business purposes and that the University reserves the right to access and review all information on the system at any time. Persons using the e-mail system should understand that communications on the internal network are subject to viewing by the University and are not confidential.

It is a violation of Bryant University policy to send harassing or obscene messages (both written and graphics) through the electronic mail (e-mail) system. Fraudulent, vulgar or obscene messages, or messages with derogatory or inflammatory remarks about an individual or group’s race, color, religion, sex, sexual preference or orientation, gender identity or expression, national origin, age, ethnicity, disability, physical attributes, veteran or marital status, is a direct violation of University, federal and state policy. Communications of these types will not be tolerated. All communications should be professional and e-mail should be used in an effective, ethical and lawful manner.

## **F. Employee Identification Card**

All new employees receive identification cards. To obtain your card, complete the necessary form in the Human Resources office and bring it to the Office of Student Events located on the 2<sup>nd</sup> Floor of the Fisher Student Center. Your I.D. card may be required when attending events and programs or when using various University services, including the library and the wellness center. The card remains the property of the University and must be returned upon termination of employment.

## **G. Policy Against Alcohol and Drug Abuse**

Bryant University is committed to maintaining a work environment that is healthy, safe and secure for all colleagues. Employees needing help in dealing with alcohol or drug abuse problems are encouraged to seek assistance through the Employee Assistance Program or through their medical insurance provider.

Bryant University prohibits the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees on its property or as part of its activities. Where there is evidence of violation of the law, law enforcement officials will be contacted immediately.

## **H. Smoke-Free Workplace Policy**

In order to maintain a healthy living, working and learning environment, Bryant University prohibits smoking in any building on campus or in any University owned/leased vehicle. This includes the use of all electronic means of smoking, including electronic cigarettes, vaporizers, and other similar products. This policy is designed in compliance with Chapter 23-20.10 of the Rhode Island General Laws entitled, "Public Health and Workplace Safety Act.

## **I. Vehicle Registration**

All vehicles parked on campus must be registered with the Department of Public Safety, at which time a parking decal will be issued. Your automobile registration and valid driver's license are required to register the vehicle. The parking decal remains the property of the University and must be returned upon termination of employment.

## IV. EMPLOYMENT AND EMPLOYEE CONDUCT

### A. Employment Classifications

Employment classifications at Bryant are defined as:

- **Regular:** An employee who holds a position, other than a temporary/contingent
- **Temporary/Contingent:** An employee whose employment is contingent upon the continuation of a grant, appropriation award, time-specific contract or agreement, or is conditioned by a special circumstance. Employment as temporary/contingent is designated at the time of the job offer

**Regular and Temporary/Contingent will be further defined in the following categories:**

- **Full-/Part-Time**  
**Full-time:** A position that is budgeted for 1,000 or more regular work hours per year  
**Part-time:** A position that is budgeted for less than 1,000 regular work hours per year
- **Exempt/Non-Exempt**  
**Exempt:** In accordance with federal law, a position that is excluded or exempt from overtime compensation for time worked over 40 hours per week:
  - \* Professional
  - \* Faculty
  - \* Administrative
  - \* Executive**Non-Exempt:** In accordance with federal law, a position that is compensated at time and one-half hours for hours worked over 40 hours per week:
  - \* Service Employees
  - \* Support Staff
  - \* Public Safety

## **B. Work Schedules**

### **1. Normal Hours**

Regular office work hours are 8:30 a.m. to 4:30 p.m.

### **2. Summer Hours**

During the summer months, regular office hours are 8:30 a.m. to 4:00 p.m. Specific dates vary and are published annually.

### **3. Alternate Work Hours**

Due to the 24-hour per day, 7 day per week nature of Bryant's residential community, alternative work schedules may be utilized to operate the many departments of the University in accordance with the operational needs of the department to which an employee is assigned.

### **4. Overtime**

Bryant University compensates all non-exempt staff members for hours worked in excess of 40 during the work week at one- and one-half times their hourly rate. This is in compliance with federal and state law or in accordance with applicable collective bargaining agreements. Overtime should only be worked when approved by the direct supervisor. All hours up to 40 will be considered regular hours.

### **5. Lunch Period and Rest Period**

Under normal circumstances, employees are allowed one hour for lunch or a lunch period as defined within the employee's collective bargaining agreement. The scheduling of this break is to be determined by the department head. Departments must have sufficient coverage during lunch breaks.

For most employees a twenty-minute rest period or coffee break is permitted each morning, or in accordance with the applicable collective bargaining agreement, to provide employees an opportunity to pause and relax for a few minutes during the workday. The scheduling of this break is determined by the department head and cannot be used for early release or coming in after normal starting time.

Activities during the lunch break and the rest period are a matter of individual choice, as long as a professional atmosphere is maintained and such activities do not interfere with the rights of others or the policies of the University.

## **6. Job Sharing**

The University will consider requests by employees to arrange for job sharing, i.e., two persons sharing one position. Job sharing decisions remain solely with the department head and the divisional vice president, and are subject to the following guidelines:

1. No additional expense will be incurred by the University, e.g. Additional space or equipment.
2. Work times will be arranged by the department supervisor, taking into consideration the requests of the employees who will be sharing the position.
3. Only one employee may work in excess of 1000 hours per year and thus be benefits eligible.
4. In the opinion of the department head and the divisional vice president, if the job-sharing relationship does not meet the needs of the department, the relationship may be rescinded at any time and the rescission will not be grounds for grievance by any party.
5. If one employee vacates the position, the department head and divisional vice president will decide whether or not to continue the shared position. If necessary, the employee holding the lesser-hour position may be required to work additional hours during a vacancy or during vacations to a maximum of 999 hours annually.

## **7. Flexible Work Arrangements**

There may be times when it is in the best interest of both the employee and the University to arrange a flexible work schedule. The employee and his/her supervisor should discuss the feasibility of a flexible work schedule, document the arrangement and seek approval from the divisional vice president. It may not be possible to accommodate flexible work arrangements in some departments or for some positions.

## 8. Remote Work Policy

### 1. Scope

This policy applies to Bryant University, (hereinafter the “university”). It applies to all regular full-time and part-time eligible staff of the university.

### 2. Purpose

The purpose of this policy is to allow employees to work at alternate work locations for all or part of their workweek depending on business need. In many circumstances remote work can improve productivity and job performance as well as promote administrative efficiencies (e.g. reducing office and parking space), reduce traffic congestion and transportation costs, support environmental sustainability, support continuity of operations plans, and sustain the recruitment and retention of a highly qualified workforce by enhancing work/life balance.

### 3. Definitions

***Alternate work locations:*** approved locations, other than the employee's central workplace, where official university business is performed. The most common alternate work location is the home of an employee, subject to the approval described in this Policy.

***Central workplace:*** an employer's place of work where employees normally are located.

***Remote Work Agreement:*** a work arrangement where the employee enters into a formal agreement with the university to perform his/her usual job duties in an alternate work location at least one day per week, or some other duration or period of time.

### 4. Policy

Remote work is a voluntary work alternative that is appropriate for some employees and some jobs but not all employees and all positions. No university employee is entitled to or guaranteed the opportunity to work remotely. Certain categories of positions, such as facilities and public safety positions, by necessity are ineligible for remote work. For positions eligible for remote work, whether a particular employee may be approved for remote work is a decision made on a case-by-case basis taking into consideration operational needs, an evaluation of the likelihood of the employee succeeding in a remote work arrangement and an evaluation of the supervisor’s

ability to manage remote workers. Remote work arrangements most commonly are for partial remote work, for example one day per week and for a set amount of time (subject to change based on operational needs of the University). Some positions may be eligible for remote work only during semester breaks. For reasons relating to taxation and compliance, work location may also be a consideration in the granting or continuation of a remote work accommodation.

Remote work may also be considered on a case-by-case basis as a reasonable accommodation as provided under the Americans with Disabilities Act for qualified employees with disabilities.

Employees who are approved for remote work will be required to sign a remote work agreement with the university consistent with this Policy. There may instances where employees who are not on an approved remote work arrangement have an unanticipated need to work remotely. Supervisors should use their judgement and discretion in approving these unanticipated situations on an exception basis.

Employees approved for a remote work agreement perform essentially the same work that they would in the central workplace in accordance with their same performance expectations and other agreed-upon terms. Remote work agreements may be established for a long-term or short-term period.

An employee's classification, compensation, and benefits will not change if the employee is approved for remote work.

The university may establish remote work as a condition of employment, based on the **university's business needs**. In such cases, this requirement should be included when the position is advertised and in correspondence offering employment. In these cases, there will not be a waiting period prior to implementation of remote work.

#### **A. Eligible Positions and Employees**

Supervisors, in consultation with Human Resources, will analyze the nature of a position and how the work is performed and determine which positions are appropriate to designate or approve for teleworking. Several factors should be considered in determining the feasibility of remote work, including the university's ability to supervise the employee adequately and whether any duties require



use of certain equipment or tools that cannot be replicated at home. Other critical considerations include whether:

- there is a need for face-to-face interaction and coordination of work with other employees;
- in-person interaction with outside colleagues, clients, students, or customers is necessary;
- the position in question requires the employee to have immediate, or easy access to documents or other information located only in the workplace;
- the remote work arrangement will impact service quality or university operations, or increase workload for other employees;
- the position can be structured to be performed independently of others with minimal need for support and little face-to-face interaction; and
- performance can be measured by quantitative or qualitative results-oriented standards, not time spent doing the job.

Typically, a position designated as remote work-eligible indicates that partial rather than full-time remote work is feasible.

If an employee in an eligible position requests approval for teleworking, the division head, in consultation with Human Resources, will determine whether the employee is eligible. Generally, the following conditions must be met to approve an employee for teleworking:

- The employee has been in the position for at least 90 days;
- The employee has no active disciplinary actions;
- The employee has a demonstrated ability to work productively on his/her own and is self-motivated and flexible; and
- The employee's performance meets standards.
- Supervisors must ensure that teleworking decisions are made for appropriate, non-discriminatory reasons. Vaccination status in and of itself is not a reason for granting a remote work arrangement.

### **B. Ineligible Categories of Positions**

Human Resources, in consultation with the departments, has identified the categories of positions that are not eligible for remote work and the justification.

### **C. General Expectations and Conditions**

1. **Compliance with Policies.** Employees must agree to comply with university rules, policies, practices, and instructions and understand that violations of such may result in the revocation of the

remote work arrangement and/or disciplinary action, up to and including termination. Employees who telework will be subject to the same policies as other employees, including policies relating to information security and data protection; see item 7 below.

2. **Hours of Work.** The total number of hours that employees with remote work agreements are expected to work will not change, regardless of work location. The university also expects the same level of productivity from employees with remote work agreements that is expected from employees at the central workplace. Teleworking employees who are not exempt from the overtime requirements of the Fair Labor Standards Act will be required to record all hours worked in a manner designated by the university. Hours worked in excess of those specified in the remote work agreement require the advance approval of the supervisor. Teleworking is not intended to serve as a substitute for child or adult care. If children or adults in need of primary care are in the alternate work location during employees' work hours, the expectation is that the individual engaged in remote work must be primarily and principally engaged in their work during their assigned working hours. An exception to this requirement may be granted in special or limited circumstances. Employees should check with Human Resources on available options. Please note, the Employee is still required to work their total hours for each work week in these circumstances, but the hours may be adjusted around child and/or elder care duties with advance permission from the Employee's supervisor.

3. **Use of Leave.** Employees cannot use remote work in place of sick leave, Family and Medical Leave, Workers' Compensation leave, or other types of leave. However, the university may determine whether it is appropriate to offer remote work as an opportunity for partial or full return to work based on the university's return-to-work policies following an injury or illness and the criteria normally applied to decisions regarding the approval of teleworking.

4. **Liability.** The university assumes no responsibility for injuries occurring in the employee's alternate work location outside the agreed upon work hours or for injuries that occur during working hours but do not arise out of and in the course of employment. The university also assumes no liability for damages to employee's real or personal property resulting from participation in the teleworking

program. Workers' compensation coverage is limited to designated work areas in employees' homes or alternate work locations. Employees agree to practice the same safety habits they would use in the central workplace and to maintain safe conditions in their alternate work locations. Employees must follow normal procedures for reporting illness or injury.

**5. Equipment and Materials.** Normally, the university will provide equipment and materials needed by employees to effectively perform their duties; however, the university will not duplicate resources between the central workplace and the alternate work location. Employees approved for remote work agreements may use university-owned equipment only for legitimate university purposes. Employees are responsible for protecting university-owned equipment from theft, damage and unauthorized use. The university will maintain, service and repair university-owned equipment used in the normal course of employment. The university will stipulate who is responsible for transporting and installing equipment, and for returning it to the central workplace for repairs or service. The remote work agreement may also permit employees to use their own equipment, provided the use of such equipment has been approved by the Vice President for Information Services or designee. When employees are authorized to use their own equipment, the university is not responsible for the cost, repair or service of the employee's personal equipment, unless otherwise expressly agreed to in advance in the remote work agreement.

**6. Costs of Remote Work.** The university is not obligated to assume responsibility for operating costs, home maintenance, or other costs incurred by employees in the use of their homes as alternate work locations. The university may use appropriated funds for remote work costs if there is a significant business need, remote work is required for the position, and funding permits for: installation and basic telephone service in employee's alternate work location; cell phones or personal digital assistants (PDAs) for business use; reimbursing employees for business-related long distance calls made from their personal telephones if no cell phones or PDAs are provided; or internet access and related services.

**7. University Information.** Employees must safeguard university information used or accessed while teleworking, in accordance with the university's Acceptable Use Policy and other applicable

information technology policies. The university must grant permission according to university procedures for employees to work on restricted-access information or material, as defined by the university, at alternate work locations. Teleworking employees must agree to follow university-approved security procedures in order to ensure confidentiality and security of data.

**8. Training for Managers and Supervisors.** The university encourages the successful and appropriate use of remote work within the university and will make available training to supervisors and managers for effectively managing teleworking employees.

#### **D. Remote Work Agreement**

Teleworking must be documented as approved through a remote work agreement. The remote work agreement establishes the specific conditions that apply to employees working in alternate work locations. The remote work agreement must be approved by the employee's supervisor, the head of the employee's department, the division head and Human Resources. The approved agreement is kept in the employee's personnel file in the Human Resources office. A remote work agreement typically will be for six months, with a renewable term, but an agreement may be made for a shorter term. Renewal is not guaranteed; the remote work arrangement, employee performance and other circumstances will be considered by the supervisor in determining whether to renew the agreement. Each department tracks the agreements and renews them as required.

**1. Exceptions to the Remote Work Agreement Requirement.** It is an accepted practice for teaching and research faculty to carry out their work with varied schedules on campus and at alternate locations and therefore these scenarios fall outside of the scope of this policy. On occasion, a department may also determine that employees may need to work at an alternate work location for a short period of time to accommodate unusual circumstances, such as a brief office closing for renovations or relocation. In such cases, the formal remote work agreement is not required, but should be documented for department files by memorandum or email, specifying work expectations and duration.

**2. Emergencies and Other Unexpected Contingencies.** In the event of emergency, including but not limited to pandemics, fire or other significant disruption to facilities or the physical operations of

departments, supervisors are authorized to establish remote work arrangements with qualified employees for limited duration with permission of the department head. Such arrangements are intended to allow for effective response to such disruptions and to maintain critical functions, operations and services. These remote work arrangements are to be maintained only until normal operations can be restored at the central workplace.

**3. Modification or Termination of the Remote Work Agreement.** The supervisor, in consultation with Human Resources, may modify or terminate the remote work agreement early (before the end of the specified term) for performance concerns, changing operational needs, or any other non-discriminatory or retaliatory reason. The employee may also terminate the remote work agreement at any time, unless it was a condition of employment. Any termination of a remote work arrangement typically will be made with at least two weeks' advance notice.

**4. Enforcement; Complaints or Appeals**

An employee who disagrees with a denial of a request for permission to enter a remote work agreement or any other action relating to this policy is encouraged to discuss the concern with his or her supervisor. If the discussion with the supervisor does not resolve the issue, an employee may appeal the matter to the Vice President for Human Resources.

- Appendix A – considerations for Remote work
- Appendix B – ineligible positions
- Appendix C – sample Remote Work agreement

### **C. Attendance**

Bryant University expects all employees to maintain good attendance and to report on time. Excessive absences and tardiness hinder the effectiveness of a department and must be kept to a minimum. Excessive absences without good cause or repeated tardiness will result in disciplinary action.

### **D. Unanticipated Absences**

The University understands that there are times when an employee will have unanticipated absences. If it is necessary to be absent from work due to sickness or for any other personal reason, the employee must notify her/his supervisor before the start of her/his scheduled workday if possible, or as soon thereafter as possible. The Supervisor must also be contacted on each additional day of absence. The University has the right to require reasonable documentation for absences of more than three consecutive days or in cases where there is a clear pattern of unscheduled absences on a day immediately before or after a holiday, weekend or scheduled vacation. Failure to notify your supervisor of an absence for three (3) consecutive days will be considered a voluntary resignation.

### **E. Credit Information**

When the Human Resources Department receives a request for credit information from a bona fide agency, store, or bank, non-confidential information such as date of employment, position classification and name of department will be released once the agency is positively identified. However, confidential information such as pay rate and projected earnings will not be released to any agency without specific written authorization from the employee.

### **F. Employment of Relatives**

This policy applies to any individual who receives compensation from the University for services rendered. No spouse, parent, child, step-child, sibling or in-law of a Bryant University employee may be hired to work in the same work shift of the department as the employee, work in a capacity where there would exist direct supervision or control, or work in any capacity where the University determines it would adversely impact on a rational business need. Questions regarding this policy should be directed to the Human Resources Department.

### **G. Fraternalization Policy**

Except as set forth below (under "Limited Exceptions"):

1. Any Bryant non-student community member is strictly prohibited from engaging in romantic or sexual relationships or behavior with any currently enrolled Bryant University undergraduate student – even if both

or all parties in the relationship believe the relationship is consensual.

2. Bryant non-student community members are strictly prohibited from engaging in romantic or sexual relationships or behavior with currently enrolled graduate students when the non-student community member teaches, evaluates, supervises, advises, or has authority or power over the graduate student, or when he or she is likely to do so (or have such power or authority over the graduate student) in the future.

### **Limited Exceptions**

3. In cases where a Bryant employee is enrolled as a student in graduate or undergraduate courses, this policy does not prohibit that employee (who is also in a student status) from engaging in relationships with other Bryant employees; unless prohibited by other University policies.
4. In cases where a recent Bryant graduate becomes an employee, this policy does not prohibit the recent graduate from continuing a pre-existing romantic or sexual relationship with an undergraduate or graduate student; as long as (i) no conflict of interest exists, (ii) and there is no teaching, evaluative, supervisory, or advisory relationship between the parties, or any other unequal power dynamic.
5. To the extent, on the date when Bryant implements this policy, any Bryant employee is in a pre-existing romantic or sexual relationship with a undergraduate or graduate student, Bryant may, in its absolute discretion, grant an exception to this policy, if (and only if) (i) the employee reports the pre-existing relationship to the Human Resources Department, (ii) there is no teaching, evaluative, supervisory, or advisory relationship between the parties (or any other unequal power dynamic), and (iii) the employee complies with all other University directives to avoid a conflict of interest or the appearance of impropriety.

Individuals with concerns about any potentially prohibited relationships should contact the Human Resources Department. Any potentially prohibited relationship is subject to University review.

Employees who violate this policy will be subject to disciplinary action up to and including termination.

Please see the University's [sexual misconduct policy](#) for definitions related to consent and other applicable terms.

## **Reporting Options**

Complainants (or others who become aware of an incident of prohibited conduct) are encouraged to report the incident to the University through the following reporting options:

### **The Human Resources Department**

401-232-6010

[humanresources@bryant.edu](mailto:humanresources@bryant.edu)

### **The CARE team**

401-232-6046

[Care Team website and referral form.](#)

### **Electronic Reporting Form**

Complaints regarding prohibited conduct may be made by third-party individuals in which case, they will be treated as sexual harassment complaints in accordance with the University sexual misconduct policy. If an individual wishes to report a concern or violation of the Bryant fraternization policy, they may use the [fraternization policy reporting form](#).

## **Advocacy Resources**

The University offers a wide range of resources to provide support and guidance to students and employees in response to any incident of prohibited conduct. In the reporting process, complainants are entitled to enlist the support of an advocate of their choice from the community. Suggested advocates may include:

For Students – Director Hochberg Women’s

Center & Pride Center Advocacy Helpline 24/7 -

401-258-4209

For Faculty – Federation Advocate

For Staff – HR Division Partner (will not be involved in investigation)

## **H. Guide to Mutual Respect/Professional Conduct**

It is important for all of us working at the University to conduct ourselves in a manner that is fair to each other and to our common objectives.



Over the years, our success has been achieved only because our employees have recognized this requirement and have demonstrated their commitment through their good conduct and work performance. However, as is true with any group of people working together, from time to time there are situations when a specific policy or an obvious rule of common sense is broken. In these cases, the University will take appropriate action.

We believe each employee should be treated and respected as an individual. For this reason, employee conduct is approached in a flexible, case-by-case manner. Some infractions are more serious than others and an employee's length of service, work record and prior conduct all are considered in determining the proper action to be taken.

It is our practice to use progressive counseling procedures. Of course, some serious incidents of misconduct may require immediate discharge from employment. Whenever appropriate, misconduct will be dealt with by counseling before termination of employment is considered.

## **I. Standards of Conduct**

Employees are expected to apply themselves to their assigned duties during the full schedule for which they are compensated. Employees are expected to abide by all University policies and are expected to meet established performance standards. Conditions or circumstances that prevent an employee from performing effectively or from completing assigned tasks should be reported to the employee's supervisor.

## **J. Outside Employment**

Bryant University recognizes that employees may be employed outside of the University. Such employment is permitted as long as the outside employment does not:

- Coincide or conflict with the employee's hours of work for the University;
- Conflict with the employee's University job responsibilities;
- Cause an employee to arrive late for, or leave early from, any scheduled shift or work hours in the University job;
- Constitute a conflict with University interests;
- Occur on University property or utilize University resources.

Employees engaged in outside employment activities are also bound by the requirements of Bryant's non-solicitation policy, which prohibits employees from soliciting during their work hours and during the work hours of other employees, and from distributing literature or other materials during their work hours and during the work hours of other employees.

If an employee is unsure as to whether his/her outside employment is prohibited by this policy, the employee should in the first instance discuss the outside employment with his/her immediate supervisors.

Exceptions to this policy are only valid if approved in writing.

Compliance with this policy is the responsibility of the employee. When a supervisor has reason to believe an employee's outside employment is a violation of this policy, the supervisor shall consult with the Human Resources Department.

#### **K. Employment Opportunities and Transfers**

All positions that become available on campus will be posted internally for a minimum of five (5) business days, and may also be posted externally. Should a current employee accept a transfer to another position on campus, s/he is expected to give the equivalent of one pay period's notice to her/his current department.

Generally, an employee who transfers under this policy shall not be eligible for a subsequent transfer for one (1) year following the transfer to another position.

#### **L. Personnel Records**

Bryant University maintains personnel files for all employees. Any employee who wishes to view his/her personnel file must contact the Human Resources Department for an appointment.

Employees should notify the Human Resources Department in writing of any changes in name, address, marital status, dependents, telephone number, or beneficiaries. This will enable the Human Resources Department to maintain accurate records, thus allocating your proper pay, deductions and benefits.

## **M. Problem Resolution**

Bryant University is committed to providing a positive working and learning environment for all members of the community and encourages all staff members to treat each other with mutual respect. We do understand that employment related issues may arise and it is our intent to resolve such concerns as they are brought forward. The University's problem resolution policy is designed to afford employees a method of resolution for issues concerning dissatisfaction with job related issues, feelings of unfair or disparate treatment, or perceived violations of written policies or procedures of the University.

Employees are encouraged to first discuss the issue with their supervisor. If the supervisor is unavailable or if the employee believes it would be inappropriate to discuss the issue with him/her, the employee should discuss the issue with the next level of management or with a representative from Human Resources. If the employee is unable to reach a satisfactory resolution with their supervisor and/or next level manager, the employee may bring the issue to their division's Vice President and/or the Vice President for Human Resources.

The University will make every effort to resolve issues in a timely fashion and will strive to ensure consistent, fair and equal treatment for all employee issues.

All employees may go directly to the Vice President for Human Resources for issues concerning potential discrimination on the basis of race, color, religion, sex, sexual preference or orientation, gender identity or expression, national origin, age, ethnicity, disability, veteran or marital status.

## **N. Progressive Discipline**

Certain standards of performance and conduct must be maintained in any work group, e.g. businesslike behavior, observance of work hours, policies, procedures, satisfactory performance, etc. Generally, these performances and conduct standards are recognized and observed by individual members of the work group without any need for action by the supervisor. When an employee does not observe these standards, counseling or a verbal reminder by a supervisor normally results in the employee doing so in the future.

When an employee does not respond to a verbal reminder, more formal discipline may be necessary. What is appropriate discipline cannot be decided in advance or with precision. No two cases are identical;

therefore, the immediate supervisor must decide based upon the circumstances in each case. Depending on the severity of the offense, disciplinary action may, among others, take the following forms: withholding salary/wage increases, verbal warning, written warning, demotion, suspension (with or without pay), or termination. Termination without prior warning, or suspension, may be justified for certain offenses as determined by the University.

#### **O. Termination of Employment**

Notice of intent to leave the employment of Bryant University should be submitted to the University in writing in the form of a resignation letter and should provide one pay period's notice before termination of employment. Bryant University may choose, in its sole discretion, to make effective an employee's resignation at any time from the date of notice of resignation to the employee's noticed termination date. Before his/her final day of work, an existing employee should contact the Human Resources Department to schedule an appointment for an exit interview. An employee's termination date shall be his/her last day of actual work. Accrued and unused vacation time will be paid upon termination and may not be used to extend the termination date.

#### **P. Release of Final Paycheck**

When a full-time employee leaves the employ of Bryant University, s/he must return all University equipment to various offices (keys and ID to DPS, library books to the library, computer equipment/mobile devices, payment of an advance to the bursar's office, etc.) in order for clearance forms to be sent to the Human Resources office. An employee's final paycheck will be released once the Human Resources Department has received all clearance forms. Supervisors are responsible for retrieving and returning equipment from part-time employees (including adjunct faculty).

#### **Q. Retirement**

Questions regarding retirement plans or social security retirement benefits should be addressed to the Human Resources Department.

#### **R. Whistleblower Policy**

Bryant University requires all employees to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. The University is committed to compliance with the laws and regulations to which it is subject. The University's internal controls and operating procedures are intended to detect and prevent or deter illegal

or improper activities. However, even the best systems of controls cannot provide absolute safeguards against irregularity. The University has a responsibility to investigate and report to appropriate parties allegations of suspected illegal or improper activities, and to protect those employees who, in good faith report these activities to the appropriate authority.

The University provides various mechanisms to assist and encourage employees to come forward with reports or concerns about suspected compliance issues. The University encourages this reporting of suspected wrongdoing on a timely basis.

Although the University encourages employees to report concerns to their immediate supervisor, there are times when an employee may feel it is necessary to report a concern of financial wrongdoing outside of the traditional reporting mechanism. The University has adopted a whistleblower policy for these instances. The whistleblower policy allows allegations to be made outside of the immediate area that the suspected employee is associated with and allows for a degree of confidentiality for the reporting person, if necessary.

The whistleblower policy governs only the reporting and investigation of suspected violations of law, external regulations or University policy of a financial nature or misuse of University resources. Such violations may include, but are not limited to, misappropriation or misuse of University resources; bribery; forgery or alteration of documents; fraudulent financial reporting; and authorizing or receiving compensation for goods not received, services not performed, or hours not worked. The policy is not intended for, and may not be used for, personal or employment grievances, general compensation and benefits complaints, opinion on policy, etc.

Employees who have knowledge of or information about misconduct in University operations should report the misconduct to the Vice President of Human Resources. If the reporting person desires anonymity, the report should be in writing and delivered via regular mail, campus mail, or by hand, rather than via e-mail. Every attempt will be made to keep the whistleblower's identity confidential, unless

- the person agrees to be identified;
- identification is necessary to allow University or law enforcement officials to investigate or respond effectively to the report;
- identification is required by law;
- or the person accused of violations is entitled to the information as a matter of legal rights in disciplinary proceedings.

Persons reporting misconduct should not attempt to investigate the matter independently, as doing so may compromise the integrity of an official

investigation and adversely impact both the reporting person and the University.

The Vice President of Human Resources will promptly and discreetly investigate any report of misconduct in University operations, in consultation with the President and Vice President(s). However, such consultation(s) may be limited if necessary to preserve the integrity of the investigation. In addition, the Vice President of Human Resources may seek the assistance of other University officials as appropriate. The Vice President will report the results of their investigation and any recommendations for appropriate corrective and/or disciplinary action to the University President. The President will consult with the appropriate senior administrators in the affected division before implementing corrective or disciplinary action. The imposition of discipline, if any, will be made in accordance with the University's Employee Handbook, any applicable collective bargaining agreement (if the misconduct involves a union employee), and any other applicable University policies.

If the Vice President of Human Resources or the University President is the subject of a report of misconduct in University operations, the chair of the Audit Committee of the Board of Trustees will be advised of the situation and will appoint individuals to substitute for the Vice President or President in his or her investigative or decision-making role.

A confidential report will be made to the chair of the Audit Committee of the Board of Trustees at the conclusion of every investigation.

Employees should be aware that the filing of the statement acknowledges their understanding that an investigation may commence. Reports under this policy should be made as soon as possible, preferably within six months of the occurrence.

An employee who in good faith reports a suspected violation of law or University policy will be protected from retaliation under this policy. Good faith means that the person had reasonable grounds to believe that the reported allegations are substantially true. A person who intentionally makes a false report may be subject to disciplinary or other action. The failure of a report to result in a finding of misconduct is not alone evidence that the report was intentionally false.

In addition, employees are protected by *The Rhode Island Whistleblower's Protection Act - R.I. Gen Laws 28-50. Specifically:*

*28-50-3 : Protection - An employer shall not discharge, threaten, or otherwise discriminate against an employee regarding the employee's compensation, terms, conditions, location or privileges of employment (1) because the employee, or a person acting on behalf of the employee,*

*reports or is about to report to a public body, verbally or in writing, a violation which the employee knows or reasonably believes has occurred or is about to occur, of a law or regulation or rule promulgated under the law of this state, a political subdivision of this state, or the United States, unless the employee knows or has reason to know that the report is false, or (2) because an employee is requested by a public body to participate in an investigation, hearing, or inquiry held by that public body, or a court action.*

*28-50-4 : Relief and damages - (a) A person who alleges a violation of this chapter may bring a civil action for appropriate injunctive relief, or actual damages or both within (3) years after the occurrence of the alleged violation of this chapter. (b) An action commenced pursuant to subsection (a) of this section may be brought in the superior court for the county where the alleged violation occurred, the county where the complainant resides or the county where the person against whom the civil complaint is filed resides or has their principal place of business. (c) As used in subsection (a) "damages" means damages for injury or loss caused by each violation of this chapter. (d) An employee shall show by clear and convincing evidence that he or she or a person acting on his or her behalf was about to report to a public body, verbally or in writing, a violation which the employee knew or reasonably believed had occurred or was about to occur of a law of this state, a political subdivision, or the United States.*

The act provides for relief and damages for any adverse impact that may result from violation of Chapter 28-50-3 as noted above.

## V. TIME AWAY FROM WORK

### A. Holidays

The University provides days off with pay (holiday/presidential days) each calendar year. A schedule of these days is published annually and may include:

<u>Observed Holidays</u>	<u>Floating Holidays</u>	<u>Presidential Days</u>
New Year's Day	Martin Luther King	Designated each year
Memorial Day	Presidents' Day	
Juneteenth	Victory Day	
Independence Day	Labor Day	
Thanksgiving Day	Columbus Day	
Christmas Day		

*Floating holidays are reviewed each year to align with academic needs. Based upon the academic calendar, alternative days may be designated for all employees or within specific departments.*

**(Union employees should refer to their Collective Bargaining Agreement for a schedule of holidays/days off with pay.)**

When a specific department is required to remain open on a designated holiday, non-exempt employees required to work will have the option of receiving straight-time pay for hours worked plus their regular straight-time hourly holiday pay **or** they may schedule alternative time off (with supervisory approval) plus receive their regular straight-time pay for hours worked. Exempt employees required to work on a holiday should work with his/her department head to schedule an alternative day off. For both non-exempt and exempt staff, alternative days off should be scheduled as soon as possible after the holiday and must be taken within the same calendar year.

Part-time support staff employees (except for students and temporary/contingent) will be paid regularly scheduled hours for holidays.

Example: Normal work schedule is Tuesday, Thursday and Friday, five hours each day. If a holiday falls on Monday, the employee will not receive holiday pay. If the holiday falls on Friday, the employee will be paid five hours.



**B. Vacation**

Bryant University provides paid vacation time for all regular employees within the following employment categories:

**1. Exempt, Non-Union Employees**

The University expects every administrative employee to take advantage of his/her earned vacation as an opportunity to rest and relax away from administrative duties. Vacation is computed and earned at the rate of 1 2/3 days per month (pro-rated for employees who work less than 2,080 hours per year), and can be accrued up to 20 vacation days each year. At any one time, the maximum accumulation is 30 days. Since vacations are intended to provide rest and diversion from the regular work routine, payment in lieu of time off will not be granted. Regular holidays as published yearly by the University are not charged against vacation time.

**2. Full-Time Non-Exempt, Non-Union**

Vacation covers regular full-time employees and is pro-rated for employees who work less than 1,820 regular hours per year. It is a benefit, which accrues on regular time hours (not overtime) and may be taken only after it is earned. Payment in lieu of vacation will not be granted except if employment is terminated. Regular holidays as published yearly by the University are not charged against vacation time.

Length of Service	Days per Year	Maximum Accumulation
Less than 5 years	10	15
5 years or more, less than 10	15	22-1/2
10 years or more	20	30

**3. Service/Maintenance and Public Safety Employees covered by a Collective Bargaining Agreement should refer to their applicable agreement for current vacation schedules.**

**4. Part-Time Non-Exempt, Non-Union (except students and temporary employees)**

Part-time employees accrue a prorated share of the full-time vacation schedule. Maximum accumulation is one and one-half times the prorated allowance.

- Less than 5 years of service: Hourly accrual of .038461 x annual scheduled work hours.

- 5 or more but less than 10 years of service: Hourly accrual of .057692 x annual scheduled work hours.
- 10 years or more of service: Hourly accrual of .07692x annual scheduled work hours.

Payment in lieu of vacation will not be granted except if employment is terminated.

Illness or death occurrences during a vacation: If an employee is hospitalized during vacation, vacation time can be returned to the employee. If a member of the employee's immediate family (as defined in the Bereavement section below) dies during the employee's vacation, vacation time can be returned. Requests for return of vacation time must be submitted to Human Resources. Under no other circumstances can vacation time be returned.

Accrued and unused vacation time will be paid upon termination of employment. However, vacation time may not be used to extend a terminating employee's last day of employment.

### **C. Bereavement**

Bryant University will grant up to a maximum of three (3) days with pay if there is a death of an employee's family member. For the purposes of this benefit, "family member" is understood to include parents, stepparents, children, stepchildren, spouse, domestic partner or spousal equivalent, grandparents, grandchildren, mother-in-law, father-in-law, siblings, care recipient, or another member of your household. With the consent of the University, an employee's leave may be extended for an additional two days without pay.

Employees may also take one (1) day with pay to attend the funeral of other close relatives.

### **D. Jury/Witness Duty**

Bryant University recognizes the civic duty of an employee to serve on a jury or as a court witness. If an employee is absent from work because he/she has been summoned to serve on a jury or has been required by subpoena to appear as a work-related witness, he/she should provide Human Resources with the appropriate certification from the clerk of the court. The University will pay the employee's regular straight time pay for the period of Jury/Witness duty.

Employees working an alternative work schedule (nights, weekends, etc.) should contact their manager and the Human Resources Department to discuss their work schedule in coordination with their jury/witness duty requirement.

## **E. Military Leave**

The University will grant military leave in accordance with applicable federal and state laws. An employee who is a member of a reserve component of the armed forces of the United States shall be granted leave of absence during the time of his/her annual tour of duty as a member of such reserve component (maximum two weeks). In such case, the employee shall receive the difference between his/her regular daily pay and remuneration received for military training during the same period. The employee is required to submit certification and remittance of his/her military pay voucher before obtaining the adjusted salary. During periods of military leave due to a National emergency, effected employees should contact the Human Resources Department with questions regarding benefits coverage. For additional information regarding the Uniformed Services Employment and Reemployment Rights Act (USERRA), visit: <http://www.dol.gov/vets/programs/userra>.

## **F. Emergency Closings/Early Release**

The University may from time to time find it necessary to close the campus due to inclement weather. If the campus is closed, all non-essential staff ordinarily will not be required to work or will be dismissed early and will be compensated for regularly scheduled hours for that day.

Broadcasts covering any delay/cancellation will be announced on radio and television stations in Rhode Island and Southeastern Massachusetts (published annually by the Office of University Relations). As media outlets provide only limited information on the University's schedule during periods of inclement weather, please call the Department of Public Safety Information Line at (401) 232-6002 or visit <http://emergency.bryant.edu> for more detailed information. Morning announcements are posted by 6:30 a.m. and evening announcements are posted by 3 p.m.

In the event of inclement weather during working hours, if a non-exempt employee elects to leave before an official closing of the University, he/she may use vacation time for those hours.

## **G. Leaves of Absence**

Bryant University believes the well-being of employees is tied to a careful balance of work, personal, and family responsibilities. Therefore, the University strives to provide a work environment which enables employees to be supportive parents and family members, well-rounded individuals, and responsible, effective employees.

The length of a leave of absence is determined by statute or by policy. Factors which may be considered in deciding whether or not to extend a leave beyond statutory entitlements or University policy could include support by an employee's supervisor and divisional vice president, the needs of the employee's department, the employee's length of service and work record, the reason the leave is being requested, etc.

### **1. Administrative Professional Leave**

The University recognizes the importance of continuing professional development to increase job-related knowledge and skills. Professional development benefits both the employee and the University: it provides the employee a greater opportunity for promotion, self-renewal and increased motivation while at the same time providing the University with a more skilled workforce of professionals who are better able to anticipate trends in their field.

The University provides two types of Professional Leave:

#### **a. Professional Leave Without Pay**

Eligibility: must be a full-time employee of the University for a minimum of 5 consecutive years

Length of Leave: up to one year

#### **b. Professional Sabbatical**

Eligibility: must be a full-time employee of the University for a minimum of 5 consecutive years

Length of Leave: up to 4 months at full pay, or up to 9 months at half-pay

University Contribution: Salary as outlined above. Medical and dental benefits: Bryant University will pay its share of the premiums for your health and dental insurance during your leave entitlement; you will be required to pay your share of those premiums. Other benefits are prorated according to salary, and subject to limitations.

Maximum Annual Number of Leaves: 4, with no more than 2 from any one division.

Maximum Individual Employee Leaves: Employees may apply for leave at five-year intervals.

Employee Replacement: Applicants and their supervisors are encouraged to develop proposals which will not require employee replacement, e.g. leaves during periods of lesser demand.

Application Procedure: The applicant must submit a written proposal to the appropriate vice president, usually one year before the leave is to commence.

Comments of the immediate supervisor and his/her recommendation should be attached. These comments should address issues such as covering the applicant's workload without additional expenditure.

The proposal should contain:

- a) The purpose of the leave and the benefits to the University.
- b) Type of leave and length of time desired.
- c) A plan for covering the applicant's workload during the leave.
- d) A description of the specific activities to be undertaken.
- e) If applicable, evidence of acceptance into a formal program, or fellowships, scholarships, grants or other outside support that might contribute to the success of the activities during the leave.

The appropriate vice president will consider each proposal and may recommend specific proposals to the President for funding approval.

Criteria for Selection:

- a. Quality of the proposal, to be determined by a number of factors, including:
  1. evidence that the applicant is qualified to take part in the activities and that they are realistically planned for the time and resources allotted.
  2. evidence that the proposed activities will have clear advantages for the University in terms of

improved personnel skills and/or increased outside visibility, and

3. evidence that the proposed activities will enhance the applicant's current skills, capacity for promotion, and overall value to the University.
- b. Length of service
  - c. Number of people requesting leave
  - d. Ability of unit to maintain performance within budget

Return: Individuals granted a professional leave must return to work for a full year. The returning position and salary will be comparable to the employee's position had there been no leave. Salary increases will be based on the employee's performance evaluation. If the employee is unwilling to work under these circumstances, then the University contribution to the professional leave must be repaid. (University contribution includes any contribution made by the University for salary and/or benefits during the leave.)

Report on Activities: The employee will submit a written report outlining the activities supported by the leave. This report must be submitted to the appropriate vice president no later than one month after the return to duty.

**c. Faculty Sabbatical:** and other leave provisions are covered in the applicable Collective Bargaining Agreement.

## **2. Personal Leave**

Bryant University will grant unpaid personal leaves of absence on the basis of two considerations: 1). the reason for the request and 2). the needs of the department. Personal leaves are usually only granted in compelling circumstances and generally do not exceed three months.

### **3. Family and Medical Leave Policy, Family and Medical Leave Act (FMLA), RI Parental and Family Medical Leave Act (RIPFMLA), RI Military Family Relief Act, and RI Temporary Caregiver Leave (TCI)**

Bryant University provides eligible employees with leave entitlements in accordance with the federal Family and Medical Leave Act (FMLA), the State of Rhode Island Parental and Family Medical Leave Act (RIPFMLA), the RI Military Family Relief Act, Rhode Island Temporary Caregiver Leave. The University applies the provisions of the leave that provides the greater leave rights to employees. Leaves that qualify under more than one law will run concurrently. Outlined below are the provisions of each leave policy.

FMLA: In accordance with the federal FMLA, the University provides eligible employees with up to twelve (12) weeks of unpaid leave in any 12-month period. The 12-month period is a rolling 12-month period measured backward from the date leave is taken and continuous with each additional leave day taken.

Under the servicemember provisions of the FMLA the University provides eligible employees with up to 26 workweeks of leave during a single 12-month period to care for the covered servicemember.

RIPFMLA: In accordance with the state RIPFMLA, the University provides eligible employees with up to thirteen (13) weeks of unpaid leave in any 2 calendar years. Additionally, RIPFMLA also provides a total of ten (10) hours of leave during any 12-month period to attend school conferences or other school-related activities for a child of whom the employee is the parent, foster parent or guardian.

#### ELIGIBILITY:

To be eligible for the FMLA leave, an employee must:

1. have worked for Bryant for at least 12 months; and
2. have worked at least 1,250 hours during the 12 months prior to the start of the FMLA leave; and,
3. work at a location where at least 50 employees are employed at the location or within 75 miles of the location.

To be eligible for the RIPFMLA, an employee must:

1. have worked an average of 30 or more hours per week for 12 consecutive months

2. work for an employer with 50 or more employees

ENTITLEMENT:

Under the FMLA, eligible employees may take leave for one or more of the following reasons:

- for the birth of a son or daughter, and to care for the newborn child;
- for the placement with the employee of a child for adoption or foster care, and to care for the newly placed child;
- to care for an immediate family member (spouse, child, or parent – but not a parent “in-law”) with a serious health condition; and
- when the employee is unable to work because of a serious health condition

Leave to care for a newborn child or for a newly placed child must conclude within 12 months after the birth or placement.

Spouses employed by the same employer may be limited to a combined total of 12 workweeks of family leave for the following reasons:

- birth and care of a child; and,
- for the placement of a child for adoption or foster care, and to care for the newly placed child

Under the servicemember provisions of the FMLA, the eligible employee may take leave for one or more the following reasons:

- A “qualifying exigency” arising out of a covered family member’s active duty or call to active duty in the Armed Forces in support of a contingency plan. In this instance, an immediate family member (spouse, child or parent of active-duty servicemembers) may take up to 12 workweeks of leave during any 12-month period.
- To care for a covered servicemember. In this instance, an eligible employee (spouse, child, parent or next of kin of servicemember) may take up to 26 workweeks of leave during a single 12-month period to care for the servicemember. Such leave, when qualified with other FMLA-qualifying leaves, may not exceed 26 weeks in a single 12-month period.

Under the RIPFMLA, eligible employees may take leave for one or more of the following reasons:

- for the birth of a son or daughter;



- for the placement with the employee of a child sixteen (16) year of age or less for adoption;
- to care for an immediate family member (spouse, child, parent, mother-in-law, father-in-law) with a serious illness; and
- when the employee is unable to work because of a serious illness

Scheduling Leave

Employees must make reasonable efforts to schedule leave for planned medical treatment so as not to unduly disrupt the University's operations.

Intermittent/Reduced Schedule Leave:

The FMLA permits employees to take leave on an intermittent basis or to work a reduced schedule when medically necessary to care for a seriously ill family member or because of the employee's serious health condition. The servicemember provisions allow employees to take leave on an intermittent basis or to work a reduced schedule when necessary to support a covered servicemember FMLA situation.

Substitution of Paid Leave:

While on an approved FMLA or RIPFMLA leave, employees are required to use accrued paid sick leave and may choose to use accrued paid vacation leave. However, during any period of time that the employee is receiving workers' compensation insurance benefits, the employee is not required to use accrued paid sick leave, but the employee may choose to have paid vacation or sick leave supplement insurance benefits where insurance provides partial replacement income of an employee's salary or wages.

The substitution of accrued sick time would be limited to sick usage as outlined in the Bryant's sick leave policies.

DEFINITIONS:

Serious Health Condition/ Serious Illness:

Under the FMLA, a "serious health condition" means an illness, injury, impairment, or physical or mental condition that involves:

- any period of incapacity or treatment connected with inpatient care (i.e., an overnight stay) in a hospital, hospice, or residential medical care facility; or
- a period of incapacity requiring absence of more than three consecutive, full calendar days of incapacity from work, school, or other regular daily activities plus two visits to a

health care provider. The two visits must occur within 30 days of the beginning of the period of incapacity and the first visit must take place, in person, within 7 days of the first day of incapacity, and the second visit must be at the request of the healthcare provider; or

- any period of incapacity (or treatment therefore) due to a chronic serious health condition (e.g., asthma, diabetes, epilepsy, etc.), that requires “periodic visits” (at least two visits per year) for treatment by a health care provider, continues over an extended period of time, and may cause episodic rather than continuing periods of incapacity; or
- a period of incapacity that is permanent or long-term due to a condition for which treatment may not be effective (e.g., Alzheimer’s, stroke, terminal diseases, etc.); or
- any absences to receive multiple treatments (including any period of recovery there from) by, or on referral by, a health care provider for a condition that likely results in incapacity of more than three consecutive days if left untreated (e.g., chemotherapy, physical therapy, dialysis, etc.)

Under the RIPFMLA, a “serious illness” means a disabling physical or mental illness, injury, impairment, or condition that involves inpatient care in a hospital, a nursing home, or a hospice, or outpatient care requiring continuing treatment or supervision by a health care provider.

Covered Servicemember:

Under the servicemember provisions of the FMLA, a “covered servicemember” is (1) a current member of the Armed Forces, including a member of the National Guard or Reserves, “who is undergoing medical treatment, recuperation, or therapy, is otherwise in outpatient status, or is otherwise on the temporary disability retired list for a serious injury or illness\*”; or (2) a veteran who was discharged or released under conditions other than dishonorable at any time during the five-year period prior to the first date the employee takes FMLA leave to care for the covered veteran, and who is undergoing medical treatment, recuperation, or therapy for a serious injury or illness.\*

\*The FMLA definitions of “serious injury or illness” for current servicemembers and veterans are distinct from the FMLA definition of “serious health condition”.

REQUESTING LEAVE:

*FMLA and/or RIPFMLA:*

The University requires a request for leave of absence under the FMLA, and/or RIPFMLA for any period of absence that exceeds, or will exceed, five (5) scheduled days of work.

Employee requests should be made by contacting their immediate supervisor or by notifying the Human Resources Department. The request should include the reason for the leave (sufficient information to understand that the employee needs leave for FMLA and/or RIPFMLA qualifying reasons) and the anticipated duration.

If the need is foreseeable, the notice for leave should be made at least thirty days prior to the beginning of your leave. If the leave is not foreseeable, the notice should be made as soon as practicable.

CERTIFICATION REQUIREMENTS:

*FMLA/RIPFMLA:*

Employees are required to submit certification from a health care provider supporting the need for the leave for a serious health condition of the employee or the employee's immediate family member. A "Certification of Health Care Provider" form will be given to the employee upon notification of leave. The form should be completed and returned to the Human Resources Department within 15 calendar days of the employee's leave request. Employees may be required to provide subsequent recertification's on a reasonable basis. Employees also must inform the University if the requested leave is for a reason for which FMLA leave was previously taken or certified.

BENEFITS:

*FMLA and RIPFMLA Leave:*

Health and Dental benefits will be continued while an employee is on an approved FMLA and/or RIPFMLA leave. Employees will be responsible for paying their premium portion (copay) for such coverage during the leave and should discuss payment arrangements for this with Human Resources. Continuation of benefits during an approved FMLA and/or RIPFMLA leave may be terminated if the employee's premium payment is more than 30 days late. If the leave extends beyond the entitlement under the FMLA or RIPFMLA leave, the employee will be notified of their right to continue health and/or dental insurance under COBRA.

If the University pays the employee contributions missed by the employee while on leave, the employee will be required to reimburse the University for such payments (on a payroll deduction schedule) upon return from leave.

If the employee fails to return from an approved FMLA or RIPFMLA leave for reasons other than (1) the continuation of a serious health condition of the employee or a covered family member or (2) circumstances beyond the employee's control, the University may seek reimbursement from the employee for the portion of the premiums (employer contribution) paid by the University on behalf of that employee during the period of leave.

*Job Restoration:*

Upon return from a FMLA and/or RIPFMLA leave, an employee will be restored to his/her original position, or to an equivalent position with the same pay, benefits and other employment terms and conditions.

An employee's use of FMLA and/or RIPFMLA leave will not result in the loss of any employment benefit that the employee earned or was entitled to before using (but not necessarily during) the leave. An employee's restoration rights are the same as they would have been had the employee not been on leave. Had an employee's position been eliminated or had the employee been terminated but for the leave, the employee would not have the right to be reinstated upon return from leave.

Additionally, the University may deny job restoration to certain "key employees" as defined by the FMLA. The University would notify the employee of their status as a "key employee" in writing at the time of the request for leave, the reasons for denying job restoration, and provide the employee a reasonable opportunity to return to work after notification to the employee.

**THE UNIVERSITY'S RESPONSIBILITIES:**

The University will inform employees requesting leave whether they are eligible under FMLA. If they are, the notice will specify any additional information required as well as the employees' rights and responsibilities. If they are not eligible, the University will provide a reason for the ineligibility. The University will inform employees if leave will be designated as FMLA-protected and the amount of leave counted against the employee's leave

entitlement. If the University determines that the leave is not FMLA-protected, the University will notify the employee.

### UNLAWFUL ACTS AND ENFORCEMENT

FMLA makes it unlawful for any employer to:

- interfere with, restrain, or deny the exercise of any right provided under FMLA; and
- discharge or discriminate against any person for opposing any practice made unlawful by FMLA or for involvement in any proceeding under or relating to FMLA.

An employee may file a complaint with the U.S. Department of Labor or may bring a private lawsuit against an employer. FMLA does not affect any Federal or State law prohibiting discrimination, or supersede any State or local law or collective bargain.

### SCHOOL LEAVE

An employee who has been employed for twelve (12) consecutive months is entitled to ten (10) hours of unpaid leave during any twelve (12) month period to attend school conferences or other school-related activities for a child of whom the employee is the parent, foster parent or guardian. A notice of twenty-four (24) hours prior to the leave must be given to the University.

### RHODE ISLAND MILITARY FAMILY RELIEF ACT

Under the Military Family Relief Act, eligible employees may take up to 30 days of unpaid leave if a spouse or child is called to military service for more than 30 days. Leave must be taken during the time the servicemember's orders are in effect.

To be eligible, an employee must:

1. have worked for Bryant for at least 12 months; and
2. have worked at least 1,250 hours during the 12 months prior to the start of the leave.

Employees must give 14 days prior notice if the leave is expected to last for five or more consecutive workdays. If the leave is expected to last fewer than five days, the employee must give notice as soon as practicable.

Employees **MUST** exhaust accrued vacation, personal leave, or other time off (but not sick time or disability leave) before taking unpaid leave under the act.

Employees are required to provide certification from the military regarding the family members call to active duty.

RHODE ISLAND TEMPORARY CAREGIVER INSURANCE (TCI)

TCI provides benefit payments of up to four weeks per year to eligible caregivers. If you are caring for a seriously ill: child, spouse, parent, parent in-law, grandparent, domestic partner, or you are bonding with a newborn child, adopted child or foster child within the first 12 months of parenting; you may be eligible to receive TCI benefits if you meet the following requirements:

1. You are unemployed because you are caring for a seriously ill family member or bonding with a child and
2. You provide the Rhode Island Department of Labor and Training with the required medical evidence of the seriously ill family member and your need to care for him/her or the required proof of parent child relationship for bonding claims and
3. You earned enough in qualifying wages to be monetarily eligible.

Employees must provide 30-days advance written notice to the University of the need for TCI leave, unless unforeseeable circumstances make such notice impossible. During TCI leave, the University will maintain any existing health benefits of the employee, provided that the employee continues to pay any employee share of the cost of health benefits as required prior to the commencement of TCI leave. The University will hold an employee's position or a comparable position until the employee returns from TCI leave.

Employees will be required to take TDI or TCI leave concurrently with any other Federal or State leave for which they are eligible.

You can apply for TCI benefits by completing an application. The application form may be obtained from one of the following sources:

1. Visit: <http://www.dlt.ri.gov/tdi> OR
2. Call (401) 462-8420, Option #1 to request that an application be mailed to you.

## **H. Sick Leave (Personal, Family, Adoptive)**

Sick leave is a benefit, which is provided to prevent a financial loss to the employee who needs to take time out of work for any of the following reasons.

Employees on an unpaid leave of absence for their own medical condition under FMLA are required to use their accrued sick leave while on leave. Sick leave cannot duplicate payments made under workers' compensation. While on workers' compensation, an employee may choose to have paid sick leave supplement insurance compensation where the insurance only provides partial replacement income of an employee's salary or wages.

The University recognizes that there may be times when an employee needs to be absent due to:

1. An employee's mental or physical illness, injury, or health condition; an employee's need for medical diagnosis, care, or treatment of a mental or physical injury, or health condition; and employee's need for preventative medical care.
2. Care of a family member with a mental or physical illness, injury, or health condition; care of family member who needs medical diagnosis, care or treatment of a mental or physical illness, injury or health condition; care of a family member who needs preventative care;
3. Closure of the employee's place of business by order of a public official due to a public health emergency or an employee's need to care for a child whose school or place of care has been closed by order of a public official due to a public health emergency, or care for oneself or a family member when it has been determined by the health authorities having jurisdiction or by a health care provider that the employee's or family member's presence in the community may jeopardize the health of others because of their exposure to a communicable disease, whether or not the employee or the family member has actually contracted the communicable disease; or
4. Time off needed when the employee or a member of the employee's family is a victim of domestic violence, sexual assault or stalking.

Employees may use up to 40 hours of their accrued annual sick leave for absences attributed to the conditions noted above.

For the purposes of this section, "family member" is understood to include parents, stepparents, children, stepchildren, spouse, domestic partner or spousal equivalent, grandparents, grandchildren, mother-in-law, father-in-law, siblings, care recipient, or another member of your household

For childbirth related leave, employees are required to utilize paid sick leave during any period they are certified as medically disabled, either before or after childbirth. In addition, natural mothers may use up to five (5) days of their available paid sick leave to care for a newborn child once the mother is no longer certified as medically disabled.

Spouses/partners of mothers of newborns may use up to five (5) days of their available paid sick leave to care for a newborn child, provided the leave is taken within five (5) days after the birth of the child. This is in addition to sick leave that may be used to care for the newborn's mother during the period she is medically disabled. Note that if the spouse/partner is receiving temporary caregiver insurance benefits, the spouse/partner may choose to have paid sick leave run concurrently with insurance benefits, or may choose to take sick leave in addition to time off under the temporary caregiver insurance program.

The University also recognizes that there may be times when an employee needs to be absent due to the placement with that employee of a minor child for adoption, and to care for the newly adopted child. Employees who are the primary care giver for a newly adopted child, and are eligible to receive benefits under the state temporary caregiver insurance program, may use up to five (5) days of available paid sick leave for this purpose., Employees receiving temporary caregiver insurance benefits may choose to have paid sick leave run concurrently with insurance benefits, or may choose to take sick leave in addition to time off under the temporary caregiver insurance program. Employees who are the primary care giver for a newly adopted child who are not eligible to receive benefits under the state temporary caregiver insurance program may use up to thirty (30) days of available paid sick leave for this purpose, provided the leave is taken within thirty days before or after the placement of the adopted child. If both adoptive parents are employees of the University, the total number of paid sick days available to them under this policy shall not exceed thirty (30) days.

### **1. Exempt, Non-Union Employees**

Exempt, non-union employees are provided ten (10) paid sick days per calendar year but during a period of an approved leave of absence for an employee's own medical condition, exempt, non-union employees are provided up to eighty (80) additional paid sick days per 12-month period (on a rolling calendar as defined in the FMLA policy; For employees working less than 2080 hours per year (40 hours per week/12 months), sick leave will be pro-rated on the basis of regularly scheduled hours. The sick leave does not carry over from year to year.



## 2. Non-Exempt, Non-Union Employees

Non-exempt, non-union employees accrue paid sick leave on a pay period basis. Paid sick leave may be taken only after it has been accrued. For employees working less than 1820 (35 hours per week/12 months), sick leave and maximum accumulation are prorated on the basis of regularly scheduled hours.

Paid sick leave accruals are as follows:

<u>Days per Calendar Year</u>	<u>Maximum Accumulation</u>
10 (70 hours)	65 (455 hours)

### Example: Part-time accrual

A person assigned to work 17.5 hours per week or 910 hours per year would accrue 35 hours of sick leave per year.

$(910/1820 = .5 \text{ full time equivalency} \times 70 \text{ hours})$

Beginning on January 1<sup>st</sup>, a non-exempt, non-union employee's unused sick leave for the preceding year will be carried forward until the maximum accumulation has been reached. Paid sick leave may be used only to the extent accumulated. Vacation days or absent without pay may be alternatives for extended illness if sufficient sick days have not been accrued.

Award of Personal Days: Non-exempt, non-union employees with one year or more of service who have used three (3) or fewer sick days in a calendar year are entitled to two personal days for use in the following calendar year. Employees in this category with at least six months of service, but less than one year of service, shall be awarded one (1) personal day if they have used three (3) or fewer sick days in that period of employment. (Personal day awards will be prorated on the basis of regularly scheduled hours.) These personal days are in addition to regular sick pay and may be used at any time during the ensuing year with supervisory approval. Days off without pay will be counted as sick days in determining total sick time used. Also, employees may not substitute vacation or any other paid time off to reduce sick time taken.

## 3. Union employees should refer to their applicable collective bargaining agreement's policies governing paid sick leave.

### I. Personal Days

Bryant University provides employees with 1/2 personal day (for full-time employees equivalent to 4 hours/administrative, 3.5 hours/support staff) each year to be taken at the employee's discretion, with supervisory

approval. Personal days must be used within the calendar year. Unused personal days cannot be carried over into the next calendar year.

**Union employees should refer to their applicable collective bargaining agreements for policies governing personal day entitlements.**

Public Safety, Service/Maintenance, and Support Staff employees may also earn two additional personal days if they use three or fewer sick days in a single calendar year as outlined in the sick leave policy.

#### **J. Temporary Disability Insurance**

The State of Rhode Island provides Temporary Disability Insurance (TDI) to eligible employees who are out of work due to illness or injury for seven (7) consecutive days. An employee may either complete an application form online at <http://www.dlt.ri.gov/tdi> or call the Rhode Island Department of Labor and Training at 401-462-8420. For additional information, visit: <http://www.dlt.ri.gov/tdi/tdifaqs.htm>.

#### **K. Return to Work Program**

Bryant University has a Return to Work (RTW) Program designed to assist employees in returning to useful, productive work as soon as possible after a period of disability. The program works in coordination with federal and state laws including FMLA, RIFFMLA, ADA, Workers' Compensation and TDI. The RTW efforts are designed to allow an employee to return to his/her job using his/her existing skills, including restrictions and/or limitations.

Upon notice of an employee's disability, the operational needs of the department and the employee's situation are reviewed to determine if a RTW plan is feasible. If it is determined that a RTW plan is appropriate, the RTW options will be reviewed and discussed with the employee by a Human Resources (HR) Department representative.

As part of the RTW process, the HR representative will request information from the employee's doctor on any restrictions and/or limitations the employee may have in returning to work. Additionally, the employee's manager is consulted and asked to identify short-term accommodations that can be made to an employee's current job. As the projected end of the employee's disability nears, both the employee and manager will develop a RTW plan given the restrictions and/or limitations provided by the physician. Generally, the RTW plan may be up to 30 days in length and may be extended based on operational needs.

The RTW plan is monitored weekly by the manager to ensure the employee is progressing according to schedule. If the manager feels that the

employee's recuperation is faster or slower than anticipated, the manager should contact the HR representative to determine whether the RTW plan needs adjustment. Additionally, an employee whose recovery is faster than expected should contact the HR representative to discuss his/her return to work.

Employees who have been released to go back to work without restrictions would not be eligible for the RTW program.

## **VI. COMPENSATION**

A Bryant University employee's total compensation includes: 1) annual base salary; 2) merit awards, bonuses and overloads; and 3) the value of the University's employee benefits, such as health, dental, life and long-term disability insurance, retirement plan contributions and plans such as tuition remission, employee assistance, professional development opportunities, etc.

### **A. Compensation Philosophy**

Bryant University is committed to excellence in undergraduate and graduate education and research, as well as in executive development programs. The Human Resources Department, along with the President, divisional Vice Presidents and/or designees, develops strategies, policies, and programs to support the University's mission and, therefore, has developed a compensation philosophy for employees.

The Bryant University compensation philosophy is to:

1. Manage pay through a simple, clear program that is consistent with the University's strategic and organizational objectives and that enables the University to:
  - Recruit, retain and reward staff
  - Provide competitive pay opportunities
  - Provide fair, consistent pay administration across all divisions of the University, and
  - Reward staff for skill development and high performance
2. Provide managers with sufficient guidelines to make consistent, appropriate pay decisions while also providing flexibility to meet the business and staffing needs of their areas.
3. Provide the Bryant University community with clear, accurate information about the compensation program and how pay is managed.

## **B. Performance Management Program (Performance Evaluations)**

The Bryant University Performance Management program has been designed to build and sustain a performance culture by:

- Engaging staff in Bryant’s mission, strategy and goals and building commitment to the institution
- Aligning individual and group performance with Bryant’s expectations and needs, and reinforcing excellence
- Developing and enhancing skills and competencies required to support Bryant’s mission, strategy and goals

This process provides opportunities for an employee and his/her supervisor to have in depth, individualized discussions that formalize job performance expectations, documents performance results, and offers an opportunity for joint development of performance objectives for the coming year.

Annual reviews usually occur in late spring, early summer. Salary increases, if awarded, are normally effective in October of each year. Rewards (pay increases, merit awards and career advancement) are linked to performance.

## **C. Pay Policy and Schedule**

Bryant University prohibits improper pay deductions from an employee’s salary. If an employee believes that an improper deduction has been made from their salary/wages, they should notify the Human Resources Department immediately. The University will thoroughly review the pay discrepancy and immediately remedy the situation when appropriate.

Bryant University employees are paid according to the following schedule:

Administrators/Faculty.....	monthly
Support Staff.....	bi-weekly
Public Safety/Service/Maintenance.....	weekly

*Exact pay dates are published annually.*

## **D. Direct Deposit**

Bryant University encourages all employees to have their pay direct deposited. Direct deposits may be made into savings and/or checking accounts through any New England Automated Clearing House (NEACH) member bank. Contact the Human Resources Department for verification of a member bank.

## **E. Earned Income Tax Credit**

Eligible employees may apply for advance payments of their earned income tax credit by filing a W-5 Form annually. Contact the Human Resources Department for additional information regarding the earned income tax credit or any other deductions.

## **F. Time Record Policy**

All-time records (electronic or paper) must be regularly submitted to the Human Resources Department by the specified deadline. The Human Resources Department publishes payroll schedules annually. Paper time records, when submitted, should be completed in ink and signed by the employee and his/her supervisor. In order to meet a specified deadline, in the absence of the supervisor or employee, a photocopy of the time record may be submitted with the available person's signature. The original time record should be submitted with both signatures prior to the release of the paycheck.

**LATE TIME RECORDS:** Time records received after the specified deadline will be processed with the next regularly scheduled payroll.

## **VII. BENEFITS**

### **A. Benefits Overview**

The following is intended to provide a brief overview of the benefit plans offered by the University. For additional information on each plan, employees may refer to the summary plan descriptions or access the HR information directory <https://info.bryant.edu/human-resources>

Employees must complete the appropriate paperwork to enroll in each benefit, if applicable.

Under the Health Insurance Portability and Accountability Act (HIPAA) and under Internal Revenue Code, which allows organizations to make deductions for certain employee benefits on a pre-tax basis, an employee may make changes to his or her benefits only because of a "qualified family status change." The changes defined in the law are:

- If you are declining enrollment for yourself or your dependents (including your spouse) because of other health insurance coverage of group health plan coverage, you may be able to enroll yourself and your dependents in this plan if you or your dependents lose eligibility for that other coverage (or if the employer stops contributing towards your or your dependents' other coverage). However, you must request enrollment within "30 days" after you or your dependents' other coverage ends (or after the employer stops contributing toward the other coverage).
- In addition, if you have a new dependent as a result of marriage, birth, adoption, or placement for adoption, you may be able to enroll yourself and your dependents. However, you must request enrollment within "30 days" after the marriage, birth adoption, or placement for adoption.

If a “qualified family status change” occurs, the employee may make changes, which are consistent with the event within “30 days.” Failure to make changes within the required time will result in the employee forfeiting the right to make the change until the next open enrollment period for that benefit.

## **B. Benefits Eligibility**

Benefits are available to full-time regular staff and faculty members who work 1000 hours or more per calendar year (1456 hours per year for disability insurance).

## **C. Domestic Partners/Spousal Equivalents**

Bryant University extends medical and dental insurance, tuition remission, tuition exchange, and Employee Assistance Program benefits to spousal equivalents and same sex domestic partners of all benefits-eligible colleagues, subject to the eligibility requirements set forth by the insurance program providers. Specific requirements for medical coverage can be obtained through Blue Cross Blue Shield of Rhode Island at the employee’s time of enrollment. Specifics for enrollment in the dental plan can be obtained through the Human Resources Department. It is important to note that domestic partner benefits are taxable to the employee unless the domestic partner meets the IRS’s definition of a dependent.

## **D. Medical Plans**

Maintaining your good health (and that of your family) is a primary concern not only for you, but also for the University. To address this concern, we are pleased to offer a health care benefits program with quality choices which allows you to select the best health care plan for you and your family. Bryant University’s health plans are considered to have a non-grandfathered status under the guidelines set forth by the Affordable Care Act (ACA).

Eligibility begins on the first of the month following an employee’s date of hire. The employee’s contribution toward the cost of the plan(s) is published annually in a co-payment schedule. When permitted by law, health insurance costs may be paid on a pre-tax basis through payroll deduction.

## **E. Dental Plans**

Bryant University presently offers Delta Dental U.S.A. coverage through Delta Dental of R.I. Eligibility begins on the first of the month following an employee’s date of hire. The employee’s contribution toward the cost of the plan(s) is published annually in a co-payment schedule. When permitted by law, health insurance costs may be paid on a pre-tax basis through payroll deduction.

## **F. Health Savings Accounts**

A Health Savings Account (HSA) is a triple tax advantaged account which allows you to save money that you can then use to pay for qualified Medical, Dental and Vision expenses. This means that your contributions, interest accruals and withdrawals are all made on a tax-free basis. The HSA is only available to employees who enroll in the High Deductible Health Plan. Money in the HSA can be used to pay expenses which are subject to the deductible under that plan, in addition to non-covered expenses. HSA funds rollover from year to year and, if you leave the University or retire, the account remains with you.

## **G. Flexible Spending Accounts**

There are certain federal regulations governing Flexible Spending Accounts of which you should be aware. Once you make your spending account election for a calendar year, you cannot change it (unless you have a qualifying event). You are required to use all of the money in your account during the period of the plan year for which you enrolled, plus a 2 and ½ month grace period. If you do not use all of the money in your account by the end of the grace period, the balance will be forfeited.

### **1. Dependent Care Assistance Plan (DCAP)**

The Dependent Care Assistance Plan (DCAP) allows you to set aside a portion of your salary from each paycheck (up to a maximum of \$5,000 per year) into a special account. This money is not taxed and may be used to reimburse you for dependent care expenses for children (daycare) or older dependents who are physically and/or mentally incapable of self-care. You must submit the appropriate supporting documents to receive reimbursements. Contributions must be made in consecutive months starting with your first paycheck of the year.

### **2. Medical Reimbursement Plan (MRP)**

The Medical Reimbursement Plan (MRP) allows you to set aside a portion of your salary from each paycheck (up to a maximum of \$3,050 annually) into a special account. This money is not taxed and may be used to reimburse you for the eligible out-of-pocket medical expenses you incur throughout the year. You must submit the appropriate claims and supporting documents to receive reimbursements. The MRP allows you to pay for certain health and dental expenses that are not covered by insurance such as co-payments, deductibles, orthodontia, eyewear and hearing devices.

## **H. Voluntary Benefits**

### **1. Accident Protection Plan**

MetLife's accident insurance pays a benefit should you or any covered member of your family have an accident. More than 150 covered event/services are included, such as fractures & dislocations, 2<sup>nd</sup> & 3<sup>rd</sup> degree burns, concussions, etc. Payments are made directly to you – you decide how to spend the money for medical expenses not covered by your medical plan or for non – medical needs (i.e., household bills, home modifications, etc.). Premiums for this coverage are deducted from your paycheck on a pre-tax basis.

### **2. Critical Illness Plan**

MetLife's Critical Illness Plan provides you with a lump sum payment paid directly to you - you decide how to spend the money for medical expenses not covered by your medical plan or for non – medical needs (i.e., household bills, home modifications, etc.). Additionally, this plan pays an annual, per person wellness benefit. Premiums for this coverage are deducted from your paycheck on a pre-tax basis.

### **3. Legal Services Plan**

MetLaw Legal Service Plan provides you access to 13,000 experienced plan attorneys nationwide. You receive unlimited legal access either by phone or in-person. This plan offers coverage to pay for many common and routine legal issues.

### **4. Allstate Identity Protection Plan**

Allstate Identity Protection Plan offers a identity protection that keeps up with your digital life. This plan offers both credit report monitoring, as well as monitoring of on-line activity from financial transactions to what you share on social media, so you can protect the trail of data you leave behind.

### **5. College Savings Plan – 529 CollegeBoundfund**

The 529 College Savings Plan is a tax advantaged college savings program managed by Invesco. The plan offers tax free earnings growth on contributions, no initial sales charge for corporate plans, no income limit restrictions, a choice of investments, and a high contribution limit. Assets in a 529 plan can be used at any accredited institution of higher learning in the U.S. plus many foreign institutions.



## **I. Group Life Insurance and AD&D Insurance**

At no cost to the employee, Bryant University provides Group Life Insurance equal to two (2) times the employee's annual salary, with coverage to age 70 to all benefits-eligible employees. The policy also provides for accidental death and dismemberment coverage.

The amount of life insurance provided is reduced by 33% when the employee attains age 70, 33% when the employee attains age 75, 33% when the employee attains age 80, 33% when the employee attains age 85, and 33% when the employee attains age 90. Life insurance terminates upon retirement.

## **J. Long-Term Disability Insurance (LTD)**

When an employee becomes disabled, long-term disability insurance provides 60% of an employee's monthly base salary up to \$14,000 (less Social Security, Rhode Island Temporary Disability and Worker's Compensation payments, etc.), up to age 65. If applicable, the long-term disability insurance carrier may also make payments to the employee's retirement fund. Employees who work over 1456 hours per calendar year are eligible to participate in this plan after one year of service. Participants contribute to the cost of the plan.

## **K. Workers' Compensation**

Bryant University employees are covered by Workers' Compensation insurance for work-related personal injuries or occupational illnesses arising out of, or in the course of, their employment. Every work-related illness or accident must promptly be reported to the employee's supervisor and the Human Resources Department should be notified. An accident/injury report form must be completed and will be submitted by the Human Resources Department to the University's Workers' Compensation insurance carrier for processing of the claim. Workers' Compensation insurance benefits include payment of medical and hospital-related bills and compensation for lost wages. Since Workers' Compensation insurance does not cover the first three (3) days of any work-related injury/illness claim, an employee may use accrued sick time for those days.

## **L. COBRA**

In compliance with federal law, Bryant University offers optional continuation of health and dental insurance coverage to employees who are no longer eligible for coverage under these plans due to termination of employment (other than by reason of gross misconduct) or because of a reduction of hours. An option for continuation of health/dental insurance coverage for a dependent child is provided if, under the plan, the dependent would lose eligibility for coverage upon attaining a specified age, or for a spouse who is no longer eligible for coverage.

This law is designed to ensure that health insurance coverage continues to be available to employees after they leave their employment. The cost of this coverage, plus administrative charges, is paid in its entirety by the employee, spouse or dependent child.

## **M. Employee Assistance Program (EAP)**

The Employee Assistance Program is a free and confidential service that an employee and/or member of the employee's household may use at any time. The University presently retains Coastline EAP to administer the University's Employee Assistance Program. Employees can use the EAP by calling 1-800-445-1195 or 401-732-9444 or logging on at [www.coastlineeap.com](http://www.coastlineeap.com) (username is: Bryant University). The EAP is available to assist employees in resolving personal or emotional difficulties. Regardless of the problem or issue, the professional staff at Coastline EAP is not permitted, by law, to speak with an employer unless the employee requests such in writing. Employees are encouraged to take advantage of the EAP services provided through Coastline EAP.

- **Child Care/Elder Care Services (Information through the EAP)**

The University's EAP provider, Coastline EAP, provides employees with information and referral services for licensed child care and elder care services. Representatives from Coastline EAP can be reached at 1-800-445-1195 or 401-732-9444.

## **N. Executive Education and Career Accelerator**

The Executive Education and Career Accelerator provides a wide range of non-credit professional and business education programs. Individual courses, certificate and certification preparation programs are designed to meet the needs of Bryant employees and the business community. The EDC provides training programs for individuals and companies offering instructor-lead on-campus, onsite

corporate programs as well as online programs as part of our e-learning community.

Participation of a full-time employee in a job-related seminar or course is dependent upon approval by a supervisor and department head, and available funding in a vice president's budget.

Employees are eligible for a discount on selected courses, excluding books. A listing of courses and schedules can be found on their website at <https://accelerator.bryant.edu/>

## **O. Fellowship Program**

Full-time, benefits eligible, administrative employees, seeking to participate in a doctoral or master's degree program at other institutions, are eligible to participate in the Fellowship Program. As part of this program, Bryant University will pay tuition and fees up to a maximum of \$30,000 for a work-related master's or doctoral program (at an accredited institution) that are not covered under Bryant's tuition remission program.

### Master's Degree Program

The following will apply:

- Applicants must have been an employee for at least two (2) years prior to application
- To be fully absolved of indebtedness, an approved employee will be required to work at Bryant University for a minimum of two (2) years following the receipt of their degree. If an approved employee leaves the employ of the University prior to they will be responsible to reimburse Bryant University for the tuition and fees associated with the academic program based on the following scale:
  - 0 – 1 year following receipt of degree – 100%
  - $\geq 1$  but less than 2 – 50%
  - 2+ years of service – 0%.
- Continued participation in the Fellowship Program will be contingent upon meeting the Program's guidelines. Participants will be reimbursed for courses upon presenting satisfactory evidence of a grade of C or better.
- For granted fellowships, it is anticipated that master's programs will have a maximum of 4 years to complete.

Doctoral Degree Program The following will apply:

- Applicants must have been an employee for at least five (5) years prior to application
- To be fully absolved of indebtedness, an approved employee will be required to work at Bryant University for a minimum of five (5) years following the receipt of their degree. If an approved employee leaves the employ of the University prior to they will be responsible to reimburse Bryant University for the tuition and fees associated with the academic program based on the following scale:
  - 0 – 1 year following receipt of degree – 100%
  - >=1 but less than 2 – 80%
  - >=2 but less than 3 – 60%
  - >=3 but less than 4 – 40%
  - >=4 but less than 5 – 20%
  - 5+ years of service – 0%.
- Continued participation in the Fellowship Program will be contingent upon meeting the Program's guidelines. Participants will be reimbursed for courses upon presenting satisfactory evidence of a grade of C or better.
- For granted fellowships, it is anticipated that doctoral programs will have a maximum of 5 years to complete.

Procedure:

1. Employees must complete an Administrative Fellowship Application Form (available from Human Resources) which will include the following:
  - How the degree will enhance their job performance.
  - How they will manage the balance of work and their academic program.
    - Any time for class attendance that would be during normally scheduled business hours must be approved in advance by the divisional vice president/provost on a semester basis
  - The expected duration of the program.
  - The names of expected institutions for the degree.
2. Administrative Fellowship Applications must be submitted to division Vice Presidents/Provost for initial review and recommendation by:
  - February 15th – Fall Start
  - August 15th - Spring Start
3. Finalized Administrative Fellowship Applications will be submitted for consideration by the Fellowship Review Team (FRT) which shall consist of the Vice President for Human Resources, and the appropriate Division Head. The FRT may request additional information and/or submit their recommendation to the President for his/her consideration and approval.
4. Employees will be notified of acceptance into a Fellowship Program within 45 days of application.

5. Consistent with IRS regulations relative to tuition assistance provided by an employer, the value of the fellowship benefit totaling more than \$5,250 annually is considered a taxable employee benefit.
6. No one can be given any assurance of graduate degree program assistance until the above process is completed after they are employed.
7. The degree granting institution must be accredited and approved by the University, prior to the final authorization for fellowship. Such approval can be obtained in advance of acceptance with the program(s).
8. This program is subject to modification and change on an annual basis based upon the institution's financial ability to fund the program. However, once a fellowship is granted the institution will pay for the full fellowship as long as the student is in good standing up to the maximum agreed upon.
9. If the enrolled student does not complete the program within the allotted timeframe outlined above but has received the fellowship they will be required to pay back the money owed. Extenuating conditions which may have led to the individual's ability to complete the program may be considered for extension or repayment waiver by the FRT.

Faculty members should refer to the collective bargaining agreement for information pertaining to the faculty fellowship program.

#### **P. Tuition Exchange Program**

Bryant University offers benefits eligible employees an opportunity to participate in the Tuition Exchange scholarship program wherein dependent children may be able to attend member institutions on an exchange basis. The term "dependent children" shall follow IRS guidelines for these purposes. Participation in an undergraduate program shall be limited to dependent children through the academic year in which they turn age 24. A two-year waiting period shall apply; other restrictions may apply.

The Tuition Exchange Program places restrictions on institutions, and student eligibility and scholarship availability are not automatic. When appropriate, a lottery will be held to determine scholarship recipients.

#### **Q. Tuition Remission Program**

##### **1. Employees**

##### **Undergraduate Programs**

Bryant University offers full tuition remission for undergraduate studies during hours outside of normal work hours for regular full-time employees (1,000 or more regularly scheduled work hours per year) who meet and maintain the University's admission requirements.

Employees who are accepted and registered in undergraduate courses must complete and submit an undergraduate tuition remission form for each semester for which they are enrolled (in order to be eligible for remission, approved forms must be received prior to the first day of classes). Remission is limited to two courses per semester with a maximum of five courses per academic year. Interested staff members should contact the Admission Office for additional information regarding enrollment requirements.

### **Lunch Time Courses 12:00 p.m. to 2:00 p.m.**

It is the policy of the University to allow employees to take an undergraduate course during lunchtime hours as follows:

1. the person must be a full-time employee;
2. the department head must verify that the lunch hour course will not interfere with the normal operation of the office; that only the specified lunch hour will be used; and that the individual does not eat at his/her desk;
3. no homework assignments or studying will be allowed during working hours;
4. the course can be taken only on a space available basis (a regular student will always get preference, to include relinquishing of the seat by the staff member if classes have started and the space is needed); and
5. if the class is scheduled outside of the normal lunch hours, that is, earlier than 12 noon or later than 2:00 p.m., the employee must charge vacation time to attend class.

### **Graduate Programs**

Bryant University offers tuition remission for the following graduate programs: Master of Business Administration (MBA), Master of Science in Taxation (MST), Master of Professional Accountancy (MPAc), the On-Line Professional MBA (PMBA) and Graduate Certificate in Business Analytics. Remission is available during hours outside of normal work hours for regular full-time employees (1,000 or more regularly scheduled work hours per year) who meet and maintain the University's graduate admission requirements. *Note: Graduate level programs covered by tuition remission are subject to change.*

Employees who are accepted and registered in graduate courses covered under this policy must complete and submit a graduate tuition remission form for each semester for which they are enrolled (in order to be eligible for remission, approved forms must be received prior to the first day of classes). Remission is limited to two courses per semester with a maximum of five courses per academic

year (employees enrolled in Bryant's MBA program are eligible for tuition remission for six courses per year based on program requirements). Interested staff members should contact the Graduate Admission Office for additional information regarding enrollment requirements.

In all cases, regular employees may not concurrently be full-time Bryant students. Credit hours per semester will be subject to the course limitation policy of the undergraduate and graduate schools.

## **2. Dependents**

Dependent children and spouses or domestic partners/spousal equivalents of regular full-time employees (1000 or more regular work hours per year) who meet and maintain the University's admission requirements are eligible for tuition remission for Bryant University undergraduate studies and for the following graduate programs: Master of Business Administration (MBA), Master of Science in Taxation (MST), Master of Professional Accountancy (MPAc), the On-Line Professional MBA (PMBA) and Graduate Certificate in Business Analytics. Remission eligibility is based upon the following length of service:

- **0-1 years, Not eligible**
- **1-2 years, 50% of tuition**
- **2-3 years, 75% of tuition**
- **3+ years, 100% of tuition**

For dependent children, this benefit will be applicable only through the academic year in which a dependent child turns age 24.

Employees who enroll in a graduate degree program or whose dependents enroll in either an undergraduate or graduate degree program, will be required to work at Bryant for a minimum of two (2) years following their own or their dependent's receipt of the degree. If an employee leaves the employ of the University prior to this two-year stay requirement, they will be responsible to reimburse Bryant for the tuition that was provided to them based on the following scale:

- **0-1 year following receipt of degree – 100%**
- **>=1 but less than 2 – 50%**
- **2+ years of service – 0%**

*\*Note: Programs covered by tuition remission are subject to change.*

**Union employees covered should refer to their Collective Bargaining Agreement for policies governing tuition remission.**

**R. Retirement Program**

Bryant University employees who work over 1000 hours in a calendar year are eligible to participate in a retirement program with Teachers Insurance and Annuity Association (TIAA), and/or with Fidelity Investments, after two full years of continuous service at Bryant (or without a break in service at another eligible employer). There is no contribution required of employees. The University's current annual contribution is eight percent (8%) of the first \$45,000 of an eligible employee's base annual salary and twelve percent (12%) on the employee's base annual salary that exceeds the breakpoint of \$45,000, in a calendar year. The University reserves the right to adjust the breakpoint.

**S. Supplemental Retirement Annuity(SRA)**

The SRA program is a tax-sheltered annuity program, which can be joined at any time. An employee can contribute up to a maximum dollar amount based upon criteria established by the Internal Revenue Service. The University does not contribute to this plan.

**T. Vision Care Insurance**

Bryant University presently offers vision care insurance through Employers Vision Trust. Eligibility begins on the first of the month following thirty (30) days of employment. The employee's cost of the plan is published annually. The premiums for this coverage are deducted from your paycheck on an after-tax basis.



## **VIII. WORK AND LIFE AT BRYANT UNIVERSITY**

### **A. Wellness Center**

The Elizabeth and Malcolm Chace Wellness and Athletic Center is an important part of the Bryant University campus providing students with a wide range of fitness/sports participation choices. Students and employees are encouraged to utilize the facilities. Intercollegiate, intramural or club sports activities have priority in the scheduled use of the facilities.

### **B. Athletic Events**

Employees enjoy free admission to selected athletic events. Contact the Athletics and Recreation Department for further details.

### **C. ATMs**

There are ATMs located in the Unistructure, Fisher Student Center and the Elizabeth and Malcom Chase Wellness and Athletic Center

### **D. Bank at Work**

Workplace banking programs are offered to Bryant employees through several local/regional banks. Employees who have their paycheck direct deposited into an account at one of these institutions are eligible for benefits such as low or no cost checking, discounts on mortgages or installment loan rates, reduced ATM fees and more. Further information can be obtained through the Human Resources Department or by contacting the participating bank.

### **E. The Fisher Student Center**

The Fisher Student Center is home to the University's bookstore and other venues including, food service establishments and the, information desk. Meetings rooms are also available. Contact the Fisher Student Center Operations Office at ext. 6117, for further information.

### **F. Business Casual Dress**

Bryant University affords its employees the opportunity to enjoy a more relaxed dress code on Fridays and during certain designated periods (primarily academic break periods) during the year. For some individuals, there may be times when more formal business attire is required and it is the University's position to trust each individual to make the appropriate choice. On all other days, proper business attire is required. The

following guidelines are offered to assist employees in making the appropriate clothing choices for casual dress days:

Casual slacks  
Polo shirts/shirts with a collar  
Casual dresses, blouses/sweaters and skirts  
Dress sandals or other business casual footwear

#### UNACCEPTABLE ATTIRE

Jeans  
Shorts  
Mini-skirts  
Workout clothing/sweat suits  
Halter, tube or cropped tank tops, T-shirts  
Sneakers, athletic shoes or flip-flops  
T-shirts (with or without slogans)

### **G. Library**

The services and facilities of the University library are available for use by all employees. Contact the Library at ext. 6125 for hours and services available.

### **H. Parking**

As required by campus policy, it is essential that you register your vehicle with the Department of Public Safety (DPS) in order to prevent unnecessary and costly citations. It is important to observe “No Parking” and “Fire Zone” areas.

### **I. Parking for People with Disabilities**

Bryant University provides designated disabled parking for those displaying the appropriate placard. State-issued handicapped permits are honored on campus provided that it is appropriately displayed. Those employees who do not qualify for a state issued handicapped permit but who may require temporary assistance should contact the Department of Public Safety (DPS) to discuss services which may be available to assist them.

Any unauthorized vehicle parked in a handicapped space is subject to a citation and immediate towing at the expense of the driver/owner.

For additional parking rules and regulations, visit the DPS website at: <http://dps.bryant.edu>.

## **J. Personal Property**

The University is not responsible for theft of, or damage to, personal property of employees and/or guests who are performing work on or off the campus.

## **K. Post Office**

General postal services are available to employees at the Post Office located on the second floor of the Unistructure. Call ext. 6244 for hours and services available.

## **L. Solicitation**

All Bryant University employees are entitled to perform their work without being bothered or disturbed by solicitors. Accordingly, we have adopted the following solicitation and distribution rule:

Persons who are not employed by the University are prohibited from soliciting and from distributing literature or other materials, for any purpose and at any time, within the University's buildings or anywhere on its property.

Employees are prohibited from soliciting during their work hours and during the work hours of other employees, and from distributing literature or other materials during their work hours and during the work hours of other employees. Employees are also prohibited from distributing literature or other materials at any time in the work areas of the University.

## **M. Animal Policy – Employees and Contractors**

Bryant University is responsible for assuring a productive and professional work environment which takes into consideration the health and safety of all employees. In keeping with this objective, this policy provides rules concerning faculty and staff bringing animals on University property.

### **Scope and Application**

Bryant University (Bryant) has designed the policy and procedures to comply with the Americans with Disabilities Act (ADA), Section 504 of the Rehabilitation Act of 1973, and any other applicable federal and state laws. The policy and procedures serve to ensure that individuals with disabilities who require the assistance or support of animals may receive such assistance or support; to the extent that it does not cause Bryant an undue hardship. All university employees must follow the policy and procedures.

### **Definitions**

#### ***Handler***

An individual with a disability who is the owner of a service animal, or the

owner or individual bringing an animal onto University property.

***Service Animal***

Any dog that is specifically trained to do work or perform tasks for benefit of an individual with a disability. The work or tasks performed by the dog must be directly related to the person's disability. Under certain circumstances, a miniature horse may also qualify as a service animal to the extent required under applicable law. A dog that is in training to be a become a service animal is also a service animal.

***Service Animal in Training***

For purposes of this policy, a service animal in training is a dog that is being trained as a service animal and includes a puppy that is being raised to become a service animal in training.

***Emotional Support Animal (ESA)***

Any animal specifically designated by a qualified medical provider that alleviates one or more identified symptoms of an individual's disability (as certified by such a provider). Such animal may afford an individual with a disability an equal opportunity to use and enjoy a dwelling, workplace, or other area, provided there is a nexus between the individual's disability and the assistance the animal provides. ESAs are also commonly known as companion, therapeutic or assistance animals. ESAs are not service animals because they have not been trained to perform specific work or a specific task.

***Disability***

A physical or mental impairment that substantially limits one or more major life activities, a record of such an impairment, or being perceived as having such an impairment.

***Public Spaces***

For purposes of this policy, public spaces are indoor and outdoor areas that are open to the general public. Classrooms, residence halls, meeting rooms, and employee workspaces are not generally considered public spaces.

***University Property***

For purposes of this policy, University property includes all areas owned and controlled by the University.

***Pet***

For purposed of this policy, a pet is any animal that is not a service animal or ESA.

**Policy**

1. Prohibition: Bryant generally does not permit animals on University transportation or in any University building or other controlled spaces on University property. However, individuals with disabilities are allowed to bring service animals and ESAs onto and/or into controlled spaces as provided

below. In addition, employees who reside on campus, as a condition of employment, are permitted to have pets in University-owned residential housing with the express approval of University officials with the expectation that they abide by University policy and state and local ordinances. Employees who bring unapproved animals into university-owned, operated, or leased buildings or on university transportation are subject to disciplinary action up to and including termination of employment.

- 1. Service Animals:** The University welcomes the presence of service animals assisting people with disabilities on its campuses consistent with the provisions of this policy and applicable law. A service animal is generally permitted to be on University property in any place where the animal's handler is permitted to be. In certain limited situations, a service animal may be prohibited for safety and health reasons. The accompaniment of an individual with a disability by a service animal in a location with health and safety restrictions will be reviewed on a case-by-case basis by the appropriate department representative(s) in collaboration with the Department of Human Resources.

A service animal for an individual employed by the University must be approved in advance by the Department of Human Resources prior to bringing the animal to the workplace.

Members of the University community are prohibited from interfering in any way with a service animal, or the duties it performs.

- 2. Service Animals in Training:** A service animal in training is not allowed in controlled spaces including classrooms, meeting rooms, residence halls and employee work areas. The individual training a service animal must be authorized to engage in designated training activities by a service animal organization or an individual who volunteers for a service animal organization that authorizes such volunteers to raise dogs to become service animals. Individuals training a service animal must carry photographic identification indicating authorization to train the animal. A service animal in training, including a puppy that is being raised to become a service animal in training, must be identified with either tags, ear tattoos, identifying bandanas (on puppies), identifying coats (on adult dogs), or leashes and collars.
- 3. Emotional Support Animals (ESAs):** An approved ESA for an individual who lives in University housing is permitted within the individual's privately assigned living accommodations. An ESA outside the private individual living accommodations must be in an animal carrier or controlled by a leash or harness. ESAs are permitted to be in outdoor public areas to the same extent as pets.

An ESA for an individual employed by the University may be permitted within the individual's private office as an accommodation for a disability

but must be approved in advance by the Department of Human Resources as outlined below. ESAs will not be allowed in classrooms during scheduled class times<sup>1</sup>. Generally speaking, ESAs will not be allowed in meeting rooms, or other controlled spaces on campus, and the University will not consider the approval of ESAs that exceed 65 pounds.

- 4. Pets:** Pets generally are not permitted in or on any controlled space on University property, and are permitted only in outdoor areas open to the general public.

2. **Handler' Responsibilities:** A service animal, service animal in training, ESA or pet must be supervised directly by the handler, and the handler must retain full control of the animal at all times while on University property. The animal must be in an animal carrier or controlled by a harness, leash or tether, unless these devices interfere with the animal's work, the individual's disability prevents using these devices, or the animal is an ESA or service animal within the handler's own dwelling. In those cases, the handler must maintain control of the animal through voice, signal, or other effective controls.

Animals may not be left unattended at any time on University property, except for service animals left in the handler's University residence or private office space or ESAs left in the handler's dwelling unit or private office space. The service animal or ESA may be left unattended only for reasonable periods of time, as determined by the appropriate University staff based on the totality of the circumstances. A service animal or ESA that is left unattended in a private office space must be crated during their handler's absence. The University may request impoundment of an ESA or service animal left for longer than a reasonable period of time. Owners of impounded animals will be held responsible for payment of any impound and/or license fees required to secure the release of their animals.

A handler who leaves their service animal or ESA unattended for longer than a reasonable period of time will receive one warning, and if the behavior occurs a second time, the University reserves the right to require the handler to remove the animal from campus and to prohibit the animal from being permitted back onto University property.

All handlers are responsible for compliance with state and local laws concerning animals (including registration, vaccinations, and tags), for controlling their animals, for cleaning up any waste created by the animal, and for any damage caused by the animal to individuals or property while on University property.

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<sup>1</sup> ESAs in the classroom pose a potential health risk to some of our students and may cause significant disruption to the learning experience for some. The University has determined that, generally, the presence of ESAs in the classroom poses an undue hardship.

### **Procedures**

Employees and all others performing work for the University who seek the presence of a service animal or an ESA as a workplace accommodation must receive approval from the Department of Human Resources in advance of reporting for work with the animal.

Human Resources will determine whether the request represents a reasonable accommodation for a documented disability and whether or not granting the request would pose an undue hardship to Bryant. The terms of the approval, including where the service animal or ESA will and will not be permitted, will be determined and documented by Human Resources, after the facilitation of an interactive accommodations process with the employee, their treating physician/practitioner and their supervisor(s).

### **Appeals and Grievances**

Any individuals who feel that they have been unfairly denied the ability to bring or maintain an animal on University property, may contact the Human Resources Office.

### **Violations of Policy / Removal of Animal / Disruptive Animals**

Access to University property may be restricted or revoked under the circumstances outlined below. Restrictions or exclusions will be considered on a case-by-case basis. The University reserves the right to remove or exclude an approved animal from University property for appropriate reasons, including (among others) if:

1. The animal poses a direct threat to health and safety
2. The handler does not maintain control of the animal, including (but not limited to) during any interactions with other animals
3. The presence of an animal fundamentally alters a University program or creates a disruptive work environment for another staff/faculty
4. Improper/Inadequate care of the animal is exhibited, including (but not limited to) if the animal is not housebroken
5. Damage or harm is caused by the animal
6. The handler violates any of the responsibilities as outlined in this policy

If the presence of an animal poses a direct threat to the health and safety of others, the University reserves the right to remove or exclude an animal from University property. In such a situation, Public Safety may be contacted to assist in the removal of the animal. If a handler's animal is disruptive in the workplace, the handler's supervisor may ask the handler and their animal to leave the workspace immediately. If a handler's animal is disruptive at a University event, the event organizer may ask the handler and their animal to leave the event immediately.

Questions about a disruptive animal should be directed to Human Resources at 401-232-6010.

Exclusions - This policy does not apply to:

- Fish in aquariums no larger than ten gallons as follows:
  - For staff who reside on campus as a condition of employment, such aquariums are permitted in their private dwelling space without advance notice or permission;
  - Within employee workspaces, such aquariums are allowed only with the express advance, written authorization of the handler's manager/supervisor. At any time, a manager may revoke approval for such an aquarium, requiring its immediate removal from the workspace; and
  - The handler has responsibility for maintaining the aquarium in a clean and sanitary manner and for any damage caused by the aquarium. Animals other than fish are not allowed in such aquariums;
- University-maintained fish in aquariums of any size located in waiting rooms or other public areas
- Animals approved by the University for use in research and classes on campus, based on requests by faculty for such use. Such requests may be granted only upon showing that the presence of the animal is for a bona fide educational purpose, and such purpose is clearly delineated on the course syllabus as a central topic in class. Prior permission must be obtained from the Dean and Provost's Office;
- Animal related programs within controlled spaces for non-educational purposes fully reviewed and approved by the Provost's Office, the Vice President of Student Affairs/Dean of Students, the Vice President for Human Resources, or their designees. Such requests may be approved only upon a showing that there exists a well-developed program with defined parameters, to be administered by appropriately trained staff;
- Animals used in police, search and rescue operations on University property;
- Animals trained for and used in community policing;
- Animals trained for and used in a clinical therapeutic setting on campus, such as a counseling center; and
- Appearances by the official mascot of the University and/or official mascots of other institutions as approved by event organizers.



## **IX. HEALTH SERVICES AND SAFETY**

### **A. Health Services**

The University maintains a Health Services Office (ext. 6220) in Residence Hall 16 with the primary purpose of serving the medical needs of our students. Registered nurse practitioners are on duty during working hours during the academic year, as well as limited clinical hours in the summer. The office can provide the following services to faculty and staff members (based on time and space availability):

- First Aid
- Blood Pressure Screening
- Throat Cultures

Faculty and staff should call ahead to request an appointment.

### **B. Safety**

Bryant University has maintained an excellent safety record over the years and depends on the cooperation of its employees to uphold it. It is each employee's responsibility to avoid careless habits and indifference toward safety. Any employee who observes a potentially dangerous condition should report it to his/her department head who will see that it is corrected.

For more information, please refer to the University's [Emergency Management Plan](#)

### **C. Campus Security Act**

The Student Right to Know and Campus Security Act (Public Law 101-542) was passed into law in 1990 and impacts all colleges and universities receiving financial assistance from the federal government. In 1998 the name was changed to the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act). The Clery Act is a legislative effort to encourage colleges and universities to inform their campus communities of specific crimes occurring on their campuses.

Bryant University maintains an open communication policy by publishing crime and incident statistics in *The Archway*, the student newspaper. Crimes that pose an immediate threat to the community may be reported by such methods as leaflets, voice mail, electronic mail, public announcement messages, and personal contacts. Each October, the crime statistics for the three most current years are made available to the community. A copy of this report can be found here: [Annual Security & Fire Safety Report](#)

#### **D. Lost and Found**

The Department of Public Safety (DPS) serves as the lost and found department at Bryant University. All articles found should be turned in to DPS. Inquiries about lost articles should be made to DPS, which is located on the lower level of the Unistrucre.

#### **E. What to Do in Case of An Accident**

Every accident or injury, no matter how slight, must be reported to the department head immediately. All work-related accidents must be reported to the employee's department head and Human Resources.

To assist with more serious accidents and emergencies, the services of the Bryant University Emergency Medical Technicians (EMTs) should be utilized. This group is composed of fully trained and equipped public safety personnel who are state licensed EMTs and who act as the first responder unit for ALL first aid related incidents on campus. The main objective of the EMT is to provide a prompt, efficient, and skilled first aid response to Bryant's first aid needs.

The following procedure should be followed in ALL EMERGENCY FIRST AID situations:

- 1) Contact the Department of Public Safety IMMEDIATELY at **ext. 6911 (232-6911)** and provide the officer with the **location of the injured person** and the **type of injury or illness**.
- 2) The Public Safety officer will dispatch an EMT and a Public Safety unit to the scene where they will determine the next course of action.

This procedure is for EMERGENCY FIRST AID ONLY, such as sprains, dislocations, severe illness, bleeding, or respiratory or heart problems.

## **X. GENERAL INFORMATION**

### **A. University Relations/Media Contact**

#### Communication procedures

Overview: Because it is the responsibility of the Office of University Relations to provide information internally and externally to constituents, it is important that all members of the University keep the Office informed of events and activities happening in their areas. Contact can be made in person, by telephone, e-mail, or written memo.

Media: Faculty and staff are asked to contact the Office of University Relations for specific guidance when contacted by the media. Unless an employee is designated in advance as a "media expert" in a particular field or qualified as a spokesperson, s/he must advise University Relations of all media inquiries prior to making statements or answering questions. If an employee is contacted directly by a media representative, he/she should limit his/her initial responses and follow these steps:

- Identify the reporter and the medium
- Determine the topic/subject matter
- Ask the reporter about their line of questioning and what kind of resource/expert they want to interview
- Ask the reporter about their deadline requirements
- Advise the reporter that you or a University Relations representative will call them back
- Act friendly and courteous
- Contact University Relations and share information, Ext. 6120

Based upon the nature and scope of the media inquiry, and after consultation with other appropriate university personnel, a determination will be made as to how to respond. If appropriate, a spokesperson will be designated, facts gathered, and a statement, guideline, or response formulated.

If the scope of the inquiry addresses institutional issues, policies, or news, the Assistant Vice President for the Office of University Relations (or designee) serves as principal spokesperson for the University.

### **B. Employee Get-Togethers**

Employee get-togethers, i.e. office parties (birthday, holiday, etc.) are permitted after normal working hours.

### **C. Flowers for Employees/Trustees**

In the event of serious illness and/or death in an employee's immediate family, Human Resources is the only department authorized to expend University funds for flowers or contributions to a selected charity.

Flowers or contributions are sent when:

1. An employee dies
2. There is a death in the immediate family of an employee (spouse, domestic partner/spousal equivalent, parent, child, step-child, adopted child, sister, brother, mother-in-law, father-in-law).

These are the only cases when flowers or contributions are sent in the name of the University.

Procedure: If an employee is out of work because of a serious illness or death in his or her immediate family, the supervisor is usually the first to know, having been informed by reason of employee accountability. At that time, the supervisor should ask the employee whether or not he or she would like the University community notified, and after assessing the sensitivity of the situation, determine the form of acknowledgement which should be sent by the University. **Note: Because of requirements under the family leave policy, it is critical that supervisors notify Human Resources of any employee absence.**

The supervisor then informs a Human Resources Department representative of the type of acknowledgement that should be forthcoming from the University community. The Human Resources Department responds accordingly. The President and other appropriate offices are then notified by a Human Resources Department representative.

### **D. Privacy**

The University has the right to access, at any time, any of its property, including, but not limited to, computers and hard copy files, e-mail, voice mail, desks, lockers, and other University property.

### **E. Telephone Calls**

The telephone call gives an employee the opportunity to further good public relations for Bryant University. It is expected that employees will be courteous to the individual contacted or contacting by telephone. Due to the heavy demands on University telephone facilities, personal calls should be kept to a minimum.

## **F. Trustee Illness/Death**

Colleagues should notify the President's Office as soon as any trustee/family illness or death is known. A member of the President's Office will notify the President's Cabinet.

Normally, the President is the only officer who sends gifts to trustees or their families. If in a particular case it is appropriate for another employee to send a gift, to prevent duplication and to avoid disparity, please inform the President's Office before doing so.