



November 2024

Dear Colleagues:

Thank you for choosing to be part of the Hood College community. Our vision, mission, and goals have an underlying premise—to pursue *excellence* in all facets of what we do. Each one of us plays an important role in the success of the College. We hope that as part of this community, you will reap the individual and collective rewards as we build the future together.

This employee handbook represents our commitment to provide you with the information and the resources to enable you to get the most out of your work experience at Hood College. It has been designed and written in a way that makes it easy to access, use, and update. The College provides this resource to help answer any questions you may have about how we interact as a community. Your manager and Human Resources are also available to help provide important information.

This handbook also outlines how Hood College desires to build an environment where each person can achieve success. The College and Human Resources strongly believe in providing fair and consistent treatment for everyone. This collection of policies provides guidelines on Hood College's values and standards.

We are glad that you are here and hope that you find working at Hood College to be a wonderful experience. Welcome to the community!

Warmest regards,

Christine E. Traini, PHR  
Director of Human Resources



## CONTENTS

<b>100 Introduction.....</b>	<b>1</b>
<b>101 - Introduction to Employee Handbook.....</b>	<b>1</b>
<b>102 – Introduction to the Hood College Organizational Structure – Student Centered Model .....</b>	<b>5</b>
<b>103 - Introduction to Hood College .....</b>	<b>11</b>
<b>104 – Employment Categories.....</b>	<b>14</b>
<b>200 - Hiring and Employment .....</b>	<b>15</b>
<b>201 – Equal Employment Opportunity Policy .....</b>	<b>15</b>
<b>202 – Job Postings/Online Recruitment.....</b>	<b>18</b>
<b>203 – Job Application &amp; Selection Process .....</b>	<b>20</b>
<b>204 – Introductory Employment Period .....</b>	<b>23</b>
<b>205 – Employment of Family Members or Significant Others .....</b>	<b>26</b>
<b>206 – Employment of Minors.....</b>	<b>28</b>
<b>207 – Re-Instatement &amp; Re-Employment .....</b>	<b>31</b>
<b>208 – Verification of Employment.....</b>	<b>33</b>
<b>209 - New Hire Information .....</b>	<b>34</b>
<b>210 – Non-Discrimination Policy Statement .....</b>	<b>36</b>
<b>300 Employee Relations .....</b>	<b>37</b>
<b>301 - Prohibition of Discrimination and Harassment .....</b>	<b>37</b>
<b>302 – Individuals with Disabilities .....</b>	<b>39</b>
302.4 Maryland’s Reasonable Accommodations for Disabilities Due to Pregnancy Act.....	41
302.5 Service Animals .....	42
<b>303 – Communicable Diseases .....</b>	<b>45</b>
<b>304 – Workplace Safety .....</b>	<b>47</b>
<b>305 – Problem-solving and Resolution Process.....</b>	<b>52</b>
<b>306 – Employee Assistance Program (EAP).....</b>	<b>54</b>

307 – Layoffs.....	56
308 – Performance Improvement and Progressive Discipline .....	59
309 – Suspension of Employment .....	62
310 - Separations of Employment .....	64
311- Collecting Feedback from Exiting Employees .....	66
312 - Internal Investigations.....	67
313 - A Few Words About Unions .....	68
314 - Ombudsperson.....	69
315 - Domestic Violence.....	72
316 - Drug Free Workplace.....	74
317 - Mandatory Reporting Process for Clery Act, Title IX, and COMAR Regulations Law, Title 5- Children, Subtitle 7-Child Abuse and Neglect, Section 5-704 (Md. Code Ann. Fam. Law § 5-701) .....	78
<b>400 – Professional Conduct .....</b>	<b>83</b>
401 – Attendance and Punctuality .....	87
402 – Confidentiality .....	90
403 – Conflict of Interest.....	91
404 – Disciplinary Actions and Dismissals.....	94
405 – Code of Ethics .....	98
406 – Solicitation and Distribution Policy .....	100
407 – Use of College Resources .....	101
409 – Digital Communication and Computing .....	102
410 - Telecommuting Guidelines.....	106
411 – Whistleblower Policy.....	109
<b>500 Employee Development.....</b>	<b>112</b>
501 – Onboarding, Training and Development .....	112
502 - Performance Appraisal Process .....	114
503 – Memberships in Professional Organizations .....	116

600 – RESERVED FOR FUTURE USE .....	117
<b>700 Benefits .....</b>	<b>118</b>
700 - Benefits.....	118
701 - Holidays .....	119
702 - Personal Days.....	122
703 - Vacation Leave .....	123
704 – Summer Hours .....	126
705 - BEREAVEMENT OR COMPASSION LEAVE .....	127
706 – Leave for Jury Duty or Court Appearances .....	129
707 - Military Leave .....	131
708 – Leave Without Pay.....	133
709 – Long Term Disability .....	135
710 – Medical (Sick and Safe) Leave .....	137
711 – Family and Medical Leave (FMLA).....	141
712 – Medical/Prescription Insurance.....	146
713 – Dental Insurance .....	149
714 – Vision Insurance .....	152
715 – Dependent Care & Health Care Flexible Spending Accounts (FSA) .....	155
716 – Open Enrollment .....	158
717 – Qualifying Life Event Changes.....	160
718—Employee Assistance Program (EAP) .....	162
719 – Workers’ Compensation .....	2
720 – Comprehensive Automobile Liability .....	4
721 – Life Insurance .....	5
722 – Educational Benefits.....	172
723 – Educational Benefits For Doctoral Program - DOL .....	176
724 – The Tuition Exchange, Inc. Competitive Scholarship Program .....	179

725 – Georgetown Hill at Hood College Lab School .....	182
726 – GEAR SHOP (bookstore) Discount .....	184
727 – Recreational Facilities.....	185
728 – Library Privileges .....	187
729 – Lunch Accommodations.....	188
730 – Discount on Banquet Facilities and Room Rental .....	190
731 – Retirement Program .....	192
732 – Unemployment Insurance .....	197
733—COBRA .....	198
734 – Lactation Room .....	201
735 - Supplemental (Voluntary) Individual Term Life Insurance.....	203
736 – reserved for future use .....	204
737 – Legal Services .....	205
738 - The Hood Community Cares Bank.....	207
739 – Cafeteria Plan (Section 125 Plan) .....	210
740 – Sabbatical Leave for Staff .....	212
741 – Volunteering.....	215
<b>800 Payroll Procedures .....</b>	<b>217</b>
801--Work Hours and Pay Practices.....	217
802 – Meal and Rest Periods .....	219
803 - Overtime .....	220
804 – Distribution of Payroll Checks and Direct Deposit Advices .....	222
805 – Payroll/Status Change Notice .....	223
<b>900- Health and Safety .....</b>	<b>224</b>
901 - Injury on the Job .....	224
902 –Tobacco-Free Campus.....	226
903 – Drug and Alcohol Policy .....	229

904 – Fire Prevention and Safety.....	232
905- Identifying and Correcting Workplace Hazards .....	234
906– Blood borne and Airborne Pathogens .....	235
907 – Hazardous and Toxic Substances .....	243
908 – Reserved for Future Use .....	248
909 – Lockout and Tag out Information.....	249
910 – Confined Spaces Information.....	251
911 - Inclement/Severe Weather Policy .....	252
912 - Personal Protective Equipment .....	257
913 - College Keys .....	259
914 – Building Utility Shutdown.....	260
1000 - Use of College Facilities & Property.....	262
1001 – Athletic Venues for External Events .....	262
1002 – Concerts, Plays, Lectures, and Art Exhibits .....	265
1003 – 1011 RESERVED FOR FUTURE USE .....	266
1012 – College Vehicle and Commercial Vehicle Use .....	267
1013 – Restroom and Locker Room Facilities.....	271

## 100 INTRODUCTION

### 101 - INTRODUCTION TO EMPLOYEE HANDBOOK

#### 101.1 Statement

The goal is for Hood College (hereafter referred to as “the College”) and its employees to work together as a caring community, committed to excellence and outstanding service. This handbook contains Human Resources policies governing employment conditions at the College. The policies set forth in this Handbook describe benefits and programs in which employees are eligible to participate, and it summarizes the College’s expectations from its employees.

**Neither this Employee Handbook, nor any policy of the College, is an implied or expressed contract, nor an agreement of employment, nor warranty of benefits.** These policies provide guidance for the performance of job duties, as well as information on programs and benefits that an employee enjoys.

**Employment at Hood College is at-will: both the College and employee are free to terminate the employment relationship at the discretion of either party at any time and for any or no reason. Only the College President has the authority to modify this employment relationship by agreement in writing.**

From time to time conditions or circumstances may require the College to change, amend, or delete some of the policies and benefits contained in this handbook. When changes are made, the College ordinarily will, if possible, give notice of the changes. This Handbook supersedes in all respects any prior handbook, policy manual, benefits or practices of the College for our employees.

#### 101.2 Philosophy

Hood College is dedicated to establishing and maintaining an environment in which diverse groups of individuals can work together harmoniously to advance Hood College.

##### **Principles of Employment**

##### **A. Employment at-will**

- Employment at Hood College is at-will: both an individual employee and the College are free to terminate the employment relationship at the discretion of either party at any time and for any or no reason.
- The Employee Handbook is not an expressed or implied contract of employment, or employment agreement, or warranty of any benefits.

##### **B. Equal Employment Opportunity**



- Hood College supports the principles of Equal Employment Opportunity. It is our policy to recruit, hire, train and promote individuals, as well as administer any and all personnel actions, without regard to race, color, religion, age, sex, national origin, ancestry, marital status, sexual preference/orientation/expression, as well as without regard to disability or any other classification protected by applicable local, state, or federal laws.
- Diversity is valued, and the College expects each employee to treat every individual with respect and courtesy.
- The College seeks to create an environment that supports the growth and development of every individual.
- The College seeks ways to consider a variety of perspectives.

**C. Discrimination and harassment-free environment**

- Hood College will not tolerate discrimination or harassment. Refer to the following policies: [301 Prohibition of Discrimination and Harassment](#) and [302 Individuals with Disabilities](#).

**D. Promotion from within**

- Hood College utilizes a job posting system to advertise current openings to its employees. Employees are encouraged to apply for openings as outlined in the Job Posting Policy.
- Employees are encouraged to work with managers on career development goals and to assist in preparation for career growth at the College.

**E. Performance Culture**

- All individual and team contributions are valued and important to the success of the College.
- Employees are encouraged to participate in setting individual, departmental and divisional goals as appropriate.
- Performance appraisal is one tool used by the College to recognize individual contributions, to measure achievement of individual and departmental goals, and to identify individual developmental opportunities.
- The College has many developmental opportunities for employees.

**F. Values Driven**

- Hood College seeks to be an organization that demonstrates high ethical standards and unquestionable integrity.
- The College community believes that holding itself and its employees to high standards is the best way to ensure a future for its students, this institution and its employees.

- Hood College staff is committed to excellence and to creating an environment in which everyone can make a difference.

### **101.3 Procedures**

#### **A. Availability**

- The Human Resources Employee Handbook is available on the intranet to all employees.
- The Handbook description of benefit plans provides only summaries of those benefits. The operation of the available benefits plans is governed by the plan documents.
- New employees receive information on the handbook during the initial orientation process.

#### **B. How to Use**

- The Employee Handbook is not an expressed or implied contract of employment, or employment agreement, or warranty of benefits. It sets forth policies and procedures that describe benefits and programs in which employees are eligible to participate, and it summarizes expectations for Hood College employees.
- The Table of Contents provides a listing of the policies outlined in the handbook.
- Questions on a particular subject matter regarding employment conditions should be referred to managers.
- Managers may consult with Human Resources on policy issues.
- Human Resources will interpret the policies and may consult with Vice Presidents or the President of the College before rendering a decision.

#### **C. Updates and Revisions**

- Human Resources will monitor and periodically revise policies in the handbook to address the changing needs of our organization. Changes may be made without prior notice.
- Ordinarily, updates will be announced to all employees.

### **101.4 Responsibility and Accountability**

The responsibilities and accountabilities set forth below will apply to all policies in this Employee Handbook.

#### Employees

- Employees should consult the Employee Handbook for policy information.
- If employees have questions, they should consult with their manager.

#### Managers

- Managers are encouraged to use the Human Resources Employee Handbook to answer questions regarding employment conditions. Managers are responsible for enforcing College policies as set forth in this Handbook.
- Managers are encouraged to consult with Human Resources before rendering an opinion or decision to an employee.
- Managers should forward suggestions to Human Resources for policy changes.

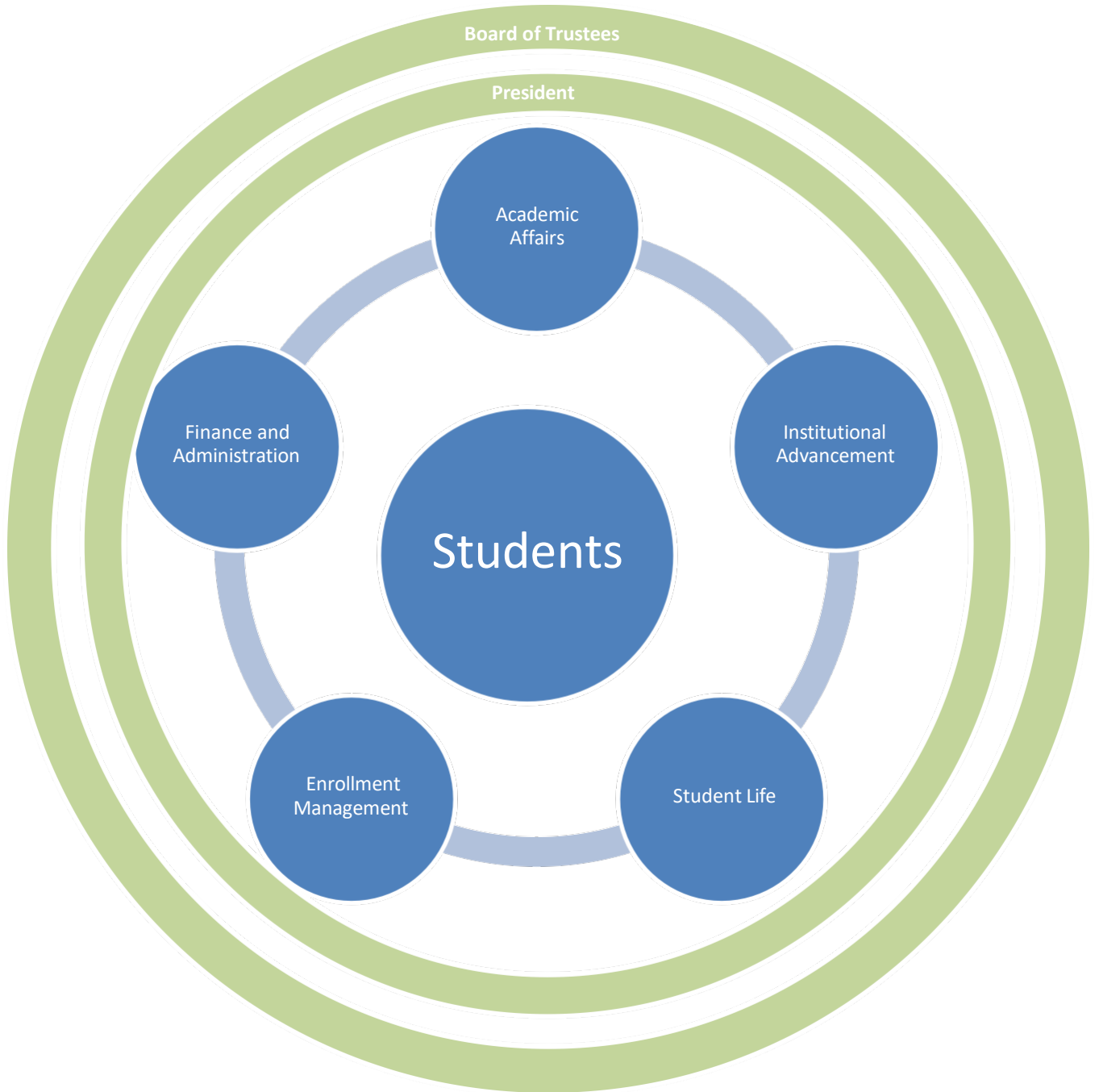
#### President/Vice Presidents

- The President and Vice Presidents will assist managers and Human Resources with policy questions.
- The President and Vice Presidents are a support system for managers in enforcing the policies set forth in the Handbook.
- The President and Vice Presidents have the discretion to make exceptions to any policy to ensure business continuity when necessary.

#### Human Resources

- Human Resources has the delegated authority for developing, maintaining, and monitoring the policies in the employee handbook.
- Human Resources plays an advocacy role on behalf of employees and encourages employees to contact the Department of Human Resources for concerns or policy questions.
- The Department of Human Resources is a resource for managers that provides internal consulting and advising for organizational and employee issues.
- Human Resources encourages managers to review all employment actions with the Director of Human Resources before initiating proceedings.

**102 – INTRODUCTION TO THE HOOD COLLEGE ORGANIZATIONAL STRUCTURE – STUDENT CENTERED MODEL**



## **Hood College**

Hood College is a higher education institution that is:

- Independent
- Liberal arts
- Four-year
- Residential campus
- Carnegie M1 Larger Programs (Master's Colleges and Universities which generally award over 200 master's degrees annually and fewer than 20 doctoral degrees during the update year.)

Hood College offers:

- 30 major fields of study toward bachelor of arts and bachelor of science degrees, 21 concentrations, 45 minors and pre-professional preparation in medicine, veterinary science, dentistry and law;
- 20 programs of study leading to master's degrees;
- 12 post-baccalaureate certificate programs and certification programs in education; and
- 4 doctorates in business administration, counselor education and supervision, nursing practice and organizational leadership.

## **Institutions of Higher Education Organizational Structure**

Hood College has a shared governance model. This means that all constituencies have the opportunity to participate in decisions that affect the College in various ways. The Chronicle of Higher Education provides information about how shared governance works in colleges and universities in an article by Gary A. Olson, entitled What Exactly Is Shared Governance? An excerpt from that article follows:

“The truth is that all legal authority in any university originates from one place and one place only: its governing board. Whether it is a private college created by a charter, or a public institution established by law or constitution, the legal right and obligation to exercise authority over an institution is vested in and flows from its board. Typically, the board then formally delegates authority over the day-to-day operation of the institution (often in an official "memorandum of delegation") to the president, who, in turn, may delegate authority over certain parts of university management to other university officials—for example, granting authority over academic personnel and programs to the provost as the chief academic officer, and so on.

Over time, the system of shared governance has evolved to include more and more representation in the decision-making process. The concept really came of age in the 1960s, when colleges began to liberalize many of their processes. In fact, an often-cited document on the subject, "Statement on Government of Colleges and Universities," was issued jointly by the American Association of University Professors, the American Council on Education, and the Association of Governing Boards of Universities and Colleges in the mid-60s. That statement attempted to affirm the importance of shared governance and state some common principles.

The fact that the primary organization championing faculty concerns, the body devoted to preparing future academic administrators, and the association promoting best practices in serving on governing boards together endorsed the statement illustrates that university governance is a collaborative venture.

"Shared" governance has come to connote two complementary and sometimes overlapping concepts: giving various groups of people a share in key decision-making processes, often through elected representation; and allowing certain groups to exercise primary responsibility for specific areas of decision making.

To illustrate the first notion of how shared governance works, I'd like to revisit a 2007 column, "[But She Was Our Top Choice](#)," in which I discussed the search process for academic administrators and attempted to explain why hiring committees are commonly asked to forward an unranked list of "acceptable" candidates. I wrote that shared governance, especially in the context of a search for a senior administrator, means that professors, staff members, and sometimes students have an opportunity to participate in the process—unlike the bad old days when a university official often would hire whomever he (and it was invariably a male) wanted, without consulting anyone.

"Shared" means that everyone has a role: The search committee evaluates applications, selects a shortlist of candidates, conducts preliminary interviews, contacts references, chooses a group of finalists to invite to campus, solicits input about the candidates from appropriate stakeholders, and determines which of the finalists are acceptable. Then it's up to the final decision maker, who is responsible for conducting background checks and entering into formal negotiations with the front-runner, and who is ultimately held responsible for the success (or failure) of the appointment.

"Shared" doesn't mean that every constituency gets to participate at every stage. Nor does it mean that any constituency exercises complete control over the process. A search cannot be a simple matter of a popular vote because someone must remain accountable for the final decision, and committees cannot be held accountable. Someone has to exercise due diligence and contact the front-runner's current and former managers to discover if there are any known skeletons that are likely to re-emerge. If I am the hiring authority and I appoint someone who embezzled money from a previous institution, I alone am responsible. No committee or group can be held responsible for such a lack of due diligence.

That's a good example of shared governance as it daily plays out in many areas of university decision making. No one person is arbitrarily making important decisions absent the advice of key constituents; nor is decision making simply a function of a group vote. The various stakeholders participate in well-defined parts of the process.

The second common, but overlapping, concept of shared governance is that certain constituencies are given primary responsibility over decision making in certain areas. A student senate, for example, might be given primary (but not total) responsibility for devising policies relevant to student governance. The most obvious example is that faculty members traditionally exercise primary responsibility over the curriculum. Because professors are the experts in their disciplines,

they are the best equipped to determine degree requirements and all the intricacies of a complex university curriculum. That is fitting and proper.

But even in this second sense of shared governance—in which faculty members exercise a great deal of latitude over the curriculum—a committee vote is not the final word. In most universities, even curricular changes must be approved by an accountable officer: a dean or the university provost, and sometimes even the president. In still other institutions, the final approval rests with the board itself, as it does for many curricular decisions in my own university and state.

Clearly, when it comes to university governance, "shared" is a much more capacious concept than most people suspect. True shared governance attempts to balance maximum participation in decision making with clear accountability. That is a difficult balance to maintain, which may explain why the concept has become so fraught. Genuine shared governance gives voice (but not necessarily ultimate authority) to concerns common to all constituencies as well as to issues unique to specific groups."

You can read the whole article at <http://www.chronicle.com/article/Exactly-What-Is-Shared/47065>.

Institutions of higher education also have a defined organizational structure that focuses on students while fulfilling the mission of the College. This structure provides a framework for organizing the work to accomplish the business goals and uphold the organizational values. The information below explains the various functions depicted in the Organizational Structure Chart.

### **Board of Trustees**

The Board of Trustees serves as the overarching strategic direction and policymaking body, responsible for oversight of academic, financial and resource management aspects of the College. The Board of Trustees also has the overall legal authority for Hood College. It has an approved set of bylaws which provides the governance structure for the board and its committees. The board is composed of local citizens, alumna(e), and friends of the College. Trustees are involved in institutional assessment, appointment and evaluation of the president, fundraising efforts, approval of the operating budget, oversight of campus policies and investment strategies; approval of faculty appointments, promotions, demotions and granting of tenure. It also acts as an important liaison with various agencies and constituencies to help assure future viability of the institution.

### **President**

The president, the highest-ranking executive officer of the College, provides overall leadership to the institution and presides over its academic and administrative functions. The president serves as the lead fundraiser, oversees the institution's fiduciary responsibilities, and acts as the key representative to external agencies and partners for promoting and fostering a positive public image of the College. As an institution of higher learning, the president communicates policy and plans that build on the past with an eye to the future of the College by forging strong internal and external partnerships to accomplish the mission and vision.

### **Academic Affairs**

The Division of Academic Affairs houses all academic undergraduate and graduate programs. Additionally, the division contains academic support areas that secure the successful completion of degrees, certificates, and courses. Within academic affairs, outstanding faculty members cultivate an intellectual community where students and faculty explore, examine, and scrutinize the significant past, present, and future questions that dominate the discourse of our disciplines. All undergraduate students take a breadth of liberal arts courses to provide a foundation for lifelong learning and to enhance their ability to see and understand the importance of liberal education for every career and every life choice. The Hood advantage includes a strong focus on discipline specific intellectual growth and also research opportunities, internships, civic engagement, and study abroad.

### **Institutional Advancement**

The Division of Institutional Advancement works to further public understanding and recognition of Hood College and its important mission as a liberal arts college, and to develop support for the institution, politically as well as financially. The division's departments are responsible for an important range of activities that provide the framework for building strong support and lasting relationships with a variety of constituencies, including alumni, community members, donors, lawmakers, the media, parents, and friends. This division plays a principal role in bringing in unrestricted donations for operations, soliciting donors for specific projects, in growing the endowment for long-term viability, enhancing scholarship funding and increasing endowed faculty positions

### **Student Life**

The Student Life Team works closely with all members of our community — faculty, staff, alumni, parents and undergraduate and graduate students, with primary service focus on undergraduate students. The Student Life Team facilitates the holistic development of students through the integration of curricular and co-curricular experiences. The division promotes responsibility, leadership, service, and lifelong learning in order to help students realize personal and professional success. The Student Life Team includes residence life and student conduct, student engagement and orientation, and dean of students.

### **Enrollment Management**

The Enrollment Management division is comprised of the Office of Admission and Financial Aid. It provides a methodical and cross-functional organizational strategy to recruit, admit and enroll students. It includes the recruitment of first-year and transfer undergraduate students. Student tuition is a major part of the College's overall revenue; therefore, this is a critical function. Enrollment Management builds multiple year strategies and is recruiting classes from rising sophomores to seniors. Although it is a separate division on campus, all employees are considered enrollment managers (i.e. help with the ongoing recruiting efforts as appropriate). Student retention is another key strategy that the Enrollment Management division participates in to ensure maximum enrollment of students who are a good fit with the institution and who can complete graduation requirements.

### **Finance & IT**

The Finance & IT Division provides oversight of the financial functions and some administrative services. It is comprised of the CFO/ Treasurer's Office, Controller's Office, Facilities Department, Information



Technology Office, Auxiliary Services to include the Bookstore and Food Services. The division strives to provide outstanding services to the campus community while monitoring compliance with financial and administrative policies. (Source: Internal Document on the Mission of Finance and Administration).

### **Community & Inclusivity**

The Community & Inclusivity division is responsible for fostering the well-being of every member of the Hood community and a healthy, safe, empowering and inclusive campus climate. The division ensures that processes, policies and strategic priorities reinforce and strengthen the College's overall commitment to the well-being of all members of the Hood Community and identifies and proposes solutions to obstacles (systematic or singular) that prevent individual growth and well-being. This division is comprised of Campus Safety, Health and Counseling, Human Resources, Spiritual Life, Title IX and Diversity, Equity, Inclusivity and Belonging.

### **Marketing & Communications**

The Marketing and Communications division is a professional team of writers, designers, advertising specialists, photographers, marketing strategists, web developers, content specialists, print production experts and event planners. The division is responsible for leading the overall integrated marketing communications efforts for Hood, strengthening the College's visibility and brand to both external and internal audiences.

### **Organization Chart**

Hood College's organization chart provides insight into the divisions and the various positions within each division. The chart depicts the relationships within the division while providing a cross-functional view of position levels. You can find the current organization chart [here](#).



## 103 - INTRODUCTION TO HOOD COLLEGE

### 103.1 Mission and Vision

#### Mission

Through an integration of the liberal arts and the professions, Hood College provides an education that empowers students to use their hearts, minds and hands to meet personal, professional and global challenges and to lead purposeful lives of responsibility, leadership, service and civic engagement. (Approved June 9, 2016 by the Hood College Board of Trustees)

#### Hood's Vision

Hood will be the college of choice for students seeking an excellent, holistic, liberal arts and sciences education offered in an inclusive environment that prepares graduates for personal and professional achievement and “to lead purposeful lives of responsibility, leadership, service and civic engagement”. (Approved March 2022 by the Hood College Board of Trustees)

### 103.2 Statement of Purpose

Hood College prepares its graduates for lives of responsibility, leadership and service by offering an educational experience that integrates liberal and professional learning in a student-centered environment.

### 103.3 The College's Commitment

Hood College is committed to:

- A meaningful, well-rounded education: Offering high quality undergraduate and graduate curricula that prepares students for meaningful lives, promising careers and responsible global citizenship; and providing innovative and rewarding extra- and co-curricular opportunities, including internships, lecture series, field trips, leadership experiences and athletics;
- Investments in academic excellence: Sharpening the College’s focus on academic excellence by supporting faculty and staff enrichment, teaching innovation and meaningful faculty and student research;
- Academic innovation: Preserving Hood’s rich heritage in the liberal arts while pursuing new undergraduate and graduate academic opportunities;
- Building community: Promoting a vibrant campus environment through student life initiatives that support the academic missions and student success and celebrate diversity and inclusiveness;
- Investments in people: Attracting, developing and retaining the best student and employee talent;
- Regional partnerships: Enhancing intellectual, cultural and social relationships throughout the regional community by developing partnerships with educational institutions, government agencies and corporations in the greater Washington, D.C., - Baltimore region; and

- Preservation and enhancement: Acting as responsible stewards to protect, preserve and enhance the College's finances, physical assets and reputation through the strategic management of institutional resources, institutional advancement and marketing.

#### 103.4 Core Values

- Hope: To believe that everyone can have a positive impact in the world and that education is instrumental in creating and sustaining hope.
- Opportunity: To fully use one's talents and skills to realize professional and personal achievement and to help create and realize opportunities for others.
- Obligation: To fulfill personal and professional responsibilities with integrity and to be a responsible steward and servant to the betterment of others and this world.
- Democracy: To embrace diversity, foster freedom of thought and expression, and to promote engaged citizenship both in self and others.

#### 103.5 Brief History of Hood College

For more than 125 years, Hood College has prepared students for successful careers and the responsibilities of citizenship. Hood traces its history to 1893 when the Potomac Synod of the Reformed Church of the United States—now the United Church of Christ—established the Woman's College of Frederick, which moved from the Potomac Synod's Mercersburg College in Mercersburg, Pennsylvania.

In 1897, the College was officially chartered with the purpose of creating a college for the promotion and advancement of women and the cultivation and diffusion of literature, science and art. Located in Winchester Hall on East Church Street in Downtown Frederick, the College opened its first semester with a student body of 83 and a faculty of eight. The first baccalaureate degrees were awarded to 14 women in 1898.

Also in 1897, the College acquired a 28-acre tract of farm land on the northwestern edge of the city, made possible by a gift from Margaret Scholl Hood. In recognition of Mrs. Hood's generosity, the Board of Trustees voted in 1912 to change the name of the College. In 1914, construction began on Alumnae Hall, which continues to house many of the principle administrative offices of the College. Today more than 30 academic, residential and administrative buildings are quartered on Hood's 50-acre campus.

Though commuting male students have been a part of Hood's undergraduate and graduate populations since 1971, in October 2002 the Board of Trustees voted to allow men to reside on campus, making the College fully coeducational in fall 2003.

The College is widely recognized for its degree programs and opportunities for high-caliber research in the natural sciences. It offers 32 undergraduate majors, master's degrees in 19 professional areas, 11 post-baccalaureate certificates and certification programs in education. Nearly 1,200 undergraduates and nearly 1,000 graduate students. Hood has more than 100 regular

faculty members, 93 percent of whom hold a doctorate or the terminal degree in their field. In all that it does, Hood recognizes that a strong foundation in the liberal arts provides the best possible preparation for personal and professional success.

Hood College prepares its students to excel in meeting the personal, professional and global challenges of the future. It is committed to the thoughtful integration of the liberal arts and technology, to the exploration of values and the cultivation of community and to equipping students for lives of responsibility and leadership. In all that it does, Hood recognizes that a strong foundation in the liberal arts provides the best possible preparation for personal and professional success.

Working with their hearts and minds and hands, as the motto of the College enjoins them to do, Hood's more than 19,000 alumnae and alumni have served their communities as scientists, teachers, lawyers, physicians and citizens. The College is proud of its accomplishments and welcomes the pride that they continue to take in Hood.



## 104 – EMPLOYMENT CATEGORIES

### 104.1 Statement:

Hood College uses three types of employment categories to classify faculty and staff jobs. Such categories are determined in accordance with the operational needs of the department and in compliance with all applicable laws.

### 104.2 Philosophy:

The intent of this policy is to establish guidelines that comply with all applicable laws. The three general categories may or may not have pro-rata benefits, depending on the type of employment.

### 104.3 Procedures:

The Department of Human Resources works with managers in determining the operational needs of the department. The job is then classified into the categories outlined below:

#### Regular or Temporary

Regular positions are those that have approved budgeted amounts and are assigned Full Time Equivalency (FTE) status. They are normally eligible for benefits, on a pro-rated based on the percentage of FTE, as outlined in the Benefits Section of this Handbook. Budgeting for these positions is normally reviewed at least annually.

Temporary positions are those that are on an as-needed basis for a specific project or for a period of time not to exceed nine months and are not assigned FTE status. These positions typically will terminate no later than completion of a project or specified period of time.

#### Full-time or Part-time

Full-time positions are those in which scheduled hours are between 37.5 and 40 hours per week and for 12 months of the year.

Part-time positions are those in which scheduled hours are less than 37.5 hours per week and/or are for less than 12 months of the year.

For the purposes of benefits eligibility, full-time is defined as .75 to 1.0 FTE.

#### Exempt or Non-Exempt

Exempt positions are classified for the purposes of establishing eligibility for overtime pay under the applicable Federal and State Wage and Hour Laws. Exempt positions are not eligible for overtime pay.

Non-exempt positions may be salaried or hourly and are eligible for overtime pay.

## 200 - HIRING AND EMPLOYMENT

### 201 – EQUAL EMPLOYMENT OPPORTUNITY POLICY

#### 201.1 Statement:

**Hood College supports the principles of Equal Employment Opportunity.** It is our policy to recruit, hire, train, and promote individuals, as well as administer any and all personnel actions, without regard to race, color, religion, age, sex, national origin, ancestry, marital status, familial status, sexual orientation gender preference/identification, as well as without regard to disability or any other classification protected by applicable laws.

Diversity is valued, and the College expects each employee to treat every individual with courtesy, dignity and respect. The College seeks to create an environment that supports the growth and development of every individual.

Hood College will not tolerate any unlawful discrimination and prohibits any harassment based on legally protected classifications. Violations of this policy and related policies including but not limited to, [301 Prohibition of Discrimination and Harassment](#), and [302 Individuals with Disabilities](#), will be subject to disciplinary action, up to and including termination of employment. The College will promptly and thoroughly investigate allegations to determine facts and appropriate corrective actions.

Individuals, who feel that they are being unlawfully discriminated against or harassed, will report this to the Director of Human Resources or the VP, Community & Inclusivity. Individuals who report or pursue claims of unlawful discriminatory or harassment activities will not be subject to retaliation.

#### 201.2 Philosophy:

The intent of this policy is to express commitment to and to provide support for the principles of equal employment opportunity in all aspects of the employment relationship. Employment practices and procedures (including but not limited to: recruiting, hiring, pre-employment testing, performance appraisals, training, on-the-job testing, etc.) developed by the College will incorporate the principles of equal employment opportunity.

All employees, regardless of position or title, will be subject to disciplinary action, up to and including dismissal, should the College determine that an employee is or has engaged in unlawful discrimination and/or harassment.

#### 201.3 Procedures:

##### Definitions:

**Discrimination:** Treating an individual differently from another individual with respect to the terms and conditions of his/her employment, because of that individual's sex, race, color, sexual orientation, gender preference/expression religion, age, disability, national origin or any classification currently protected under local, state, federal anti-discrimination statutes.

- Behavior that includes verbal, physical, or written conduct or intentional electronic communication, and may involve threats, assault, stalking, malicious destruction of, or tampering with, the personal property of the victim, or other methods of coercion.
- It may occur repeatedly over time, and is often characterized by an imbalance of power between the aggressor and the victim

**Harassment:** An attempt to demean, intimidate, or abuse another individual or to create a hostile or offensive environment on the basis of another’s age, sex, race, color, sexual orientation, gender preference/expression religion, age, disability, national origin, or any classification currently protected under local, state, federal anti-discrimination statutes.

**Sexual Harassment:** See [301 Prohibition of Discrimination and Harassment](#).

Recruiting:

The College will utilize an internal Job Posting and a variety of appropriate external recruiting sources to develop pools of qualified candidates. Human Resources is committed to working with recruiting sources to encourage diversity in applicant pools.

Hiring:

- The College will base hiring decisions on qualifications and the best fit between the individual and the department.
- Successful applicants who are hired will be required to complete new employee paperwork, including [I-9 employment eligibility verification](#) before the end of their third (3<sup>rd</sup>) day of employment. Individuals who have not completed an I-9 form with a designated representative of the College will be terminated at the end of the third (3<sup>rd</sup>) day of employment.

Employment of Aliens or Foreign Workers:

The College will consider qualified foreign workers for appropriate job openings. All successful applicants, regardless of citizenship, are required to provide documentary evidence of their current eligibility to work in the United States on or within three (3) business days of the commencement of their employment by completing an [I-9 employment eligibility verification](#) process establishing their permanent or temporary right to work in the United States. At that time, the employee must produce an acceptable document or combination of documents that are listed on the I-9 form.

Promotions:

- The College reserves the right to promote qualified individuals to meet changing business needs. See [202 Job Posting](#).
- The College encourages individuals to work with managers on career planning.

Transfers:

- Employees may utilize the [202 Job Posting](#) policy guidelines to transfer to another position on campus.
- The College reserves the right to perform *management-initiated* transfers as outlined in the [202 Job Posting](#) policy.

Testing:

- Pre-employment (including existing employees applying for new positions) tests may be used to determine how well the applicant can perform essential job functions and/or to determine how well the applicant may fit with the organization/department.
- Other employment tests may be used to determine how well the employee can perform current essential job functions and how well the employee can perform new essential job functions.
- For most positions, the College elects to use tests including but not limited to background investigations, driving record investigations, etc., as appropriate.

Performance Appraisal:

Hood College utilizes a staff performance appraisal system that is job-related. The College supports managers and employees working together for goal setting and development of the individual. For more information on the instrument known as online Meaningful Conversations process, see [502 Performance Appraisal Process](#).

Training:

Hood College supports training and professional development for staff regardless of job function. For more information see policy [501 Orientation, Training, and Development](#).

Complaints regarding discrimination and harassment:

For complaints regarding illegal discrimination and harassment, please refer to [301 Prohibition of Discrimination and Harassment](#).

- The College encourages the prompt reporting of concerns and complaints and is committed to preventing and/or effectively handling acts of retaliation.
- Report all concerns to the Director of Human Resources or the VP of Community & Inclusivity.



## 202 – JOB POSTINGS/ONLINE RECRUITMENT

### 202.1 Statement:

Hood College utilizes a job posting process through an online recruitment system to advertise current job openings. The College posts jobs internally and externally to recruit qualified applicants and to provide opportunities for advancement to employees within the College. In general, notices of all regular or temporary, full-time and part-time openings are posted through both of these recruiting methods. When appropriate, Hood College reserves the right to perform a management-initiated appointment or transfer without posting a position internally or externally.

### 202.2 Philosophy:

The purpose of this policy is to assist Hood College employees with the process of filling a vacancy or a newly established position and to establish methods for recruiting qualified individuals in a fair and equitable manner. All applications must be received via the online recruitment system.

### 202.3 Procedures:

The primary goals of the job posting system are 1) to provide an opportunity for career development and growth for current employees of Hood College and 2) to fill job openings with individuals whose qualifications best match the position. All new hires, transfers, and promotions will be made in accordance with federal and state laws governing Equal Employment Opportunity and will be consistent with related College policies (e.g., the employment of minors and family members).

#### Guidelines for Job Announcements:

When seeking to fill a vacant position, the manager or department chair completes a Job Requisition Form. Once the requisition has been approved, it is forwarded to the Department of Human Resources. In addition, the manager submits an up-to-date job description for the vacant position. Upon receipt of the approved job requisition, the Department of Human Resources posts the vacancy internally and externally.

Hood College posts jobs internally and externally to recruit qualified applicants and to provide opportunities for advancement of employees currently employed by the College. Internal job openings are posted on the [Hood College website](#).

External sources may include, but are not limited to, Hood College website and higher education on-line websites. These postings may run concurrently with internal postings or at the conclusion of internal postings. Each job posting includes the posting date, job title, department, location, job summary, essential duties, and qualifications (required skills and abilities).

#### Eligibility:

To be eligible to apply for a posted job, employees must have performed satisfactorily for at least 90 calendar days in their current position. Eligible employees can apply for posted jobs for which they possess the required qualifications. For additional information regarding the application process, please refer to [Section 203: Job Application & Selection Process](#).

Guidelines for Promoting or Transferring Staff:

An employee may transfer to another position on campus either through the online recruitment system or through a management-initiated transfer or promotion. Hood College reserves the right to transfer or promote an employee in order to meet changing business needs. Management-initiated transfers and promotions do not require the manager to post job openings and may be of any duration – short-term or long-term. However, such transfers and promotions require appropriate approval(s). Managers should contact the Department of Human Resources for information regarding management-initiated transfers and promotions.

Guidelines for Writing Job Descriptions:

The primary purpose of a job description is to identify the essential functions and other functions of a position. The job description includes the posting date, job title, department, location, and grade level of the position. In addition, the job description summarizes supervisory responsibilities; education, training, and/or experience requirements; language skills; technology skills; mathematical skills; certificates, licenses, and/or registration requirements, and physical demands related to the job.

The requirements listed on the job description must support the essential functions and must serve as the primary criteria for selecting or rejecting candidates.

Forms for Job Descriptions and Job Requisitions:

The Department of Human Resources provides templates to assist with writing and/or revising job descriptions. To access these templates, visit [Human Resources - Forms and Resources webpage](#).

## 203 – JOB APPLICATION & SELECTION PROCESS

### 203.1 Statement:

Hood College will recruit, hire, transfer, and promote applicants and current employees according to the established principles set forth in policy [201 – Equal Employment Opportunity Policy](#) and [202 Job Posting/Online Recruitment](#).

### 203.2 Philosophy:

The intent of this policy is to ensure appropriate selection practices are being used throughout the College and to provide guidance for applicants, employees and managers of their roles in this important process.

### 203.3 Procedures:

#### A. Application Process

##### Applications/Resumes:

All applications for employment at Hood College will be entered into the online recruitment module by the candidate. The College relies upon the accuracy of information contained in the employment application and/or resume, as well as the accuracy of other data presented throughout the hiring process and employment. Any misrepresentations, falsifications, or material omissions in any of this information or data may result in the exclusion of the individual from further consideration for employment or, if the person has been hired, termination of employment.

##### External Applications/Resumes:

External applications are to be complete and all authorizations provided. Applicants will provide references of which two should be former managers.

##### Solicited Applications/Resumes

Applications/resumes for posted and/or advertised positions will be kept active while the position remains open. Once the position closes, the applications/resumes will be considered inactive. Applicants will need to apply for every opening that is of interest to the individual.

##### Unsolicited Applications/Resumes

Since applications are submitted online for open positions only, no applications/resumes for unsolicited positions will be accepted.

##### Internal Applications:

**Eligibility:** To be eligible to apply for a posted job, employees must have performed satisfactorily for at least 90 calendar days in their current position. Eligible employees can apply for posted jobs

for which they possess the required skills, competencies, and qualifications.

**Application:** To apply for an open position, employees should apply through the online recruitment module. A current resume can be uploaded to the online application.

## **B. Interview Process**

### Interviews:

Information about all qualified candidates will be available to the hiring manager and search committee members, if applicable, for review. The hiring manager or search committee chairperson will setup interviews.

Interviews are conducted to determine the applicant's qualifications and ability to work with department. Applicants may be interviewed by a group of Hood College employees or interviewed by Hood College employees in individual meetings. The interview process may include telephone screening and/or in-person meetings.

Managers are encouraged to contact the Department of Human Resources for appointments to discuss pre-interview planning and post-interview review of applicants. The Department is also available to provide training on interviewing skills.

### Testing:

Hiring managers are encouraged to consult with the Department of Human Resources regarding pre-employment and post-employment tests. All tests must be job-specific.

## **C. Selection Process**

### Selections:

- Ordinarily, the hiring manager makes the final selection decision. Search committees may be asked to forward recommendations (not rankings of the top three candidates) to the hiring manager or provost, or in the case of senior officer positions to the President.
- The hiring manager works with Human Resources to put together an offer for the selected candidate. The hiring manager calls the top candidate to extend a verbal offer. Human Resources follow-ups with the written offer. Both verbal and written offers are contingent upon the applicant completing all steps in the investigatory process (such as reference checks, background investigations, etc.)
- The hiring manager notifies internal candidates regarding the selection. Human Resources is available for consultation regarding turndown process.

### Announcing the Successful Candidate:

The hiring manager informs the department and then prepare an electronic announcement for the campus. The announcement should include a welcome, brief summary of the new employee's qualifications, and their expected start date.

Human Resources sends rejection/turndown letters via the online recruitment system to all candidates that are not selected.

Reference Checking:

The hiring manager is responsible for completing reference checks on the top candidate(s). Human Resources can provide managers with a [reference check form](#).

Background Checking and other Investigatory Processes:

The College requires a comprehensive background check, including criminal, driving record, education and employment for all new hires. Volunteers will be limited to criminal and driving record background checks. Human Resources is responsible for working with candidates to complete background checks. Fair Credit Reporting Act (FCRA) guidelines will be followed. For an overview of the FCRA, please read [A Summary of Your Rights Under the Fair Credit Reporting Act](#).

**D. New Hire Process**

Offer Letter and New Hire Process:

Human Resources develops the offer letter for the successful candidate. Instructions for the online onboarding process to complete tax forms, I-9 documentation and other forms related to starting employment will be included in the correspondence along with benefits information.

Whenever possible, new hires should begin employment on the first Monday of a payroll cycle. All new hires report to Human Resources on the first day of employment. Employment eligibility verification must be completed within 3 days of employment, but it is preferable to complete this process sooner when possible.

For more information, please refer to [209 New Hire Information](#).

New Employee Orientation:

New employee orientation is facilitated by Human Resources and includes an overview of the College's leadership team, culture and traditions. The benefits briefing is provided including information pertaining to benefit plans and the corresponding enrollment process. New employee orientation also includes an IT overview and marketing takes a new employee's photograph. These meetings are scheduled by HR, and a meeting invite will be sent to the new employee's email address.

## 204 – INTRODUCTORY EMPLOYMENT PERIOD

### 204.1 Statement:

Hood College is committed to working with new employees or current employees who are reclassified, transferred, demoted, or promoted to new positions. The first ninety (90) days of employment in the situations described above are known as the introductory period. The manager may periodically assess the individual's progress and may provide both formal and informal feedback about the individual's performance.

The introductory period is a time for the employee and the College to determine the likelihood of success in continuing the relationship. It gives the individual a chance to see if they like the position and can perform the essential functions of it. The introductory period gives the employee's manager the opportunity to see whether the individual's knowledge, skills, abilities and work habits meet the expectations for the job. During the introductory period, the employee may resign without stating a reason, and the College may elect to terminate the relationship according to the at-will principles.

### 204.2 Philosophy:

The intent of this policy is to see if a good match exists between the individual, the job and the organization. The College encourages new employees and their managers to have regular communication regarding expectations and concerns.

### 204.3 Procedures:

#### Definitions:

**Reclassification:** The College may from time to time perform a job analysis and in response to its findings may recommend that the position be graded higher or lower in accordance with existing job evaluation system requirements.

#### At-will:

The introductory period is intended to give new employees the opportunity to demonstrate their ability to achieve a satisfactory level of performance and to determine whether the new position meets their expectations. Hood College uses this period to evaluate employee capabilities, work habits, and overall performance. Either the employee or Hood College may end the employment relationship at will at any time during or after the introductory period, with or without cause or advance notice.

#### New hires, rehires, transfers, reclassification, promotions, demotions:

All new and rehired employees work on an introductory basis for the first 90 calendar days after their date of hire. Employees who have their position reclassified, or who are promoted, demoted, or transferred within Hood College must complete an introductory period of the same length with each reassignment to a new position. Any significant absence may extend an introductory period, at the discretion of the College.

If Hood College determines that the designated introductory period does not allow sufficient time to thoroughly evaluate the employee's performance, the introductory period may be extended for a specified period.

In cases of reclassifications, promotions, demotions or transfers within Hood College, an employee who, in the sole judgment of the College, is not successful in the new position can be removed from that position at any time during the secondary or any subsequent introductory period. If this occurs, the employee, at the sole discretion of the College, may be allowed to return to their former job or to a comparable job for which the employee is qualified, depending on the availability of such positions and Hood College's needs.

A [90-Day assessment form](#) is available to managers for this process. However, managers have discretion to complete this review period in a manner they deem appropriate.

*Achieving regular employment status:*

Upon satisfactory completion of the initial introductory period, employees enter the "regular" employment classification.

*Extension of introductory period:*

In the event that the manager and division Vice President make a recommendation to Human Resources to extend the introductory period, the employee would be notified of the length of the extension. Typically, the introductory period is extended to help minimize negative performance and work habit issues, and would not normally be extended more than an additional 60-90 days.

Extension of an introductory period will not supersede at-will employment principles. The College and/or the employee may elect to terminate the relationship for any reason or no reason at any time during the extension period.

*Counseling during introductory period:*

If an individual's performance or conduct during the introductory period or extension period is not satisfactory, the manager may provide feedback about particulars. The counseling may be verbal or in writing. Verbal or written counseling may include the nature of problems, a request for the employee's corrective plan of action and any follow-up.

Depending upon severity of performance and work habits issues, the manager may recommend terminating the employment relationship. The progressive discipline process does not apply to the introductory period or to any extensions of the introductory period. Employment is at-will. Neither verbal nor written counseling will change the principles of at-will employment.

*End of extension of introductory period:*

The manager recommends the change of "status" from "introductory" to "regular" or from "introductory" to "terminated."

*Termination during introductory period:*

Normally, an employee is encouraged to complete the introductory period. In the event that a

manager determines that the individual's performance indicates that additional time will not help the employee to be successful in performing essential job functions, and/or the individual's work habits are unacceptable, the College may terminate the employment of the individual prior to the end or during the extension of an introductory period.





## 205 – EMPLOYMENT OF FAMILY MEMBERS OR SIGNIFICANT OTHERS

### 205.1 Statement:

Hood College has established guidelines concerning the employment of family members and/or significant others. Employees of the College are expected to comply with these guidelines.

### 205.2 Philosophy:

It is the policy of Hood College to recruit, hire, train, and promote individuals based on individual merit and qualifications. As a result, the College will consider employment and advancement of family members and/or significant others within the same department or in different departments on campus, provided each individual meets appropriate qualifications. However, in order to maintain equity and to avoid potential conflicts of interest, individuals may not supervise family members or significant others or participate in employment decisions involving a family member or significant other.

### 205.3 Procedures:

#### Definition:

**Family member:** Any person who is related by blood or marriage, or whose relationship with the employee is similar to that of persons who are related by blood or marriage. This policy applies to newly hired employees and to current employees who experience changes in relationships (i.e., marrying another employee) or changes in work assignments.

**Significant Other:** For the purposes of this policy, a significant other will be defined as one member of an unmarried couple who lives together as partners to share responsibility for each other's welfare and financial interdependence.

#### Supervisory Implications:

Employees of Hood College may not directly supervise a family member or a significant other. Likewise, family members or significant others of Hood employees may not be hired in any of the following situations:

- if they will be working directly for a family member/significant other;
- if they will be supervising a family member/significant other;
- if they will be working directly above the family member's/significant other's immediate superior; or
- if they will be working directly for the family member's/significant other's immediate subordinate.

Hood College employees cannot be transferred into such a reporting relationship. If two employees become relatives after employment has been established and a conflict of interest

exists, the individuals will indicate their preference on who will be transferred, if there is an existing vacant position for which the individual is qualified. If that decision is not made within 30 calendar days, the College will decide. If there are no appropriate existing vacancies, the College will decide upon a resolution, which may include termination of employment of one of the employees.

*Working within the Same Department/Division:*

If a situation occurs where relatives are employed in the same work area or chain of command (but one does not directly supervise the other), each relative will arrange to be removed from processes or decisions that directly influence a family member or significant other. Such processes include, but are not limited to, the following:

- Evaluating the performance of the family member;
- Considering the family member for reappointment, promotion or salary adjustments;
- Approving a leave of absence for the family member; or
- Participating in other decisions that present a possible conflict of interest or impropriety (see Conflict of Interest Policy).

If a conflict of interest occurs as a result of relatives working in the same department or division, the College reserves the right to reassign (or terminate, if applicable) one or more of the relatives – even if a supervisory relationship does not exist.

## 206 – EMPLOYMENT OF MINORS

### 206.1 Statement:

Hood College employees will comply with all local, state and federal laws pertaining to the employment of minors. Hood College has established guidelines concerning age restrictions, the employment of minors, and the conditions of employment. These guidelines apply to all minors under 18 years of age, including student employees.

### 206.2 Philosophy:

The intent of this policy is to establish guidelines that comply with all applicable local, state and federal laws concerning the employment of minors and to ensure that a) employment is not detrimental to the minor's health or welfare, b) the minor will be adequately supervised, and c) employment does not interfere with the minor's education.

### 206.3 Procedures:

This policy outlines the legal requirements concerning the employment of minors. Hood College employees are expected to comply with this policy, as well as all applicable local, state and federal laws not specifically listed in this policy. Restrictions under the child labor provisions of the Federal Fair Labor Standards Act may be greater than State Standards. *In all cases*, the higher or more restrictive standard prevails. Information regarding the Federal Fair Labor Standards Act is listed below. It is also available at the Baltimore office (410-962-6211) or <https://www.dol.gov/agencies/whd/flsa>

#### **Federal Fair Labor Standards Act**

The U.S. Federal Government, in accordance with the Federal Fair Labor Standards Act of 1938 (WH Publication 1088, Revised October 1996), mandates the following provisions for the employment of minors:

An employee must be at least 16 years old to work in most non-farm jobs and at least 18 to work in non-farm jobs declared hazardous by the Secretary of Labor. Youths 14 and 15 years old may work outside school hours in various non-manufacturing, non-mining, non-hazardous jobs under the following conditions:

- 3 hours on a school day or 18 hours in a school week,
- 8 hours on a non-school day or 40 hours in a non-school week.

Also, work may not begin before 7 a.m. or end after 7 p.m. except from June 1 through Labor Day, when evening hours are extended to 9 p.m.

#### **Occupations Forbidden for Minors under 18 Years of Age:**

Certain occupations are declared to be hazardous by the U.S. Secretary of Labor and have been adopted by reference by the Commissioner of Labor and Industry for the State of Maryland.

Minors 14 and 15 years old are forbidden to be employed at these occupations. Minors 16 and 17 years of age are also forbidden to be employed at these occupations with certain exceptions. The following list includes, but is not limited to, occupations that the Federal Government and the State of Maryland have declared hazardous:

- 1) Occupations of motor-vehicle driver and outside helper.
- 2) Occupations involved in the operation of power-driven woodworking machines.
- 3) Occupations involved in the operation of elevators and other power-driven hoisting apparatus.
- 4) Occupations involved in the operation of power-driven, metal forming, punching, and shearing machines.
- 5) Occupations involved in the operation of circular saws, hand saws, and shears.

In addition to the hazardous occupations as declared by the U.S. Secretary of Labor and adopted by the Commissioner of Labor and Industry, the following list includes, but is not limited to, occupations forbidden for minors under 18:

- 1) Blast furnaces.
- 2) Erection and repair of electrical wires.
- 3) The manufacturing of dangerous or toxic chemicals or compounds.
- 4) Cleaning, oiling, or wiping of machinery.
- 5) Any occupation forbidden by any local, state or federal law.

*Areas of Employment Restricted for Minors 14 and 15 Years of Age*

- 1) Manufacturing, mechanical or processing occupations including occupations in workrooms, workplaces, or storage areas where goods are manufactured or processed.
- 2) Operation, cleaning, or adjusting of any power-driven machinery other than office machines.
- 3) Occupations in, about, or in connection with the following (except office or sales work not performed on site):
  - scaffolding
  - construction
  - acids
  - dyes
  - gases
  - occupations causing dust or gases in injurious quantities.

(For information on occupations forbidden for minors, please contact the Department of Human Resources.)

## State of Maryland Laws

### General Information:

The State of Maryland mandates the following provisions for the employment of minors:

A minor under the age of 14 may not be employed or permitted to work. Minors 14 through 17 years of age may only work with a *work permit*. This permit must be in the employer's possession before the minor is permitted to work. Applications for work permits are available in high schools throughout the State.

Certain activities are not considered employment for purposes of this law if performed outside of the prescribed school day and the activity does not involve mining, manufacturing or hazardous occupations. If you have questions about a particular activity, contact the Department of Human Resources.

The Commissioner of Labor and Industry may grant exceptions to hours and occupations. Contact the Department of Human Resources for assistance with this process.

### Permissible Hours of Employment:

The State of Maryland mandates provisions for the employment of minors. Restrictions under the child labor provisions of the Federal Fair Labor Standards Act may be greater than State Standards. *In all cases*, the higher or more restrictive standard prevails.

Minors 14 and 15 years of age may not be employed or permitted to work more than:

- 1) 4 hours on any day when school is in session.
- 2) 8 hours on any day when school is not in session.
- 3) 23 hours in any week when school is in session for five days.
- 4) 40 hours in any week when school is not in session.

A minor 14 or 15 years of age may not be employed or permitted to work before 7:00 a.m. or after 8:00 p.m. A minor may be employed or permitted to work until 9:00 p.m. from Memorial Day to Labor Day. The hours worked by a minor enrolled in a bona fide work-study or student-learner program when school is normally in session may not be counted towards the permissible hours of work prescribed above.

Minors 16 and 17 years of age may spend no more than 12 hours in a combination of school hours and work hours each day. They must also be allowed at least 8 consecutive hours of non-work, non-school time in each 24-hour period. Minors 14 through 17 years of age may not be employed or permitted to work more than 5 hours continuously without a non-working period of at least ½ hour (i.e., the State of Maryland requires that minors be given a ½ hour lunch period for every 5 hours worked.)

## 207 – RE-STATEMENT & RE-EMPLOYMENT

### 207.1 Statement:

Hood College recognizes the value of past service to the organization and is committed to re-employing qualified former employees who have served the College with distinction. Former employees with at least five years of prior continuous regular service and who have been separated for less than one year may be treated as re-hires. Former employees who do not meet the previously defined criteria will be considered new employees.

### 207.2 Philosophy:

The intent of this policy is to give credit for prior service for benefit eligibility to qualified former employees who are offered employment with the College. Generally, former Hood College employees will be considered in the same manner as other external job applicants for employment. In the event that a former employee is selected for a job opening, the termination and new hire dates will be used to calculate the break-in-service.

### 207.3 Procedures:

#### Rehire and New Hire:

**Rehire:** Former employees with at least five years of service and less than one year break-in-service may be considered as rehired and may be eligible for benefits that would apply to that FTE and/or grade level as currently available.

**New hire:** Former employees with less than five years of service and/or more than one year break-in-service will be considered as newly hired and will be eligible for benefits that normally apply to that position as currently available.

#### Retirees:

Former employees, who have previously retired and are collecting Social Security benefits, may want to contact the Social Security Administration prior to re-employment. The additional compensation and/or benefits may impact current and future retirement benefits.

#### Layoffs:

The College may find it necessary to lay off regular employees due to financial constraints, lack of work, reorganization, job elimination or other considerations. In such cases, the College may make effort if possible to find an existing, appropriate, open position for the displaced employee elsewhere within the College. In the event that such an opening does not exist, the employee will be laid off.

During lay off, the displaced employee may apply for re-employment, providing that their qualifications align to the available opening(s).

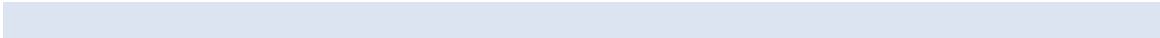
If the College determines that conditions have changed, eligible, qualified former employees may be notified of openings for which they may apply. The College is under no obligation to notify or re-hire former employees.

*Introductory Period:*

Former employees who are re-hired in prior or new positions will be required to serve an introductory period in accordance with the policy as outlined in [204 Introductory Period](#).

*Benefit Eligibility Upon Rehire:*

Former employees who are re-hired will be subject to the current re-employment policies in effect at the time of rehire for years of continuous and break-in-service time limits for reinstatement of benefits eligibility.



## 208 – VERIFICATION OF EMPLOYMENT

### 208.1 Statement:

Hood College provides appropriate information to legitimate entities and maintains the confidentiality of employee records. For this reason, it is the policy of Hood College to provide certain information regarding employment verification for a past or present employee via Equifax's The Work Number or as a result of and in compliance with legal requirements.

### 208.2 Philosophy:

The intent of this policy is to establish employment verification procedures that protect against inappropriate dissemination of personal or personnel information.

### 208.3 Procedures:

Employees encounter life events and financial choices as consumers, such as buying car or leasing an apartment, that require the verification of employment and/or income. The College has partnered with the Work Number® from Equifax to deliver an automated verification solution that streamlines the transfer of information between the College and verifiers, ultimately benefiting you by creating a secure and accelerated decision process.

The Work Number provides employment and salary verifications 24 hours a day, 7 days a week and reduces the level of employer involvement in the process. The Work Number is designed to help maintain compliance with the federal Fair Credit Reporting Act (FCRA). All verifiers are required to complete a credentialing process prior to gaining access to employee information and provide permissible purpose for the verification.

It is the policy of Hood College to confirm the following data:

- Date of Hire
- Date of Termination
- Position Title
- Full-Time or Part-Time Status

The Work Number will confirm salary information only when an employee has authorized a verifier to have access to this information.

The Department of Human Resources also may provide information in compliance with legal requirements.



## 209 - NEW HIRE INFORMATION

### 209.1 Statement

Hood College will acquaint new employees with their new working environment and will introduce the individual to the tools available to perform job functions. Normally, hiring managers and their department will develop the pre-hire plan to welcome the new employee.

### 209.2 Philosophy

Managers will determine which College-provided IT services, such as email and phone activation, are required via an online form that is sent once the new hire is processed by Human Resources. Human Resources will inform other departments in advance so new employees have access to systems and facilities on the first day of employment.

### 209.3 Procedures

#### Forms for New Employees:

The following forms are available in the online onboarding process and a link is sent within the offer letter with instructions on accessing the information.

**Tax Forms:** The new employee will complete Federal and State Tax forms to advise the College of tax withholding information.

**I-9 Form:** The new employee will need to provide, regardless of citizenship, documentary evidence of their current eligibility to work in the United States on or within three (3) business days of the commencement of her/his employment by completing an [I-9 Employment Eligibility Verification](#) process. At that time, the employee must produce any required document or combination of documents that are listed on the I-9 form.

**Direct Deposit Form:** The new employee, who wishes to use direct deposit, will complete an authorization form for direct deposit. The employee may designate up to three financial institutions for direct deposit amounts to be made into checking or savings accounts. Other forms of direct payment/transfer are not available.

**Parking Registration Online Form:** The new employee can access the online form via [Self Service](#) and will complete the request for a Hood College parking sticker.

**Employee Identification Card Form:** The new employee will complete a form to request a Hood College Employee Identification Card.

**Benefit Enrollment Forms:** The new employee will receive benefit enrollment forms and other pertinent information regarding online enrollment.

#### New Employee Orientation:

The Department of Human Resources schedules and hosts new employee orientation where information about the College's history and traditions, mission and vision, and a benefits overview is shared. At the same time, new employees will receive an introduction to IT services and have

their picture taken by a member of Marketing & Communications division. This half-day orientation typically is scheduled within the first week of employment.

The hiring manager and department develops a plan to orient the new employee to their division, department and job functions. A sample orientation/training plan is available in the [Staff Onboarding Manual](#).

*Campus Tour/Map:*

The hiring manager provides a tour of campus. The Hood Web page provides a [Virtual Tour of Campus](#).

*Parking Registration and Traffic Guidelines*

The new employee accesses the [Self Service module](#) to register a primary vehicle for parking privileges on campus from the Department of Human Resources. The completed online form should be printed and then be taken to the Office of Campus Safety.

The Office of Campus Safety, located in the Whitaker Campus Center, processes the registration form and gives a parking sticker to the new employee. The Security Officer may provide parking information and other pertinent traffic guidelines. Employees are expected to obey all parking and traffic regulations. Failure to do so may result in disciplinary actions.

For information on parking tickets, please contact the Office of Campus Safety.

*Identification Cards*

The new employee receives an identification card form from the Department of Human Resources. The completed form is taken to the Office of Campus Safety.

The Office of Campus Safety processes the request and generates a photo ID card for the new employee.

*E-mail/Phone Activation/Post Office*

The Department of Human Resources notifies Campus Safety, the campus post office and IT Services via a web-form when a new employee is starting employment. When this happens, the manager receives an e-mail that links to a web page and allows the manager to request services needed from the IT Department. IT will assign a Voice Mail account and E-mail Account if appropriate for the employee's position.

The campus post office receives notification and makes preparation for processing mail for the new employee.

## 210 – NON-DISCRIMINATION POLICY STATEMENT

### 210.1 Statement

Hood College does not discriminate on the basis of sex, race, color, national origin, sexual orientation, gender identification or gender expression, marital status, pregnancy, disability, religion, age, or any other protected classification under applicable federal, state, or local law, in recruitment, admission and access to, or treatment, or employment in its programs, services, benefits, or activities as required by Title IX of the Educational Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, Title VI and VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, the Americans with Disabilities Act, and their implementing regulations.

Hood College complies with applicable laws regarding reasonable accommodation for disabled students and employees. Applicants requiring reasonable accommodation in order to participate in the application process, or to have access to a program, service, or activity of Hood College should contact the Human Resources office for assistance.

### 210.2 Philosophy

Hood College is committed to cultivating and maintaining a workplace in which faculty and staff can thrive. The College is committed to cultivating and strengthening a diverse, tolerant, multi-cultural, and intellectually open community with equal opportunity for all.

It is our goal to have a respectful and nurturing academic and work environment that affirms the inherent worth and dignity of every individual. This philosophy is key to helping us attract and retain the best and brightest faculty and staff. We will strive to value each person for their uniqueness and difference and to encourage them to reach their own potential as appropriate. The College affirms that the work environment in academia is a wonderful place to develop the skills which can enrich an individual's life and work experience in an increasingly diverse and multi-cultural society.

### 210.3 Procedures

The Director for Human Resources serves as the chief EEO Officer. The Human Resources office is located at 401 Rosemont Avenue, Frederick, MD, 21701, in Alumnae Hall (AD 312) and can be reached at (301) 696-3592 and [hr@hood.edu](mailto:hr@hood.edu).

Additional resources can be found at: [Policies and Procedures](#)

*[Inquiries or complaints regarding discrimination or accommodation under this policy](#)*

Individuals who have a concern or complaint regarding discrimination or accommodation under this policy should refer to Hood College's grievance process described in Board Policy 55, which is included in this Employee Handbook at [Section 301 Prohibition on Discrimination and Harassment](#) and can be also found on the [Policies and Procedures](#) webpage of the Hood College Web site.

## 300 EMPLOYEE RELATIONS

### 301 - PROHIBITION OF DISCRIMINATION AND HARASSMENT

#### 301.1 Statement:

Hood College fully supports and reaffirms its commitment to equal employment opportunity in an environment free from any inappropriate or unlawful harassment. The College is further committed to the dignity of the individual.

It is our policy to recruit, hire, train, and promote individuals, as well as administer any and all personnel actions without regard to race, color, religion, creed, age, sex, sexual orientation, gender identification or gender expression, national origin or ancestry, marital status, status as a disabled or Vietnam era veteran, or other qualified individual with a disability, in accordance with applicable laws.

The College will not tolerate any unlawful discrimination or harassment and any such conduct is prohibited.

#### 301.2 Philosophy:

The intent of this Policy is to establish guidelines governing the prohibition of discrimination and harassment by members of the Hood College community. The College affirms the principle that its faculty, staff and students have the right to be free from discrimination and harassment by any member of the Hood College Community. The College is committed to the creation and maintenance of an academic and work environment in which all persons who participate in College programs and activities can do so in an atmosphere free from all forms of discrimination and harassment on the basis of the characteristics described above.

There will be no adverse action against any individual for reporting an incident of discrimination or harassment, or for participating in or cooperating with an investigation of an alleged incident.

Any individual who believes that they have been subject to discrimination or harassment should report such conduct promptly, using the appropriate problem resolution procedure outlined below. All complaints of discrimination or harassment will be investigated appropriately. Confidentiality will be preserved consistent with applicable laws and the College's responsibility to investigate and address such complaints.

It is the intention of the College to take whatever action may be needed to prevent, correct, and, if necessary, discipline behavior which violates this policy. Any individual who is determined to have committed actions of discrimination or harassment will be subject to appropriate disciplinary action, as described below.

It is the responsibility of every supervisor and manager to recognize acts of discrimination and harassment and take necessary action to ensure that such instances are addressed swiftly, fairly, and effectively, including reporting such incidents to the appropriate College officials designated under this policy. Any supervisor or manager who receives a complaint of discrimination or harassment shall be cognizant of and responsible for, effectively implementing the complaint

resolution procedures established in this policy. Failure of a supervisor or manager to comply with these requirements will be treated as a failure to fulfill supervisory duties and may result in counseling and/or discipline as appropriate.

Complaints of discrimination and harassment are treated as very serious matters by the College. Accordingly, anyone who files a complaint which is knowingly false is subject to discipline. This provision is not intended to discourage in any way the reporting of complaints by individuals who believe he or she is the victim of discrimination or harassment.

Persons given positions of responsibility in an academic community have an obligation to use discretion and professional judgment in their dealings with other members of the community. The College considers intimate relationships between faculty or staff members and students under their supervision, or participating in activities under the direction of the faculty or staff member (such as a coach and student-athlete), to be unprofessional and inappropriate. Further, the College does not condone—indeed, discourages—such relationships between members of faculty/staff and students. Such relationships between a manager and an employee under her/his supervision are also strongly discouraged. The College expects the members of the College community to exercise sound judgment in this regard.

### **301.3 Procedures:**

The Hood College Board of Trustee Policy 55 on Prevention and Resolution of Acts of Harassment, Discrimination, and Sexual Misconduct details the specifics on the definitions of discrimination and harassment, actions that may be construed as such, resources for concerns about discrimination and harassment, a framework for handling complaints about incidents of harassment and discrimination and a grievance appeal process.

To learn more about the procedures, please go to [Policy 55](#) and the [Consumer Information](#) page on the Hood College website.

## 302 – INDIVIDUALS WITH DISABILITIES

### 302.1 Statement:

Hood College complies with all local, state and federal laws that apply to qualified individuals with disabilities, such as the Americans with Disabilities Act (ADA) and Section 504 of the Rehabilitation Act. The College prohibits discrimination on the basis of disability in regard to all employment practices or the terms, conditions, and privileges of employment. In accordance with applicable law, upon an employee's request, the College will make reasonable accommodation to the known physical or mental limitations of qualified applicants or employees who are able to perform with or without accommodation the essential functions of the job, unless the accommodation would cause undue hardship on the College.

### 302.2 Philosophy

Hood College and its employees value and are committed to creating a discrimination-free environment for qualified individuals with disabilities. This policy demonstrates that commitment by establishing procedures to assist such individuals within the Hood College community.

### 302.3 Procedures:

#### Definitions:

Disability is any physical or mental impairment that substantially limits one or more major life activities for an individual. These activities include, but are not limited to, caring for oneself, standing, walking, seeing, hearing, speaking, breathing, learning, etc.

Qualified Individual is any person who satisfies the requisite skill, experience, education, and other job-related requirements of a position and can perform the essential functions of the position with or without a reasonable accommodation.

Reasonable Accommodation is any change, adjustment, or modification to a work environment or job duties that permits a qualified applicant or employee with a disability to participate in the job application process, perform essential functions of a job, or enjoy the benefits and privileges of employment equal to those enjoyed by employees without disabilities.

Essential Functions are those job duties that are fundamental to the position the individual holds or desires such that they cannot do the job without performing them.

Undue Hardship means significant difficulty or expense and focuses on the resources and circumstances of the College in relationship to the cost or difficulty of providing a specific accommodation.

#### Confidentiality of Records:

To the extent possible and practicable and in accordance with applicable law, the College and its employees will maintain confidentiality of an employee's disability or other medical information. Managers and Human Resources may provide information on a "need-to-know" basis to facilitate accommodations.

Accessibility of the College:

In accordance with applicable law, the College makes its facilities and programs accessible to individuals with disabilities. Individualized access issues or requests will be addressed and responded to on a case-by-case basis by the Coordinator for Title IX, Investigation and Campus Accessibility and/or the Vice President of Community & Inclusivity.

How to request accommodations:

- *Applicants* who need an accommodation for the employment process should contact the Department of Human Resources. Accommodation requests can be submitted via e-mail. The Department of Human Resources has a link on the College's web site, and that link can be used to contact the Department of Human Resources.
- *Employees* who have a disability and need accommodations should inform their manager or contact the Coordinator for Title IX, Investigation and Campus Accessibility.
- *Visitors or individuals with accessibility issues* should contact the Coordinator for Title IX, Investigation and Campus Accessibility or the Vice President of Community & Inclusivity.
- *Students with accessibility issues* should contact, Director of Accessibility Services, Beneficial-Hodson Library and Learning Commons, 401 Rosemont Avenue, Frederick, MD 21701.

Job-Related Accommodation Requests:

The College engages in an interactive process to address any job-related accommodation requests. Individuals seeking job-related accommodations are required to participate in the interactive process and provide the College with appropriate and necessary information. In accordance with applicable law, the College may require that an individual seeking a job-related accommodation provide information from an appropriate health care provider to their manager and/or the Coordinator for Title IX, Investigation and Campus Accessibility. Information that may be required includes an evaluation of the specific disability and recommended accommodations. The College may also in accordance with applicable law have a health care provider that it designates evaluate the individual and assess appropriate accommodations. The College utilizes information provided by the individual and the information provided by the health care provider to assess any requested accommodations.

The College is not required to provide an accommodation that:

- is personal in nature (such as hearing aids, glasses, wheelchairs, etc.);
- eliminates an essential function from the existing position; and/or
- lowers performance and/or conduct standards.

Reassignment to a vacant position for which the individual is qualified may be, under certain circumstances, a reasonable accommodation.

Notification:

The manager or Coordinator for Title IX, Investigation and Campus Accessibility will provide written notification of the determination of the request as soon as practical. If the notification includes an accommodation, the expected implementation date will be specified.

Appeals:

If the request is denied or the individual is dissatisfied with the decision, they may appeal the decision to Vice President for Community & Inclusivity, who will then review the documentation submitted and issue a final determination.

Grievance Procedure:

Individuals who have a concern or complaint regarding discrimination or accommodation under this policy should refer to Hood College's grievance process described in [Board Policy 55](#), which is included in this Employee Handbook at [Section 301 Prohibition on Discrimination and Harassment](#).

Hood College has designated the Coordinator for Title IX, Investigation and Campus Accessibility to answer questions and manage the College's efforts to comply with Section 504 of the Rehabilitation Act. The coordinator can be reached at Alumnae Hall, 401 Rosemont Avenue, Frederick, MD 21701.

---

#### 302.4 MARYLAND'S REASONABLE ACCOMMODATIONS FOR DISABILITIES DUE TO PREGNANCY ACT

An employee disability contributed to or caused by pregnancy may request a reasonable accommodation and the employer must explore "all possible means of providing the reasonable accommodation."

The law lists a variety of options to consider in order to comply with a request for a reasonable accommodation including:

- Changing job duties
- Changing work hours
- Relocation
- Providing mechanical or electrical aids
- Transfers to less strenuous or less hazardous positions
- Providing leave

An employer may require certification from an employee's health care provider regarding the medical advisability of a reasonable accommodation to the same extent certification is required for other temporary disabilities. The certification shall include:

- Date a reasonable accommodation is medically advisable



- Probable duration
- Explanation as to the medical advisability of the reasonable accommodation.

RETALIATION: If an employee seeks to exercise her right under the statute, an employer may not:

- Interfere with;
- Restrain;
- Deny the exercise; or
- Deny the attempt to exercise the right

---

## 302.5 SERVICE ANIMALS

### 302.5.1 Statement:

This policy complies with guidelines established by the Americans with Disabilities Act (ADA) for public and private entities to follow with regard to special circumstances involving service animals. This regulation affects faculty, staff and students seeking to bring a service animal to school, as well as any disabled person desiring to bring a service animal to a college function or program. Hood College will comply with all local, state and federal regulations that allow for the use of service animals.

### 302.5.2 Philosophy:

Hood College and its employees value and are committed to creating a welcoming and discrimination-free environment for qualified individuals with disabilities. This policy demonstrates that commitment by establishing procedures to assist such individuals within the Hood College community.

### 302.5.3 Procedures:

#### Definitions

**Service Animals:** Service animals are defined as dogs that are individually trained to do work or perform tasks for people with disabilities. Examples of such work or tasks include guiding people who are blind, alerting people who are deaf, pulling a wheelchair, alerting and protecting a person who is having a seizure, reminding a person with mental illness to take prescribed medications, calming a person with Post Traumatic Stress Disorder (PTSD) during an anxiety attack, or performing other duties. Service animals are working animals, not pets. The work or task a dog has been trained to provide must be directly related to the person's disability. In Maryland, this definition also includes service animals in training. *Dogs or other animals whose sole function is to provide comfort or emotional support do not qualify as service animals under the ADA.*

#### Employees Required to Notify Department of Human Resources of Service Animal Accommodations

When employees with disabilities require the use of a service animal to assist them in performing job duties, the Department of Human Resources will be notified. Employees will provide the

appropriate documentation to the College regarding the disability and the service animal requirements. The Department of Human Resources will work with the manager to ensure that the work area is prepared to receive the employee and service animal.

#### Supervisory Responsibilities

Managers are responsible to ensure that the employee and service animal are welcomed into the work area. Managers will provide advance notice to colleagues and will monitor the situation on a regular basis. In the event that a colleague expresses or demonstrates unwelcoming behavior, that individual will be required to meet with the Department of Human Resources.

Employees with service animals are expected to complete all work assignments with the same level of proficiency as other similar situated employees. If performance issues become apparent, the manager will follow the steps outlined in the Employee Handbook to assist the employee to meet the required performance expectations. Managers may consult with the Department of Human Resources for assistance at any time during the onboarding process and beyond. Every effort should be made to ensure that the employee and service animal are treated with the same respect as other employees.

#### Access to Facilities and Control of Animal

Under the ADA, State and local governments, businesses, and nonprofit organizations that serve the public generally must allow service animals to accompany people with disabilities in all areas of the facility where the public is normally allowed to go.

Under the ADA, service animals must be harnessed, leashed, or tethered, unless these devices interfere with the service animal's work or the individual's disability prevents using these devices. In that case, the individual must maintain control of the animal through voice, signal, or other effective controls.

#### Inquiries, Exclusions, Charges, and Other Specific Rules Related to Service Animals

When it is not obvious what service an animal provides, only limited inquiries are allowed.

- Employees may ask two questions:
  1. Is the dog a service animal required because of a disability, and
  2. What work or task has the dog been trained to perform?
- An employee *cannot* ask about the person's disability, require medical documentation, require a special identification card or training documentation for the dog, or ask that the dog demonstrate its ability to perform the work or task.
- Allergies and fear of dogs are not valid reasons for denying access or refusing service to people using service animals. When a person who is allergic to dog dander and a person who uses a service animal must spend time in the same room or facility, for example, in a school classroom or a dorm room, they both should be accommodated by assigning them, if possible, to different locations within the room or different rooms in the facility.

- A person with a disability cannot be asked to remove his service animal from the premises unless: (1) the dog is out of control and the handler does not take effective action to control it or (2) the dog is not housebroken. When there is a legitimate reason to ask that a service animal be removed, an employee must offer the person with the disability the opportunity to obtain goods or services without the animal's presence.
- In all instances of animals being on campus, they must be under the control of the handler and not pose a danger to Hood community members.
- Establishments that sell or prepare food must allow service animals in public areas even if state or local health codes prohibit animals on the premises.
- People with disabilities who use service animals cannot be isolated from other patrons, treated less favorably than other patrons, or charged fees that are not charged to other patrons without animals.
- Employees are not required to provide care or food for a service animal.

## 303 – COMMUNICABLE DISEASES

### 303.1 Statement:

Hood College recognizes the challenges that communicable diseases present to both the individual and the community. The College fully supports and reaffirms its commitment to equal employment opportunity in an environment free from inappropriate or unlawful discrimination. The College is further committed to the privacy and health of the individual, while demonstrating equal concern for the safety of the community.

The College will not tolerate any unlawful discrimination or harassment, and any such conduct is prohibited.

### 303.2 Philosophy:

It is the intent of this Policy to establish guidelines governing the prohibition of discrimination and harassment by members of the Hood College community against individuals with communicable diseases. The College is committed to working with individuals who may be currently or may become infected by a communicable disease. In accordance with applicable laws, Hood will make appropriate, necessary, and reasonable accommodations for individuals with communicable diseases to perform essential job functions; will work with health care providers to protect the community from unnecessary risks; and will maintain the confidentiality of the information.

### 303.3 Procedures:

#### Definitions:

Communicable diseases: for this policy are medical conditions that can be transmitted to other persons through airborne or blood borne pathogens. Examples of these diseases are Tuberculosis, Spinal Meningitis, Chickenpox, Mumps, Measles, HIV, AIDS, Hepatitis, etc.

Disability: is any physical or mental impairment that substantially limits one or more major life activities for an individual. These activities include but are not limited to, caring for oneself, sitting, standing, walking, seeing, hearing, speaking, breathing, learning, etc.

Reasonable Accommodation: is an adjustment or modification to a work environment or job duties that an employer makes to enable a qualified individual with a disability to perform essential job functions and does not result in undue hardship.

Communicable diseases will be treated as health matters and health care professionals will provide consultation and guidance on ways to reasonably accommodate the individual. Hood College is committed to providing confidential and compassionate consideration to the job-related needs of individuals with disabilities. The College will consider appropriate public health service recommendations for protecting the individual and the community.

#### Confidentiality of Records:

The College and its employees will maintain confidentiality regarding an employee's disability or other medical information. Managers and Human Resources will provide information on a "need-to-know" basis to facilitate accommodations.

*Education and Prevention*

The College's primary efforts and responsibility with issues related to communicable diseases are education and prevention. Information on communicable diseases can be obtained from [Health Services](#). The Employee Assistance Program provides individual and family counseling sessions to employees and their families. See Policy [718 - Employee Assistance Program](#).

*Employees with Communicable Disease(s):*

Employees who have or contract a communicable disease during employment at the College may continue regular employment activities and benefits without restriction, provided the individual can perform essential job duties and does not pose a direct threat to the health and safety of others.

Employees who have or contract a communicable disease during employment at the College may request accommodations as outlined in [302 – Individuals with Disabilities](#).

The College is committed to providing appropriate, necessary and reasonable accommodations for individuals with communicable diseases.

*Employees who refuse to work with individuals with Communicable Disease(s):*

Managers of employees who refuse to work with individuals with communicable disease will discuss factual information regarding risks in the workplace. After reasonable steps have been taken to allay the fears of the employees who refuse to work with individuals infected with communicable disease(s), other steps may be taken. These steps may include but are not limited to, referral to the EAP, training, or progressive discipline.

*Benefit Consultations:*

Human Resources will be available to provide information on College responsibilities, and how to effectively manage paid and unpaid leaves and/or other benefits.

*Vaccinations*

The College may elect to contract with outside healthcare providers to give employees the option of being vaccinated in the event that a public health issue arises that might warrant action. For example, as in the case of spinal meningitis episodes at local Maryland Colleges, the College offered third party vaccination service to employees at the employees' expense.

## 304 – WORKPLACE SAFETY

### 304.1 Statement:

Hood College recognizes the importance of maintaining a safe working environment. Appropriate and reasonable steps will be taken by the College to address safety issues. The College is committed to providing proper equipment, procedures, and training in safe practices to aid in awareness and prevention of potential individual and community safety issues. The College will comply with all applicable laws pertaining to workplace safety.

### 304.2 Philosophy:

It is the intent of this policy to establish guidelines and responsibilities for individuals and managers to work in accordance with accepted safety practices and follow all safety regulations. It is the responsibility of all employees to promptly report safety violations, unsafe conditions, or other safety concerns to the appropriate administrative function.

If an employee believes that they are the subject of or aware of unlawful harassment based on race, color, religion, age sex, national origin, ancestry, marital status, sexual orientation/preference, disability or any other classification protect by applicable laws, she/he should report the conduct immediately in accordance with policy [301 Prohibition of Discrimination and Harassment](#).

Although private property, the campus is accessible to the public and it is incumbent on Hood community to work closely with the Office of Campus Safety by observing and reporting suspicious activities. The Office of Campus Safety responds according to established protocol depending on the type of situation.

Verbal or physical threats will not be tolerated and will be subject to appropriate disciplinary action.

### 304.3 Procedures:

#### Definitions:

Disorderly conduct: can be the basis for civil citations, criminal action and/or progressive discipline and/or termination of employment. For the purposes of this policy, it may include but is not limited to, the using abusive or obscene language or gestures to members of the campus community, refusing to follow directions of Campus Safety Officers, publicly intoxicated behavior and/or impeding or obstructing members of the community from use of, or passage through the campus area.

Stalking: for the purposes of this policy refers to a repetitive and persistent pattern of behavior that includes but is not limited to the following: contacting, approaching, or pursuing an individual that is unwelcome or causes alarm or annoyance to the individual.

Abusive: for the purposes of this policy refers to a repetitive and persistent pattern of behavior that includes but is not limited to the following: shouting or using loud, angry tones, or obscene or

threatening touching, gestures or language, or other behavior(s) that causes alarm or annoyance of the individual.

Office of Campus Safety

Please visit [Department of Campus Safety](#) for complete information on services provided.

In brief, the Department of Campus Safety provides law enforcement and protective services to the campus.

- **Personal Responsibility:** Each of us must take personal responsibility for our own safety, as well as for the safety of those around us.
- **Escort Service:** In the event that an employee is working late and would like an escort to their vehicle, call the Office of Campus Safety and an escort to an on-campus parking lot will be arranged.
- **Safety Bulletins:** The Office of Campus Safety periodically sends safety bulletins to the Hood community. These bulletins provide practical tips on a number of safety issues that affect employees on and off campus.

Campus Crime:

Employees will promptly report all criminal incidents occurring on campus to the Office of Campus Safety.

Workplace Violence:

**Disruptive or abusive visitors:**

- Ask the visitor to stop the behavior(s). If the individual fails to comply with the request, notify the manager or Office Campus Safety immediately.
- If the visitor exhibits physically threatening behavior, contact the Office of Campus Safety.

**Disruptive or abusive students:**

- Follow [Code of Student Conduct](#) procedures.
- Ask student(s) to leave the area if she/he exhibits physically threatening behavior. If the individual fails to comply, contact the Office of Campus Safety.
- Report the behavior to the Dean of Faculty and Dean of Students.

**Disruptive or abusive co-worker/manager:**

- Request that co-worker stop the behavior(s). If the individual fails to comply with the request, notify the manager. In the event that the individual is the manager, notify the Division VP or Human Resources.

- If after the manager intervenes, the behavior persists, the manager will contact the VP of the Division.
- If the individual exhibits physically threatening behavior, the manager will contact the Office of Campus Safety.
- The manager and VP of the Division in consultation with Human Resources will determine the appropriate disciplinary action as necessary to eliminate future occurrences.

**Repetitive abuse by co-worker/manager:**

- Report subsequent incident(s) to manager. In the event that the individual is the manager, notify the Division VP or Human Resources.
- If after the manager intervenes, the behavior persists, the manager will contact the VP of the Division.
- If the individual exhibits physically threatening behavior, the manager will contact the Office of Campus Safety.
- The manager and the VP in consultation with Human Resources will determine course of disciplinary action to stop behavior and prevent recurrence.

*Dangerous Chemicals/Articles :*

**The College may authorize certain individuals employed by the College to use, possess and/or store dangerous chemicals and/or articles.**

**Dangerous Chemicals – Legal:** The College recognizes that science laboratories, Dining Services, and the Facilities departments (and in connection with their work with third party contractors) may have legitimate authority to use and store chemicals which are highly flammable, toxic, unstable, etc., while following Occupational Health and Safety (OSHA) requirements. In other cases, the College requires written pre-authorization and prohibits the use and storage of dangerous chemicals without prior written authorization by the VP of Finance.

**Dangerous Articles:** The College prohibits the possession of firearms, except by authorized police and law enforcement authority, weapons, ammunition, gunpowder, explosives, fireworks, or other such dangerous items on campus property.

Firearms are prohibited on campus. No person outside of law enforcement officials may have in their possession or use any firearm, loaded or unloaded, on property owned or leased by Hood College. Prohibited items include knives (with the exception of pocket and kitchen knives) with a blade longer than two inches; ammunition; bows and arrows; any other items classified as weapons. In some cases, weapons or replicas, such as historical and cultural artifacts, and unloaded firearms may be used for instructional, artistic, demonstrative or theatrical purposes, providing the Provost has been notified in advance and the weapon has been inspected, recorded and approved by the Chief of Campus Safety and Security or her/his designee.

*Disorderly Conduct:*



- Report incident(s) of Disorderly Conduct to Office of Campus Safety immediately.
- Persons who are visibly intoxicated or disorderly will be cited for violation.

Domestic Violence:

- **Office of Campus Safety can issue No Contact Orders.** In the event that the notification is issued, the individual receiving the order, will not have any verbal or non-verbal with the named employee and will be required to stay 50 feet away from the named employee. Violations of this order will be promptly reported to the Office of Campus Safety. The Office of Campus Safety will follow prescribed protocols for these types of situations.
- The College offers free counseling through the Employee Assistance Program (EAP) for employees and their family members. See Policy [718 Employee Assistance Program](#).

Sexual Assault and Rape:

- Review the [Sexual Respect and Title IX](#) section of the Health Services webpage.
  - The College offers free counseling through the Employee Assistance Program (EAP) for employees and their family members. See Policy [718 Employee Assistance Program](#).

Stalking:

- In the event that an individual is stalking an employee, the employee should contact the Office of Campus Safety immediately at the emergency number of 3111.
- Review the [Stalking and Cyberstalking](#) section of the Campus Safety webpage.

Telephone Threats

- Obscene or threatening telephone calls should be reported to the Office of Campus Safety immediately. Additionally, other harassing calls should be reported to the Office of Campus Safety.
- If you receive such a call, remain calm and hang up.
- For more information, Review the [Stalking and Cyberstalking](#) section of the Campus Safety webpage

Bomb Threats

- Take the threat seriously, remain calm and attempt to gather as much information as possible. Review the [Emergency Procedures](#) page on the Campus Safety webpage.

Fire Safety:

- Be familiar with the fire exits and escape plan for your department.
- Review the [Emergency Procedures](#) page on the Campus Safety webpage or

refer to section [904 Fire Prevention and Safety](#).

Hazardous Materials:

- Be familiar with the hazardous materials (i.e. chemicals) used in your area.
- Review the procedures in the [Emergency Readiness Guidebook](#) on the Campus Safety webpage. In the event of a hazardous material spill follow the procedures outlined.

Safety Equipment and Procedures:

- Follow all manufacturers' instructions on the use of office and other equipment.
- Use safety equipment such as goggles, hearing protection, etc., as required by work-related activity.
- Report unsafe conditions to the Office of Campus Safety and Facilities Inspector immediately.

Workplace Injury:

- The Office of Campus Safety is available for emergency medical situations. Officers have First Responder training for reacting to many types of medical emergencies.
- For any injury, a [Report of Injury](#) should be completed within the first twenty-four hours of the injury. See policy [719 Worker's Compensation](#) and [901 Injury on the Job](#).

## 305 – PROBLEM-SOLVING AND RESOLUTION PROCESS

### 305.1 Statement:

Hood College encourages managers and employees to communicate in ways that build positive employee-employer relationships. Employees should bring questions and concerns that affect their work to their manager. The College is committed to participating with employees in resolving problems that affect their work.

### 305.2 Philosophy:

Open communication styles and early intervention efforts are keys to successfully managing potential problems. Informal problem solving is preferred. However, the College cannot resolve issues of which it is unaware. The College requests that employees bring matters to its attention with the goal of mutual sharing and problem-solving.

### 305.3 Procedures:

#### Process:

Hood College provides a resource chain to obtain a review of issues raised by employees. Our goal is for timely and thorough review by the most appropriate resources to help resolve the issue.

#### Problem solving and resolution resource chain:

**Resource 1:** Within a week of the occurrence of problem or question, the employee may request a conference with her/his manager.

**Resource 2:** In the event that the manager does not resolve the employee's problem or answer the employee's question, the employee may request a meeting with the Division VP to discuss the issues.

**Resource 3:** In the event that the Division VP does not resolve the employee's problem or answer the employee's question, the employee may request a meeting with the Department of Human Resources, which will work with the individual to resolve the issue or answer the question. If necessary, Human Resources may in its discretion, refer the employee to the President or other appropriate administrator for final resolution.

In the event that an issue is of such a personal nature or, for some other reason, the employee may prefer not to discuss the matter within their department or division, the employee may take issue directly to Human Resources.

#### Issues of Discrimination and Harassment:

**The College considers these matters to be serious and has policies and procedures to address them.** Please refer to policy [301 Prohibition of Discrimination and Harassment](#).

#### Ombudsperson:

**As noted above in the *Problem solving and resolution resource chain*, the immediate manager is the primary person to contact on all subjects when you have a question or problem. However, to ensure that employees have alternative means of communication for complaints or suggestions, the Ombudsperson is available to all faculty, staff and students. The Ombudsperson provides confidential counseling to employees and can at the direction of the employee seek corrective measures or to expedite action, where appropriate, in the Ombudsperson's judgment.**

*Employee Assistance Program:*

The College's Employee Assistance Program offers an additional resource that can aid in a resolving conflict. Please refer to Policy [306 Employee Assistance Program](#).

## 306 – EMPLOYEE ASSISTANCE PROGRAM (EAP)

### 306.1 Statement:

Hood College recognizes that faculty and staff members occasionally may have personal problems that impact their ability to adequately perform their job duties. The College offers a free, confidential, and professional counseling resource to faculty and staff members and their dependents. Employees are encouraged to use this resource for assistance with issues such as crisis intervention, family problems, financial difficulties, substance abuse, traumatic events, and grief counseling.

### 306.2 Philosophy:

Hood College is interested in the wellbeing of employees and their families. The College believes that professional assistance may be very helpful to employees during difficult times. A purpose of this policy is to make available assistance to employees who are experiencing performance problems due to personal problems. The College is interested in providing an effective and confidential resource to help resolve performance issues related to personal problems.

### 306.3 Procedures:

#### Definitions:

**Employee Assistance Program:** A program in which *short-term* counseling services\* are offered for crisis intervention, personal problems, family or marital difficulties, grief counseling, emotional difficulties, mental health problems, drug/alcohol abuse, and financial issues. Issues requiring more intensive resources may be referred to appropriate medical personnel or other resources.

\* See [718 - Employee Assistance Program](#) for detailed benefit information

#### Referral Process:

The Employee Assistance Program (EAP) is designed to provide a wide range of services to assist employees who may be experiencing personal problems. The EAP will screen employees (and/or family members) to assess the level of service needed and to identify an appropriate provider as required. The EAP will work within the College's medical plan guidelines for referral to long-term care.

Employees and family members are encouraged to confidentially contact the EAP. In addition, managers may become aware of an employee's personal problems and may suggest that the employee contact the EAP. In these circumstances, the employee makes the decision on whether or not to utilize resources recommended by the EAP.

In certain circumstances, a manager in consultation with Human Resources, may make a mandatory referral. In this situation, the referred employee will be unable to return to campus as

an employee until the EAP notifies Human Resources that contact and appropriate follow-up has been made and maintained by the employee. In its discretion, the College may provide time off from regular duties to assist the employee to keep scheduled appointments as necessary.

Confidentiality:

The records kept by EAP counselors are confidential and will not become part of the employee's personnel file.

The EAP will obtain written approval from the employee before making a referral that identifies the individual and the nature of the health or personal issues. The EAP may contact the College if during the course of assessment or treatment, the counselor discovers that the referred employee may jeopardize the health and safety of the employee, coworkers, or others; or if the employee's conduct may jeopardize the College's operations; or if the employee has committed an illegal act.

Time Off for Participation:

Employees are encouraged to schedule appointments outside of regularly scheduled hours so as to minimize disruption to their department. Employees who voluntarily contact the EAP or who are referred by a manager may arrange to attend initial assessment appointments during regularly scheduled hours if approved by the manager and with the appropriate leave designated.

Employees who are given a mandatory referral may be granted release time depending upon the circumstances and approved by the manager for an initial assessment by the EAP. Follow-up appointments should be scheduled outside of normal working hours as possible.

Discipline:

The College will administer appropriate disciplinary action for performance problems notwithstanding an employee's referral to the EAP. If a referral to the EAP arises out of a disciplinary issue, the manager may document that the employee was offered the assistance of the EAP.

In cases when a mandatory referral is made, the employee may be subject to adverse action, including termination, for the following reasons:

- Refusing to keep an appointment with the EAP counselor
- Refusing to accept the recommendation of the EAP counselor for a strategy to improve performance
- Failing to improve performance within predetermined timeframes and guidelines consistent with the recommendation of the EAP counselor

## 307 – LAYOFFS

### 307.1 Statement:

Hood College recognizes the importance of an employee's job to the individual's security and the College will seriously consider all employment actions of this nature. However, there may be times in which the College will initiate layoffs in response to a variety of circumstances. Hood College may at its discretion, provide information and job counseling to employees who are laid off by the College.

In the event that layoffs are required, the College will follow the procedures outlined in this policy to administer the employment actions in a respectful and appropriate manner, and in compliance with all applicable laws.

### 307.2 Philosophy:

Layoffs may result from a variety of circumstances that may include budget constraints, lack of work, the elimination of one or more positions, material changes in duties within a position or within the organizational structure of a department, program, or other administrative unit.

When appropriate, the College may try to find an existing, appropriate, open position for the displaced employee elsewhere within the College. In the event that such an opening does not exist, the employee will be laid off.

The College will utilize procedures that promote respect for the individual while meeting the needs of the organization.

### 307.3 Procedures:

#### Definitions:

**Layoff:** For the purposes of this policy, layoff is a temporary or permanent loss of active employment status brought about by a decision of the College to restructure or reallocate its workforce to meet its changing needs.

**Comparable position:** A position in which the salary is not less than ninety percent of the employee's current salary; offers similar number of working hours for full or part-time status, qualifies the employee for the organization's benefit package depending on their FTE status, and encompasses duties or responsibilities that are substantially the same as what the employee performed at the College.

#### Elimination of Position(s)/Department:

The College may find it necessary to eliminate positions or units due to a variety of reasons such as the changing needs of our constituents, technological change and budget restraints.

If regular employee positions are eliminated in a department or unit as the result of layoff, the displaced employee may apply for re-employment, providing that their qualifications match the available opening(s) at the discretion of the College.

Lack of Work:

When the College changes a regular employee's status from "active" to "inactive," or "terminated" due to a lack of work, the employee is considered laid off. "Inactive" status will be a specified term not to exceed two weeks.

If the College determines that conditions have changed, eligible, qualified, former employees may be notified of openings for which they may apply. The College is under no obligation to notify or re-hire former employees.

Outsourcing Contracts:

If regular positions are eliminated in a department or unit as a result of outsourcing and a regular employee whose position is eliminated is offered a position with the outsourcing company, then the employee shall not be deemed to have been laid off and the provisions of the layoff policy will not be applicable.

If the company offers the employee a comparable position, and the employee declines the offer, then the employee will be considered to have voluntarily separated from the College.

If the company does not offer the employee a comparable position, then the employee will be considered "laid off" by the College and the provisions of the layoff policy will apply.

Notice to Employee(s):

Ordinarily, written notification of the layoff will be given to affected employees at least two weeks before the effective date of the layoff and/or the employee will be provided with at least two weeks' salary as determined by the Vice President of the affected division.

The Vice President (or their designee) and current manager will discuss details of the layoff with the affected employee(s).

Resources for Laid-off Employee(s):

Employees who are laid off from the College may be eligible to use the [Catherine Filene Shouse Career Center](#) and the [Beneficial-Hodson Library](#) for career counseling and job searches for a period of six months after the layoff date. The College reserves the right to revoke this eligibility at its discretion.

Re-Instatement and Re-employment:

See Policy [207 Re-Instatement & Re-Employment](#) for details about being returned to active employment status.

Benefits during Layoff:

The effective date of the layoff will be considered the date employment status changes from "active" to "terminated" status. The termination will be a triggering event for continuation of coverage under COBRA. [See 733 - COBRA.](#)





## 308 – PERFORMANCE IMPROVEMENT AND PROGRESSIVE DISCIPLINE

### 308.1 Statement:

Hood College desires to work together with its employees as a caring community, committed to excellence and outstanding service. The majority of Hood College employees are committed professionals who desire to make a valuable contribution. The College has established standards of conduct for working together professionally and for achieving business plan goals and objectives. Where an employee's performance is substandard, the College may determine that performance improvement or an appropriate disciplinary action is necessary. The College reserves the right to work through performance improvement plans or to administer progressive disciplinary actions, as it deems appropriate.

Hood College wants to develop and maintain a highly productive and effective workforce. Managers are encouraged to provide on-going feedback to assist staff members in achieving appropriate performance levels and to act as a resource during times of performance difficulty.

### 308.2 Philosophy:

The purpose of this policy is to create an environment for performance excellence and to demonstrate the College's commitment to staff members. Ordinarily, the College will work with staff members whose performance is substandard to improve the employee's success in achieving job goals and objectives. The College encourages managers and employees to participate in open, candid dialogue about progress and expectations. Whenever appropriate, the College may provide resources such as the Employee Assistance Program, additional training and/or access to the Career Center to assist in Performance Improvement Plans.

Certain violations and infractions, such as insubordination or major violations of College or departmental procedures (e.g., theft, physical assault, breach of confidentiality, failure to comply with safety rules, etc.) may be deemed sufficiently serious to suspend the normal progressive discipline process. Under these circumstances, any step in the disciplinary process may be used, including immediate dismissal. For more information, see [404- Disciplinary Actions and Dismissals](#).

### 308.3 Procedures

#### Definitions:

**Performance Improvement Plan:** A plan developed by the employee and approved by the manager that outlines specific strategies for addressing performance related issues.

#### Employee Requests for Assistance with Performance Issues:

An employee who is experiencing performance difficulties may request meetings with the employee's manager at any time. The individual does not have to wait for the manager to make the initial contact.

An employee who is experiencing difficulty with meeting performance standards is encouraged to speak to the employee's manager *early* and *often* regarding questions or concerns. The College

wants employees to consider the manager as a resource to assist in meeting performance expectations.

Performance Improvement Plans (PIPs):

If an employee fails to meet departmental standards for job performance, the manager may recommend and assist the employee in the development of a Performance Improvement Plan.

The manager should consult with the Director of Human Resources in advance of this decision to ensure they have provided adequate feedback to the employee in advance. This feedback should be documented and shared with HR. The Director of HR will prepare a draft PIP document for the manager to finalize and share with the employee.

Once completed, the manager will schedule a meeting with the employee to discuss implications of their substandard performance or ineffective work habits. It is optional to include the Director of HR in this meeting. The employee will generate options with the manager to effectively address the performance issues. The employee will develop a written plan and give it to the manager for approval. An approved copy of the PIP should be forwarded to Human Resources for placement in the employee's file. The manager may provide resources as appropriate and will use the written plan to monitor progress with the employee.

If the employee fails to develop a plan as requested by the manager or if the employee fails to execute the items in the plan to the manager's satisfaction, the employee may be subject to disciplinary action, up to and including dismissal.

An employee that is on a PIP will be considered to be in a "probationary" status. This status reflects the College's concern about the individual's progress and the need for improved performance to justify continued employment at Hood.

Ordinarily, a PIP will last for 60-90 days, depending on the nature of the performance issue. However, the College reserves the right to extend the term of the PIP or to terminate the PIP at any time and proceed with disciplinary action if the College deems such action appropriate.

Elements of a PIP:

The PIP is a formal memo from the employee to the manager, in which the employee accepts responsibility for performance improvement and provides an achievable course of action to address the problem areas. The PIP should be delivered within one week from the manager's request for the plan. The memo should include the following sections.

**Issue:** In this section, the employee identifies and explains the existing performance issue(s) and the impact of these issues on the department and College.

**Strategy:** The employee identifies the strategies for improving their performance and discusses how the strategies chosen will address the issue(s) and minimize the negative impact of these issues on the department and College.

**Resources:** If the employee desires specific assistance in accomplishing the strategies, the individual will detail those requests in this section. The College may consider some resource

requests inappropriate, and the manager will inform the employee of the College's decision in a written response to the plan.

**Timeline:** The employee will identify specific improvement milestones during the plan period.

**Accountability:** In this section, the employee will explain how the manager will know that the identified improvement milestones have been met.

*Manager Response to PIP:*

The manager will review the PIP and give feedback as appropriate. If the PIP does not meet the manager's expectations, they may provide the employee an opportunity to revise the plan. The revised written plan should be in the manager's possession within one week of the request for changing the PIP. If the manager determines that the plan and the employee will not be able to meet the manager's expectations, they can decide to cancel the PIP process and move to an appropriate disciplinary action.

During the PIP process, the manager may schedule formal or informal discussions for monitoring progress.

*Successful Completion of PIP:*

When an employee satisfies the requirements of the PIP as assessed by the manager, the manager will provide to Human Resources written documentation reflecting the employee's successful completion of the PIP. A copy will be placed in the employee's personnel file.

*Disciplinary Actions and Dismissals:*

In the event that the manager determines that a disciplinary action or dismissal is required in lieu of a PIP, the manager should follow the procedures in Policy [404 – Disciplinary Actions and Dismissals](#).

## 309 – SUSPENSION OF EMPLOYMENT

### 309.1 Statement:

Hood College understands the importance of salary continuance to employees. The College recognizes that employees expect to receive their salary for service to the College. However, the College reserves the right to suspend employees with or without pay as the College deems appropriate in response to conducting an internal investigation or for serious performance issues. Hood College will treat these situations with appropriate concern and respect for the employee and in accordance with all applicable laws.

The use of progressive discipline or the conduct of an internal investigation is at the discretion of the College and is based on relevant factors. By establishing these procedures regarding suspension, Hood College does not waive or limit its right to discharge employees with or without prior notice or cause.

### 309.2 Philosophy:

Normally, employees will be informed of performance problems or work habit issues and given the opportunity to develop strategies for improvement in these areas. In some cases, the manager may determine that the situation is sufficiently serious that it merits suspension of individual's employment with or without pay. In other situations, further information needs to be obtained through an internal investigation before an appropriate resolution can be reached. An employee may be suspended with or without pay pending an internal investigation. The purpose of this policy is to outline the guidelines for these suspensions.

### 309.3 Procedures:

#### Length of Suspension:

Ordinarily, employees whose actions have warranted suspension will receive a suspension of two to five days, depending on the severity of the problem. The manager in consultation with the Director of HR will make the decision as to the length of the suspension; and the manager may, in certain circumstances, impose a period of suspension longer than five days.

#### Suspension With or Without Pay:

The manager will use all relevant factors to determine the severity of the situation for deciding whether or not to suspend the employee with or without pay.

The manager will forward a written notice to Human Resources for processing the suspension, and this notice will become part of the employee's personnel file.

#### Reasons for Suspension:

An employee may receive a disciplinary suspension with or without prior notice, counseling, or warning when the violation is so serious that more severe disciplinary action is warranted. For more information refer to Policy [404 – Disciplinary Actions and Dismissals](#).

In cases where an internal investigation is initiated to obtain additional information, an employee may be suspended with or without pay.

*Expectations for employees who are suspended:*

The College expects suspended employees to leave the campus after being informed of their suspension. Suspended employees will be advised as to the date of their expected return to campus. The College recommends that the employee not return to campus prior to the end of the suspension to avoid further disciplinary action, up to and including dismissal.

*Review of Decision for Suspension:*

An employee who is eligible to use the Problem-solving and Resolution process may utilize that process to discuss the suspension with the manager and/or the division Vice President.

*Benefits during Suspension:*

Elected benefits will be continued during the suspension, whether the employee is suspended with or without pay.

*Return of employee from suspension:*

A suspended employee is expected to return from suspension on the date and at the time indicated by the manager. Ordinarily, the employee returning from suspension will meet with the manager to review expectations for resolving the performance issues or for participating in the internal investigation.

*Employees who refuse to return from suspension:*

An employee who notifies a manager that they refuse to return from suspension or does not show up at the pre-determined date and time, will be deemed to have separated from the College. The College will terminate their employment and forward appropriate leaver paperwork to the individual.

## 310 - SEPARATIONS OF EMPLOYMENT

### 310.1 Statement:

Hood College is an at-will employer and does not have to provide advance notice for separations. The College expects individuals who are separating to extend the professional courtesy of providing adequate notice to the College. Individuals are required to return all College property, and satisfy financial or other obligations before the last workday. The College will pay employees who are separating any unused, accumulated vacation leave according to this policy.

### 310.2 Philosophy:

Separations from Hood College, whether voluntary or involuntary, will be handled in a professional manner. The goal of this policy is to provide guidelines for the transition process.

### 310.3 Procedures:

#### Notice of Separation:

**Voluntary Separations** –To allow the College adequate time to fill a vacant position and to allow for a potential period for cross-training, employees are required to provide written notice to their manager of their intent to separate from the College. Required notice periods are indicated below:

Grades 1-4	Two weeks
Grades 5-8	Four Weeks
Senior Staff	Eight Weeks

Failure to provide and fulfill this required notice period will result in a forfeiture of accrued unused vacation balance as stated in [Policy 703 – Vacation Leave](#).

This requirement for adequate notice does not alter the employment-at-will relationship or establish an employment contract period between the College and the employee.

#### Retirement:

An employee may elect to retire from the College. The College recommends that you contact the Department of Human Resources at least four months prior to your retirement date. A meeting can be scheduled to discuss your benefit status. See [731 - Retirement Program](#).

#### Off-boarding with Human Resources:

Individuals that separate from the College will receive leaver information by email from Human Resources. Individuals who have questions about this information may schedule a meeting with a Human Resources team member to discuss continuation of healthcare coverage rights, determine any payroll issues, validate completion of financial and other obligations and offer the opportunity to participate in an exit interview.

#### Collecting Feedback from Exiting Employees:

Employees who separate voluntarily will have the opportunity to complete an Exit Interview Questionnaire. See policy [311 Collecting Feedback from Exiting Employees](#).

*Return of College Property and Satisfying Financial Obligations:*

Individuals who separate from the College are expected to return all College property to the appropriate department and to satisfy other obligations as agreed upon with the proper College official. Examples include, but are not limited to:

- College credit, telephone and other cards
- College identification cards, access keys, door keys, etc.
- College Computers (laptops, etc.), communication equipment (beepers, pagers, cell phones, etc.) and other assigned equipment or tools
- Library books, videos, CDs, and other material owned by the College
- Tuition outstanding, library and parking fines, travel and expense reimbursement receipts
- College uniforms
- College vehicles

*Access to College Computing Resources:*

Upon notification of pending separation, Human Resources will make appropriate arrangements to discontinue an employee’s password and access to all College information systems.

*Final Pay:*

Any outstanding financial obligations for fees and fines may be deducted from final paychecks issued to a separating employee as directed by the employee or as part of an agreement to satisfy these requirements. Outstanding tuition bills will be handled as per the normal operating policies for students.

<b>Date Approved by Senior Team</b>	02/20/2020	<b>Policy Effective Date</b>	02/20/2020
<b>Revised and Approved by Senior Team</b>	07/13/2023	<b>Revision Effective Date</b>	07/13/2023





## 311- COLLECTING FEEDBACK FROM EXITING EMPLOYEES

### 311.1 Statement:

The College may use an exit questionnaire or an exit interview to collect and assess important information from separating employees regarding the climate within the College Community and the affected department, employee morale, supervisory effectiveness, feedback on policies, procedures, benefits, compensation and other issues.

### 311.2 Philosophy:

Hood College recognizes that employees who separate can provide helpful information for improving the College. It is the goal of this policy to provide support that encourages individual that are leaving the College to be open and candid about providing feedback about their experiences at Hood.

### 311.3 Procedures:

#### Confidentiality:

The College will use information received from individuals to take appropriate action and will make every effort to safeguard the individual from retaliation. Information will be shared with parties on a need-to-know basis and may be generalized with information from other individuals who have separated in report format.

#### Voluntary:

The College strongly encourages all employees who separate to participate in this data collection process. However, Individuals may waive the right to participate in this exercise.

## 312 - INTERNAL INVESTIGATIONS

### 312.1 Statement:

The College may, in its discretion, investigate alleged misconduct, violations of policies and procedures, on-the-job accidents or injuries, or other situations as necessary. An investigation may be initiated to collect data and does not itself indicate that any wrong-doing has occurred. The College will conduct investigations in a professional manner consistent with all applicable laws.

### 312.2 Philosophy:

Investigations can be routine or initiated as a result of situation or a set of circumstances. Non-routine investigations will be conducted discreetly and in a manner that respects the employee. Employees are encouraged to participate in investigations as requested.

### 312.3 Procedures:

#### Conducting the Investigation:

Investigations will be conducted by an appropriate manager with the assistance of the Department of Human Resources.

Investigations will be conducted as required by applicable laws. See, e.g., Injury on the Job 901 and 719 Workers Compensation.

#### Participating in the Investigation:

Employees may be requested to provide information during routine or other internal investigations. These employees will be expected to participate in a professional manner providing accurate and timely information and maintaining the confidentiality of the investigation.

#### Confidentiality:

The College will maintain the confidentiality of an investigation as appropriate. The College may, in its discretion, share information with the proper outside authorities or others on campus as necessary. Employees who are asked to participate will be required to maintain the confidentiality of the investigation.

#### Workplace Searches:

An employee's work area may be searched as part an internal investigation. The College may search an employee's work area including, but not limited to: employee's office, desks, files, computer files, e-mails, telephone voice mails, and other areas assigned to the employee as part of their duties at the College.

Failure to submit to a search or if an employee is found to be in possession of illegal contraband or unauthorized College property, may lead to disciplinary action and/or criminal prosecution.

## **313 - A FEW WORDS ABOUT UNIONS**

### **313.1 Statement:**

As consistent with federal law, Hood College faculty and staff have the legal right to join a labor union and also have the legal right NOT to join a labor union. The College does not discriminate against any of our employees or applicants based upon support for unions or lack of support for unions.

The College prefers to work with faculty and staff members informally, personally, and directly, rather than through third party outsiders intervening between the College and its employees.

### **313.2 Philosophy:**

The College will strive to respect the rights of employees to vote for or against union representation without retaliation, intimidation or other types of pressure in accordance with applicable laws.

Hood College commits to working with faculty and staff members to resolve issues. The College believes that concerns can be adequately and appropriately addressed without the intervention of third-parties.

## 314 - OMBUDSPERSON

### 314.1 Statement:

Hood College is committed to a positive working relationship among and between all constituencies of the College community. As part of this commitment, the College maintains an [Ombudsperson](#) to provide the campus community with confidential, neutral, informal assistance in navigating options for solving problems, conflicts, and/or disputes that arise in our organization, and reporting perceived violations of College policies or federal, state or local regulations. The Ombudsperson is an objective third party who acts a resource for members of the College community with respect to College rules, regulations, policies, procedures, and academic issues. The Ombudsperson is available for consultation throughout the year. This position reports directly to the President and receives support from the Department of Human Resources.

### 314.2 Philosophy:

Any member of Hood College may bring forward any concern or complaint regarding the College or individuals within the campus community. These issues can be brought to the Ombudsperson for confidential assistance in resolving the situation. The Ombudsperson will receive complaints, explain available options, and may recommend a course of action. During the course of the resolution process, the Ombudsperson may utilize a variety of College resources. However, the parties to the particular situation will be kept confidential as appropriate. In the event that the situation is of such a nature that it warrants notification of other parties to resolve the conflict by legal requirement or organizational policy – as in cases of physical violence, racism, or sexual harassment – the parties will be informed of the Ombudsperson’s duty-bound obligation to notify appropriate authorities.

### 314.3 Procedures:

#### Appointment of Ombudsperson

The President will receive nominations from the Director of Human Resources for the position and approve the final candidate. The Ombudsperson serves at the discretion of the President; the term is normally for one year, renewal annually as appropriate.

#### Role of Ombudsperson

The Ombudsperson is bound by a national code of ethics and is therefore obligated to be highly professional, trustworthy, and confidential. They act as a designated neutral resource in the [College Policy 305 -Problem-solving and Resolution Process](#) and strives for objectivity and impartiality. The Ombudsperson receives and responds to complaints received from the College community in a fair and equitable manner while considering the concerns of all parties involved.

As part of [Policy 305 - Problem-solving and Resolution Process](#), the Ombudsperson helps to generate a range of responsible or appropriate options and facilitates discussion to identify the best options. When possible, the Ombudsperson helps people find ways to solve problems themselves.

While serving in their official capacity, the Ombudsperson serves as an information and communication resource, upward feedback channel, advisor, dispute resolution expert, and change agent. The Ombudsperson does not serve as an advocate for any person in a dispute within the College; rather, they advocate for fair processes and fair administration of these processes.

The Ombudsperson will not testify in any formal judicial or administrative hearing about concerns brought to their attention, except when required to do so by law or as necessary to defend claims made against the Ombudsperson function.

The Ombudsperson will exercise discretion before entering into any additional affiliations, roles, or actions that may impact the neutrality of the function within the College community.

The Ombudsperson is primarily an informal resource. Formal investigations - for the purpose of adjudication - are to be performed by the appropriate administrative or other College designated function. The Ombudsperson does not accept notice on behalf of the College. They will always refer individuals to the appropriate place where formal notice can be made.

#### Confidential Complaint Process

Individuals may email for a confidential appointment to discuss the issue(s) of their complaint. The Ombudsperson is compelled by the College to act in an expeditious manner to handle all inquiries.

If during the inquiry process, it becomes evident that there may be a clear and imminent danger to any individual party, that there is evidence of abuse of a minor, or other illegal activity that would require such notice, information will be shared with the appropriate College or other legal authorities.

#### Official Records

Because the principal of confidentiality binds the activities of the Ombudsperson office, records of meetings with the Ombudsperson are kept confidential. The Ombudsperson will take all reasonable steps to protect any records and files pertaining to confidential discussions from inspection by all other person, including management.

Normally information is not shared publicly without the consent of the parties involved. Information that does not identify involved parties may be shared on an as-needed basis to resolve issues or in response to certain legal or policy requirements as outlined above in the *Confidential Complaint Process*.

#### Conflict of Interest

In the case of an actual or perceived conflict of interest, the Ombudsperson shall declare the potential conflict and refer the matter as appropriate.

#### Anonymous Complaints

Anonymous complaints will be forwarded to the appropriate administrative body to commence fact-finding and resolve appropriate issues.

#### College Support for the Ombudsperson

Hood College provides appropriate mediation and conflict resolution training for the Ombudsperson.



## 315 - DOMESTIC VIOLENCE

### 315.1 Statement:

Domestic Violence (DV) is a very real national issue and its resulting problems sometimes spill over to the workplace. DV occurs between people of all racial, economic, educational, religious backgrounds in heterosexual and same sex relationships, living together or separately, married or unmarried, and in short- or long-term relationships.

According to the [Maryland Network Against Domestic Violence](#): “Domestic Violence is abusive behavior used by one person in an intimate relationship to maintain power and control over another. It is exerted through physical, psychological and/or economic means” (*Domestic Violence and the Workplace: It’s Everyone’s Business*, brochure 05/03)

Domestic violence may be a workplace issue. DV is not a private family matter but a major societal issue. It often follows victims to the workplace. DV can cause a drop in productivity, high absenteeism, and injuries may result in increased costs to the employer’s healthcare plan. DV *may* impact the health and safety of the victim and co-workers.

Hood College attempts to provide a safe working environment for all employees. (See [Policy 304 – Workplace Safety](#)) The College is also committed to providing an appropriate level of support to employees who are victims of DV or other violence.

### 315.2 Philosophy:

Any person can be a victim of DV. DV may have an adverse impact on an employee’s job performance, health and well-being, and on the work environment. The College will attempt to make reasonable efforts to provide a supportive work environment for the employee who is a victim of DV.

### 315.3 Procedures:

#### **Confidential Inquiry/Reporting Process at the College**

Individuals may make an appointment to discuss the issue(s) of their concern regarding them self or a co-worker with the Ombudsperson, the immediate manager, Human Resources or Campus Safety. The representatives of the College will handle inquiries with **compassion, and with confidentiality** as appropriate. If an employee reports that they are a victim of DV, the College will take reasonable steps to respect the confidentiality and autonomy of the reporting employee, informing others on a need-to-know basis, and to the extent reasonably necessary to protect the safety of the employee and co-workers to comply with various laws and regulations.

If during the process, the College believes that there may be a clear and imminent danger to any individual party, that there is evidence of abuse of a minor, or other illegal activity that would require such notice, information may be shared with the appropriate College, legal, or other authorities.

***It is the intent of the College to support victims of domestic violence within the bounds of College policies and legal guidelines and to make appropriate referrals.***

**Examples of Assistance at the College That May Be Available to Victims of Domestic Violence**

Ombudsperson

- Referral to Employee Assistance Program (See [Policy 718 Employee Assistance Program](#))
- Referral to Human Resources
- Other community resources

Human Resources

- Referral to Employee Assistance Program (See [Policy 718 Employee Assistance Program](#))
- Assistance with blocking of phone calls and e-mails
- Removing name from automated and printed telephone lists
- Relocation of a workspace as appropriate and feasible
- Other community resources
- Providing time off to seek safety and protections, attend court appearances, arrange for new housing, attend counseling, receive medical care, or take care of other appropriate matters

Campus Safety

- Escort service to and from parking lot to workplace
- Assistance with development of a personal safety plan
- Issuance of a “do not trespass on no contact orders” citation to abuser
- Working with local law enforcement to enforce protection orders, restraining orders, or other legal remedies

**How to help a co-worker or employee who you suspect is a victim of DV**

- If you feel comfortable, you can communicate your concern for the individual’s well-being
- Let the individual know what assistance is available at the College



## 316 - DRUG FREE WORKPLACE

### 316.1 Statement:

Hood College prohibits the unlawful possession, distribution, manufacture, use or supply of illegal drugs or controlled substances, or abuse of alcohol on campus, in College vehicles, while conducting College business, or any College-sponsored or College-supervised activity or event, either on or off campus. Abuse of drugs and alcohol in the workplace endangers the health and safety of students, faculty, staff and other constituents. Hood College strives to maintain a drug-free workplace and provides educational resources on the dangers of drug and alcohol abuse in compliance with the Drug-Free Workplace Act of 1988, the Drug-Free Schools and Communities Act Amendments of 1989 and all other applicable Federal, State and local laws and regulations.

### 316.2 Philosophy:

A fundamental purpose of Hood College is to support and encourage the pursuit and dissemination of knowledge. All members of the College community---students, faculty, and staff---share the responsibility for protecting an environment that supports the goal, and all are expected to exemplify high standards of professional and personal conduct.

It is the intent of this policy to establish guidelines and responsibilities for individuals and managers to work in compliance with Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendments of 1989 in accordance with all applicable regulations. It is the responsibility of all employees to promptly report all illegal drug and controlled substance abuse violations, unsafe conditions arising from the use or possession of these items, or other safety concerns to the appropriate administrative function.

### 316.3 Procedures:

#### Standards of Conduct

The unlawful manufacture, distribution, dispensing, possession or use of alcohol or of controlled substances, the impairment of job performance resulting from the abuse of drugs or alcohol, and the use or possession of alcohol by anyone under 21 years of age are prohibited at all of the College's locations, within any of its facilities and vehicles, and at any College-sponsored or supervised activity, on or off campus.

#### Condition of Employment

As required by the Drug-Free Workplace Act of 1988, and as a condition of employment, employees must:

- Abide by the terms of this policy
- Notify the Department of Human Resources in writing, of any criminal conviction for a violation involving a controlled substance and occurring in the workplace (including any place where duties are performed), no later than five calendar days after such conviction. Within ten days after such notice, the College will report this information to the appropriate federal agency, when and as required by law.

Lack of compliance with these requirements may subject the employee to discipline, up to and including termination, pursuant to College disciplinary procedures (consistent with local, state and federal law). The College may require the employee to participate satisfactorily in a drug abuse assistance or rehabilitation program.

#### College and Legal Sanctions

Hood College's interest in identifying violators of this policy is not intended to be punitive, but rather to establish clear limits of conduct for members of the campus community and protect the safety of all members of the College community. The policy is designed to encourage those persons habituated to drugs and/or alcohol to seek rehabilitation, where appropriate.

Conscientious efforts to seek such help will not jeopardize an employee's job, and all information related to such efforts will be kept confidential to the extent possible, except as may be necessary to protect the health and safety of the employee or other persons. However, efforts to obtain assistance will not preclude other disciplinary actions for any reason, including violation of this policy or other policies, or unacceptable job performance. Employees seeking or receiving assistance are subject to all College policies and procedures.

Any member of the College community who violates the standards of conduct will be subject to disciplinary proceedings by the College, and may be referred for prosecution by civil authorities. Depending upon the severity of the offense (and consistent with local, state and federal law), the College will impose one or more of the following disciplinary sanctions as may be appropriate: reprimand, warning, suspension with or without pay, or discharge from employment. The College may also require the completion of an appropriate rehabilitation program.

Employees may also be subject to applicable legal sanctions under local, State, or Federal law for the unlawful possession or distribution of illicit drugs and alcohol, as described on the [Campus Safety](#) section of Hood's website.

#### Substance Abuse Prevention Program and Notification to Employers

Hood College has established an on-going substance abuse prevention program using a variety of education and prevention strategies. One of the goals of this program is to heighten the awareness of faculty and staff about:

- The dangers of substance abuse in the workplace
- The College's policy of maintaining a drug-free campus
- The health risks associated with drug and alcohol abuse
- The availability of substance abuse counseling, rehabilitation and of employee assistance programs
- The penalties that may be imposed upon employees for substance abuse violations

In addition, the College will issue annual written regarding this policy. Information related to these services, which include addiction counseling, is made available to all employees by the Department of Human Resources (See Employee Handbook Policy [718 Employee Assistance Program \(EAP\)](#),

Department of Campus Safety and Security, and/or the Health and Wellness Center as part of the substance abuse awareness program.

### Getting Help

The College provides resources and referral services for all employees confronted with a problem of drug and/or alcohol abuse. Information related to these services, which include addiction counseling, is made available to all employees by the Department of Human Resources (See Employee Handbook Policy [718 Employee Assistance Program \(EAP\)](#), [Department of Campus Safety](#), and/or the [Health and Counseling Services](#) as part of the substance abuse awareness program.

### Records

The Health and Wellness Center (medical services) will be the office of records for the following:

- Policy Statement and related informational materials
- Statistics pertaining to referrals and other services provided under this policy

### Review Process

The College will conduct a biennial review of its program to:

- Determine the effectiveness and implement changes if they are needed
- Ensure that the sanctions outlined are consistently enforced

### Information on Drugs and their effects

Every drug, including alcohol, is a potential poison which may cause disability and death if it is taken incorrectly into the body, consumed in wrong amounts or mixed indiscriminately with other drugs. Drugs cause physical and emotional dependence. Drugs and their harmful side effects can remain in the body long after use has stopped. The extent to which a drug is retained in the body depends on the drug's chemical composition (whether or not it is fat-soluble). Fat-soluble drugs such as marijuana, phencyclidine (PCP), and lysergic acid diethylamide (LSD) seek out and settle in the fatty tissues. As a result, they build up in the fatty parts of the body such as the brain and reproductive system. Such accumulations of drugs and their slow release over time may cause delayed effects weeks, months and even years after drug use has stopped. There are many health risks associated with the use of illicit drugs, abuse of prescription drugs, and the abuse of alcohol including organic damage; impairment of brain activity, digestion, and blood circulation; impairment of physiological processes and mental functioning; and, physical and psychological dependence. Such use during pregnancy may cause spontaneous abortion, various birth defects or fetal alcohol syndrome. Additionally, the illicit use of drugs increases the risk of contracting hepatitis, AIDS and other infections. If used excessively, the use of alcohol or drugs singly or in certain combinations may cause death.

Hood College maintains a list of various illegal drugs and their specific effects on individuals. This information can be found at [Campus Safety/Drug and Alcohol Abuse Prevention and Response](#).

*Drug and Alcohol Counseling, Treatment and Rehabilitation Programs*

Hood College maintains a list of various resources that employees can choose to use for assistance with drug or alcohol related problems. This information can be found on the [Health and Counseling Services](#) webpage.

The employee may use appropriate paid and/or unpaid leave to take advantage of treatment programs as found in the Employee Handbook Policy: [710 Medical \(Sick\) Leave](#), [711 Family and Medical Leave](#), [703 Vacation Leave](#) and/or [702 Personal Days](#). A request for an unpaid medical leave of absence also may be available as found in [708 Leave Without Pay](#).

*Office of Campus Safety and Security*

See the [Campus Safety website](#) for complete information on services provided.

*Health and Wellness Center*

Information on the services provided by the Health and Counseling Center can be found at the [Health and Counseling Services website](#).

## **317 - MANDATORY REPORTING PROCESS FOR CLERY ACT, TITLE IX, AND COMAR REGULATIONS LAW, TITLE 5-CHILDREN, SUBTITLE 7-CHILD ABUSE AND NEGLECT, SECTION 5-704 (MD. CODE ANN. FAM. LAW § 5-701)**

### **317.1 Statement:**

There are two federal laws (Clery Act and Title IX of the Education Amendments Act of 1972) and the Code of Maryland (COMAR) Law, Title 5-Children, Subtitle 7-Child Abuse and Neglect, Section 5-704 (Md. Code Ann. Fam. Law § 5-701) that establish affirmative duties to report information to the appropriate College and/or law enforcement officials. Hood College expects all employees to comply with mandatory reporting requirements as outlined in the procedures below. The Coordinator for Title IX, Investigations, and Campus Accessibility is available to consult with departments, managers and individuals to ensure compliance with all applicable laws and regulations for mandatory reporting.

### **317.2 Philosophy:**

Hood College is committed to providing a safe, discrimination-free and harassment-free living, learning, and working environment while complying with the various federal, state and local laws and regulations. Employees will be provided information on what types of crimes and or incidents must be reported to protect students, faculty, staff, visitors, and other members of the campus community from criminal and discriminatory or harassing behavior.

### **317.3 Procedures:**

#### *Definitions of affirmative duties to report by Law:*

**Clery Act** creates a duty for colleges and universities who receive federal aid to disclose information about crime on and around campus and to publish the data in an annual security report to the college community and to the U.S. Department of Education.

**Title IX of the Educational Amendments Act of 1972 (Title IX) Title 20 U.S.C. Sections 1681-1688** create a duty for the reporting of complaints of sexual discrimination, harassment, and sexual assault to responsible college officials by designated employees. The statistics are maintained by the Title IX coordinator. Conduct that reasonably may constitute sex discrimination under Title IX includes:

- Sex discrimination on the basis of sex stereotypes, sex characteristics, sexual orientation, gender identity, and/or pregnancy or related conditions.
- Sexual Harassment: quid pro quo and/or hostile work environment.
- Sexual Violence: sexual assault, dating violence, domestic violence, or stalking.

**Code of Maryland, Family Law, Title 5-Children, Subtitle 7-Child Abuse and Neglect, Section 5-704 (Md. Code Ann. Fam. Law § 5-701)** creates a duty for the reporting of child

abuse, child sexual abuse, and/or child neglect through an oral and written report to the local department of social services or, in abuse cases, to the local law enforcement department and the local State's Attorney, not later than 48 hours after the contact, examination, treatment or other circumstances that lead you to believe that the child has been subjected to abuse or neglect.

Definitions of Mandatory Reporters, Confidential Resources and Non-reporters by Law

**Clery Act:** A Campus Security Authority (CSA) is defined in the law as having significant responsibility for student and campus activities.

Reporters (aka CSAs):

- Vice Presidents, Deans, Associate Deans, and the Provost.
- Employees in supervisory or management roles
- Residence Life employees
- Faculty members responsible for supervising any activities or programs, whether on or off campus, that include direct contact with students outside of the classroom (such as academic advisors, sponsors of student groups, etc.)
- Campus safety officers and communications staff

Confidential Resources:

- Dean of the Chapel, Doctors, Wellness Center staff, or Counselors in the Counseling Center, who only provide care to individual students should report incident data without victim-identifying information.

Non-Reporters

- Administrative staff not responsible for students (e.g., payroll, accounts payable, administrative assistants, facilities)
- Individual faculty who do NOT serve as advisors to registered student organizations

**Title IX:** Any conduct that reasonably may constitute sex discrimination under Title IX must be reported to the Title IX Coordinator.

- Sex discrimination on the basis of sex stereotypes, sex characteristics, sexual orientation, gender identity, and/or pregnancy or related conditions.
- Sexual Harassment: quid pro quo and/or hostile work environment.
- Sexual Violence: sexual assault, dating violence, domestic violence, or stalking.

Mandatory Reporters

- A mandatory reporter is any employee who is not a confidential employee and who either has authority to institute corrective measures on behalf of the recipient or has responsibility for administrative leadership, teaching, or advising in the recipient's education program or activity.

- If you receive a paycheck from Hood College and are not listed below as a confidential resource, then you are a mandated reporter.

Confidential Employees

- A Confidential Employee is an employee (1) whose communications are Privileged Under Federal or Maryland Law; (2) designated to provide services related to sex discrimination; or (3) conducting an institutional review board-approved research study. Hood College identifies the following employees as confidential when serving in the capacity of their title: Dean of the Chapel, Counselors in the Counseling Center, Counselors in the NeighborHood Counseling Training Center, and Health Services.

**Code of Maryland, Family Law, Title 5-Children, Subtitle 7-Child Abuse and Neglect, Section 5-704 (Md. Code Ann. Fam. Law § 5-701):** A mandatory reporter is required to do both external and internal reporting to appropriate social agencies and law enforcement, as well as to the Director of Campus Safety or other appropriate Responsible College officials, as delineated below under “Internal Reporting Requirements.”

Reporters

- “Educator or human service worker” means any professional employee of any correctional, public, parochial or private educational, health, juvenile service, social or social service agency, institution, or licensed facility.
- "Educator or human service worker" includes: any teacher; any counselor; or any social worker.

Internal Reporting Requirements by Law:

1. Reportable crimes (See [The Jeanne Clery Act](#) for definitions). Information about criminal offenses, hate crimes, VAWA offenses and arrests and referrals for disciplinary action must be reported in an expedient manner to the Director of Campus Safety following the appropriate protocol for confidentiality. In the event that the victim may be subject to further harm (either by the alleged offender or the victim’s intent for self-injury) the veil of confidentiality is lifted and Hood College is required to respond to promote victim safety.
2. Sexual Assault or other Sexual Misconduct (See [Title IX Policy](#) for definitions). Information should be reported to the Title IX Coordinator or Director of Campus Safety in accordance with the Title IX policy and following the appropriate protocol for confidentiality. Please preserve any evidence that has been brought to your attention and give it to the Title IX Coordinator or Director of Campus Safety.
3. Child Abuse, Child Sexual Abuse or Child Neglect ([See COMAR Fam. Law § 5-701](#) for definitions). Information must be reported in an expedient manner to the Director of

Campus Safety. Also, an employee must notify the appropriate external authorities within 48 hours. Information regarding external reporting requirements follows below. Please preserve any evidence that has been brought to your attention and provide it to the Director of Campus Safety for appropriate chain of custody requirements.

External Reporting Requirements by Law:

1. Reportable crimes. The College is required to disseminate a public annual security report (ASR) to employees and students annually. This ASR must include statistics of campus crime for the preceding 3 calendar years, plus details about efforts taken to improve campus safety.
1. Sexual Assault, Sexual Misconduct or Sexual Violence. The victim will be encouraged to report the alleged incident(s) or events to appropriate legal authorities and to use counseling services. The information will be included in both the Clery Annual Security Report and/the statistics for Title IX trends report.
2. Child abuse, Child Sexual Abuse, or Child Neglect. Information must be reported within 48 hours both orally and in writing to Frederick Police Department (301) 600-2100 or Frederick County Sheriff's Office (301) 600-1046 and Child Protective Services (DDS) at (301) 600-2464 or Frederick County Department of Social Services (301) 600-4555. This data will be reported in the Clery Annual Security Report and the Title IX trends report.

Reporting Guidelines:

You may initially be able to withhold personally identifiable information (the name of the victim, the name of the accused individual, and other identifying details about witnesses, location, etc.) in cases where the alleged victim is hesitant to have a formal report made. However, Responsible College Officials may need additional information from you and it is your job to cooperate fully with these campus officials to provide the requested information. These Responsible College Officials will share information on a "need to know" basis and will be required to take steps to stop the behavior, assist the victim, inform the accused, and prevent future recurrence of the identified issues.

Speaking with a Victim or Witnesses when you are a Mandatory Reporter:

In speaking with a victim or a witness, you should not promise confidentiality. Faculty and staff do not have a special privilege or ability to maintain the confidentiality of the reports shared with them unless provided by law. If someone would like to discuss an incident of sexual misconduct, discrimination or harassment with you, you should provide the following information to that individual:

*"I appreciate your desire for confidentiality and I want you to know that I will help in any way I can. However, you need to be aware that if you would like to file a formal complaint with Hood College, I will help you connect with the responsible college official who can begin investigating this matter and take appropriate steps to intervene as necessary. It is*



*important that you understand that I cannot promise to keep what you share confidential, although the College will make every effort to maintain appropriate privacy of the information by only sharing the report on a “need to know” basis. The College will continuously work for the protection of your rights. If you are still comfortable speaking with me, I am here to listen and to help you plan your next steps by sharing internal and external resources that you may want to use. If you are not comfortable continuing to share this information, let me connect you with a confidential resource. You may speak to any of the following individuals who are confidential resources: Dean of the Chapel at ext. 3436, or Director of the Counseling Center at ext. 3431. Please know that the College and I take your concern very seriously and we want to be of assistance to you.”*

**Prohibition of Retaliation:**

Hood College is committed to protecting individuals from unlawful retaliation for good-faith actions in reporting or participating in an investigation pertaining to alleged violations of laws and regulations.

## 400 – PROFESSIONAL CONDUCT

### 400.1 Statement:

Hood College is an institution of higher education that is committed to creating and maintaining a work environment built on the principles of professional behavior, scholarship, competence, and integrity. As a diverse and inclusive community, all employees are expected to embody the characteristics of responsibility, honesty, respect, acceptance, collaboration, trust, and fairness in the workplace. The College expects all employees to maintain high standards of civility and collegiality while performing their duties and responsibilities in ethical manner whether on or off campus.

Behavior contrary to the College's policies may undermine the College's vision and values for "celebrating diversity and inclusiveness" in our workplace, destroy teamwork, damage working relationships, hamper communication, and offend reasonable individuals whether they are students, parents, alumni, friends of the College, faculty, staff or board members. Unprofessional conduct makes it difficult for people to effectively work together, robs individuals of motivation to achieve, shows a lack of respect for this institution and its people, may cause people to leave or not contribute, and, in some cases, may expose the College to legal action.

### 400.2 Philosophy:

The intent of this policy is to provide guidance on minimum standards of professional conduct in order to build collaborative relationships between individuals and departments. An integral philosophy of Hood College is its commitment to building an environment where everyone can thrive. This is best achieved by encouraging a positive and productive work environment built on appropriate work habits and behaviors. Everyone is accountable for exhibiting professional conduct in all interactions.

### 400.3 Procedures:

#### Definitions:

**Professional Conduct** is behavior that creates, promotes, and maintains a learning and work environment that is open to and welcomes all persons. Examples include but are not limited to:

- Treating all individuals with courtesy, dignity, and respect
- Welcoming all constituencies to the campus community
- Responding to all constituents with a service orientation
- Demonstrating collaboration and teamwork on all work-related projects, initiatives, and responsibilities
- Taking a problem-solving approach during conflict
- Recommending new policies and procedures
- Sharing work related concerns with appropriate individuals
- Responding to situations considering legal, moral, and ethical and sound business principles
- Maintaining appropriate confidentiality
- Demonstrating appropriate care and concern for all constituents
- Avoiding conflicts of interest

- Supporting College initiatives
- Demonstrating a commitment to providing quality advice, assistance, and work products
- Avoiding the appearance of and actual impropriety
- Presenting a professional image to all constituencies
- Committing to this code of Professional Conduct

**Unprofessional Conduct** is behavior that may be offensive, disruptive, disrespectful or otherwise unproductive. Examples include but are not limited to:

- Teasing
- Calling names
- Practical jokes
- Telling inappropriate jokes
- Putting people down
- Making fun of others
- Negative, derogatory, or disparaging remarks about the institution
- Offensive slang
- Cussing or profanity
- Defacing or vandalizing College property

**Prohibited Conduct** is behavior that is not permissible as outlined in organizational policies and that is contrary to the College’s vision and values for “celebrating diversity and inclusiveness.” Examples include but are not limited to:

- Unprofessional conduct
- Making assumptions based on ethnicity or national origin
- Perpetuating stereotypes
- Spreading rumors about the College or individuals
- Gossiping
- “Treating an individual differently from another individual with respect to terms and condition of employment.” (Policy 55)
- “Demean[ing], intimidate[ing] or abus[ing] another individual to create a hostile or offensive environment on the basis of another’s sex, race, color, sexual orientation, religion, age, disability, national origin, or any classification currently protected under federal, state or local anti-discrimination statutes.” (Policy 55)
- Unauthorized sharing or releasing of College Confidential Information ([Policy 402](#))

**Illegal Behavior** is conduct that violates laws, regulations, or statutes. Examples include but are not limited to:

- Illegal discrimination in employment related decision
- Harassment and sexual harassment
- Slander and libel
- Theft
- Fraud
- Threats
- Assault and/or battery
- Child pornography
- Stalking

*Professional Behavior and Attitude Required:*

Faculty and staff are expected to exhibit a wholly professional approach in their work as they serve their various constituencies. Their behavior and attitude must be professional at all times. They will demonstrate strong commitment coupled with the college's values in daily efforts aimed at achieving the mission and focusing on the priorities of the college without seeking personal gain. One of the most important responsibilities that faculty and staff have at Hood College is to demonstrate professional behavior in executing their job functions according to departmental or College procedures.

*Professional Appearance Required:*

Because the College serves a variety of important constituents on a daily basis (e.g., distinguished visitors, students, etc.), each employee is expected to appropriately tailor their dress and appearance to their position, especially their job functions and the established performance standards established for the position. The College expects, in accordance with applicable law, all employees are expected to maintain an acceptable level of grooming and hygiene. An employee should consult with their manager with any questions regarding what constitutes appropriate dress or appearance for a particular position.

*Professional Communications Required:*

Hood College employees are expected at all times to speak and/or write in a professional, respectful, and courteous manner. Employees are also expected to be honest and non-misleading in their work-related communications. If an employee receives an inappropriate communication from a colleague, current or prospective student or student's parents, vendor, alumni/alumnae, or other person, the employee should contact their manager immediately for assistance.

*Questions About Behavioral Issues:*

In the event that you have questions about another person's behavior, please use the following guidelines to assist you in addressing the situation:

**Student Issues**

Students are bound by the honor code and the [Student Handbook](#). For assistance in addressing student behavior, please refer to the honor code and the Student Handbook or contact the Dean of Student office.

**Staff and Faculty Issues**

Questions regarding appropriateness of staff and faculty behavior can be addressed to the ombudsperson, appropriate senior officer and/or the Department of Human Resources. You may also refer to the [Faculty Code and/or Handbook](#), as well as this Employee Handbook.

**Visitor Issues**

Inappropriate or illegal behavior exhibited by visitors should be addressed immediately. Please share the particulars with your manager, the appropriate senior officer, human resources representative, and/or campus safety official.



## 401 – ATTENDANCE AND PUNCTUALITY

### 401.1 Statement:

Hood College is a student-centered organization that serves many constituencies. Each office plays an important role in direct constituency service. Therefore, the College requires employees to be punctual and to maintain satisfactory attendance. An employee will provide advance notification to their manager for anticipated tardiness or absenteeism and may be required to obtain approval from the individual's manager (in accordance with departmental procedures). Frequent or unscheduled absences, repeated lateness, and/or repeated early departures may result in disciplinary action and/or termination of employment.

### 401.2 Philosophy:

The intent of this policy is to establish guidelines for employees to report absences and tardiness. Hood College provides various types of paid and unpaid leave to employees and encourages employees to utilize such leave, in accordance with the College's [leave policy](#). At the same time, however, Hood College is committed to reaching its objectives and operational needs.

To successfully accomplish its business objectives and operational needs, the College depends on employees reporting to work on time and with regularity. As a result, an employee is expected to inform their manager of any absence during their scheduled shift, preferably prior to the beginning of the shift.

For information regarding leave policy, refer to [Section 700 - Benefits](#).

### 401.3 Procedures:

The College acknowledges that there are times when an employee needs to be absent from, is delayed getting to, or needs an early dismissal from the workplace. An employee should notify their manager of an expected absence, delay or early dismissal, in accordance with the guidelines listed below. The College determines whether an absence is considered to be "excused" as such. In addition, departments may establish specific procedures concerning absences and/or tardiness to meet operational needs. Chronic, habitual, or excessive absenteeism or lateness, as judged by the manager and/or College in its discretion, may result in disciplinary action, up to and including termination.

#### Scheduled Absences:

An employee will notify their manager in advance to request approval for an expected absence. Notice should be provided 30 days in advance if the need for leave is known at that time. Scheduled absences include vacation, personal days, scheduled health maintenance or medical procedures, or other anticipated absences and may be taken in full-day or partial-day increments. An employee should also follow appropriate departmental notification procedures, if applicable.

#### Unscheduled Absences:

When advance notice is not possible (e.g., due to sudden illness or an emergency), an employee will call their manager as soon as possible on the first day of absence. The employee will provide

a reason for the absence and an expected return date. An employee should also follow appropriate departmental notification procedures, if applicable.

If an employee is physically unable to contact the manager (e.g., due to illness or unforeseen circumstances), the individual should have someone else contact the manager/department and provide the information outlined above.

*Subsequent Notification:*

An employee who is absent (without prior approval) for more than one day will contact the manager on a daily basis to report the status of the absence, unless notice of an extended absence has been provided. The manager may waive this requirement or designate another contact person for absence reporting. Note: This is at the discretion of the manager.

*Absence without Notification:*

An employee will notify the manager of an expected absence prior to the beginning of the scheduled shift. An employee who does not notify the manager of an unscheduled absence may be disciplined. If an employee misses three or more consecutive workdays and does not provide prior nor subsequent notification to the manager, this may constitute job abandonment. The department may terminate the employee at the close of business on the third day. Job abandonment is a voluntary termination.

*Lateness Notification:*

An employee will notify the manager of an expected delay and an expected arrival time prior to the beginning of their shift. If an employee is unable to give advance notice, contact should be made with the manager as quickly as possible. An employee is also expected to follow departmental call-in procedures.

*Recording Absences:*

All absences (scheduled and unscheduled) will be recorded via the employee portal. Failure to record absences may be a violation of this policy and may be subject to [progressive discipline procedures](#).

Upon obtaining approval for an absence from their manager, an employee may use [vacation leave](#), [medical leave](#), or other appropriate and applicable paid leave – provided they have such leave available. If an employee's request for unscheduled paid leave is not approved or if an employee has no paid leave available to cover an absence, [leave without pay](#) will be used to account for the absence.

Leave without pay is not to be used excessively. Excessive leave without pay may be a violation of this policy and may be subject to progressive disciplinary procedures.

*Recording Tardiness:*

Tardiness will be addressed on a departmental level. It is expected, however, that employees will either “make up” missed time, use available paid leave to cover prolonged or excessive tardiness, or utilize leave without pay for prolonged or excessive tardiness. Leave without pay is not to be used excessively. This may be a violation of this policy and be subject to [progressive disciplinary procedures](#).

*Chronic, Habitual or Excessive Absences/Delayed Arrivals/Early Departures:*

The College provides generous paid time-off benefits to be used by employees in accordance with appropriate leave policies.\* However, frequent short-term absences, late arrivals, and/or early departures may be a violation of this policy and may be subject to progressive disciplinary procedures, including termination of employment.

\* For information regarding leave policy, refer to [Section 700: Benefits](#).



## 402 – CONFIDENTIALITY

### 402.1 Statement:

Hood College and its employees are committed to maintaining the highest level of confidentiality. Employees of the College (unless duly authorized) will not, for any reason, access confidential information, disclose confidential information, or use confidential information for personal or anyone else's gain or benefit. Furthermore, the College and its employees will comply with all legal requirements concerning confidentiality.

### 402.2 Philosophy:

In support of the College's commitment to excellence, College employees may not access nor disclose confidential information unless their positions within the College authorize them to do so. Any employee who knowingly accesses confidential information for personal gain or willingly transmits confidential information obtained in the course of College-sponsored activities is in breach of duty of trust and confidentiality to the College.

### 402.3 Procedures:

#### Restrictions and Violations:

A conflict occurs between an employee's obligations to the College and the individual's personal interests when there is a misuse of privileged information for personal or private gain or for any other unauthorized purpose. Confidential information includes, but is not limited to, any information concerning student records, employee personnel files (e.g., employment history, salary, insurance data, etc.), and/or College-related business, finances, or operations.

If an employee is not authorized to access and/or disclose information, the individual should seek guidance from a manager before responding to a request for confidential information. Employees who violate this policy are subject to disciplinary action. The College may elect to follow the steps of the [Progressive Discipline Policy](#). Unauthorized accessing or disclosure of legally protected information may also result in civil liability or criminal prosecution.

#### Media Contacts:

Employees may not release information regarding College business to representatives of the press (radio, television, or print media) without authorization from the vice president of marketing and communications, the president, or the appropriate vice president. Incoming inquiries from the media will be referred to the [Office of Marketing and Communications](#). Employees may not represent themselves as spokespersons for the College unless authorized to do so.

#### Subpoenas:

Subpoenas and any other request or demand for the release of information for a legal proceeding involving an employee will be referred to the Office of Human Resources.

## 403 – CONFLICT OF INTEREST

### 403.1 Statement:

Hood College and its employees are committed to conducting themselves and College activities in accordance with the highest standards of integrity and ethics. In doing so, employees have a duty and a responsibility to conduct business matters solely for the benefit of the College.

### 403.2 Philosophy:

A conflict of interest occurs when an employee compromises professional judgment in carrying out the mission of the College because of an external relationship that directly or indirectly affects the financial or business interest of the employee, an immediate family member, or an associated entity. Employees may not engage in activities in which a conflict of interest occurs.

Employees shall exercise the utmost good faith in all transactions and shall be held to a strict rule of honest and fair dealings between themselves and the College. Employees shall not use their positions, or knowledge gained therefrom, in such a way that a conflict of interest might arise between the interest of the College and that of the employee. It is the purpose of this policy to set forth principles for identifying the potential for conflicts and the procedures for reviewing and addressing potential conflicts that may arise.

### 403.3 Procedures:

If an employee or the College determines that a conflict of interest exists, the employee must be disqualified from the decision-making process immediately. More clearly stated, the employee must refrain from participating in any decision-making proceeding related to the conflict of interest and must not use the individual's position, or knowledge gained therefrom, to influence any other person with respect to the matter. If an employee violates this procedure, the College may elect to follow the steps of the [Progressive Discipline Policy](#).

The following list includes, but is not limited to, ways in which a conflict of interest might arise:

#### Business Interests:

A conflict of interest occurs when an employee or immediate family member holding an executive position in a business engages in commercial activity with the College or has a financial interest in activity with the College.

#### Professional Referrals:

A conflict of interest occurs when an employee, acting on the behalf of the College, makes professional referrals to a business in which the employee, an immediate family member, or an associated entity knowingly has a financial or business interest.

#### Inappropriate Use of College Name or Resources:

A conflict may arise if an employee seeks to use the College's name or resources, such as its facilities or equipment, to advance the individual's own personal interests. The College's name,

facilities, and equipment are to be used for the furtherance of College goals and not for the benefit of, or to imply the College's support of, a non-College activity.

Purchase/Lease of Goods and Services:

Acquisitions (i.e., contracts, leases, and/or purchases) by the College from any entity in which a College employee has a significant business interest are prohibited. More specifically, no employee in direct contact with suppliers or potential suppliers to the College, or who has direct or indirect influence over purchasing decisions or contracts, or otherwise has official involvement in the purchasing or contracting process may:

- (a) have any financial, business, or personal interest directly with contracts, purchases, or leases of goods or services used by the College; or
- (b) accept, directly or indirectly, a gift, contribution, gratuity, or special favor from a person or business to which a contract, purchase, or lease of goods or services has been or may be awarded.

Definitions:

The following definitions further explain several key phrases contained within this policy. For clarification on any items not listed below, please contact the Office of Human Resources.

- Associated Entity – Any trust, organization, or enterprise over which the employee, alone or in conjunction with an immediate family member, exercises a controlling interest.
- Business – Any corporation, partnership, sole proprietorship, firm, franchise, association, organization, holding company, Joint Stock Company, receivership, business or real estate trust, or any other non-governmental entity organized for profit, non-profit, or charitable purpose.
- Business Interest – Holding any executive position or membership on a board, regardless of compensation.
- Contribution – A donation of assets to the College. Assets may be in the form of cash, securities, tangible personal property, partnership interests, or pledges for acceptable assets that are assigned to the College.
- Executive Position – Any position that includes the responsibilities for a significant segment of the operation or management of a business.
- Financial Interest – Anything of monetary value as defined below:
  - (a) an interest in a business consisting of any stock, stock option, or similar ownership interest in such business, but excluding any interest arising solely by reason of investment in such business by a mutual pension, or other institutional investment fund over which the employee does not exercise control; or
  - (b) receipt of, or the right or expectation to receive any income from such business in one or more of the following forms: a consulting fee, honoraria, salary, allowance, forbearance,

forgiveness, interest in real or personal property, dividend, royalty derived from the licensing of technology or other processes or products, rent, capital gain, or any other form of compensation.

- Immediate Family – Unless otherwise noted, immediate family refers to spouse, parents, brothers, sisters, children, in-laws, grandparents, uncles and aunts.

## 404 – DISCIPLINARY ACTIONS AND DISMISSALS

### 404.1 Statement:

The purpose of discipline, in most cases, is to help employees improve poor or declining job performance, time and attendance problems, or conduct problems. Hood College normally follows a system of progressive discipline to correct such problems. In the event that an employee fails to correct a deficiency despite the progressive discipline process, he or she may be separated from their position.

Certain violations and infractions, such as insubordination or critical violations of College or department procedures (e.g., theft, physical assault, breach of confidentiality, failure to comply with safety rules, etc.), may be ruled sufficiently serious to suspend the normal progressive discipline process. Under these circumstances, any step in the disciplinary process may be used, including immediate dismissal.

### 404.2 Philosophy:

Hood College strives for the highest standards of excellence. In doing so, the College sets expectations for employees on job performance, time and attendance, and professional conduct. Employees and managers work together to establish appropriate performance goals. Employees are responsible for meeting those expectations. Failure to do so will result in disciplinary action, up to and including dismissal.

### 404.3 Procedures:

If an employee fails to follow College or departmental standards, the College will take appropriate steps to correct the situation and prevent further occurrences. Appropriate discipline may vary depending on related factors, including but not limited to, the seriousness of the offense, the circumstances under which it occurred, prior problems, duties of the employee, and/or overall work record at the College. Potential disciplinary actions may include but are not limited to (a) counseling, (b) written warning, (c) suspension, and/or (d) dismissal.

The use of progressive discipline is left to the College's discretion based on relevant factors. In some cases, the College may decide that a demotion is appropriate. The College may omit or revise any or all of the following steps, as it deems appropriate. By establishing these procedures for disciplinary actions and dismissals, the College does not waive or limit its rights to discharge an employee with or without notice or cause. However, a manager should obtain the approval of the Director of Human Resources prior to dismissal of an employee.

#### Reasons for Discipline or Performance Improvement:

- Poor time and attendance records.
- Poor work performance and/or work habits.
- Inappropriate conduct (such as a violation of an established College or departmental policy, rule, or regulation), insubordination, or professional misconduct.

*Problem Identification and Resolution:*

Early and open communication between managers and employees helps to identify and resolve misunderstandings. Both parties are encouraged to avert potential problems by initiating open discussions. The goal of problem identification and resolution is to help maintain stable and cooperative relationships in the workplace.

Such communication may take place before initiating disciplinary action. Often, such discussions are sufficient to correct workplace problems. If the problem is not satisfactorily resolved by such communication or there is disagreement as to the nature or extent of the problem, it is recommended that the parties consult with Director of Human Resources or their division vice President for resolution.

*Principles for Governing Discipline Problems:*

Normally, disciplinary actions will be taken when there is just cause. For repeated incidents of substandard performance or misconduct, disciplinary action may be progressive and may be initiated reasonably soon after the substandard performance or misconduct occurs. Each step in the disciplinary process should be used to seek resolution of the problem. Progression to each step is to be taken seriously.

The amount of time between each step and the number of times a particular step is repeated will depend upon the circumstances of each case. Such circumstances may include the seriousness of the offense or substandard performance, any mitigating circumstances, and/or the length of time since the last incident. Termination may be considered after all other avenues have been thoroughly explored or if the violation is ruled sufficiently serious, thereby suspending the normal progressive discipline process.

*Counseling:*

Normally, when the manager first identifies a discipline problem, the manager should privately counsel the employee, review the history of the problem, and outline the steps necessary to correct the problem. The manager should also inform the employee that any further problems might result in more severe discipline.

At the completion of the counseling session, the manager should summarize the counseling session in writing. The summary should be signed by the manager and the employee to verify that the information is accurate. A copy of the summary goes to the employee and another copy is kept in the employee's personnel file. The employee should be encouraged to respond in writing to the written statements of the manager. This, too, should be placed in the employee's personnel file.

If continued problems persist in this area, managers should proceed to the next level of progressive discipline. If a new "Reason for Discipline" arises, the manager should counsel the employee in the new area before proceeding to the next level of discipline. Under certain circumstances the problem may be sufficiently serious, thereby warranting a written warning without prior counseling. Managers should use the utmost discretion in such situations.

Written Warnings:

A warning may be issued if an employee fails to follow College and departmental guidelines and/or has been previously counseled on the matter. Under certain circumstances the problem may be sufficiently serious to warrant a written warning without prior counseling. Managers should use the utmost discretion in such situations.

A written warning should include the following items: the reason for the warning and related facts; reference to previous counseling about the problem (if relevant); the necessary steps to correct the problem; and the next disciplinary step to be taken if the problem is not corrected. The written warning should be signed by the manager and the employee to verify that the information is accurate. A copy of the summary goes to the employee and another copy is kept in the employee's personnel file.

If continued problems persist in this area, managers should proceed to the next level of progressive discipline. Under certain circumstances the problem may be sufficiently serious to warrant disciplinary suspension or even separation without prior counseling or written warnings. Managers should use the utmost discretion in such situations.

Disciplinary Suspension:

Disciplinary suspension may occur if a problem persists, despite counseling and/or written warnings. An employee may also receive a disciplinary suspension without prior notice, counseling, or warning if the violation is so serious that more severe disciplinary action is warranted. The manager must consult with the Director of Human Resources before a disciplinary suspension is issued.

Dismissal after Progressive Discipline:

If a problem persists, despite counseling, warnings, and/or disciplinary suspension, the employee may be separated from their position at the College.

Dismissal Without Prior Discipline:

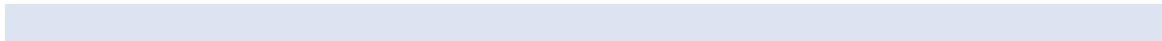
Under certain conditions, an employee may be dismissed without prior discipline and without notice or pay in lieu of notice. An employee's performance or conduct must justify such dismissal. Grounds for immediate termination include, but are not limited to, a level of performance or conduct that is significantly harmful to the College or causes damage to the College, its reputation, its students, and/or its employees.

Examples of conduct justifying immediate dismissal include, *but are not limited to*, the following:

- Evidence of dishonesty, theft, vandalism, or other illegal activity;
- Sleeping, appearing to sleep, or preparing to sleep on the job during work hours, unless authorized to do so (e.g., during times of inclement weather).
- Violating any policy or rule concerning alcohol or illegal or controlled substances, including being under the influence of alcohol or illegal or controlled substances when reporting to work, while on the job, or when carrying out College responsibilities; possessing or selling

illegal or controlled substances while on the job or when carrying out College responsibilities; or violating the Drug Free Workplace Policy or Controlled Substances Policy.

- Gross misconduct (including severe performance problems), disorderly conduct or gross insubordination;
- Falsification of time and attendance records or other College records;
- Unauthorized use, possession, or storage of firearms, dangerous weapons, explosives, lethal materials, or other potentially dangerous items on College premises or at College-sponsored events.





## 405 – CODE OF ETHICS

### 405.1 Statement:

Hood College employees will always conduct themselves honestly and with the highest ethical standards. They are expected to behave in a professional, business-like manner at work, on College premises, and whenever representing the College. Employees are also responsible for behavior outside of work that has a negative impact on the College itself or on the individual's ability to perform their responsibilities at work.

### 405.2 Philosophy:

An integral philosophy of Hood College is its commitment to the highest ethical standards. The mutual respect and confidence that is gained as a result of adherence to these high standards encourages a positive and productive work environment. To maintain the integrity of Hood College and to protect the rights of its employees, its students, and the College itself, employees are expected to conduct themselves honestly, professionally, and ethically.

### 405.3 Procedures:

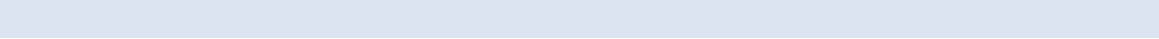
Each employee is responsible for behaving in a professional and ethical manner. Conversely, each individual has an obligation to disclose knowledge of unethical and/or illegal activity. Employees who witness a breach in policy and/or unethical conduct have a responsibility to inform their managers or department chairs. The division VP should be informed when an employee witnesses a breach in policy and/or unethical conduct committed by a manager or department chair. All information, including the identity of the source, will be kept in strictest confidence.

Since it is impossible to list guidelines for every situation, the following list includes, but is not limited to, examples of unethical activities that are prohibited by Hood College:

- a) breach of confidentiality;
- b) falsification of records;
- c) conflict of interest;
- d) slander of the College;
- e) misrepresentation of persons;
- f) inappropriate operating procedures;
- g) defacing or damaging College property;
- h) stealing from the College or an employee;
- i) gambling or bookmaking on College property;
- j) evidence of dishonesty, theft, vandalism, or any other illegal activity.

- k) inappropriate use of College resources, including email and telephone service;
- l) acting in an obscene manner or using obscene, abusive, or threatening language.

If an employee behaves in an unethical manner or conducts business in an unethical manner, the individual will be disciplined in accordance with College policy, which may include immediate dismissal. For information regarding [404 - Disciplinary Actions and Dismissals](#).



## 406 – SOLICITATION AND DISTRIBUTION POLICY

### 406.1 Statement:

An employee shall not use the College name, its offices and grounds, its facilities, or its resources – including mail service, computers and telephones – to solicit employees and/or distribute materials that do not pertain to College business during an employee’s working time. In addition, employees are prohibited from using the College name or any of its facilities or property in support of or in opposition to any political candidate. Likewise, persons who are not employees of the College are not permitted at all times to distribute materials or solicit employees, on College grounds, in offices or facilities.

### 406.2 Philosophy:

To avoid unnecessary interruptions of College services and interference with fundraising efforts of the College or student organizations, solicitation and distribution of written materials by employees of Hood College is prohibited during an employee’s working time or by outsiders at any time.

### 406.3 Procedures:

#### Definition:

Solicitation and/or distribution include, but are not limited to, raffles, sale of merchandise, posting or distribution of written material or notices, solicitation for membership in organizations, and/or requests for support of social, community, or other organizations during work time.

#### Bulletin Boards:

Staff members may post notices on designated physical or on electronic bulletin board(s) and may buy ads in the “[The Blue and Gray](#)” in order to solicit business. Sales and delivery of services may not be conducted on College time.

#### Persons who are not employed by Hood College

Individuals, groups, or businesses that are not members of the College Community may not solicit or conduct business on campus, unless sponsored by a student organization in a profit-sharing manner.

Such entities may buy ads in [The Blue and Gray](#).

Refer all visitors who do not have prescheduled appointments or business with College offices to the [Office of Campus Safety](#).

## 407 – USE OF COLLEGE RESOURCES

### 407.1 Statement:

College resources are intended to be used for educational purposes and to carry out the legitimate business of the College. The College name, logo, facilities, equipment, employees, and any other assets or resources should not be used to promote non-academic, non-business-related activities or personal interests, unless authorized by the appropriate College administrator. Likewise, persons who are not employees of the College are not permitted to use College resources for external activities or personal interests, unless authorized to do so.

### 407.2 Philosophy:

To avoid unnecessary interruptions of College services, solicitation and distribution of written materials by employees of Hood College or outsiders is prohibited, unless authorized by the appropriate College administrator.

### 407.3 Procedures:

This policy applies to all Hood College employees, family members of employees, vendors, representatives, or any other individual or external organization.

#### Restricted Activities:

Solicitation and/or distribution include, but are not limited to, raffles, sale of merchandise, posting or distribution of written material or notices, solicitation for membership in organizations, and/or requests for support of social, community, or other organizations.

#### Approval:

Solicitation and/or distribution, as outlined in “Restricted Activities,” is strictly prohibited unless an employee obtains advance approval from the appropriate College administrator (i.e., the President or a Vice President/Dean) or unless it constitutes a legitimate business contact with a bona fide, authorized sales representative. In such instances, there is no violation of this policy.

## 409 – DIGITAL COMMUNICATION AND COMPUTING

### 409.1 Statement:

Hood College fully supports and wholly encourages innovative and creative academic use of College-owned computing resources consistent with local, state, and federal law, College policy, and a respectful, responsible, productive working environment. Our academic community consists of a wide variety of views and values; therefore, users are expected to consider the appropriateness of all material transmitted, downloaded, or stored on College-owned resources.

Hood College provides College-owned digital communication and information system resources for employees to support its primary roles of education, scholarly research, and service to the College community. Digital technologies are powerful tools for communication and productivity. Freedom of expression, scholarly inquiry, and information sharing are encouraged, supported and protected by Hood College.

The Hood College [Acceptable Use Policy \(AUP\)](#) and this employee policy govern the use of computers and related information technology, owned, operated, and affiliated with Hood College. These policies are intended to maintain an environment that serves the needs and protects the welfare of both individual members and the entire Hood College community. The College will enforce its policies regarding privacy, harassment, safety of individuals, protection of College assets, and to comply with all applicable laws that may apply. Use of Hood College computing facilities constitutes agreement by the user to the AUP and to guidelines outlined below. Hood College reserves the right to change or revise these policies at any time.

### 409.2 Philosophy:

The intent of these policies is to provide guidance in the acceptable use of digital communications and information systems. Hood College provides access to and use of College-owned computing resources to employees as a privilege of affiliation with the College and consistent with all laws and other College policies. All equipment, software, and access connections are private property of the College and should be treated with due care since they are subject to the same requirements of legal and ethical behavior that apply to all other college resources.

The College will make reasonable efforts to maintain the integrity and effective operation of its digital communication and information system resources. The College does not condone censorship; however, the College may inspect electronic mail or computer files if it is deemed necessary to ensure system integrity, security, effective operation(s), or to uphold its policies.

Hood College recognizes that employees may use their email account for reasonable personal communications. Employees, who use email for personal use, will still apply the same standards of behavior that guide professional use. Users should be aware that Hood College cannot guarantee that its electronic communication resources are secure media for transmitting sensitive or confidential information. Hood College cannot assure the privacy of an individual user's computer files, electronic mail or the confidentiality of messages that may be transmitted or received.

### 409.3 Procedures:

#### Secure Access

Secure access to computers and computing resources is a privilege granted by the College to its students, faculty, and staff. The College reserves the right to suspend the privilege of access to and use of these assets for abuse or inappropriate use by any authorized user. The decision to suspend or deny access will be made by the appropriate vice president. Suspension of access rights may be appealed in accordance with the established problem resolution procedures at the College.

Secure access to some computer programs, features, information, and networks may require a written request to the appropriate vice president and chief information officer. Requests for changing access shall be forwarded to information technology with the proper authorization. Information technology will schedule appointments with the individual to discuss the best ways to meet the needs of the individual and the authorizing party.

#### Passwords

Secure access to most on-campus computers and to external networks requires a means to authenticate a user's identity. To provide secure access, the user account is protected by a strong password and assigned multifactor authentication (MFA). Accounts are "on loan" to authorized users, and always remain the property of the College. The user, or account owner, is responsible for all actions originating from their assigned account. Account passwords are not to be loaned out, disclosed, or shared with others.

#### Use of College Computing Resources

Employees are expected to follow Hood College's [Acceptable Use Policy \(AUP\)](#) when using digital communication tools and College computing resources. Appropriate and inappropriate uses of the College's computing resources are outlined in the AUP.

#### Security and Privacy Rights

The College will take reasonable steps to ensure the security and integrity of information kept in or on or transmitted by its computing resources. At the same time, the College also reserves the right to protect the integrity of its computing enterprise. The privacy rights of individuals using College-owned equipment are limited.

In particular, the College may:

- Enforce all policies including but not limited to harassment, the safety of individuals, protection of College assets, and other legal requirements.
- Ensure that digital communication or information system activities are consistent with the user's job responsibilities at the college.
- Monitor and access the system and individual user files as appropriate and to maintain, operate, and provide security to computing resources.
- Monitor the volume of information communicated on campus networks.

- Audit computing equipment for the presence of installed commercial software packages.
- Examine the content of data, text, images, and/or executable computer files, where the college has reason to believe that a violation of computing use regulations has occurred.
- Implement procedures to protect the integrity of the systems and networks (e.g. virus scans).
- Make backup copies of files that are important and relevant to the operation of the college.
- Identify files to locate information related to college business.
- Disclose the contents of digital communications and/or computer files during an investigation triggered by indications of misconduct, to protect health and safety, to prevent interference with the business of the college or to fulfill the college's obligations to third parties (such as law enforcement agencies, legal representatives, and government agencies).
- Restrict, limit or deny access to the college's computing resources and to remove or limit access to material posted on college-owned computers or networks.

#### Digital Communication

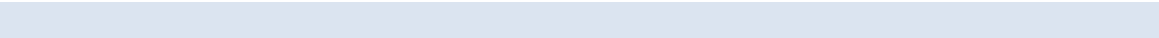
The College cannot guarantee the security of individual offices, nor can it guarantee any piece of equipment against failure. It is therefore the responsibility of the user to ensure that data and other valued information assets are adequately backed up and secured.

Some computer networks are NOT SECURE. Although it is a violation of policy for an unintended recipient to deliberately read another person's digital communications, the College cannot guarantee that an electronic message will not be read or examined by an unintended recipient, either on or off campus. It is therefore recommended that computer networks not be used to transmit information which is confidential, sensitive, or for which privacy rights might be a concern.

Every email message should be constructed as if it were read publicly. Once the send button is pressed, the user cannot take back the email message or make it disappear. The email message may be read inadvertently by others or be forwarded to others without the user's knowledge. Anytime that information is transmitted through electronic media, the possibility exists that the email message may be intercepted without the sender's knowledge.

#### Etiquette for Communicating Digitally

- Use grammatical guidelines for upper- and lower-case text. Text that uses all uppercase letters is considered SHOUTING and can be considered offensive to the reader.
- Identify yourself to the recipient. Signing the message and providing the e-mail address will be helpful to the recipient.
- Address all messages carefully and respectfully. Send the message only to those individuals who need to see the communication.
- Be diplomatic when creating the message. Written criticism appears harsher and can be easily forwarded.

- Be calm in responding to messages that are received. Do not reply hastily or angrily. The intent of the sender may have been misunderstood. Try asking questions to get more clarification before responding to a message that initially causes concern.
  - Be sensitive to the receiver and allow appropriate time for response.
  - Watch out for viruses in attached files.
  - Be aware of normal rules of courtesy when using public computer or library labs. Remember that information transmitted through Hood College's digital communications systems can be construed to represent the institution, even when disclaimers are used. Students, faculty and staff are encouraged to always use appropriate language, behavior and style in all written communications.
- 



## 410 - TELECOMMUTING GUIDELINES

### 410.1 Statement

Telecommuting is a voluntary work alternative (unless specifically stated as a condition of employment) that may be appropriate for some employees and some jobs. It is not an entitlement; it is not a college-wide benefit; and it in no way changes the basic terms and conditions of employment with Hood College. All College employees, including telecommuters, are subject to the College's policies and procedures.

### 410.2 Purpose

Hood College considers telecommuting to be a viable alternative work arrangement in certain circumstances which, when properly implemented and administered, benefits both the College and the telecommuter. The College defines telecommuting as "a work arrangement in which some part of the regularly scheduled work is performed at an off-campus worksite such as the home, on the road, or in an office space near home."

### 410.3 Procedures

An eligible employee is a regular full-time or part-time employee with an established fulltime equivalency (FTE) of 0.50 or greater who has successfully completed their 90-day introductory period.

The initial arrangement is renewable after a six-month pilot; thereafter renewable every 12 months.

An employee must work on campus at least part of the workweek and cannot telework more than the equivalent of two (2) days per week.

The following guidelines will define allowable telecommuting arrangements:

#### Initiation of Telecommuting

Either the employee or a department may initiate the request for telecommuting. In either case, the overall department needs are to be taken into consideration in evaluating the request.

Individuals requesting telecommuting as an alternative work arrangement will be evaluated according to specific criteria. The employee's manager will evaluate the suitability of such an arrangement. The Director of Human Resources and Director of Information Technology may be consulted if necessary. This evaluation may include analysis of:

- a) Employee Suitability - assessment the needs and work habits of the employee, in relation to traits customarily recognized as appropriate for successful telecommuters.
- b) Job Responsibilities – assessment of the job responsibilities to determine if the job is appropriate for a telecommuting arrangement.
- c) Equipment needs, workspace design considerations and scheduling issues.

The final determination of whether a telecommuting arrangement is appropriate will be made by the manager.

#### Telecommuting Agreement

If telecommuting is deemed appropriate, a detailed Telecommuting Request will be submitted by the employee and a six-month trial period will commence. Thereafter, the arrangement may be renewed every 12 months.

The Telecommuting Agreement will specify work details including but not limited to:

- hours per day/week (core hours defined)
- quality of work
- quantity of work
- time tracking mechanism
- minimum communication standard

Hood College will not provide any monetary support to the telecommuter to hire any professional or clerical help to provide the agreed upon services.

The manager will establish the number of days of telecommuting allowed each week (not to exceed two days), the work schedule the employee is customarily expected to maintain, and the manner and frequency of communication with the College. The employee agrees to be accessible by phone or modem within a reasonable time period during the agreed upon work schedule.

Telecommuting is not designed to be a replacement for appropriate dependent care. Although an individual employee's schedule may be modified to accommodate dependent care needs, the focus of the arrangement must remain on job performance and meeting business demands. Prospective telecommuters are encouraged to discuss these expectations of telecommuting with family members and manager prior to entering into a trial period.

Employees entering into a telecommuting agreement may be required to forfeit use of an on-campus personal office or workstation in favor of a shared arrangement to maximize the College's office space utilization.

Hood College will determine the appropriate equipment needs (including hardware, software, modems, phone and data lines, facsimile equipment or software, photocopiers, etc.) for each telecommuting arrangement on a case-by-case basis. The Human Resources and Information Technology departments will serve as resources to determine these needs. The College will maintain equipment supplied by the College by ITS staff (employee will be responsible for transporting computer to the College for maintenance/support). The employee will maintain equipment supplied by the employee, and the College accepts no responsibility for damage or repairs to employee-owned equipment. Equipment supplied by the College is to be used for business purposes only and should not be used by other members of the employee's family or anyone else. The telecommuter must sign a statement attesting to the College-owned property in their possession and pledge to protect the items from damage or theft. Upon termination of employment or the telecommuting agreement all College property must be returned to the College, unless other arrangements have been made.

The employee is responsible for establishing an appropriate work environment within their home for work purposes. The College will not be responsible for costs associated with initial setup of the employee's home office such as remodeling, furniture or lighting, nor will it be responsible for repairs or modifications to the home office space. The telecommuter is responsible for meeting all fire and zoning code requirements for establishing the home-based workspace.

Hood College will supply the employee with appropriate office supplies (pens, paper, etc.) for successful completion of job responsibilities. The College will also reimburse the employee for all other business-related expenses such as phone calls, shipping costs, etc. that are reasonably incurred in accordance with job responsibilities and which have been approved by the manager.

The College will not reimburse the telecommuter for travel expenses to and from the campus for required meetings nor for any home related expenses such as construction, renovations, heating/air conditioning, lighting or electricity.

The employee has the responsibility to determine tax and other legal implications for the business use of the employee's home based on IRS and state and local government restrictions.

An appropriate level of communication between the telecommuter and manager will be defined during the discussion process and will be formalized during the trial period. After the conclusion of the trial period, the manager and telecommuter will communicate at a level consistent with employees working at the office or in a manner and frequency that is appropriate for the job and the individuals involved.

The availability of telecommuting as a flexible work arrangement can be discontinued at any time at the discretion of the College.

Telecommuting does not change the terms and conditions of employment with the college, and telecommuters remain at-will employees at Hood College and subject to all policies of the College.



## 411 – WHISTLEBLOWER POLICY

### 411.1 Statement:

Hood College strives to operate in ways which reflect the highest integrity and safety in all operations; and therefore, expects all its trustees, faculty, staff, volunteers, and students to operate in the utmost ethical, honest, and lawful manner while conducting all activities in accordance College policies and federal, state or local laws and regulations. The College strongly encourages all faculty, staff, volunteers, trustees, applicants for employment, and students to report suspected or wrongful conduct by Hood College trustees, faculty, staff, volunteers, or students through the channels that the College has established for such reporting. No Hood College student, volunteer, trustee, faculty or staff member may interfere with the good faith reporting of suspected or actual wrongful conduct; and, no individual who makes such a good faith report shall be subject to retaliation, including harassment or any adverse employment or academic consequence as a result of making a report. It is specifically prohibited to take retaliatory action against any individual with respect to the implementation of any policy or procedure regarding reporting of criminal activity or statistics, and individuals are encouraged to forward information of any kind as related to crime on campus without fear of retaliation. The College will review all good faith reports and take appropriate action to stop and prevent wrongful conduct including that which is harmful to the College's reputation and that put College assets or people at risk, while providing appropriate protection to the whistleblower.

### 411.2 Philosophy:

Hood College has an obligation to protect people, safeguard all assets, protect funds from theft and misappropriation, and to minimize and/or eliminate when possible the risk of improper access or inappropriate utilization of financial and other resources. To that end, the College has developed prudent policies and practices in accordance with generally accepted safety practices, accounting principles and current laws and regulations, including those related to reporting of crimes. In the event that the policies and practices are not being followed, the College should be notified immediately of the suspected noncompliance or fraudulent activity.

It is the intent of the policy to protect any employee, applicant for employment, trustee, volunteer, or student who engages in good faith disclosure of wrongful conduct to a designated College official or public body. Persons reporting suspicious activity or wrongful conduct will be provided appropriate protection from retaliation as outlined in the procedures below.

### 411.3 Procedures:

#### *Definitions:*

The following definitions further explain several key phrases contained within this policy. For clarification on any items not listed below, please contact the Department of Human Resources.

- Whistleblower – An employee, applicant for employment, trustee, student, or volunteer who discloses evidence of wrongful conduct.
- Wrongful conduct – A serious violation of College policy or procedures; a violation of applicable state and federal laws; the use of College property, resources, or authority for

personal gain or other non-college-related purpose; an abuse of authority, gross mismanagement, or gross waste of College money; conduct resulting in substantial and specific danger to public health or safety; or, unethical activities.

- Protected Disclosure(s) – Reporting actual or suspected wrongful conduct engaged in by a College trustee, employee, student, volunteer, agent or contractor (who is not also the disclosing individual) based on a good faith and reasonable belief that the conduct has both occurred and is wrongful conduct to a public body, a law enforcement officer, or a Whistleblower Administrator, identified below.
- Retaliation – Adverse action, including harassment, intimidation, adverse employment actions such as termination, compensation decreases, or poor work assignments, adverse academic consequences, harassment, intimidation, threats of physical harm, or any other form of retaliation, against a whistleblower because she/he has made a protected disclosure or has participated in an investigation, proceeding or hearing involving a protected disclosure.
- Whistleblower Administrator – College official designated to receive and investigate good faith reports of wrongful conduct, investigate the report and determine an appropriate response including corrective activity.

Reporting Suspected Abuse and Other Wrongdoing:

As soon as an employee suspects illegal or dishonest activity, they should report it immediately to their manager or the appropriate Whistleblower Administrator(s).

- Provost and Vice President for Academic Affairs – shall receive notifications of student and academic issues.
- Vice President for Finance – shall receive notifications of financial misconduct, fraud, or other business administrative issues.
- Director for Facilities Planning and Special Projects – shall receive notifications of contractor(s), Hood College employee(s), or others who fail to comply with current safety requirements as determined by federal, state and local law or if life and/or health safety issues are a concern at any time or in any Hood College facility/activity.
- Director for Campus Safety and Security – shall receive notifications of any safety incident involving students, staff, volunteers, and faculty, and any concerns regarding reporting of crimes on campus.
- Director of Human Resources – shall receive notifications of issues involving employees and applicants for employment.
- Whistleblowers may choose to communicate with any Whistleblower Administrator as appropriate.
- The Whistleblower Administrator(s) may consult with outside authorities if the situation warrants.

Reports of suspected wrongful conduct and reports of retaliation will be investigated promptly and in a manner intended to protect confidentiality. The Whistleblower Administrator who received the report will manage such investigation, and request the assistance of other officers or trustees of the College, or other third parties as he or she deems necessary.

Protection of Whistleblower(s):

There are two types of Whistleblower Protection.

- Protection of the Whistleblower's identity – The College will maintain the confidentiality of the whistleblower as reasonably possible. However, the identity of the whistleblower may need to be disclosed during a thorough investigation to comply with the law and to provide the accused individual(s) their/their rights of defense.
- Protection from Retaliation – The College will not retaliate against an individual bringing forward the information, nor will it allow any member of the College community to retaliate against the whistleblower.
  - The Whistleblower is not granted immunity for any personal wrongful conduct that is alleged and investigated. A Whistleblower who believes that they are being retaliated against must contact the President's Office immediately.

Inaccurate Reports or Baseless Allegations:

Employees and/or students are expected to exercise sound judgment to avoid baseless allegations. An employee who intentionally files a false report of wrongful conduct will be subject to disciplinary action up to and including termination.

Periodic Review of Internal Controls and Operating Procedures:

Hood College's internal controls and operating procedures are intended to detect, prevent and/or deter improper activities. However, even the best systems of control cannot provide absolute safeguards against irregularities. The College uses an outside auditor to assist in a periodic review of these internal controls and operating procedures.

In the event, that an employee, trustee, student, or volunteer determines that these internal controls and operating procedures are inadequate or that someone is engaged in improper activity, the person is encouraged to come forward in good faith to report their concern with the process or the suspected wrongdoing. This is an important part of the College's overall strategy to safeguard people and assets.

## 500 EMPLOYEE DEVELOPMENT

### 501 – ONBOARDING, TRAINING AND DEVELOPMENT

#### 501.1 Statement:

Hood College strives to acquaint new employees with our organization and their responsibilities through an interactive orientation process. The hiring department and manager will develop a plan that fits each unique person and situation utilizing the College's onboarding guidelines. Managers endeavor to work with the employees throughout their careers to identify training needs and support career development activities; however, the College can only support these activities to the extent that resources are available which would include time, budget dollars, staffing issues, etc.

#### 501.2 Philosophy:

As an institution of higher learning, Hood College is committed to the growth and development of people, which begins at orientation and continues throughout their career at the College. Hood College recognizes that people need on-going growth and development opportunities for personal satisfaction and for continuing to develop skills vital to success of the College.

The College supports training and development activities that prepare the employee for current and future jobs at the College. Hood College also supports initiatives that enhance interpersonal, communication, and community-building skill acquisition. The College is a strong supporter of undergraduate and graduate education for employees.

#### 501.3 Procedures:

##### Onboarding:

The onboarding process includes an orientation to organizational, departmental, and job-specific information. For planning information, see [Staff Onboarding: A Guide for Supervisors](#). The onboarding process includes the following:

**Organizational Information:** This orientation may include a virtual or walking Campus Tour, an Organization Overview, a Benefits Briefing, Departmental Visits, Telephone and Email Orientation, Technology Orientation, Purchasing and Bill Processing, and/or the Performance Appraisal System.

**Departmental Information:** Information may include the departmental vision and mission, and review departmental or College policies and procedures.

**Job-Specific Information:** A review of the current job description and essential functions, and beginning the goal setting process for performance appraisal may be part of this process as well as information regarding departmental or College policies and manuals that relate to the employee's job responsibilities.

**Training and Development:** Hood College ascribes to using the performance appraisal system as one means for determining training needs. Other training needs may develop in the normal course of activity due to changes in the laws or regulations, upgrades to computing systems, installation

of new technology, etc. The College also recognizes the importance for on-going professional skill development for people skills, such as communication skills, interpersonal skills, and supervisory skills.

**Tuition Assistance:** The College supports continuing education through a tuition assistance program for active employees in which tuition is waived for Hood College classes. There are many programs that the College offers that are beneficial to building people skills and job-related skills. The College Catalog identifies current programs and the course descriptions. Refer to the current Schedule of Classes for course offerings. Employees may be eligible to take courses during the day. For more information regarding this benefit, see [722 Educational Benefit](#).

**Internal Courses, Workshops and Seminars:** Hood College may offer a course, workshop or seminar through an external training company, an internal department, vendors (such as BHS [Employee Assistance Program](#)), or other entities that is targeted toward our faculty and staff. These may be provided with or without a fee to employees. Human Resources and the Library have a number of audio programs available for employees to borrow. Contact the Library or Human Resources to determine if there are programs of interest for individuals or departments.

**External Workshops and Seminars:** Employees may be eligible to attend a class or training program off-site. The department depending on the job requirements and availability of resources may pay these training and development costs. Staff members will follow the procedures found on the [Accounts Payable webpage](#).





## 502 - PERFORMANCE APPRAISAL PROCESS

### 502.1 Statement:

Hood College supports a consistent, continuous, and communicated performance management process for its employees. The performance management process is designed to encourage on-going constructive dialogue between staff members and their managers to build rapport, to identify College-wide values, to clarify job responsibilities, to discuss performance expectations, to highlight accomplishments, to identify career development opportunities and to make adjustments to performance as necessary. As part of this process, a formal periodic performance evaluation known as the [Meaningful Conversations](#) online process is used to provide formal feedback on current performance levels, to set goals for the next performance period, and to discuss training or developmental needs of the employee.

### 502.2 Philosophy:

Hood College is committed to managers and employees participating in a process of performance appraisal that will benefit the employee, the manager and the College.

The College's [Meaningful Conversations](#) process is a method for the College to ensure that information regarding current employee responsibilities and expectations is documented and mutually discussed for specific job functions and College-wide values. The assessment process is driven by the philosophy that every employee is uniquely responsible for contributing to the vision, value, and success of the College.

### 502.3 Procedures:

#### Eligibility:

Regular part-time and full-time staff employees are appraised, normally at least once a year. There may be more frequent appraisals for new employees or for those who have changed positions during the year.

#### Process:

Employees are active participants in the Meaningful Conversation process. Comprehensive information on completing the self-assessment and other parts of the online process can be found at the [HR website](#).

Employees are encouraged to collect information throughout the year that demonstrates their performance level. The employee may receive many types of written feedback, which will be helpful in determining and substantiating the employee's self-assessment ratings.

Managers are expected to provide information on forms and schedule appointments with employees to plan, discuss and finalize the Meaningful Conversations online process. Periodic meetings between managers and employees throughout the year are highly recommended.

Annual Review Time:

Normally, the annual review time will be a fiscal year time frame that runs from July 1 through June 30. For this cycle, reviews are due in Human Resources in August of the new fiscal year following a timeline that is set and published annually.

Other review cycles may be used if job goals are more compatible with another 12- month period.

Merit Increases:

The College supports a merit-based compensation system that links the completion of performance assessments to compensation decisions. Therefore, it is incumbent on employees and their managers to be prepared to fully participate in this process throughout the year. For more information regarding merit increases, see Section [800 – Payroll Procedures](#).

## 503 – MEMBERSHIPS IN PROFESSIONAL ORGANIZATIONS

### 503.1 Statement:

Hood College supports participation and leadership in a variety of organizations affiliated with higher education or other professional organizations. In its discretion, the College may support membership in professional organizations to the extent appropriate. This policy provides the guidelines regarding the organization's support of staff member participation in career-related, higher education or other types of organizations.

### 503.2 Philosophy:

As an institution of higher learning, it is imperative for Hood College to be active in a variety of venues to further the cause of post-secondary education and to provide opportunities for on-going staff development. The College is a strong supporter of participation in professional organizations to the extent that resources permit.

### 503.3 Procedures:

#### Eligibility:

A full-time regular employee may request the College to sponsor membership in an appropriate organization by submitting a request to their immediate manager. The employee should provide a description of the organization; explain how the membership will benefit the College and the employee; and describe the expected costs and time investments.

The appropriate Senior Officer may make the determination of the appropriate level of participation.

#### Fees and Travel Costs:

Membership fees and travel costs associated with meeting attendance should be processed per the College's policies for bill processing and travel expenses.

**600 – RESERVED FOR FUTURE USE**

## 700 BENEFITS

### 700 - BENEFITS

Hood College is concerned about the well-being of employees and their families. There is a commitment to policies, practices, and programs that support employees as they encounter personal and family issues throughout the lifecycle. The College encourages, at all levels, a working environment sensitive to and supportive of the needs of individuals and their families.

Hood College understands that employees face a number of issues that can impact their daily lives. The College has assembled a generous collection of benefit offerings to assist you in facing many of these challenges. Some benefits are totally funded by the College; some benefits are paid by the employee and the premium costs of other benefits are shared between employees and the College. Whenever possible, the College has provided the pre-tax option for employees to pay for their share of the costs. Information is provided for employees to use to make informed decisions as they create the benefits package that works best for their current situation. Open enrollment is held annually and provides the opportunity for employees to review choices and determine the best options for the next year.

The following pages contain summaries of the benefits that the College offers. This information is provided for the employee's convenience, but is not the official Summary Plan Description. The benefits are described as clearly as possible, with a minimal use of the technical words and phrases appearing in the legal documents. However, the official plan document remains the final authority. In the event of a conflict with a policy or a summary plan description, the official plan document will govern in all cases. Copies of plan documents may be obtained by contacting the Department of Human Resources.

Hood College reserves the right to amend, reduce, suspend, or discontinue any or all of the benefit plans outlined below consistent with applicable law. The benefits described below are not part of any contractual obligation of the Hood College; rather, these benefits are provided as part of a total compensation package to employees.

## 701 - HOLIDAYS

### 701.1 Statement:

Hood College observes several holidays throughout the year by closing offices and suspending operations, with the exception of areas where continuous operations are essential. Holiday pay for any College-recognized holiday is equal to an employee's regular compensation for that day. The College acknowledges that employees, who have sincerely-held religious beliefs, may want to request time off for religious holidays not observed by the College. Hood College supports the rights of these individuals to exercise their religious freedom.

### 701.2 Philosophy:

The College recognizes several holidays throughout the year and grants employees time off on these days to allow them to take a break from work and enjoy the holiday season. An employee also may request time off for religious observances that are not part of the College's holiday calendar.

### 701.3 Procedures:

#### College Observed Holidays:

All regular full-time employees and part-time employees with an established Full-Time Equivalency (FTE) of 0.50 or greater are eligible for holidays. Employees are eligible to take holidays as scheduled by the College, unless they work in an area where continuous operations are essential and are required to work on those days.

Hood College recognizes the following paid holidays:

- Martin Luther King's Birthday
- Memorial Day
- Juneteenth \*
- Independence Day \*
- Labor Day
- Thanksgiving Day
- The day after Thanksgiving Day
- Winter Break
- The College is closed for Winter Break, typically between Christmas Eve and New Year's Day. Employees receive compensation for all regularly scheduled workdays during this period. For details see the holiday calendar on the College website.
- Floating Holiday
  - Each year the College designates one floating holiday. For details see the holiday calendar on the College website.

\*When this holiday falls on a Saturday, the College observes the holiday on the preceding Friday. When this holiday falls on a Sunday, the College will observe the holiday on the following Monday.

Eligible hourly, non-exempt part-time employees will receive holiday pay for the number of hours normally scheduled to work if a holiday falls on a normally scheduled workday.

Employees who work a shift other than days, are eligible for holiday pay and are subject to the same guidelines as employees who work the day shift.

*Holiday Policy for Essential Personnel:*

Some departments on campus must continue to function, even on holidays. As a result, certain employees may be required to work on those days. The College will attempt to provide advance notice to employees who must work on holidays.

If a non-exempt employee is required to work on a holiday and the holiday falls on a normally scheduled workday, the employee will receive holiday pay plus holiday worked pay for this time. However, if an employee is required to work on a holiday and works any hours in excess of their normal schedule, they will receive holiday and holiday worked pay for the regularly scheduled time worked and holiday worked pay for any holiday hours worked in excess of their normal schedule. If the hours worked in excess of the employee's normal schedule fall on a non-holiday day, the employee will receive regular pay for those excess hours.

If a holiday falls on an employee's normally scheduled day off and the employee does not work that day, that employee may take the holiday on another normally scheduled workday within the work week or take holiday pay for that day. If a holiday falls on an employee's normally scheduled day off and the employee does work that day, that employee will receive holiday worked pay for this time.

Any employee working the 3<sup>rd</sup> shift (which begins at 11:00 p.m. one day and extends to 7:00 a.m. the next day), will be paid holiday pay and holiday worked pay for the entire regular shift which begins on the holiday date.

The winter break holiday schedule will be established each year to assure both that essential personnel receives their appropriate holiday compensation and the essential needs of the College are met.

For non-exempt employees, any hours *worked* in excess of 40 hours per week will be treated as overtime. Hours *worked* includes actual hours on the job and does not include holidays, vacation, sick leave, or any other type of leave.

*Holiday Pay Upon Termination:*

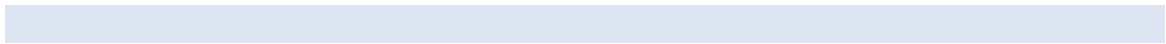
Employees who terminate employment will be paid only for holidays occurring prior to their last day of work. Employees cannot make a holiday their last day of work.

*Non-Scheduled Religious Holidays:*

Employees may request time off for religious observances that are not part of the College holiday calendar. Employees should provide managers with adequate notice regarding the request for time off. Employees also should discuss whether paid or unpaid leave will be designated or arrange for a

suitable schedule to make up the time missed, provided the job/position allows for such arrangements.

Managers will work with employees to allow time off for non-scheduled religious holidays. Leave may be denied depending upon the operational needs of the College or department.





## 702 - PERSONAL DAYS

### 702.1 Statement:

Hood College grants personal days to eligible full-time and part-time employees, as of their hire date. Personal days must be used prior to an employee's anniversary date and cannot be carried forward to the next year.

### 702.1 Philosophy:

The College understands that employees occasionally may need additional time off for personal business and/or extended vacation. As a result, the College provides eligible employees with personal days in proportion to their FTE status.

### 702.3 Procedures:

#### Eligibility:

All regular full-time employees and part-time staff employees with an established FTE status of 0.50 or greater are eligible for personal days off with pay. Regular full-time employees with an FTE of .75 or greater receive two personal days per year, starting with their first year of employment. Part-time employees with an FTE of .5-.74 receive one personal day per year, starting with their first year of employment. Employees must use these personal days prior to their anniversary date or most current FTE change date. For example, if an employee is hired on August 15, 2024, they have until August 14, 2025 to use their personal day(s).

Personal days cannot be carried forward to the next year. Any personal days not used prior to an employee's anniversary date are lost.

Personal days are to be taken in full day increments and are to be scheduled in advance.

#### Notification to Manager:

Employees are required to give managers advance notice before taking a personal day so that adequate job coverage can be arranged during an employee's absence.

If an employee fails to notify the manager in a timely fashion of their intent to use a personal day, the manager may deny the absence as a personal day and the absence may be deemed an unexcused absence for which the employee will not be paid.

## 703 - VACATION LEAVE

### 703.1 Statement:

Hood College recognizes the importance and value of vacation leave and grants such leave to eligible employees to give them a chance to rest and relax. Vacation leave is accrued on a per pay period basis.

### 703.2 Philosophy:

The College understands that employees need a break from work. Vacation leave allows employees an opportunity to get away from their daily job responsibilities to rest and relax and then return to work refreshed.

### 703.3 Procedures:

#### Eligibility:

All regular full-time and part-time staff employees with an established Full-Time Equivalency (FTE) of 0.50 or greater are eligible to accrue and use vacation leave.

#### Accrual:

All full-time staff employees (defined as .75 FTE to 1.0 FTE) accrue vacation leave at a rate equivalent to 20 days per year. Part-time employees (defined as 0.5 FTE to 0.74 FTE) accrue vacation leave at a rate equivalent to 10 days per year. Eligible employees begin to accrue vacation upon hire and it continues to accrue on a per-pay basis. Common FTEs are provided as examples:

Full-time Equivalencies (FTEs)	Weekly Work Hours	Accrual Rate Per Pay Period	Annual Vacation Accrual	Fiscal Year Max. Carry Over
1.0 FTE	37.50	5.7692	150 hrs/20 days	75 hrs/10 days
.80 FTE	30.00	4.6154	120 hrs/20 days	60 hrs/10 days
.50 FTE	18.75	2.8846	75 hrs/10 days	37.5 hrs/5 days

Campus Safety Officers & Console Attendants FTEs	Weekly Work Hours	Accrual Rate Per Pay Period	Annual Vacation Accrual	Fiscal Year Max. Carry Over
1.0 FTE	40.00	6.1538	160 hrs/20 days	80 hrs/10 days
.75 FTE	30.00	4.6154	120 hrs/20 days	60 hrs/10 days
.50 FTE	20.00	3.0769	80 hrs/10 days	40 hrs/5 days

In order to provide flexibility, employees are permitted, with manager approval, to use leave prior to it being accrued. It is the responsibility of the employee and the manager to ensure that the employee does not use more than their projected annual leave for the fiscal year, based on the employee's FTE status. No employee may have a negative accrual balance at the end of the fiscal year (6/30).

Full-time employees may not accrue more than 20 days of vacation leave, and part-time employees may not accrue more than 10 days of vacation leave. Once an employee reaches their maximum balance, vacation leave ceases to accrue until the employee uses a portion of the accrued leave, and

the leave balance falls below the maximum limit. Once the balance falls below the maximum, the employee will begin to accrue vacation leave again.

When an employee transfers to a new department within the College, the individual retains any accrued vacation leave provided the employee’s FTE status does not change to less than 0.50 FTE. If an eligible employee’s FTE status becomes less than 0.50 FTE, leave accrual will cease and any vacation leave balance up to 10 days (5 days for .5 to .74 FTEs) will be paid out.

At the end of the fiscal year, full-time employees may carry over a maximum of 10 days accrued vacation, and part-time employees may carryover a maximum of 5 days accrued vacation.

Scheduling:

Employees are required to arrange vacation in advance with the appropriate manager and/or senior officer. While manager should attempt to accommodate the needs of the employee while scheduling vacations, leave may be denied depending upon the operational needs of the College or department or if it would result in the employee having a negative accrual balance at 6/30.

Documentation:

Employees are responsible for recording vacation leave in a timely, accurate and complete manner. Periodic review of leave notifications will be performed as part of the overall annual financial audit. If it appears that there has not been adequate accounting of time off, employee(s) may be notified of the deficiency, account balances may be adjusted, and appropriate action, including disciplinary action, may be taken.

All vacation leave must be recorded in the employee portal (exempt employees) or via the employee timesheet (non-exempt employees).

Compensation for Vacation Leave:

Compensation for vacation leave pay is equal to an employee’s regular compensation for that day. An employee is not entitled to receive compensation for any unused portion of vacation leave, except on termination or when payment has been approved by the President.

Vacation Leave at Termination:

Upon termination from employment, any accrued unused vacation leave up to 10 days (5 days for .5 to .74 FTEs) will be paid to the employee if the employee provided the required notice of separation as described in Policy 310 – Separation of Employment. If sufficient notice of separation is not provided, then the employee forfeits their accrued vacation leave balance.

<b>Date Approved by Senior Team</b>	02/20/2020	<b>Policy Effective Date</b>	02/20/2020
<b>Revised and Approved by Senior Team</b>	07/02/2020	<b>Revision Effective Date</b>	7/02/2020
<b>Revised and approved by Senior Team</b>	05/13/2021	<b>Revision Effective Date</b>	07/01/2021

<b>Revised and Approved by Senior Team</b>	07/13/2023	<b>Revision Effective Date</b>	07/13/2023
----------------------------------------------------	------------	--------------------------------	------------

## 704 – SUMMER HOURS

### 704.1 Statement:

Hood College grants early closing of offices on Fridays generally between Memorial Day weekend through the end of July, with the exception of areas where continuous operations are essential.

### 704.2 Philosophy:

The College recognizes employees' dedication to its students during the academic year and shows its appreciation through this practice during the summer months when most students are away. The College understands that employees like additional time off for personal business and/or extended weekends.

### 704.3 Procedures and Guidelines:

- Depending on the academic calendar, offices will close at 1 p.m. on Fridays generally between Memorial Day weekend and the end of July. However, exceptions to this practice may be made when employees are needed to provide support to campus-wide events, such as Reunion Weekend.
- Specifics and exceptions to the schedule are announced in early May.
- Staff employees are expected to arrive at work at 8:30AM, the normal start of the work day, and lunch breaks are suspended on these Fridays.
- An exempt employee who takes the full day off must take it as a full vacation day (7.5 hours) per current College policy.
- Non-exempt, hourly employees will be paid for those hours that the College is closed if those hours are part of their normal schedule.
- For employees who cannot take the hours due to work responsibilities, these hours cannot be counted as overtime. However, managers are asked to provide alternative opportunities to reduce hours for these employees.

<b>Approved by Senior Team</b>	07/13/2023	<b>Effective Date</b>	07/13/2023
--------------------------------	------------	-----------------------	------------

## 705 - BEREAVEMENT OR COMPASSION LEAVE

### 705.1 Statement:

Hood College grants bereavement or compassion leave to eligible employees when a death or other extreme misfortune occurs in the employee's immediate or close family.

### 705.2 Philosophy:

The College understands that employees need time off for grieving and to conduct personal business related to the death of a family member. The College also recognizes the need for time off created by other types of extreme misfortune. As a result, bereavement/compassion leave may be granted to eligible employees in such circumstances.

### 705.3 Procedures:

#### Definition:

**Immediate family:** For the purpose of this policy, "immediate family" is defined as the employee's spouse/partner, parents, or child(ren). Close family members may include siblings, grandparents, aunts, uncles, or in-laws.

#### Eligibility:

Regular full-time and part-time staff employees with an established FTE status of 0.50 or greater are eligible for paid bereavement or compassion leave.

#### Notification:

When possible, an employee should notify their manager regarding the use of bereavement or compassion leave upon learning of the death of a family member or other triggering event. If this is not possible, an employee should notify their manager within a reasonable time frame to allow the manager to make appropriate staffing arrangements during the employee's absence.

#### Length of Leave:

An eligible employee may be granted up to five (5) working days (prorated based on the employee's FTE status) of paid bereavement or compassion leave for the death of an immediate or close family member. Upon request of the employee, days off may be intermittent or consecutive with the approval of the employee's manager. While managers are expected to make efforts to allow employees to take bereavement or compassion leave, it may be necessary to limit the length of the leave or to deny the same depending upon the specific circumstances of the request.

In accordance with the Maryland Flexible Leave Act, In the event of the death of an employee's parent, spouse/partner or child, the employee may use their accrued leave (vacation, sick or personal days) beyond the initial five days of bereavement leave.

#### Death of friends or family members who are not in the employee's immediate or close family

Hood College also allows eligible employees to use paid leave (such as personal days or vacation time) or unpaid leave to attend services or conduct personal business related to the death of friends or family members not in the employee’s immediate or close family. As stated in the information above, an employee should provide advance notification to their manager of the request for time off. While managers are expected to make efforts to allow employees to take time off, it may be necessary to limit the length of the leave or to deny the same depending upon the specific circumstances of the request.

Documentation:

Employees are responsible for recording bereavement leave in a timely, accurate and complete manner. All bereavement leave must be recorded in the employee portal (exempt employees) or via the employee timesheet (non-exempt employees).

<b>Revised and Approved by Senior Team</b>	10/14/2021	<b>Revision Effective Date</b>	10/14/2021
----------------------------------------------------	------------	------------------------------------	------------



## 706 – LEAVE FOR JURY DUTY OR COURT APPEARANCES

### 706.1 Statement:

Hood College grants paid leave for jury duty or for court appearances that are required by a subpoena as a state's witness. Employees who appear in court without being subpoenaed or who are not subpoenaed to be a state's witness may use available and appropriate paid leave or leave without pay.

### 706.2 Philosophy:

The College supports an employee's obligation to fulfill their civic and legal duty as a juror or witness in court and, therefore, grants paid leave for jury duty and subpoenaed court appearances as a state's witness. Other court appearances may require an employee to use available and appropriate leave, leave without pay, or in situations where the manager pre-authorizes, time may be made up outside normal working hours.

### 706.3 Procedures:

#### Summons for Jury Duty or Court Appearances:

When an employee receives a summons to serve as a juror or is subpoenaed to appear in court as a state's witness, the individual should contact their manager and the Department of Human Resources as soon as possible. The employee also should forward a copy of the summons or subpoena to the manager and Department of Human Resources in a timely manner.

If an employee serves jury duty on a stand-by (or on-call) basis, the College expects the employee to report to work every day that the individual does not report for jury duty. If an employee on stand-by is asked to report for jury duty, the employee should contact their manager as soon as the individual receives notification. If an employee serves jury duty for an extended amount of time, the individual is expected to contact their manager on a regular basis to allow the manager to make adequate staffing changes and to help in coordinating work schedules.

If an employee is subpoenaed to appear in court, the employee should contact their manager as soon as possible to allow the manager to make adequate staffing changes and to help in coordinating work schedules. The employee should stay in contact with their manager and provide notification of an anticipated date of return to work.

#### Documentation:

When an employee serves on jury duty or appears in court, the employee must provide to their manager a copy of the summons or subpoena and forward a copy to the Department of Human Resources.



Employees are responsible for recording time away for jury duty in a timely, accurate and complete manner. In this circumstance, the employee should use the *Jury Duty* PTO type for the work time missed. All Jury Duty leave must be recorded in the employee portal (exempt employees) or via the employee timesheet (non-exempt employees).

*Compensation:*

An employee will receive compensation at their normal salary or hourly rate for any work time missed due to jury duty or subpoenaed court appearances as a state's witness. This does not require an employee to use their accrued leave. However, an employee summoned or subpoenaed to appear in court for any reason other than as a state's witness, may request to use accrued appropriate leave, leave without pay, or may request their manager's pre-authorization to make up hours outside of normal working hours.

For information from Maryland Courts about Jury Service in Maryland, [click here](#).

## 707 - MILITARY LEAVE

### 707.1 Statement:

Hood College grants military leave of absence to employees for service in the uniformed services of the United States and reemploys veterans in compliance with all applicable laws.

### 707.2 Philosophy:

The College encourages employees to fulfill their military service requirements and seeks to provide equitable treatment to employees with military obligations.

### 707.3 Procedures:

#### Eligibility:

Regular full-time and part-time FTE employees, except those employed for a brief, non-recurrent period, are eligible for military leave.

#### Notification:

An employee, who has been called for military training or duty, should contact their manager and Human Resources as far in advance, prior to the report of service or training date, as is reasonable under the circumstances. The Defense Department “strongly recommends advance notice to civilian employers be provided at least 30 days prior to departure for uniformed service **when it is feasible** to do so.” Where possible, a copy of the military orders should be given to Human Resources.

An employee may not be entitled to certain rights, including rights of reemployment, if they fail to give advance written or verbal notice of the service necessitating leave.

#### Compensation:

The College pays the employee on military leave the difference between the pay the employee receives from the United States for the service necessitating leave and their regular rate of pay, *up to a maximum of two weeks*.

The employee also may use any available personal days or vacation time that accrued prior to the commencement of their service. Any military leave in excess of designated personal days or vacation time will be unpaid.

At the conclusion of the period of service, an individual returning from leave must present a certified government accounting of compensation received to Human Resources.

#### Benefits during military leave:

The plan must allow the employee to elect to continue coverage for a period of time that is the lesser of:

The 24-month period beginning on the date on which the employee's absence for the purpose of performing service begins; or;

The period beginning on the date on which the employee's absence for the purpose of performing service begins, and ending on the date on which he or she fails to return from service or apply for a position of reemployment.

The employee will be responsible for paying their share of the insurance premiums during the first 30 days of service. The employee will be responsible for 100% of the full cost with 2% admin fee if employee is serving more than 31 days.

Reemployment/Reinstatement to active status:

To be eligible for protection under USERRA, the service member must report back to work or apply for reemployment within the following guidelines:

1-30 days of service: Report next scheduled work day after safe travel and 8 hours rest

31-180 days of service: Apply within 14 days after completion of service

181+ days of service: Apply within 90 days after completion of service

Individuals hospitalized or convalescing from an illness or injury incurred in, or aggravated during, the performance of service shall report to Human Resources or apply for reemployment at the conclusion of the period of recovery as consistent with the above paragraphs. The period of recovery may not exceed two years, absent circumstances beyond the individual's control making reporting within the two-year period impossible or unreasonable.

Retention after reinstatement:

A person reemployed by the College pursuant to this policy shall not be discharged from employment, except for cause, (1) within 180 days after the date of reemployment if the person's period of service was more than 30 days but less than 181 days; or (2) within one year after the date of reemployment if the person's period of service was more than 180 days.

Potential Revisions to Policy:

The benefits provided in this policy pursuant to the [Uniform Services Employment and Reemployment Rights Act \(USERRA\)](#) and maybe subject to change consistent with future amendments to that statute.

## 708 – LEAVE WITHOUT PAY

### 708.1 Statement:

Hood College may provide leave without pay to employees when it is requested with proper notice. Leave without pay may be granted for a variety of reasons, including a serious medical condition, or birth or placement of a child as defined by Family and Medical Leave Act (FMLA), educational pursuits, and civic duties. Leave without pay is granted at the discretion of the appropriate senior officer.

### 708.2 Philosophy:

The College recognizes that an employee may need time away from work for personal reasons but may not have paid leave available for use. In such circumstances, the College, under the direction of the appropriate senior officer, may grant unpaid leave to the employee.

### 708.3 Procedures:

Leave without pay may be granted for a variety of reasons, such as educational pursuits, military obligations, other civic duties, or personal obligations. (Note: Certain military duties are paid in accordance with Military Leave. For additional information, refer to Section [707 Military Leave](#). Family and Medical situations are determined and administered in accordance with FMLA regulations. See Section [711 Family and Medical Leave \(FMLA\)](#).)

#### Eligibility:

Individuals who have been employed by the College as .5 FTE or greater for at least twelve (12) months are eligible to request an unpaid leave of absence. All unpaid leave is granted at the discretion of the College at the recommendation of the manager and Vice President of the affected department. For eligibility under the FMLA, see section [711 Family and Medical Leave \(FMLA\)](#).

#### College's Right to Fill Vacant Position:

Hood College provides leave without pay as a benefit and encourages eligible employees with appropriate needs to consider using this type of leave as circumstances may warrant. However, the College may determine that leaving a position vacant negatively impacts its ability to adequately service constituents, and the College may fill such a vacancy with a temporary or regular employee consistent with applicable law.

If an employee is away from assigned responsibilities for three days, and not out on an approved leave, the employee may be terminated for job abandonment, and the College may begin to recruit for the position or fill the position. Leave without pay taken pursuant to this policy must be approved *prior* to the employee's absence. The College will attempt to reinstate or reemploy the employee after a pre-approved leave of absence according to existing policies.

#### Educational Leave Without Pay:

An educational leave without pay may be granted when the leave will assist an employee in developing and/or renewing skills so that the individual will be able to perform their job more

successfully. Requests for an educational leave without pay (up to a maximum of 2 years) must be submitted in writing to the employee's immediate manager, appropriate senior officer, and the Department of Human Resources.

The College is not required to provide a position to an employee who returns to work after an educational leave without pay.

*Health-Related Leave Without Pay:*

A health-related leave without pay requires a doctor's written statement and must qualify under FMLA guidelines for serious medical conditions. (For information regarding FMLA, refer to Section [711- Family and Medical Leave](#).) Requests for health-related leave without pay (up to a maximum of 1 year) must be submitted in writing to the appropriate senior officer in coordination with the Department of Human Resources.

*Other Types of Leave Without Pay:*

Leave without pay may also be granted for public service/civic duties, military leave not covered under the Military Leave policy, personal emergencies, and/or personal obligations.

*Continuation of Benefits:*

The individual *may* be able to continue fringe benefits, at the employee's expense, during the leave without pay. The employee must contact the Department of Human Resources, which will determine if the employee is eligible for the continuation of healthcare benefits. Contributions to the College's 403(b) will be suspended during the unpaid leave in accordance with applicable laws.

Individuals do not accrue vacation or sick leave while on Leave Without Pay.

*Return to Work Following Leave Without Pay:*

Failure to return to work immediately after approved leave without pay will result in voluntary termination of employment.

## 709 – LONG TERM DISABILITY

### 709.1 Statement:

The College provides group long-term disability insurance to eligible employees. An eligible employee may apply for long term disability benefits due to a personal illness or injury and, if approved by the long -term disability insurance carrier, will receive long-term disability benefits after 150 days of complete and continual absence due to that personal illness or injury. Employees will not accrue any paid leave during any absence from work that is covered by long-term disability insurance benefits.

### 709.2 Philosophy:

Long-term disability benefits are intended to provide continuation of income for periods of time when an employee is disabled and unable to work.

### 709.3 Procedures:

#### Eligibility:

Regular full-time employees, with an established Full-Time Equivalency (FTE) of 0.75 or greater, are eligible for long-term disability insurance at no cost to the employee.

#### Guidelines:

The policy pays a percentage of the employee's monthly salary, reduced by any other applicable benefits such as Social Security benefits (payable to the employee and the employee's dependents) or workers' compensation benefits. For a more detailed description of what benefits may reduce long term disability payments and how this reduction is applied, refer to the Long-Term Disability Plan Summary Plan Description.

The insurance carrier has the discretionary authority to determine whether a participant is disabled under the terms of the plan. This determination will include a detailed investigation into each claim

The loss of a professional or occupational license or certification does not, in itself, constitute disability.

Information about the services that are covered by the long term disability plan is available in the Benefits section of the Hood College Human Resources webpage under [Long Term Disability](#).

#### Notification:

Employees must contact the Department of Human Resources to apply for long-term disability benefits. Human Resources is responsible for completing the employer section of the LTD claim form. The employee is responsible for completing the employee section of the LTD claim form and for working with their physician to complete the physician portion of the claim form. The

employee is responsible for submitting all three sections to the insurance carrier. The insurance carrier will make all claims decisions and communicate with the employee and Human Resources.

An employee also must notify their manager. An employee may continue to use accrued paid leave during the waiting period between applying for and receiving long-term disability benefits.

*Coordination with FMLA:*

An employee who is medically unable to work may be eligible for and may request leave under [Section 701 - FMLA](#) policies, in addition to applying for disability benefits. Approval of FMLA leave does not guarantee that long-term disability benefits will be paid.

*Termination of Employment:*

An employee who is covered by long-term disability benefits and is absent from the job for a period of at least one year may be terminated from employment in accordance with applicable law.

*For More Information:* The official plan document is the final authority and, in the event of a conflict with a policy or a summary plan description, will govern in all cases. Copies of plan documents may be obtained by contacting the Department of Human Resources or by visiting the [Human Resources website](#).

All coverage is subject to the terms and conditions of the carrier and may change from time to time or be discontinued at the discretion of the College or the carrier who administers the long-term disability benefits, in accordance with applicable law.

## 710 – MEDICAL (SICK AND SAFE) LEAVE

### 710.1 Statement:

Hood College recognizes the importance and value of medical (sick and safe) leave and provides such leave to eligible employees to use for reasons outlined below. Medical leave is accrued on a per pay period basis and is only available once it has been accrued by an employee.

### 710.2 Philosophy:

The College recognizes that, at times, employees may be unable to work due to personal illness or injury or due to the illness or injury of a family member. During such times, eligible employees may use accrued medical leave, if available. This policy complies with the regulations set forth by the Maryland Healthy Working Families Act.

### 710.3 Procedures:

#### Eligibility:

Regular full-time and part-time employees who are regularly scheduled to work at least 12 hours per week are eligible to accrue and use medical leave. Medical leave is accrued as a fixed hourly allotment each pay period. Medical leave accrues at an annualized rate of one day per month for full-time employees. One full-time day is defined as 7.5 or 8.0 hours, dependent upon the employee's departmental classification. Regular part-time employees accrue medical leave, on a per-hour-worked basis, in proportion to their FTE status. Accrued, but unused, medical leave is carried over from year to year, and there is no limit to the number of hours of medical leave that may be accrued by an employee.

Employees who are designated as other than "regular" and other non-FTE workers who are paid via a stipend, such as part-time coaches, resident assistants, and some grant funded positions, will accrue medical leave based on a fixed calculation determined by the hours assigned to their teaching schedule or stipend position.

Employees regularly scheduled to work less than 12 hours per week are not eligible to accrue medical leave.

In accordance with the Maryland Healthy Working Families Act all eligible employees who are regularly scheduled to work at least 12 hours per week will accrue leave at a rate of no less than one hour per every 30 hours worked; however, an employee is not entitled to earn more than 40 hours of earned sick and safe leave in a year or accrue more than 64 hours of earned sick and safe leave at any time. An employer may have a policy that is more generous than required by law.

In accordance with the law, Hood will provide employees with a printable statement of the employee's available earned sick and safe leave via our employee portal.

#### No Cash Value:

Medical leave under this policy has no cash value and will not be paid out upon termination of employment.



Guidelines:

Under the Maryland Healthy Working Families Act, an employee is allowed to use earned sick and safe leave under the following conditions:

- To care for or treat the employee's mental or physical illness, injury, or condition;
- To obtain preventative medical care for the employee or the employee's family member;
- To care for a family member with a mental or physical illness, injury, or condition;
- For maternity or paternity leave; or
- The absence from work is necessary due to domestic violence, sexual assault, or stalking committed against the employee or the employee's family member and the leave is being used: (1) to obtain medical or mental health attention; (2) to obtain services from a victim services organization; (3) for legal services or proceedings; or (4) because the employee has temporarily relocated as a result of the domestic violence, sexual assault, or stalking.

Employees are permitted to use earned sick and safe leave in increments in certain amounts established by their employer. Employees are required to give notice of the need to use earned sick and safe leave when it is foreseeable. An employer may deny leave in certain circumstances.

- When an employee has been absent for three consecutive work days for a health-related reason, the manager is required to notify Human Resources. The Department of Human Resources will provide information regarding Family and Medical Leave Act (FMLA) rights to the employee, as appropriate.
- In accordance with applicable law, the College may require that an employee using medical leave submit a note from a health care provider verifying that the absence is or was for medical reasons.

Accrued medical leave may be utilized through five months of continuous absence due to an employee's illness or injury. After five months of complete and continuous absence, an eligible employee must apply for and may receive benefits under the College's Long-Term Disability Plan (refer to [Section 709 Long-Term Disability](#) and/or contact Human Resources for more information). Accrued medical leave may be used for absences occasioned by occupational illness or injury, but payment for any such medical leave will be offset by any compensation payable to the employee under workers' compensation law.

Employees may be eligible under certain circumstances for Social Security disability benefits. Eligible employees should apply for Social Security benefits through their local [Social Security Office](#).

Medical Leave vs. Vacation or Holiday Leave:

If an illness or injury occurs during vacation, the employee may use accrued medical/sick leave for the time period during which the individual is sick, rather than use vacation leave. An employee should notify their manager when doing so. Appropriate medical documentation may be required.

An employee who is sick on a holiday receives regular holiday pay for that day, and the day is not subtracted from medical leave, provided that the employee was not scheduled to work on the holiday. An employee who is scheduled to work on a holiday but is sick must use medical leave to cover their absence from work.

*Medically Related Appointments - Absences of Less than Four Hours:*

Absences of less than four hours for scheduled healthcare (medical, dental, vision, etc.) appointments will not ordinarily be counted against earned medical leave accruals. However, the manager must be notified of such absences in advance. Employees are encouraged to schedule health care appointments outside of their regularly scheduled work hours; however, we recognize that this is not always feasible. Employees are expected to use this benefit responsibly. The College retains the right to request documentation of the appointment.

Employees should select the “DR APPT” PTO option when submitting a leave request (exempt employees) or completing timesheets (non-exempt employees).

Absences of less than four hours will be counted as FMLA leave as appropriate in accordance with applicable law. [\[See section 711—Family & Medical Leave \(FMLA\)\].](#)

*Status changes, transfers, terminations, and reinstatements:*

When an employee experiences a status change or transfer within the College, the individual retains any accrued medical leave and is eligible to use such leave. When an employee terminates employment, no payment for accrued, unused medical leave will be made. However, if a terminated employee returns to active employment within 37 weeks of the date of termination, the accrued leave balance available at the date of termination will be reinstated.

*Documentation:*

Employees are responsible for recording sick leave in a timely, accurate and complete manner. Employees should select the “SICK” or “FMLA Sick Leave” PTO option as appropriate when submitting a leave request (exempt employees) or completing timesheets (non-exempt employees).

Periodic review of leave notifications will be performed as part of the overall annual financial audit. If it appears that there has not been adequate accounting of time off, employee(s) may be notified of the deficiency, account balances may be adjusted, and appropriate action, including disciplinary action, may be taken.

*Compensation for Medical Leave:*

Compensation for medical leave is equal to an employee’s regular compensation for that day.

*FMLA:*

As appropriate, paid medical leave shall run concurrently with leave taken in accordance with the Family and Medical Leave Act (FMLA). For more information about FMLA, please refer to [Section 711 Family and Medical Leave Act \(FMLA\)](#) or contact the Department of Human Resources.

Prohibitions:

An employer is prohibited under the law from taking adverse action against an employee who exercises a right under the Maryland Healthy Working Families Act and an employee is prohibited from making a complaint, bringing an action, or testifying in an action in bad faith.

How to File a Complaint or Obtain Additional Information

If you feel your rights have been violated under this law or you would like additional information, you may contact:

COMMISSIONER OF LABOR AND INDUSTRY  
1100 North Eutaw Street, Room 600 | Baltimore, MD 21201  
[dldlaborindustry-dllr@maryland.gov](mailto:dldlaborindustry-dllr@maryland.gov)

**710.4 Organ and Bone Marrow Donation Leave**

Maryland employers, with at least 15 employees working in Maryland, are required to provide unpaid leave for employees serving as organ or bone marrow donors. Specifically, employers are required to provide donating employees:

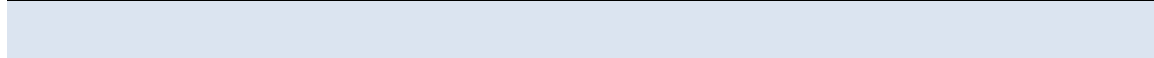
- up to 60 business days of unpaid leave (in any 12-month period) to serve as an organ donor; and
- up to 30 business days of unpaid leave (in any 12-month period) to serve as a bone marrow donor.

To be eligible, the employee must have worked for the employer for at least 12 months and at least 1,250 hours during the previous 12 months. Employers cannot require organ donation leave to run concurrently with leave taken under the federal Family and Medical Leave Act (“FMLA”). Similar to the FMLA, upon return to work after taking organ donation leave, the employee must be reinstated to the position they had before taking leave, or an equivalent position.

Employees seeking to receive organ donation leave must provide a written physician verification.

Employers may not treat organ donation leave as a break in the employee’s continued service for decisions related to compensation, vacation, PTO or other employee benefits.

<b>Date Approved by Senior Team</b>	02/20/2020	<b>Policy Effective Date</b>	02/20/2020
-------------------------------------	------------	------------------------------	------------



## 711 – FAMILY AND MEDICAL LEAVE (FMLA)

### 711.1 Statement:

Hood College believes that an individual's health or their family's health play an important role in the productivity of the employee in the workplace. In accordance with the federal Family and Medical Leave Act (FMLA), Hood College provides up to 12 weeks of **unpaid leave** every 12 months to eligible employees for absences covered under FMLA. The College complies with all applicable laws regarding FMLA, and FMLA leave is mandatory for eligible employees.

### 711.2 Philosophy:

The College understands that there are times when an employee may need to care for a seriously ill family member or may have a serious health condition them self. The College will make appropriate arrangements for an employee in such circumstance, in accordance with FMLA guidelines. The College reserves the right to determine the eligibility for designating FMLA leave for all absences of three or more days due to illness.

### 711.3 Procedures:

#### Eligibility:

An employee is eligible for FMLA leave if the individual has been employed by Hood College for at least 12 months and has worked at least 1250 hours in the 12-month period prior to the date of requested leave. The amount of FMLA leave available to an employee will be measured on a rolling, 12-month basis.

The College has the right to deny FMLA leave job protection for reinstatement to certain "key employees."

#### Circumstances Eligible for FMLA:

Eligible employees may use FMLA under the following circumstances:

- 1) To care for the employee's child after birth or placement for adoption or foster care;
- 2) To care for the employee's spouse, child, or parent who has a serious health condition; or
- 3) For a serious health condition that makes the employee unable to perform their job.

Leave for birth or adoption (including foster care placement) must conclude within 12 months of the birth or placement.

#### When the College Employs both Spouses:

When both spouses are employees of the College and both are eligible for FMLA, leave may be limited to a **combined** total of 12 weeks of leave during any 12-month period if the leave is taken for: (1) birth of the employee's child or to care for the child after birth; (2) placement of a child with the employee for adoption or foster care, or to care for the child after placement.

Where the spouses both use a portion of leave for the reasons identified in the preceding paragraph, they each would be entitled to use their remaining FMLA leave for any other qualifying circumstance. For example, if each spouse took six weeks of leave to care for a child placed with them for adoption, each could use their remaining six weeks of leave due to their own serious health condition or to care for a child or parent with a serious health condition.

*Employee Notice Requirements to Initiate FMLA:*

Under the law, an employee is required to provide written notice no later than 30 days prior to the first day of FMLA leave, provided the qualifying circumstance is foreseeable. The employee should provide the request to use FMLA in writing (including email) to the manager, who will forward the request to the Department of Human Resources. If the request is unforeseeable, notice should be given as soon as possible, but no less than two working days prior to the beginning of the leave period – except in cases of emergency. Failure to provide timely notice may result in the postponement or denial of approved FMLA leave.

*Absences of three or more days due to illness:*

In the event that an employee is absent three or more days due to illness, the Department of Human Resources should be notified by the employee's manager. The Department of Human Resources will work with the employee and their manager to determine if a request should be submitted for FMLA.

*Retroactive Designation of FMLA for an absence of three or more days due to illness:*

When an employee returns from a work absence of three or more days and the reason for the absence qualifies for the purposes of FMLA, the College may count the absence against the employee's entitlement consistent with applicable law.

If the College is delayed in confirming the reason for the leave is a qualifying event, the requested medical certification is delayed, or second or third medical opinions have been requested, a retroactive designation may be made.

*Submitting a Request for FMLA:*

An employee seeking FMLA leave should submit a completed medical certification form to the Department of Human Resources. This form should be submitted at least 15 days prior to the first day of intended leave, unless the request for leave is unforeseeable. If the leave is unforeseeable, the employee should submit the form within 15 days of the date on which notice is given for unforeseeable or emergency conditions.

*Medical Certifications:*

The employee's health care provider should provide information to the College on the form provided which includes:

- Date on which the serious medical condition commenced;
- Probable duration of the serious health condition;

- Appropriate medical facts concerning the condition; and
- In the case of the employee caring for a covered family member, facts establishing that the employee needs to take leave to care for the family member and the estimated period of time to provide the necessary care.

If an employee refuses to provide medical certification substantiating their request for leave, the College may deny the leave request. The College still maintains its right to designate any absence of three or more days due to illness as FMLA.

*Second and Third Opinion Rights of the College:*

The College reserves the right to refer the employee or designated family member to a health care provider of the College's choice and at the College's expense for a second opinion regarding the serious health condition. In the event of a dispute, the College and the employee will agree on a third health care provider to conduct an examination at the College's expense. The opinion of this health care provider will be final and binding.

*Employee Recertification Requirements:*

The College may request periodic re-certifications of the serious medical condition consistent with applicable law.

*In the event that the employee fails or refuses to provide recertification, the employee may waive her/his right to the job protection afforded under the FMLA.*

Employees are requested to provide periodic updates to managers concerning their status and their intent to return to work.

*Coordination of FMLA Intermittent or Reduced Work Leave:*

FMLA leave may be taken intermittently whenever it is **medically necessary** to care for a seriously ill family member or when an employee is seriously ill and unable to work. The employee should schedule the treatment in a manner that does not unduly disrupt the College's operations. In cases where this is unavoidable, the College may temporarily transfer the employee to an alternative job with equivalent pay and benefits that better accommodates the recurring periods of leave.

*Compensation Guidelines for FMLA:*

Under FMLA guidelines, all family and medical leave (federal, state, or local) is unpaid. However, an employee on FMLA leave will continue to receive pay until all of the employee's available medical, personal and vacation leave has been exhausted.

*Continuation of Benefits:*

During approved FMLA leave, the College will maintain an employee's health benefits and other insurance benefits as if the employee continued to be actively employed. An employee remains responsible for paying their share of health premiums in order to maintain coverage while on FMLA leave. While an employee on FMLA leave continues to receive pay (i.e. through available medical, personal, and/or vacation leave), the employee's share of the premium will be deducted

from their paycheck. If the employee is on unpaid leave status, the individual is responsible for paying the employee contribution, via the online [Employee Benefits Payments](#) area of the Human Resources Benefits Webpage, for the remainder of the leave period. Employee contributions are due by the first day of each month. Failure to pay within 30 days of the due date may result in loss of coverage.

An employee on FMLA leave is not eligible for [COBRA](#) coverage during the leave. If the employee does not return from the leave and terminates employment, they may be eligible for COBRA coverage.

Under the law, employees are ineligible to receive Unemployment Compensation for this period of unpaid leave.

*Returning from Leave:*

An employee returning from FMLA leave is required to submit a Return to Work Release from their health care provider. Under normal conditions, an employee returning from an approved family/medical leave will be restored to the same position that they held when the leave started, or to an equivalent position. An employee will not be restored to the same position or an equivalent position under the following conditions:

- 1.) If the employee would not have been employed at the time of reinstatement due to job or shift elimination; or
- 2.) If the employee was hired for a specific time period (e.g., a one-year contract or summer employment).

Consistent with its policies governing the use of paid and unpaid leave, the College will deny reinstatement to any employee who engages in outside employment during a period of FMLA leave. Furthermore, the College reserves the right to exempt key employees from job restoration under the conditions set forth in FMLA.

*Returning employees restoration to benefits coverage:*

At the end of an approved FMLA leave, the College will restore the employee to the level of coverage and benefits under its group health plan and other applicable benefits equivalent to those the employee had selected prior to the commencement of the leave.

The employee will be restored to equivalent coverage prior to the commencement of the leave even if the employee elected not to continue benefits during FMLA leave.

*If an employee fails to return to work:*

If an employee fails to return to work from an approved FMLA leave, the employee is liable for the payment of health insurance premiums made by the College on behalf of the employee during the unpaid portion of the leave unless one of the following conditions apply:

- The continuation, recurrence, or onset of a serious health condition of the employee or the employee's family member which would otherwise qualify for FMLA leave;

- Circumstances beyond the employee's control (e.g., caring for a relative not otherwise covered by FMLA who has a serious health condition, the employee is laid off while on leave, the employee is a key employee who was not reinstated);  
or
- The employee is on temporary disability or worker's compensation leave.



## 712 – MEDICAL/PRESCRIPTION INSURANCE

### 712.1 Statement:

The College offers group medical/prescription insurance benefits to eligible employees, their spouse, and their eligible dependent(s).

### 712.2 Philosophy:

Hood College utilizes the services of a carefully selected, reputable third-party provider to administer health insurance benefits for eligible employees. Together, the College and this provider have the goal to provide access to quality medical care in the most appropriate setting and in the most appropriate way.

### 712.3 Procedures:

#### Eligibility:

Regular full-time and part-time employees with an established Full-Time Equivalency (FTE) of 0.50 or greater are eligible to enroll in the health insurance plan. An eligible employee may elect to enroll them self in this plan, as well as their spouse and/or other eligible dependent(s).

Dependent children are eligible for dependent coverage until the end of the month in which their 26<sup>th</sup> birthday falls. If the dependent is disabled, they may be eligible for continued coverage. The provider may require proof of any of these qualifications at any time.

#### Enrollment:

New, eligible employees may select coverage for themselves, their spouse and their eligible dependent(s) at the time of employment. Coverage is effective on the first day of the month coincident with or next following the employee's date of employment, whichever comes first, provided the employee has completed the enrollment process within 30 days of the date of hire, or other eligibility.

Ineligible employees, who move into a benefits-eligible status, may select coverage as of the first of the month coincident with or next following the first day of their eligibility. Employees may join or make changes to this plan annually during the open enrollment period. Employees must complete the Health Insurance Enrollment process during the period of initial eligibility and/or complete the annual online [Open Enrollment](#) process. This authorizes the College to make necessary changes to the employee's health benefits.

If the employee experiences a qualifying life event during the plan year, such as getting married, having a child, divorce, or a spouse gaining or losing coverage the individual is eligible to make changes to their medical insurance plan. This is not a complete list of qualifying life events. The employee must complete the online Life Event process, [Status Change Form](#), and supply documentation of event with applicable name(s) and effective date and submit them to the Department of Human Resources for processing within the required time frame (typically 30 days from effective date). For more information regarding this policy, refer to Section [717 – Qualifying](#)

[Life Event Change](#). Please reach out to the benefits manager within 30 days of experiencing a qualifying event to determine eligibility and effective date of change.

Coverage:

The insurance provider contracts with medical providers to be participating health care professionals in the provider's health insurance plan. The provider has contacted those same health care professionals to request that they participate in the provider's network. A network provider is a doctor or health care professional, or a facility such as a hospital or medical center, who has agreed to provide covered medical services for a reduced reimbursement fee schedule, or Allowed Benefit.

When the employee's care is received from an in-network provider, the employee is covered at the ***In-Network*** level of benefits. The employee should consider the in-network status of the provider he or she wishes to use and whether their elected plan covers in network providers only or has an out of network coverage option.

Information about the services that are covered by the medical/prescription plans is available in the [Benefits section](#) of the Hood College Human Resources webpage under Medical/Prescription Plans.

Costs:

There are different premium rates for health insurance. These rates depend upon which plan and which tier of coverage the employee selects. The different tiers of coverage are as follows:

- Employee only
- Employee and spouse
- Employee and child(ren)
- Employee and family

Current rates are available in the [Benefits section](#) of the Hood College Human Resources webpage. The College retains the right to change the rates at any time.

Options to Waive Coverage:

Employees may elect to waive participation in the medical/prescription insurance plan. If an employee chooses to waive medical/prescription coverage, the individual must submit this choice during the initial enrollment process or during the online [Open Enrollment process](#). Upon doing so, the employee will have no medical/prescription coverage of any type through the College.

If an employee waives medical/prescription coverage because of coverage under a group health plan, such as a plan sponsored by their spouse's employer, or other insurance, and such coverage ends, the employee (and their spouse and dependents) may enroll in medical/prescription coverage within 31 days of loss of coverage. **See 717 Qualifying Life Event Change for details.**

Termination and Disenrollment of Insurance:

Coverage under this plan may be terminated under the following condition:

- The provider may disenroll a member if the individual allows a non-member the use of their membership card to obtain covered services, or engages in fraudulent activity with regard to obtaining covered services.
- The provider may disenroll a member if they misrepresent any information required on any applications, forms or other written requests for data. Such information will include, but not be limited to, requests for medical information, coordination of benefits information, subrogation information, employment status and dependent eligibility status.
- The provider may disenroll a member if the individual terminates employment with the College. Coverage will terminate the employee's last day of employment.

COBRA:

If a covered employee terminates employment, they may be eligible to elect COBRA continuation coverage. For information regarding COBRA, refer to Section [733 - COBRA](#).

For More Information:

This policy is intended to provide a brief summary of the benefit plan in which you may be eligible to participate. The benefits are described as clearly as possible, with a minimal use of the technical words and phrases appearing in the legal documents. However, the official plan document remains the final authority and, in the event of a conflict with a policy or a summary plan description, will govern in all cases. Copies of plan documents may be obtained by contacting the Department of Human Resources or on the [Human Resources webpage](#).

## 713 – DENTAL INSURANCE

### 713.1 Statement:

The College offers group dental insurance benefits to eligible employees, their spouses, and their eligible dependent(s).

### 713.2 Philosophy:

Hood College utilizes the services of a carefully selected, reputable third-party provider to provide dental insurance benefits for eligible employees. Together, the College and this provider have the goal to provide access to quality dental care in the most appropriate setting and in the most appropriate way.

### 713.3 Procedures:

#### Eligibility:

Regular full-time and part-time employees with an established Full-Time Equivalency (FTE) of 0.50 or greater are eligible to enroll in the dental insurance plan. An eligible employee may elect to enroll them self in this plan, as well as their spouse and/or other eligible dependent(s).

Dependent children are eligible for dependent coverage until the end of the month in which their 26<sup>th</sup> birthday falls. If the dependent is disabled, they may be eligible for continued coverage. The insurance provider may require proof of any of these qualifications at any time.

#### Enrollment:

New, eligible employees may select coverage for themselves, their spouse, and their eligible dependent(s) at the time of employment. Coverage is effective on the first day of the month coincident with or next following the employee's date of employment, whichever comes first, provided the employee has completed all paperwork and submitted it to the Department of Human Resources within 30 days of the date of hire.

Ineligible employees, who move into a benefits eligible status, may select coverage as of the month coincident with or next following the first day of their eligibility. Employees may join or make changes to this plan annually during the open enrollment period. Employees must complete the Health Insurance Enrollment process during the period of initial eligibility and/or complete the annual online [Open Enrollment](#) process. This authorizes the College to make necessary changes to the employee's dental benefits.

If the employee experiences a qualifying life event during the plan year, such as getting married, having a child, divorce, or a spouse gaining or losing coverage the individual is eligible to make changes to their dental insurance plan. This is not a complete list of qualifying life events. The employee must complete the online Life Event process, [Status Change Form](#), and supply documentation of event with applicable name(s) and effective date and submit them to the Department of Human Resources for processing within the required time frame (typically 30 days from effective date). For more information regarding this policy, refer to Section [717 – Life Event](#)

[Change](#). Please reach out to the benefits manager within 30 days of experiencing a qualifying event to determine eligibility and effective date of change.

Coverage:

The College offers a choice of dental plans: one that includes orthodontia benefits and one that does not. The Buy-up (High Option) Dental plan includes orthodontia and covers services at a higher coinsurance than the Base (Standard) Dental Option. With the Base (Standard) Dental plan, the employee will pay more towards dental services but pay less through the employee premium contribution. Information about the services that are covered by the dental plans is available in the [Benefits Section](#) of the Hood College Human Resources webpage under Dental Plans.

Costs:

There are different premium rates for dental insurance. These rates depend upon which plan and which tier of coverage the employee selects. The different tiers of coverage include the following:

- Employee only
- Employee and spouse
- Employee and child(ren)
- Employee and family

Current rates are available in the [Benefits section](#) of the Hood College Human Resources webpage.

Options to Waive Coverage:

Employees may elect to waive participation in the dental insurance plan. If an employee chooses to waive dental coverage, the individual must submit this choice during the initial enrollment process or during the online [Open Enrollment](#) process. Upon doing so, the employee will have no dental coverage of any type through the College.

Termination and Disenrollment of Insurance:

Coverage under this plan may be terminated under the following condition:

- The provider may disenroll a member if the individual allows a non-member the use of their membership card to obtain covered services, or engages in fraudulent activity with regard to obtaining covered services.
- The provider may disenroll a member if the individual misrepresents any information required by the provider on any applications, forms or other written requests for data. Such information will include, but not be limited to, requests for medical information, coordination of benefits information, subrogation information, employment status and dependent eligibility status.
- The provider may disenroll a member if the individual terminates employment with the College. Coverage will terminate the employee's last day of employment.

COBRA:

If an employee terminates employment, the individual may elect COBRA continuation coverage. For information regarding COBRA, refer to Section [733 - COBRA](#).

*For More Information:*

This policy is intended to provide a brief summary of the benefit plan in which you may be eligible to participate. The benefits are described as clearly as possible, with a minimal use of the technical words and phrases appearing in the legal documents. However, the official plan document remains the final authority and, in the event of a conflict with a policy or a summary plan description, will govern in all cases. Copies of plan documents may be obtained by contacting the Department of Human Resources or visiting the [Human Resources Webpage](#).

## 714 – VISION INSURANCE

### 714.1 Statement:

The College offers group vision insurance benefits to eligible employees, their spouses, and their eligible dependent(s).

### 714.2 Philosophy:

Hood College utilizes the services of a carefully selected, reputable third-party provider to provide vision insurance benefits for eligible employees. Together, the College and this provider have the goal to provide access to quality vision care in the most appropriate setting and in the most appropriate way.

### 714.3 Procedures:

#### Eligibility:

Regular full-time and part-time employees with an established Full-Time Equivalency (FTE) of 0.50 or greater are eligible to enroll in the vision insurance plan. An eligible employee may elect to enroll them self in this plan, as well as their spouse and/or other eligible dependent(s).

Dependent children are eligible for dependent coverage until the end of the month in which their 26<sup>th</sup> birthday falls. If the dependent is disabled, they may be eligible for continued coverage. The provider may require proof of any of these qualifications at any time.

#### Enrollment:

New, eligible employees may select coverage for themselves, their spouse, and their eligible dependent(s) at the time of employment. Coverage is effective on the first day of the month coincident with or next following the employee's date of employment, whichever comes first, provided the employee has completed all paperwork and submitted it to the Department of Human Resources within 30 days of the date of hire.

Ineligible employees who move into a benefits eligible status may select coverage as of the first of the month coincident with or next following the first day of their eligibility. Employees may join or make changes to this plan annually during the open enrollment period. Employees must complete the Health Insurance Enrollment process at the time of enrollment and/or complete the online [Open Enrollment](#) process. This authorizes the College to make necessary changes to the employee's vision benefits.

If the employee experiences a qualifying life event during the plan year, such as getting married, having a child, divorce, or a spouse gaining or losing coverage the individual is eligible to make changes to their vision insurance plan. This is not a complete list of qualifying life events. The employee must complete the online Life Event process, [Status Change Form](#), and supply documentation of event with applicable name(s) and effective date and submit them to the Department of Human Resources for processing within the required time frame (typically 30 days

from effective date). For more information regarding this policy, refer to Section [717 – Life Event Change](#). Please reach out to the benefits manager within 30 days of experiencing a qualifying event to determine eligibility and effective date of change.

Coverage:

Information about the services that are covered by the vision plan is available in the [Benefits section](#) of the Hood College Human Resources webpage under Vision Plan.

Costs:

There are different premium rates for vision insurance. These rates depend upon which tier of coverage the employee selects. The different tiers of coverage include the following:

- Employee only
- Employee and spouse
- Employee and one child
- Employee and family (spouse and/or more than one dependent child)

Current rates are available in the [Benefits section](#) of the Hood College Human Resources webpage.

Options to Waive Coverage:

Employees may elect to waive participation in the vision insurance plan. If an employee chooses to waive vision coverage, the individual must submit this choice on a during the initial enrollment process or during the online [Open Enrollment](#) process. Upon doing so, the employee will have no vision coverage of any type through the College.

Termination and Disenrollment of Insurance:

Coverage under this plan may be terminated under the following condition:

1. The provider may disenroll a member if the individual allows a non-member the use of their elected coverage to obtain covered services, or engages in fraudulent activity with regard to obtaining covered services.
2. The provider may disenroll a member if the individual misrepresents any information required by the provider on any applications, forms or other written requests for data. Such information will include, but not be limited to, requests for medical information, coordination of benefits information, subrogation information, employment status and dependent eligibility status.
3. The provider may disenroll a member if the individual terminates employment with the College. Coverage will terminate the employee's last day of employment.

COBRA:



If an employee terminates employment, the individual may elect COBRA continuation coverage. For information regarding COBRA, refer to Section [733 - COBRA](#).

*For More Information:*

This policy is intended to provide a brief summary of the benefit plan in which you may be eligible to participate. The benefits are described as clearly as possible, with a minimal use of the technical words and phrases appearing in the legal documents. However, the official plan document remains the final authority and, in the event of a conflict with a policy or a summary plan description, will govern in all cases. Copies of plan documents may be obtained by contacting the Department of Human Resources or on the [Human Resources webpage](#).



## 715 – DEPENDENT CARE & HEALTH CARE FLEXIBLE SPENDING ACCOUNTS (FSA)

### 715.1 Statement:

Hood College offers eligible employees the option to designate a portion of their pre-tax income to a Dependent Care and/or Health Care or Limited Purpose Flexible Spending Account (FSA), in accordance with Section 125, Section 129 and Section 105 of the Internal Revenue Code and regulations thereunder.

### 715.2 Philosophy:

Hood College utilizes the services of a carefully selected, reputable third-party provider to administer the flexible spending account benefits for eligible employees. Together, the College and this provider have the goal to provide access to quality administration for this plan.

Hood College eligible employees can designate a portion of their pre-tax income for [Dependent Care and/or Health Care FSA](#), which can be used during the plan year for reimbursement of applicable expenses, such as daycare for Dependent Care and out-of-pocket expenses for Health Care. Employees enrolled in the high deductible plan, with the Health Savings Account option, may enroll in the Limited Purpose Health Care FSA. Reimbursements from these accounts are intended to be tax-free. Per IRS rules, employees forfeit any amounts not used during the plan year.

### 715.3 Procedures:

Employees can elect to contribute a portion of their pre-tax income to a Dependent Care and/or Health Care FSA. Dependent Care FSA allows employees to pay with pre-tax dollars for eligible services for eligible dependents. Health Care FSA allows employees to pay for eligible health (medical, dental, vision, etc.) expenses, such as co-pays and deductibles, for employees, employee spouses and eligible dependents using pre-tax dollars. The Limited Purpose Health Care FSA may be used for non-medical (dental and vision) expenses only.

#### Advantages:

- An employee who elects to participate in FSA reduces their salary for federal income tax purposes and lowers the wages on which social security taxes are assessed. Talk to your tax advisor about how this may impact your current tax situation and future social security earnings.
- Participating in FSA allows employees to use pre-tax dollars to pay for expenses that occur throughout the year.
- An employee's take home pay (taking into account FSA reimbursements) may be greater than if the employee does not participate in FSA due to the reduction in taxes.

#### Disadvantages:

- An employee who elects to participate in FSA forfeits any unused funds at the end of the plan year grace period.

- Participating in FSA impacts future income benefits under social security. These reductions are normally small unless salary reductions are very large. Talk to your tax advisor about how this may impact your current tax situation and future social security earnings.

Eligibility:

Regular full-time and part-time employees with an established Full-Time Equivalency (FTE) of 0.50 or greater are eligible to participate in Dependent Care and/or Health Care FSA.

Enrollment:

New, eligible employees may select coverage at the time of employment. Coverage is effective on the first day of the month coincident with or next following the employee's date of employment, whichever comes first, provided the employee has completed the enrollment process within 30 days of the date of hire, or other eligibility.

Ineligible employees, who move into a benefits-eligible status, may select coverage as of the first of the month coincident with or next following the first day of their eligibility. Employees may join or make changes to this plan annually during the open enrollment period. Employees must complete the Health Insurance Enrollment process during the period of initial eligibility and/or complete the annual online [Open Enrollment](#) process. This authorizes the College to make necessary changes to the employee's health benefits.

If the employee experiences a qualifying life event during the plan year, such as getting married, having a child, divorce, or a spouse gaining or losing coverage the individual is eligible to make changes to their FSA plan(s). This is not a complete list of qualifying life events. The employee must complete the online Life Event process, [Status Change Form](#), and supply documentation of event with applicable name(s) and effective date and submit them to the Department of Human Resources for processing within the required time frame (typically 30 days from effective date). For more information regarding this policy, refer to Section [717 – Life Event Change](#). Please reach out to the benefits manager within 30 days of experiencing a qualifying event to determine eligibility and effective date of change.

Contributions:

An employee who enrolls in FSA must continue to make the same level of contributions until the next open enrollment, unless a life event change occurs. In such case, the individual may contact the Department of Human Resources to make changes to their FSA contributions.

Enrollment Process:

To enroll, employees must complete the initial enrollment process and/or complete the online [Open Enrollment](#) process. When enrolling, employees state the annualized dollar amount they wish to contribute. This amount will be deducted on a pre-tax, per-pay basis. Employees can elect either the Health Care FSA, or Limited Purpose Health Care FSA (if enrolled in the high deductible medical/prescription plan, and/or the Dependent Care FSA. The maximum dollar amount an employee can contribute to each FSA plan is determined by the IRS and subject to change each year.

Expenses Eligible for Reimbursement:

A list of expenses eligible and ineligible for reimbursement, is available in the Benefits section of the Hood College Human Resources webpage under [Flexible Spending Account](#).

Incurring Expenses and Submitting Claims:

The IRS has given employers the option to extend the deadline for employees to incur expenses for their Unreimbursed Medical and Dependent Care Accounts (the Grace Period).

For Hood College, that means you will not lose money you have left in your Flex account on the last day of the plan year (June 30). (The “lose it” provision still applies at the end of your Grace Period.) The funds you will contribute to your FSA plan may be used for expenses incurred up to 2 1/2 months (September 15) after the plan year end.

Employees can submit claims for reimbursement throughout the plan year. All claims for a plan year, however, must be submitted no later than 90 days after the completion of the Grace Period (December 15). (In the case of termination of employment during the year, prior to the last day of the plan year, claims must be submitted within 90 days from the termination date for eligible expenses incurred through the termination date. The grace period will not apply.) Claims submitted after that deadline will not be processed nor reimbursed. Claims submission and reimbursement information is available in the Benefits section of the Hood College Human Resources webpage under [Flexible Spending Account](#)

Forfeitures:

The employee automatically forfeits any funds not used by the end of the plan year.

## 716 – OPEN ENROLLMENT

### 716.1 Statement:

Hood College offers a Cafeteria Plan that includes health and welfare options and, in accordance with the Internal Revenue Code, allows for employees to pay for these options on a pretax basis. See [Policy 739 – Cafeteria Plan \(Section 125 Plan\)](#) for more information. As required under the Internal Revenue Code, employees may change their insurance option and/or Flexible Spending Accounts (FSA) elections during the designated open enrollment period. Human Resources will notify employees of the open enrollment period. The open enrollment period normally runs for two weeks.

### 716.2 Philosophy:

The Cafeteria Plan allows employees to pay for health and welfare plan options with pretax dollars. The open enrollment period allows employees an opportunity to review their insurance and FSA elections and make any necessary changes, such as addition/deletion of dependents covered and/or changes to coverage tier (e.g., employee + family or employee + spouse). Employees are provided with information and access to vendors to help in making appropriate selections. Employees can elect to waive coverage during this period or to maintain current coverage levels.

### 716.3 Procedures:

#### What is open enrollment?

[Open enrollment](#) is the period during which an employee should review their health insurance needs and make any changes in coverage for health, dental, , and/or vision insurance, as well as Dependent and/or HealthCare Flexible Spending Accounts (FSA). Changes may include the addition/deletion of dependents covered, changes to coverage tier (i.e., employee, employee + child, employee + spouse, and employee + family), or any other changes affecting their insurance or FSA. Voluntary benefits may be offered as well during open enrollment.

#### How to make changes:

To make changes during the open enrollment period, employees must complete the online Open Enrollment process, accessed through the Employee Portal, and this authorizes the College to make changes to the employee's elected coverage. If an employee decides at a later date that they want to make changes to any of their insurance coverage or FSA accounts, the employee must wait until the next open enrollment period or qualified life event change (see Section [717 Qualifying Life Event Changes](#)).

#### What happens if an employee is not actively at work, for example is on FMLA leave, during open enrollment?

An employee who remains covered under the Cafeteria Plan but who is not actively at work may make changes to the employee's elections during open enrollment the same as any other employee. In addition, if an individual is no longer a participant in the medical, dental and/or vision

plans but elected [COBRA](#) continuation coverage, such an individual may change their election during annual enrollment.

---

## 717 – QUALIFYING LIFE EVENT CHANGES

### 717.1 Statement:

Hood College allows employees to only make changes to their insurance elections at the time of employment or during the open enrollment period, unless they have a qualifying life event change. Internal Revenue Code Section 125 regulates life-event changes.

### 717.2 Philosophy:

The College understands that changes occur throughout the year, which affect an employee's status or a family member's status. The purpose of this policy is to provide information on what constitutes a life-event change, how this change affects the employee, and what the employee should do to communicate this change to the College.

### 717.3 Procedures:

A life event not only affects you and those you care for, but can also affect your benefits package. You may only change or terminate your insurance elections (and your elections regarding Flexible Spending Accounts) at the time of employment or during open enrollment, unless you have a life-event change in accordance with Internal Revenue Code 125.

#### Eligibility:

Regular full-time and part-time employees with an established Full-Time Equivalency (FTE) of 0.50 or greater are eligible to make changes to their benefits as a result of a life event change.

#### Qualified Life-Event Changes:

The regulations under Internal Revenue Code 125 allow you to change your elections under the Plan during a period of coverage if you experience a "status change", if you have a "special enrollment right" or under certain other circumstances. Specific information about allowed changes may be found on the [Status Change Form](#) available in the [Benefits section](#) of the Hood College Human Resources webpage under Medical/Prescriptions Plans.

#### Notification:

An employee should notify the Department of Human Resources as soon as a change occurs but no later than 31 days after change.

#### Changes that can be made to Cafeteria Plan coverage as a result of a Life Event Change:

An employee who has a qualifying life event change may revise their insurance coverage as follows, provided the change is consistent with the life event change:

- Coverage can be dropped for any or all of the plans
- Additional coverage may be selected
- Coverage may be changed from individual to other tiers or the reverse may be requested.
- Changes in Flexible Spending Account (FSA) contribution amounts

- Changes in adding or eliminating FSA contributions

To make a change, the employee must complete both the [Status Change Form](#) and the online Life Event process in the Employee Portal and submit them to the Department of Human Resources for processing within 30 days of the qualifying life event permitting the change.

For a more detailed description of the circumstances under which an employee may change their elections, refer to the [Status Change Form](#) available in the Benefits section of the Hood College Human Resources webpage under Medical/Prescription Plans.

*The Department of Human Resources can provide information as to what insurance coverage (and FSA) revisions are considered to be consistent with IRS Code 125 Life-Event Changes.*



## 718—EMPLOYEE ASSISTANCE PROGRAM (EAP)

### 718.1 Statement:

Hood College recognizes that faculty and staff members occasionally may have personal problems that impact their ability to adequately perform their job duties. The College offers a free, confidential, and professional counseling resource to faculty and staff members and their dependents. Employees are encouraged to use this resource for assistance with issues such as crisis intervention, family problems, financial difficulties, substance abuse, traumatic events, and grief counseling.

### 718.2 Philosophy:

Hood College is interested in the wellbeing of employees and their families. The College believes that professional assistance may be very helpful to employees during difficult times. A purpose of this policy is to make available assistance to employees who are experiencing performance problems due to personal problems. The College is interested in providing an effective and confidential resource to help resolve performance issues related to personal problems.

### 718.3 Procedures:

#### Definitions & Details:

**Employee Assistance Program:** A program in which *short-term* counseling services are offered for crisis intervention, personal problems, family or marital difficulties, grief counseling, emotional difficulties, mental health problems, drug/alcohol abuse, and financial issues. Issues requiring more intensive resources may be referred to appropriate medical personnel or other resources.

#### Who May Use the EAP?

This program is available to regular full or part-time (FTE) Hood employees. Immediate family members who reside with eligible employees may also use the program. Dependents under 18 years of age may be seen as part of a family counseling session after the counselor has seen the employee. Any member of your family who is 18 years of age or older may contact the EAP directly.

#### Why is Hood College Offering This Benefit?

Hood College believes its people are a very important resource in helping to accomplish its mission. Personal problems can affect work performance and adversely affect the College in lost productivity, absenteeism, health claims, and accidents. By providing a resource to offer professional help with personal difficulties, the College has added a significant service to its employee benefits package, and everyone stands to benefit.

#### What Services Does the EAP Offer?

When an employee calls the EAP, the individual will speak with a counselor professionally qualified to assess a wide variety of problems, which include the following:

- Aging issues
- Alcohol/Drugs
- Bereavement
- Depression
- Emotional Distress
- Financial Concerns
- Legal Concerns
- Marital Relations
- Personal/Family Conflicts
- Retirement Issues
- Stress

Once an assessment is made, further short-term counseling may be recommended with either an EAP counselor or another provider in the community. Then the counselor will follow up to ensure that the employee's needs have been addressed.

#### *How is Privacy Protected?*

The employee's voluntary contacts with the EAP are held in strict confidence. Counselors' records are protected by professional standards of confidentiality and are held by the EAP. They do not become part of an employee's personnel file. In certain circumstances, the EAP may release limited information to the College consistent with Policy 306.

#### *What Does the EAP Cost?*

There is no cost to the employee or the employee's family member(s). If professional help beyond the EAP's services is necessary, the employee's counselor will try to refer the employee to an affordable provider participating in the employee's health plan. The employee's health insurance may cover part of the expense of that referral, when appropriate.

Information regarding the [Employee Assistance Program](#), is available in the [Benefits section](#) of the Hood College Human Resources webpage.

## 719 – WORKERS’ COMPENSATION

### 719.1 Statement:

Hood College carries Workers’ Compensation insurance, which pays a percentage of the wages and medical expenses of employees who suffer certain on-the-job accidents/injuries or job-related illnesses. The College’s policies and procedures will comply with all applicable laws.

### 719.2 Philosophy:

Consistent with applicable federal and state laws, the College provides Workers’ Compensation insurance for compensable accidents or injuries that employees experience while engaged in College work or compensable job-related illness.

The College is concerned about the well-being of its employees. This policy provides guidance about the resources available to employees and procedures that will be followed in the event of a compensable work place injury or illness.

### 719.3 Procedures:

#### Eligibility:

Hood College carries Workers’ Compensation insurance for employees who suffer a compensable on-the-job accident/injury or a job-related illness. Workers’ Compensation insurance covers all employees of Hood College.

Report any injury, no matter how minor, to the immediate manager as soon as possible. Injuries should be reported within 24 hours of the occurrence.

#### Employee Responsibilities:

1. Notify your manager as soon after the accident/injury as possible. Tell the manager what occurred, when it occurred, and where it occurred. For more information, see Section [901 Injury on the Job](#).
2. Notify the CFO’s office and have a [Report of Injury](#) completed.

#### Compensation:

Consistent with applicable federal and state laws, this insurance pays a percentage of the wages and medical expenses of employees who suffer compensable injuries. Where Workers’ Compensation benefits are less than the employee’s normal pay, the College will supplement the benefits for up to four weeks. After four weeks, accumulated sick leave may be used to supplement the Workers’ Compensation benefits until those funds are exhausted or until one of the following occurs:

- 1) A physician has determined that the employee has sufficiently recovered from the injury or illness and may resume job responsibilities. (The State Workers’ Compensation Bureau and/or the insurance company may require independent medical opinion.)

- 2) Benefits commence in accordance with the College's Long-term disability policy. For more information, see Section [709 Long-term Disability](#).

For additional information regarding Workers' Compensation, you may contact one of the following:

- 1.) Department of Finance/CFO  
Hood College, (301) 696-3611
- 2.) [The Hartford](#)
- 3.) [Maryland Workers' Compensation Commission](#)  
(800) 492-0479

*For More Information:*

This policy is intended to provide a brief summary of the benefit plan in which you may be eligible to participate. The benefits are described as clearly as possible, with a minimal use of the technical words and phrases appearing in the legal documents. However, the official plan document remains the final authority and, in the event of a conflict with a policy or a summary plan description, will govern in all cases. Copies of plan documents may be obtained by contacting the CFO's office.

## 720 – COMPREHENSIVE AUTOMOBILE LIABILITY

### 720.1 Statement:

The Hood College Comprehensive Automobile Liability Policy provides coverage/insurance for the College and any authorized personnel using a College vehicle in the event of an accident or injury while on official business-related travel.

### 720.2 Philosophy:

Hood is committed to the safety of its employees and any students or other individuals accompanying an employee(s) while on official business-related travel. As a result, the College provides a Comprehensive Automobile Liability Policy for the College and any authorized employee who uses a College vehicle for such travel.

### 720.3 Procedures:

With certain limitations, Hood College's Comprehensive Automobile Liability Policy provides coverage for the College and any authorized employee who uses a College vehicle for business-related travel. An employee is not covered under this policy while driving students, employees, or anyone else in their own vehicle.

The College encourages employees who must occasionally transport college personnel and/or students in their vehicle to have their individual automobile liability policy reviewed by their personal insurance representative to ensure adequate protection. However, this is the sole responsibility of the employee.

For information on how to become an authorized driver, refer to Campus Safety's transportation services page on the Hood College website.

#### For More Information:

This policy is intended to provide a brief summary of the benefit plan in which you may be eligible to participate. The benefits are described as clearly as possible, with a minimal use of the technical words and phrases appearing in the legal documents. However, the official plan document remains the final authority and, in the event of a conflict with a policy or a summary plan description, will govern in all cases. Copies of plan documents may be obtained by contacting the Department of Human Resources.

## 721 – LIFE INSURANCE

### 721.1 Statement:

Hood College provides [Basic Life and Accidental Death and Dismemberment insurance](#) to eligible employees.

### 721.2 Philosophy:

Hood College provides basic term life insurance to eligible employees. This insurance policy provides coverage for life and accidental death and dismemberment and is provided at no cost to the employee.

### 721.3 Procedures:

#### Eligibility:

Life Insurance covers regular full-time and part-time employees with an established Full-Time Equivalency (FTE) of 0.50 or greater.

#### Coverage:

Coverage begins on the first day of the month coincident with or next following the date of employment. At the expense of the College, employees are enrolled in a group term life insurance plan, which also has a matching accidental death benefit.

This plan provides a death benefit equal to 100% of the employee's annual earnings to a maximum of \$125,000. The amount of coverage is automatically adjusted when an employee receives any changes in salary, not to exceed the maximum. The amount of life insurance reduces to 50% at age 75 and ends the last day of employment.

This plan provides a matching accidental death and dismemberment benefit equal to 100% of the employee's basic life benefit amount. With the matching accidental death benefit, the basic life benefit amount is doubled if death is the result of an accident. The plan also features an accelerated death benefit, which allows an employee to collect 80% of their benefit when the individual is diagnosed as being terminally ill and expected to die within twelve months. In addition, benefits are available if you lose sight, speech, hearing, hand, or foot. There is a waiver of the premium in the event of your Total Disability.

In the event of the employee's death, the designated beneficiary(ies) receives benefits as stipulated above.

#### Documentation:

At the time of employment, eligible employees should complete a [Beneficiary Designation Form](#). At a later time, if an employee wishes to make changes to their beneficiary designation, the individual must complete a new Beneficiary Designation Form and return it to the Department of Human Resources. Employees are responsible for contacting the Department of Human Resources

with any changes to their life insurance policy that are the result of marriage, divorce, death, birth of a child, or any other event that affects their policy.

*For More Information:*

Information regarding the Life Insurance benefit is available in the [Benefits section](#) of the Hood College Human Resources webpage under [Life Plans](#).

This policy is intended to provide a brief summary of the benefit plan in which you may be eligible to participate. The benefits are described as clearly as possible, with a minimal use of the technical words and phrases appearing in the legal documents. However, the official plan document remains the final authority and, in the event of a conflict with a policy or a summary plan description, will govern in all cases. Copies of plan documents may be obtained by contacting the Department of Human Resources.



## 722 – EDUCATIONAL BENEFITS

### 722.1 Statement:

Eligible employees of Hood College may receive educational benefits for themselves, their spouses, and dependent children in accordance with this policy.

### 722.2 Philosophy:

The College supports employees who seek personal or professional growth through education. The purpose of this policy is to provide guidelines that will enable employees to utilize educational benefits for themselves, their spouses, and their dependents.

### 722.3 Procedures:

#### Definitions:

An eligible employee<sup>1</sup> is a regular full-time employee or a part-time employee with an established full-time equivalency (FTE) of 0.50 or greater employed as a regular employee at least six months and with successful completion of their 90-day introductory period.

A spouse is an individual lawfully married, including civil union or common-law marriage, to an eligible employee.

A dependent child follows the IRS guidelines (see [Publication 501, Exemptions, Standard Deduction and Filing Information](#)) or if the employee is under court order to provide for college expenses for a dependent child.

#### Guidelines for Tuition Benefit:

The Hood College Educational Benefit covers *tuition only* for Hood College classes. It does not apply to supplemental costs, fees, books, room and board, or other incidental expenses incurred by the employee, the employee's spouse, and/or dependents. This benefit will be applied first to a student account followed by additional financial aid/scholarships, if applicable.

Full-time eligible employees and their spouses may enroll tuition free in graduate (excluding doctoral programs) or undergraduate courses at the College, and their dependent children may enroll tuition free in undergraduate courses at Hood. Dependent children of full-time employees enrolled either full-time or part-time in Hood's graduate program (excluding doctoral programs) will receive a \$500 tuition discount per semester, not to exceed \$1,000 for the academic year. *Note:* Dependent children may apply for educational benefits or a GA waiver, however both options cannot be applied at the same time.

Part-time eligible employees and their spouses may enroll and are eligible for educational benefits in proportion to the employee's FTE status in graduate (excluding doctoral programs) or undergraduate

<sup>1</sup> Affects new hires and employees using the benefit for the first time as of revision effective date. Employees currently using this benefit are excluded.

<sup>2</sup> Affects new hires, and employees and/or family members enrolling in a degree-seeking program after revision effective date. Employees or their family members currently enrolled in a degree program are exempt. However, the College strongly encourages an employee who has completed a degree program through this program to continue employment at least one year.



courses at the College. Their dependent children may enroll and are eligible for educational benefits in proportion to the employee's FTE status in undergraduate courses at Hood. For example, an employee who has an FTE status of 0.50 receives 50% off tuition for courses taken at Hood. Dependent children of part-time employees enrolled either full-time or part-time in Hood's graduate program will receive the tuition discount in line with above-mentioned amounts but proportional to the employee's FTE status. *Note:* Dependent children may apply for educational benefits or a GA waiver, however both options cannot be applied at the same time.

#### Admission, Registration and Benefit Application Steps:

Any employee, spouse, or dependent child with an intention to seek an undergraduate or graduate degree must start the admission process at least 45 days in advance of the start of a semester, no later than July 1 for the fall semester or December 1 for the spring semester. This is normally a one-time process. Thereafter, the employee, spouse or dependent child may skip this step and register for classes during the designated registration period via the Registrar's Office.

#### **Graduate School Admission**

- Follow instructions on the Graduate School website > [How to Apply](#)
- *Important Note:* If an employee or family member are interested in enrolling in graduate coursework as a non-degree seeking student, meaning not interested in pursuing a certificate or master level program, then visit the [non-degree webpage](#) for application guidelines. The employee or family member will need to complete the [non-degree application/registration form](#).

#### **Undergraduate Admission**

- Follow instructions on the Hood website > Admission & Aid > [Apply Now](#)
- *Important Note:* The Dual Enrollment Program has its own admission process and must be started at least 45 days in advance of the start of a semester.

#### **Register for Classes**

Once the admission process is complete, the employee, spouse or dependent child may register for classes during the designated registration period.

#### **Application for Educational Benefits**

To receive educational benefits, the [application for educational benefits](#) must be submitted each semester/session for which the benefit is requested for an eligible employee, spouse or dependent. This application should be submitted simultaneously or after the employee or family member has registered for classes. Failure to complete and return this form to HR at least one week before the start of each semester/session may result in the enrolled not receiving the benefit for the semester.

#### Employees

<sup>1</sup> Affects new hires and employees using the benefit for the first time as of revision effective date. Employees currently using this benefit are excluded.

<sup>2</sup> Affects new hires, and employees and/or family members enrolling in a degree-seeking program after revision effective date. Employees or their family members currently enrolled in a degree program are exempt. However, the College strongly encourages an employee who has completed a degree program through this program to continue employment at least one year.

Employees may earn up to two degrees. Employees may take up to a full-time course load outside of working hours. Full-time employees who have completed one year of service may take one course per semester during working hours, with the manager's prior approval. Managers have discretion to determine if work hours missed due to a course must be made up during the same work week or if there's adequate coverage to forego making up the hours. This educational benefit does not cover any off campus or independent study academic programs.

#### Spouses & Dependent Children

Spouses and dependent children may complete one degree program. Any additional coursework will not be eligible for educational benefits.

Spouses and dependent children seeking a degree may enroll as full-time or part-time students in Hood's undergraduate program via the educational benefit program, but they must earn a degree in no more than nine consecutive semesters. Winter and summer sessions are not considered semesters and will not be a break in nine consecutive semesters. However, if tuition remission benefits for the winter and summer sessions are elected, those sessions will count against the nine consecutive semesters.

This benefit program does not cover tuition costs associated with study abroad programs or any other educational programs, including independent study programs.

#### Hood's Dual Enrollment Program (formerly Hood Start):

Dependent children of a full-time employee may enroll tuition-free in the College's Dual Enrollment program for high school students who wish to get a head start on their college coursework. Dependent children of part-time employees may enroll in the program at a reduced rate, in proportion to the employee's FTE status. Under the Dual Enrollment program, students may take up to two Hood College courses in a semester, with a maximum of four Hood College courses overall. The courses taken as part of this program will not count against the nine semesters available through the tuition remission program. Fees other than tuition (books, lab fees, comprehensive fee, etc.) are not waived. For program details, please visit the [Dual Enrollment program webpage](#).

#### Availability of Space:

**Educational benefits are subject to availability of space at both the undergraduate and graduate level.** In no case will a course be closed to a regular student so that an employee, spouse, or dependent child of an employee can enroll in the course; nor will a course be held open if it lacks enough students who are not employees of the College. The provost's office, in consultation with other key departments, determines if/when courses are cancelled.

Faculty resources will not be hired nor paid more to accommodate an employee, spouse or dependent child using of this benefit during winter and summer sessions.

#### Doctoral Programs:

<sup>1</sup> Affects new hires and employees using the benefit for the first time as of revision effective date. Employees currently using this benefit are excluded.

<sup>2</sup> Affects new hires, and employees and/or family members enrolling in a degree-seeking program after revision effective date. Employees or their family members currently enrolled in a degree program are exempt. However, the College strongly encourages an employee who has completed a degree program through this program to continue employment at least one year.

Eligible employees of Hood College may receive educational benefits for the Doctoral Program in Organizational Leadership (DOL), specifically the Doctorate in Organizational Leadership (DOL), in accordance with Policy 723 – Educational Benefits for Doctoral Program DOL. See this policy for more information.

In general, doctoral programs are not covered by this benefit for employees, spouses, or dependent children.

*Educational Benefits status when an employee separates:*

Educational benefits are forfeited if an employee voluntarily terminates employment or is involuntarily terminated for cause by the College. If the termination occurs mid-semester, the employee, spouse or dependent child who is receiving educational benefits is responsible for paying the pro-rata share of remaining tuition. See *Period of Service after Receiving Tuition Remission Benefits* for more information about financial obligations.

When involuntary termination occurs due to a layoff, long-term disability or death of an eligible employee during an academic year, the employee, spouse and/or dependent children may continue educational benefits through the end of that academic year.

Period of Service after Receiving Tuition Remission Benefits:

Employees who have used this benefit personally or for family members seeking a degree are required to continue employment at least one year after the last use of the benefit or completion of a degree.<sup>2</sup> Failure to do so will result in the employee being responsible for repaying the College all tuition benefits for the degree.

This provision does not alter the At-Will Employment agreement between the employee and Hood College as referenced in [Section 101.1](#) of this manual.

<b>Date Approved by Senior Team</b>	<b>09/09/2019</b>	<b>Policy Effective Date</b>	<b>Spring 2020</b>
<b>Revised and Approved by Senior Team</b>	<b>09/14/2023</b>	<b>Revision Effective Date</b>	<b>12/11/2023</b>

<sup>1</sup> Affects new hires and employees using the benefit for the first time as of revision effective date. Employees currently using this benefit are excluded.

<sup>2</sup> Affects new hires, and employees and/or family members enrolling in a degree-seeking program after revision effective date. Employees or their family members currently enrolled in a degree program are exempt. However, the College strongly encourages an employee who has completed a degree program through this program to continue employment at least one year.

## 723 – EDUCATIONAL BENEFITS FOR DOCTORAL PROGRAM - DOL

### 723.1 Statement:

Eligible employees of Hood College may receive educational benefits for the Doctorate in Organizational Leadership (DOL) in accordance with this policy.

### 723.2 Philosophy:

The College awards one (1) eligible employee educational benefits to a doctoral program in recognition of their performance and contributions to the College. This program serves as a professional development opportunity for employees and builds a workforce of highly skilled professionals.

### 723.3 Procedures:

#### Eligibility:

Educational benefits for a doctoral program are available to full-time employees with at least three years of employment at the College. The employee's most recent annual review must have an overall rating of Exceeds Requirements or Outstanding.

Per admission requirements, employees must show eight years of progressive leadership experience, some of which may have been gained with previous employers. Review [Graduate School requirements](#) for additional details.

#### Guidelines:

This program only covers **tuition for the doctoral program**. It does not apply to supplemental costs, fees, books or other incidental expenses incurred by the employee.

The doctoral program is offered in a cohort-based format with hybrid scheduling that provides flexibility for busy professionals. Classes are offered most Saturdays January-December (including summer) with roughly half of the meetings held live via Zoom and half held on-campus in our Learning Commons. Coursework for this multidisciplinary program is usually completed in 3-4 years, which includes summers. Employees selected into a cohort are expected to make steady progress throughout the program and must complete it in four years. If the employee is unable to complete the degree in four years, any additional credits required will be the personal responsibility and at the expense of the employee.

#### Application process steps:

- March 1 or earlier: The manager of an interested, eligible employee submits a [Employee Nomination for Doctoral Program Form](#). Simultaneously, the employee begins the following initial application steps:
  - Submits an updated resume to [gofurther@hood.edu](mailto:gofurther@hood.edu) to demonstrate interest in the program. The Doctoral Program Director will offer a preliminary meeting to discuss eligibility.
  - Completes the online [DOL Application](#) minus the two letters of recommendation.

- Provides one of the following admission elements;
  - Standardized test scores (SLLA, GRE, GMAT, or MAT) **OR**
  - Evidence of master’s level culminating research experience (capstone project, thesis, field work or action research project) or recent work writing sample.
- March 2 – 15: Graduate School and Human Resources vet nominees for eligibility (see above)
- March 16 – May 1: Senior Team reviews and selects two (2) applicants.
- May 2 – 31: Selected applicants are notified to complete the remainder of their DOL applications.
- June 1 – 15: Graduate School reviews employee applications and finalizes/determines top employee applicant.
- June 16: Announcement to top employee applicant confirming acceptance into the Fall cohort.

Employees not accepted in a given year are required to re-apply in future years.

Availability of Space:

**Educational benefits are subject to availability of space within the cohort.** In no case will a cohort be closed to a regular student so that an employee can be enrolled in the cohort.

Period of Service after Receiving Tuition Remission Benefits:

The College requires an employee who receives a doctoral degree through this program to continue employment at least four years after completing their program. This allows the College to benefit from the additional knowledge and experience the employee gained from their program.

Educational Benefits status when an employee separates:

If an employee terminates employment or is terminated by the College, all educational benefits are forfeited. An employee is expected to pay a pro-rata share of tuition for credits earned and/or in progress under the following circumstances:

- Employee terminates employment or is terminated by the College before period of service after receiving a doctoral degree;
- Employee voluntarily resigns after joining a cohort or is involuntarily terminated due to performance or gross misconduct.

An employee who is involuntarily terminated due to death or organization changes/lay-offs is not responsible for paying the College a share of tuition for credits earned and/or in progress.

Taxes:

This benefit is subject to Federal and state taxes for the value exceeding \$5,250 in a calendar year. State taxability is determined by your state of residence.

This policy does not alter the At-Will Employment agreement between the employee and Hood College as referenced in [Section 101.1](#) of this manual.

<b>Date Approved by Senior Team</b>	05/10/2023	<b>Policy Effective Date</b>	05/10/2023
-------------------------------------	------------	------------------------------	------------



## 724 – THE TUITION EXCHANGE, INC. COMPETITIVE SCHOLARSHIP PROGRAM

### 724.1 Statement:

Hood College participates in a scholarship award program with a consortium of other colleges and universities known as [The Tuition Exchange, Inc.](#) Dependents of eligible full-time Hood College employees who have successfully completed their 90-day introductory period of employment with Hood College may apply for this **scholarship benefit at a participating institution** once they have their eligibility certified by Hood College. **The scholarship awards in this program are highly competitive in nature.** It is also subject to an import/export ratio, which is determined by the Tuition Exchange Program, Inc. and the importing (school of application) institution. This program does not constitute a fringe benefit.

### 724.2 Philosophy:

Because of Hood's commitment to educational growth and development, the College participates in the Tuition Exchange, Inc. program. This program enables the dependents of eligible full-time employees who have successfully completed their 90-day introductory period of employment with Hood College to apply to other "member colleges" to receive a competitive scholarship to cover the cost of tuition. The purpose of this policy is to provide guidelines for eligibility and utilization of the Tuition Exchange Program, Inc.

### 724.3 Procedures:

#### Eligibility:

Dependent children of all full-time (1.0 FTE) employees who have successfully completed their 90-day introductory period of employment with Hood College are eligible **to apply** to other "member colleges" for a scholarship benefit to cover the cost of tuition. In exchange, Hood College grants free tuition to eligible dependent(s) of other "member colleges." The availability of this program is subject to an import/export ratio, which is determined by The Tuition Exchange, Inc. program and the importing institution.

Once a child of an employee is awarded a Tuition Exchange scholarship, additional children of the same employee during any year in which the first child is still in the Tuition Exchange Program will be eligible only if there is space available and there are no other qualified applicants. If both parents are eligible for this benefit by virtue of working at the College, then each parent may sponsor a child with priority on the list being determined by the sponsoring parent's years of eligible service.

#### Guidelines:

Once the Liaison Officer certifies that a dependent child is eligible, the applicant follows the normal admissions process for the selected member institution. Hood College's Liaison Officer sends an application for a Tuition Exchange scholarship to the selected member institution. The selected member institution determines whether or not to grant the scholarship and notifies the applicant

of the acceptance or rejection. Awards are competitive and not automatic. The terms of the scholarship are outlined in the acceptance notification.

The Tuition Exchange Certification or Recertification of Eligibility Form is also available in Human Resources. Applications must be made no later than the first day of October of the year preceding anticipated participation in the program. Failure to comply with this due date may make you ineligible for this benefit.

The Hood College Tuition Exchange Benefit covers **only tuition**. It does not apply to supplemental costs, fees, books, room and board, or other incidental expenses incurred by the employee's dependent.

The Hood Exchange liaison officer **will not** request special placement when Hood is listed as an "R" institution (i.e., when Hood has exported more students than it has imported).

Participating Institutions:

Approximately 480 Colleges and Universities located in the U.S. and UK participate in the program. The membership includes private as well public institutions. A list of participating colleges is available on their web site at [www.tuitionexchange.org](http://www.tuitionexchange.org).

Acceptance of a TE Scholarship:

Dependent children that accept the TE scholarship and enroll, must report the status of enrollment each fall semester.

Withdrawal or Transfer to another Member Institution:

Dependents who withdraw or who transfer to another institution, must notify both liaison officers promptly. The transfer of scholarship eligibility is not guaranteed and is determined by the institution to which the student transfers.

Termination of Employment:

Tuition exchange benefits cease upon an employee's voluntary termination (resignation or retirement) at the end of the semester when termination is effective. These benefits cease immediately upon an employee's involuntary termination (dismissal) and the employee must pay the remaining tuition for their dependent.

In a case of involuntary termination due to lay off, long term disability or death, tuition exchange benefits will continue for the former employee's dependent. They must have been accepted and enrolled in a member institution at the time of the employee's last day. Benefits will continue until they complete their degree or withdrawal from the member institution.

Period of Service after Receiving Tuition Exchange Benefits:

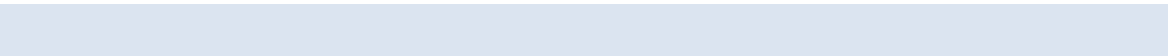
The College encourages, but does not require, employees whose dependents have received the Tuition Exchange benefit to continue their employment with Hood College for at least a one-year period after completion of their coursework.



This suggestion does not alter the At-Will Employment agreement between the employee and Hood College as referenced in [Section 101.1](#) of this manual.

*For additional information regarding The Tuition Exchange, Inc. Program, see their website at [www.tuitionexchange.org](http://www.tuitionexchange.org) or contact the Department of Human Resources.*

<b>Date Approved by Senior Team</b>	02/20/2020	<b>Policy Effective Date</b>	02/20/2020
<b>Revised and Approved by Senior Team</b>	07/13/2023	<b>Revision Effective Date</b>	07/13/2023



## 725 – GEORGETOWN HILL AT HOOD COLLEGE LAB SCHOOL

### 725.1 Statement:

Established in 1929 by Onica Prall, a Hood College professor, the Child Development Laboratory School provides education for preschool children from Frederick and surrounding communities, as well as for qualified dependents of Hood College employees. In 2019, Hood welcomed [Georgetown Hill](#) as the program operator.

The school is a component of Hood's NCATE- and NAEYC-accredited teacher education program. Hood students study teaching and the development of children by observation and practicum experiences in the preschool.

### 725.2 Philosophy:

The program is designed to support children's development and classroom research by faculty or supervised college students. The preschool program is based upon a developmental philosophy and a constructivist orientation of teaching and learning. We believe that children learn in different ways and at different rates. Our commitment is to provide educational experiences that are developmentally appropriate for each child and will enhance physical, emotional, social, language and cognitive development.

Constructivist learning requires hands-on engagement with ample opportunities for children to choose their own activities, and a rich language environment to stimulate children's thinking. We recognize the value of educational play as a pathway to learning. Each day the Laboratory School provides a lively mix of art, science, music, numeracy, language and literacy in our indoor and outdoor classrooms. From a constructivist perspective, children are natural scientists and, given the opportunity, will engage in experimentation and problem solving on their own.

### 725.3 Procedures:

#### Eligibility:

Regular full-time and part-time employees with an established Full-Time Equivalency (FTE) of 0.50 or greater may apply to enroll their children in the programs offered at the Georgetown Hill at Hood College Lab Preschool. A limited number of tuition discounts will be available for eligible Hood College employees (see fee schedule below). Non-FTE and part-time employees with an established FTE less than .5 may also enroll their eligible dependent children, but are not eligible for Hood-provided discounts.

#### Program Types:

- Preschool only program from 9:00 am to 12:30 pm, Monday through Friday.
- Preschool and daycare program from 7:00 am to 6:00 pm, Monday through Friday.

Both programs will operate for approximately 10 months (to begin and end in accordance with the Frederick County Public Schools calendar).

An optional summer program is also available.

Application Procedures:

Please visit the [Georgetown Hill](#) website to apply for the program.

Fees and Further Information:

Hood College employees will be afforded the following tuition discounts for their qualified dependents (as defined by the U.S. Internal Revenue Service):

- 0.75 FTE to 1.0 FTE                      50% off the published tuition
- 0.50 FTE to .74 FTE                      25% off the published tuition
- Less than 0.50 FTE                      No discount

Summer Program Discount: the employee discount for the summer program is applied only if the student was either enrolled in the previous academic year or has registered (and paid a deposit) for the upcoming academic year. Should an employee want to register their child(ren) for the summer only, then the employee discount would not be extended.

A maximum of five (5) employee discounts will be awarded by Hood College’s Human Resources Office for any given year on a first-come, first-serve basis. All billing will be handled by Georgetown Hill, with any discounts applied upon confirmation by the Hood College Human Resources Office of the employees granted the benefit for the year.

<b>Date Approved by Senior Team</b>	10/03/2019	<b>Policy Effective Date</b>	Fall 2019
<b>Amended</b>	02/13/2020		



## 726 – GEAR SHOP (BOOKSTORE) DISCOUNT

### 726.1 Statement:

The Hood College Gear Shop carries a variety of merchandise including apparel, gifts and office supplies. The Gear Shop can place special orders for employees according to its operating procedures.

### 726.2 Philosophy:

Hood College employees are invited to shop at the Gear Shop and will receive an employee discount at the Gear Shop for most items.

### 726.3 Procedures:

#### Location and Access:

The Hood College Gear Shop is located in the Whitaker Campus Center. Employees are welcome to shop during normal operating hours. Please see the Gear Shop [web page](#) for information on hours.

#### Employee Discount:

College employees are entitled to a ten-percent discount on most purchases at the Hood College Gear Shop. Employees will present their Hood identification card to receive this discount. Additionally, the Gear Shop offers an additional 10% discount during Spirit Fridays for employees who wear their Hood College Gear.

#### Methods of Payment:

Employees are expected to make payment at the time of purchase by cash or credit/debit card.

#### College Department Accounts:

No personal purchases will be made on College Department Accounts.

#### Special Orders:

The Gear Shop is the College's exclusive vendor for branded and unbranded merchandise therefore Hood College community must contact them for any special related merchandise for special requests. The Gear Shop will process special orders for merchandise for clubs, organizations, departments, etc. Employees may place orders by calling the Gear Shop at 301-696-3480 or emailing [gearshop@hood.edu](mailto:gearshop@hood.edu).

#### Textbooks

Textbook and course materials ordering is done online through Blackboard. Faculty and teaching staff should reach out to [hood@ecampus.com](mailto:hood@ecampus.com) for questions.

## 727 – RECREATIONAL FACILITIES

### 727.1 Statement:

Hood College recognizes the value of recreational activity and provides access privileges as part of the employee's benefit package. As a result, recreational facilities are available for use by employees and in-household family members, at no cost to the employee.

### 727.2 Philosophy:

Hood College encourages employees to develop a healthy lifestyle, which includes regular exercise and relaxation. The use of recreational facilities allows employees to exercise, reduce stress and participate in activities that they enjoy. The College provides recreational facilities on-campus for employees and in-household family members.

### 727.3 Procedures:

***Employees are encouraged to check with their doctor before beginning a new exercise program.***

#### Facilities:

##### The Huntsinger Aquatics Center

- Faculty and Staff are eligible to use the pool facility without cost. A free family membership is also available to full-time faculty and staff.
- Please visit the [Aquatics website](#) for schedules, membership rules and important information.

##### Ronald J. Volpe Athletic Center - Hodson Fitness Center

- Hood College employees have full access to the Hodson Fitness Center. To use the facility, you must present a current Hood College ID to the desk attendant, located just outside the center. If you do not have your Hood College ID with you, you will not be permitted to use the center.
- The fitness center is not open to family members of an employee, unless they are a student or employee of the college.
- Hours of the fitness center are posted online and on the door on the center. The fitness center will be closed, or have its hours altered on school breaks and holidays. For any questions related to the fitness center, please contact Brad Barber: [barber@hood.edu](mailto:barber@hood.edu).

##### Hood College Tennis Complex

- Faculty and Staff, and their household family members, may use the tennis courts. For availability and regulations, please contact the [Athletics Dept.](#)

Employees and/or family member may be asked to show valid identification to gain access to College facilities.

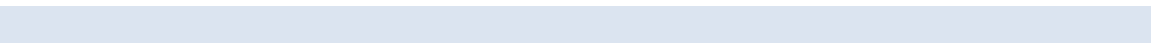
The College is not responsible for injuries that occur during recreational activities including, but not limited to, those occurring as a result of unsafe activity such as horseplay or not following established operating rules.

Classes:

Employees are encouraged to participate in regularly scheduled Physical Education classes and to learn about life-long sports or recreation activities. For information on current class offerings, please refer to course schedules.

From time to time, the College may offer special exercise or weight management classes to employees. Fees may be charged to cover the costs of certain programs.

<b>Date Approved by Senior Team</b>	02/20/2020	<b>Policy Effective Date</b>	02/20/2020
-------------------------------------	------------	------------------------------	------------



## 728 – LIBRARY PRIVILEGES

### 728.1 Statement:

The Hood College Beneficial-Hodson Library provides online information resources and print borrowing privileges to current employees of the College.

### 728.2 Philosophy:

The library's mission is to enable the Hood College community to learn, discover, create, and engage with the world of ideas both within and beyond the curriculum.

We strive to create and maintain accessible, inclusive, and culturally affirming spaces, services, collections, and educational opportunities that enable everyone in our community to meet the personal, professional, and social challenges of our world.

Employees may access all online resources (eBooks, journal articles, newspapers, and videos) to which the library subscribes. Employees may also borrow circulating materials from the library and can place interlibrary loan requests for items not available at our library. Borrowing policies can be found at our [borrowing policies page](#).

### 728.3 Procedures:

The Library extends unlimited borrowing privileges to current employees of the College. Employees should return books and resources in a timely manner to allow the library to meet the needs of students and other employees. Employees who separate from the College are required to return books and resources before their last day of employment.

#### General Library Information:

General information about the library is available on the [library's web site](#), including hours, contact information, access to the online catalog, online request forms, and links to online resources.

#### Reciprocal Borrowing:

All members of the Hood community may borrow materials directly from member colleges and universities of the Maryland Independent Colleges and Universities Association (MICUA). Visit the [MICUA web site](#) for a list of member institutions. Please note that Hood borrowers are subject to the rules of the lending library. Books borrowed from a MICUA library can be returned to the Hood College Library.

## 729 – LUNCH ACCOMMODATIONS

### 729.1 Statement:

Lunch accommodations are available to employees of Hood College at a minimal cost as contracted with the current food service provider.

### 729.2 Philosophy:

Hood College contracts with the food service provider to provide employees a discounted rate for lunch accommodations in the dining hall. These accommodations give employees an opportunity to socialize and to get to know one another outside of the office environment.

### 729.3 Procedures:

#### Eligibility:

All employees of Hood College – including full-time, part-time, temporary and regular – are eligible for lunch accommodation benefits.

#### Accommodations:

Coblentz Dining Hall is the main food service facility on campus. The dining hall is managed by current food service contractor and provides a cafeteria-style food format. Lunches are available to employees at a discounted rate during the school term. Employees must have their Hood ID to enter the dining hall. Employees who work a shift other than the day shift may purchase either breakfast or dinner in the dining hall.

Members of the College community also may bring guests to meals. Employees' guests will be charged full price for their meals. Anyone bringing more than ten guests to a regular meal, however, must make an advance reservation by contacting the Dining Hall (301-696-3986). Only guests who pay for a meal can enter the Dining Hall.

#### Hours of Operation:

##### Monday - Friday Hours

Breakfast: 7:00 a.m. to 9:30 a.m.

Continental Breakfast: 9:30 a.m. to 10:30 a.m.

Lunch: 11:00 a.m. to 2:00 p.m.

Light Lunch: 2:00 p.m. to 4:00 p.m.

Dinner: 4:30 p.m. to 8:00 p.m. \*

\*Dining Hall closes at 7:30 pm for dinner on Fridays

##### Saturday – Sunday Hours

Continental Breakfast: 10:00 a.m. to 11:00 a.m.

Brunch: 11:00 a.m. to 1:30 p.m.

Dinner: 4:30 p.m. to 7:30 p.m.



Discount Programs:

The food service contractor also offers a special discount program in which employees can have a prepaid amount loaded on the individual's Hood College ID card to use in the Dining Hall, the Blazer and the Library. These programs are hosted by the food services contractor and are subject to change based on participation rates, changing economic conditions, or other business reasons as the need arise. Information about these programs is communicated to the campus at the start of the academic year or once the information becomes available. Employees do not need to participate in the discount program to eat at the dining hall, nor do they need to purchase this to get the discounted lunch rate.

The Blazer

The Blazer is located in the Whitaker Campus Center and has a variety of meal options made to order. For more information, visit <https://hood.campusdish.com/LocationsAndMenus/TheBlazer>

The Library Café

The Library Café, located in the Beneficial-Hodson Library, offers snacks, beverages and grab and go items.

## 730 – DISCOUNT ON BANQUET FACILITIES AND ROOM RENTAL

### 730.1 Statement:

Hood College provides discounts to employees for utilizing banquet facilities and room rentals, for both personal and official use of campus resources. Employee use of Hood facilities is to be arranged with the Director of Conference Services or the Campus Scheduler according to the guidelines outlined below.

### 730.2 Philosophy:

Hood College will work with employees to provide space (such as the dining hall, classrooms, conference rooms, Chapel, etc.) as available for personal and professional functions. Discounts apply per type of function being sponsored by the employee.

### 730.3 Procedures:

#### Eligibility:

All employees of Hood College are eligible for discount benefits on banquet facilities and room rentals. Employees must work with the Office of Conference and Events Services for all facilities and room rentals. A list of available facility rentals and their pricing is available through the Office of Conference and Event Services. Contact the Office of Conference and Event Services at [events@hood.edu](mailto:events@hood.edu).

#### Departmentally sponsored, externally funded events:

Any employee of the College may host an event on campus.

Professional events: If an employee is sponsoring an event that supports the mission of their division or of the College, with an outside group, the rental fee may be waived or reduced, with [approval of their vice president](#). Sponsors must be a member of the external group hosting the event. Sponsors will act as the primary liaison between the external host group and the conference services office. A contract for all facility usage will be executed and must be signed by the College employee and co-signed by an official member of the external host group. There is no discount on equipment or technology fees, and a service fee will be added to food service charges.

Personal events: Employees hosting a personal event on campus will receive a discount on facility rental fees. There is no discount on equipment or technology fees, and a service fee will be added to food service charges. A contract for all facility usage will be executed and must be signed by the College employee.

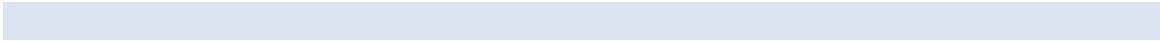
Rental fee discounts are available in the Office of Conference and Events Services and are subject to change.

Conference services will submit the work orders and provide support during the event. The employee will pay all facility, equipment and service fees associated with the event. Additionally, employees are responsible for obtaining event insurance and submit a proof of insurance (i.e.,

certificate of insurance), as outlined in the event contract. The employee must be on campus throughout the event and will be responsible in the case of an emergency.

Food Service:

All food and beverage, including alcoholic beverages, are available through, and must be provided by, Aramark at Hood College. All arrangements and prices are to be negotiated directly with Aramark. No outside food or beverage can be brought in.



## 731 – RETIREMENT PROGRAM

### 731.1 Statement:

Hood College Defined Contribution Retirement Plan ("Plan") has been adopted to provide employees with the opportunity to save for retirement on a tax advantaged basis. This Plan is a type of retirement plan known as a 403(b) plan.

Provided the employee is not an excluded employee, they can begin participating under the Plan. As a participant under the Plan, they may elect to reduce their compensation by a specific amount and have that amount contributed to the Plan as an elective deferral. There are two types of elective deferrals: pre-tax deferrals and Roth deferrals (after-tax).

The Plan is subject to Department of Labor and Internal Revenue Service reporting requirements. The Plan Sponsor, Hood College, intends that the Hood College Defined Contribution Retirement Plan and the Hood College Tax Deferred Annuity Plan (Plan) satisfy the provisions of Department of Labor regulations issued pursuant to the Employee Retirement Income Security Act of 1974, as amended ("ERISA") Section 404(c). This is a participant-directed plan.

The investment products a participant selects (known as investment arrangements) may also affect the provisions of the Plan. In some cases, the investment arrangements may limit options under the Plan.

A Retirement Plan Committee (Committee), appointed by the College, is the named fiduciary as defined under ERISA Section 402(a)(2) and will select and monitor investment strategies that support the attainment of the Plan's objectives.

The 3(21) Investment Advisor ("Fiduciary Investment Advisor") is a prudent investment professional appointed by the Committee to serve the Plan as an objective, third-party professional retained to assist the Committee in managing the overall investment process.

### 731.2 Philosophy:

In accordance with federal regulations, Hood College provides retirement benefits to eligible employees. The purpose of this policy is to explain the guidelines of the College retirement program and to provide resources for employees regarding this benefit. This policy is meant as an overview of the Hood College Defined Contribution Retirement Plan and the Hood College Tax Deferred Annuity Plan. If there are any discrepancies between this and the governing plan documents, the terms of the governing plan documents control.

The retirement plan was established for the purpose of providing retirement benefits to eligible employees. The Committee recognizes its responsibility to manage the plan assets solely in the interest of the plan beneficiaries.

It is the intent of the College to provide a range of investment strategies that will enable participants to diversify their portfolio of investments and invest according to varying risk tolerance, savings time horizon, and financial goals. Participants choose the investment strategies

from among those available under the Plan and may change their investment choices as often as permitted by the Plan.

The objectives of the Plan include:

- Attract and retain high quality employees;
- Provide investment strategies which allow participants to adequately diversify their portfolio;
- Provide participants the opportunity to defer taxable income and supplement their retirement income;
- Provide investment strategies that offer competitive risk-adjusted long-term returns;
- Obtain plan services and investment strategies at a competitive and reasonable cost; and
- Control overall plan costs.

### 731.3 Procedures:

#### Definitions:

**Annuity:** An annuity is a contract that is issued and distributed by an insurance company and bought by individuals. The insurance company pays a fixed or variable income stream to the purchaser.

**403 (b) Plan:** A 403(b) plan is a retirement savings plan that allows employees to defer a portion of their salary into individual accounts. 403(b) plans are similar to 401(k) plans, but are offered by public schools and certain charities, as well as other tax-exempt organizations.

**CBIZ Investment Advisory Services, LLC:** Fiduciary Investment Advisor assists the college in making sure the 403(b) plan is managed, monitored, and analyzed properly while operating as an ERISA Fiduciary. As a qualified plan advisor, CBIZ can also advise employees on properly investing their own funds to save for retirement.

**College Retirement Equities Fund (CREF):** TIAA is the company name, while CREF is a variable annuity that was created and provide to participants.

**Fixed Annuity:** Fixed annuities pay a minimum guaranteed rate of interest and may offer the potential for additional amounts declared by the insurance company issuing the annuity. Fixed annuities are a guaranteed insurance contract, and they are subject to the claims-paying ability of the insurance company. A fixed annuity is not a security. Fixed annuities generate steady returns by investing in income-producing assets such as bonds or even farmland to provide a "fixed" regular income in retirement.

**Group Supplemental Retirement Annuity (GSRA):** A contract for an individual to make contributions to a tax-deferred savings vehicle which can be TIAA's Traditional Annuity or a range of variable annuity accounts and mutual funds.

**Mutual Fund:** A mutual fund is an investment vehicle that pools money from multiple investors to purchase a diversified portfolio of stocks, bonds, or other securities (according to the fund's stated strategy). It allows individual investors to gain exposure to a professionally managed portfolio and potentially benefit from economies of scale, while spreading risk across multiple investments.

**Nuveen, a TIAA Company:** Nuveen is a global investment leader, managing an array of public and private assets for clients around the world and on behalf of the parent company TIAA. Nuveen is on one the Managers of the mutual fund selection offered to participants.

**Retirement Annuity (RA):** An individually owned basic retirement plan annuity contract, designed primarily to provide a lifetime income to the participant as well as a death benefit if the participant dies before beginning retirement income for eligible employees.

**Teachers Insurance and Annuity Association (TIAA):** TIAA is a recordkeeper and fund sponsor that sets up and maintains 403(b) accounts for eligible participants.

**Variable Annuity (VA):** Variable annuities do not pay a guaranteed minimum rate of interest. Account values fluctuate based on market performance, meaning there's a chance for higher or lower returns and the loss of principal. A variable annuity is a security. Variable annuities invest in equities, real estate and other investments that fluctuate in value to generate income that should grow over time to help keep up with inflation. An investor who chooses to create an annuity may choose either a variable annuity or a fixed annuity.

Eligibility:

All regular full-time and part-time employees with an established full-time equivalency (FTE) of 0.50 or greater are eligible to enroll in the Retirement Annuity (RA) with TIAA through Hood College. Any FTE employees and adjunct instructors are eligible for the Group Supplemental Retirement Annuity (GSRA) with TIAA through Hood College. Employees classified as non-FTE (full-time equivalency) employees, and certain nonresident aliens who have no earned income from sources within the United States are not eligible to participate.

Guidelines:

Elective Deferral procedure. The amount an employee elects to defer will be deducted from their pay in accordance with a procedure established by the Plan Administrator. If they wish to defer, the procedure will require that they enter into a Salary Reduction Agreement. They may elect to defer a portion of their compensation payable on or after their date of hire. Such election will become effective as soon as administratively feasible after it is received by the Plan Administrator. The election will remain in effect until the employee modifies or terminates it unless notified by the Employer. A deferral election will also apply to irregular pay. The employee may, however, make a separate election to have a different amount deferred from any irregular pay paid to them during the year. Also, the deferral election will not apply to amounts that are taxable but not payable in cash (such as taxable fringe benefits).

Deferral modifications. Employees are permitted to revoke their salary deferral election at any time during the plan year. They may make a new election or modify an existing election as of each payroll period. Any modification will become effective as soon as administratively feasible after it is received by the Plan Administrator.

Enrollment

Eligible employees may enroll in the retirement program beginning on their date of hire or on the effective date of a newly eligible employee status. To complete enrollment in the retirement

program, employees must complete and return the Agreement for Salary Reduction Form, submit the applicable life event in the employee portal, and complete the TIAA online enrollment. The Agreement for Salary Reduction Form authorizes the College to reduce the employee's salary and apply that reduction toward their retirement savings. Both traditional pre-tax and Roth contributions are options for the RA and GSRA. The TIAA online enrollment authorizes TIAA to set up accounts with allocations and beneficiaries per the employee's directives.

It is the responsibility of the employee to set up their account with TIAA by enrolling online. Enrolling online allows the employee to select the distribution of their allocations and to identify a beneficiary(ies). Instructions for How to Enroll Online are available in the Required Information section of the Hood College Human Resources webpage under Benefits. It also is the responsibility of the employee to contact TIAA directly to change their allocations, beneficiary, and/or personal information (e.g., address, married name, etc.), as needed.

In the event an employee fails to set up their account with TIAA by enrolling online, an account(s) will be established on their behalf and allocations will be defaulted to the age-appropriate target-date fund as described in the Qualified Default Investment Alternative (QDIA) information found in the Required Information section of the Hood College Human Resources webpage under Benefits.

Eligible employees participating in the RA may contribute a percentage of their salaries, up to applicable IRS limits. Hood contributes 1.5% of eligible employee earnings regardless of the employee contribution amount. Hood also supplements employee contributions up to 3.5% (5% total) in accordance with the match structure available on the Summary of Benefits available in the Benefits section of the Hood College Human Resources webpage. Eligible employee balances will always be 100% vested.

In accordance with federal regulations, total employee elective deferrals in any taxable year (including any other 403(b) plan(s)) cannot exceed the allowed IRS limit. In order to know the employee's individual allowed contribution amount, the National Contact Center of TIAA-CREF must be contacted. The toll-free number is (800) 842-2252. The maximum allowed contribution is then calculated by TIAA from a number of factors. Once an employee reaches this amount, no further reductions/contributions can be made.

The Plan will also accept a "rollover" contribution of an eligible rollover distribution from:

- 403(b) plans;
- 401(a) plans (including a 401(k) plan);
- 457(b) plans of governmental employers; and
- certain IRAs.

*Tax Implications:*

For employee contributions, the amount of any pre-tax reduction is not included in the individual's gross income in the calendar year contributed, for federal income tax, and some state tax purposes, if applicable. Contributions made to account(s), on the individual's behalf, by the College also are considered tax-deferred in the calendar year contributed. When an individual begins receiving annuity payments from this plan, all employee contributions made pre-tax,

employer contributions, and the income earned on these, will be subject to federal tax and some state tax, if applicable, when received by the individual.

For additional information, employees should contact their tax consultant.

Termination:

Upon termination, employees should contact their personal financial advisor and the National Contact Center of TIAA for options regarding their retirement benefits. The toll-free number is (800) 842-2252.

Loan and Distribution Options:

Employees who participate in the Plan may have loan or distribution options. Information about these options is available in the Summary Plan Description--Loans in Article III, Distributions and Hardship Distributions in Article VI, In-Service Distribution. The Summary Plan Description is available in the Benefits section of the Hood College Human Resources webpage under [Plan Documents](#). Contact TIAA for more information. The toll-free number is (800) 842-2252.

For More Information:

This policy is intended to provide a brief summary of the benefit plan in which you may be eligible to participate. The benefits are described as clearly as possible, with a minimal use of the technical words and phrases appearing in the legal documents. However, the official plan document remains the final authority and, in the event of a conflict with a policy or a summary plan description, will govern in all cases. A copy of the Summary Plan Description is available in the Benefits section of the Hood College Human Resources webpage under [Plan Documents](#).



## 732 – UNEMPLOYMENT INSURANCE

### 732.1 Statement:

Hood College is subject to the Maryland Unemployment Insurance Law and reimburses the State of Maryland for all unemployment benefits paid to former employees of the College in accordance with this law. Unemployment Insurance is intended for persons who are unemployed through no fault of their own and who are ready, willing, and able to work. The Maryland Department of Economic and Employment Development processes all unemployment claims.

### 732.2 Philosophy:

In accordance with the Maryland Unemployment Insurance Law, Hood College provides unemployment insurance benefits. The purpose of this policy is to explain unemployment insurance, to identify the employees' rights under this law, and to provide resources for employees regarding this benefit.

### 732.3 Procedures:

Unemployment Insurance covers regular full-time and part-time employees who meet certain statutory requirements. If an employee is laid off or otherwise becomes unemployed and wishes to receive benefits, they must go to the nearest office of the Department of Economic and Employment Development ("the Department") to register to work and to file their claim. The Department will review each case individually and determine whether or not an employee is entitled to benefits and the appropriate level of benefits if awarded.

[Click here](#) to go to the Maryland Division of Unemployment website.

## 733—COBRA

### 733.1 Statement:

In 1986, the federal government passed a law called the Consolidated Omnibus Budget Reconciliation Act (COBRA), which requires employers who sponsor group health plans to offer employees and their families the opportunity for a temporary extension of health coverage in instances where coverage under the group health plans would otherwise end. Consistent with COBRA, Hood College offers continuation coverage under its group health plans.

### 733.2 Philosophy:

The College fully complies with its duty to provide COBRA continuation coverage to employees and their families who are eligible for a temporary extension of health coverage. The College utilizes the services of a carefully selected, reputable third-party provider to administer COBRA benefits for eligible individuals.

### 733.3 Procedures:

#### Eligibility:

Any employee or other qualified beneficiary (namely, a spouse or dependent) who has coverage under the College's medical/prescription, dental, and/or vision insurance and healthcare FSAs is eligible for COBRA. This policy does not apply to life insurance, accidental death and dismemberment, or long-term disability plans.

#### COBRA Continuation Coverage:

An employee has the right to elect COBRA continuation coverage if the individual loses coverage due to a reduction in hours worked or termination of employment (for reason other than the employee's gross misconduct).

If an employee's spouse or dependent children are covered under the group health plan on the day before coverage is lost, they may elect continuation coverage for any one of the following qualifying events:

- 1.) The employee's termination of employment (for reason other than the employee's gross misconduct) or a reduction in hours;
- 2.) Death of the employee;
- 3.) The employee's divorce or legal separation;
- 4.) A change in the employee's eligibility for Medicare; or
- 5.) The employee's child ceases to be a "dependent child" under the provisions of the particular group health plan.

The employee or a family member of the employee must inform the Department of Human Resources in writing of a divorce, legal separation, or loss of dependent status of a child within 60 days from the date of the event.

Duration:

The maximum length of continuation coverage begins on the date of your qualifying event for which coverage is lost, and, as shown in the chart below, will end either 18, 29, or 36 months later, depending on the qualifying event and whether you are an employee, spouse or dependent.

Circumstances	Employee	Spouse	Child
Employee's reduced work hours or termination (except for gross misconduct)	18 months	18 months	18 months
Employee or dependent is disabled (as defined by Title II or XVI of the Social Security Act) during the first 60 days of COBRA coverage due to Employee's reduced work hours or termination (except for gross misconduct) and provides timely written notice to the COBRA administration company within the initial 18 months	29 months	29 months	29 months
Employee dies	N/A	36 months	36 months
Employee and spouse legally separate or divorce	N/A	36 months	36 months
Employee becomes entitled to Medicare	N/A	36 months	36 months
Child no longer qualifies as dependent	N/A	N/A	36 months

In addition, an 18-month or 29-month continuation coverage period may be extended to 36 months if there is a second qualifying event and notice is timely provided in writing to the COBRA administration company. The employee or a family member of the employee must inform the COBRA administration company in writing of a disability or a second qualifying event within 60 days from the later of the date of the event. For disability purposes, the notice must be provided within 60 days of the later of (a) the date of the Social Security disability determination or (b) the date of the qualifying event (i.e., the employee's termination of employment or reduction of hours).

Election Period:

An employee has 60 days from the date the individual loses coverage or notice is given, whichever is later, to elect COBRA continuation coverage. Where other qualified beneficiaries must elect COBRA continuation coverage, such election must be made within 60 days of the date of notice of the loss of coverage. If COBRA continuation coverage is not elected within the appropriate time

frame, coverage under the group health plan will end automatically. Once coverage is terminated, it cannot be reinstated.

Cost of COBRA:

COBRA continuation coverage will cost the full group rate (both the employer and employee portions) plus a 2% administration charge.

The initial payment for coverage is due no later than 45 days following the date of election. Subsequently, regular monthly payments for continuation coverage must be received by the College's COBRA administration provider.

Termination of COBRA:

Absent certain circumstances, coverage may be continued up to the maximum coverage period listed above. However, COBRA continuation coverage will be terminated before the maximum coverage period ends if one of the following occurs:

- 1.) payment for the COBRA continuation coverage is not received by the COBRA administration provider within 30 days of the due date;
- 2.) if after you have elected continuation coverage, you or any of your dependents become covered by another group plan that does not limit or exclude coverage for a preexisting medical condition of covered person(s);
- 3.) you or any of your dependents become entitled to Medicare after the date on which COBRA continuation coverage is elected; or
- 4.) Hood College terminates coverage for all employees.

For more information on COBRA continuation coverage, contact the [Department of Human Resources](#)

## 734 – LACTATION ROOM

### 734.1 Statement

In recognition of the well documented health advantages of breastfeeding for infants and mothers, Hood College provides a supportive environment to enable breastfeeding employees to express their milk during work hours.

### 734.2 Philosophy

Hood College believes that having a policy regarding breastfeeding and pumping helps ensure that employees will have access to consistent support. This policy also helps clearly define the roles and responsibilities for both managers and employees. Ultimately, this helps bring about a worksite culture that normalizes lactation support as an accepted part of work-life balance.

This policy aligns with the requirements of the Fair Labor Standards Act (FLSA), including the Break Time for Nursing Mothers provision under Section 7(r). This requires businesses to provide both reasonable time and private space for nursing women to express milk at work.

### 734.3 Procedures

#### Company Responsibilities

Breastfeeding employees who choose to continue providing their milk for their infants after returning to work shall receive:

- Milk Expression Breaks

Breastfeeding employees are allowed to breastfeed or express milk during work hours using their normal breaks and meal times. For time that may be needed beyond the usual break times, employees may use personal leave or may make up the time as negotiated with their managers.

- A Place to Express Milk

A private room (not a toilet stall or restroom) shall be available for employees to breastfeed or express milk. The room will be private and sanitary, located near a sink with running water for washing hands and rinsing out breast pump parts, and have an electrical outlet. If employees prefer, they may also breastfeed or express milk in their own private offices, or in other comfortable locations agreed upon in consultation with the employee's manager. **Hood has designated Apple 8B as our campus Lactation Room for employees, students and visitors. The room can accommodate one individual and has a comfortable chair, side table, and electrical outlet. It has a shade on the door and window and has an internal lock to ensure privacy. A restroom is located across the hall.**

Expressed milk can be temporarily stored in general departmental refrigerators, provided that it is in a sealed container and identified as breastmilk. Breastmilk must be taken home each night, it may not be left in the refrigerator or freezer overnight. Hood will not be held responsible if the breastmilk is accidentally disposed of or if the breastmilk is

deemed unusable due to equipment failure. Employees may also choose to store their milk in their personal cooler.

- *Staff Support*

Managers are responsible for alerting pregnant and breastfeeding employees about Hood's worksite lactation support program, and for negotiating policies and practices that will help facilitate each employee's infant feeding goals. It is expected that all employees will assist in providing a positive atmosphere of support for breastfeeding employees.

### *Employee Responsibilities*

- *Communication with Managers*

Employees who wish to express milk during the work period shall keep managers informed of their needs so that appropriate accommodations can be made to satisfy the needs of both the employee and the College.

- *Maintenance of Milk Expression Areas*

Breastfeeding employees are responsible for keeping milk expression areas clean, using anti-microbial wipes to clean the area, as needed. Employees are also responsible for keeping the general lactation room clean for the next user. This responsibility extends to both designated milk expression areas, as well as other areas where expressing milk will occur.

- *Milk Storage*

Employees should label all milk expressed with their name and date collected so it is not inadvertently confused with another employee's milk. Each employee is responsible for proper storage of their milk using a departmental refrigerator or personal storage coolers.

- *Use of Break Times to Express Milk*

When more than one breastfeeding employee needs to use the designated lactation room, employees can use the sign-in log provided in the room to negotiate milk expression times that are most convenient or best meet their needs.



## 735 - SUPPLEMENTAL (VOLUNTARY) INDIVIDUAL TERM LIFE INSURANCE

### 735.1 Statement:

Hood College partners with its basic life insurance provider to sponsor supplemental individual term life insurance for eligible employees. Employees may elect to purchase additional life insurance on a post-tax basis.

### 735.2 Philosophy:

Although Hood College provides College-paid life insurance at one times salary for eligible employees, it also recognizes that employees may have the need and/or desire to purchase additional group life insurance at a discounted rate. Each employee and their family have unique insurance needs to protect hard earned assets and retirement savings. This product is another way in which Hood employees can prepare for the future.

### 735.3 Procedures:

#### Eligibility:

Regular full-time and part-time employees with an established Full-Time Equivalency (FTE) of 0.50 or greater may apply for supplemental life insurance for themselves, their spouse, and/or children.

#### Enrollment Process:

Newly eligible employees can apply for supplemental life insurance, up to \$500,000 at the time of employment or at the time of moving into a benefits eligible status. An evidence of insurability (EOI) form must be completed for any requested amounts over the guaranteed issue amount of \$150,000. Any employee who wants to begin supplemental life insurance at any time after their time of employment or moving into a benefits eligible status, must apply and provide evidence of insurability (EOI) to the insurance provider for review. If approved, the supplemental insurance then goes into effect. The same review/approval process is required for employees who have supplemental insurance and wish to increase it.

#### Premium Payments:

Employee' premium payments are made through post-tax payroll deductions.

#### Convertibility/Portability:

Upon termination of coverage through the College, employees have the option of converting or porting coverage.

#### For More Information:

Information regarding Voluntary Life Insurance is available in the Benefits section of the Hood College Human Resources webpage under [Life plans](#).

**736 – RESERVED FOR FUTURE USE**



## 737 – LEGAL SERVICES

### 737.1 Statement:

Hood College offers convenient and comprehensive group legal services for eligible employees. Employees may elect to purchase legal services on a post-tax basis.

### 737.2 Philosophy:

Employees are eligible to purchase group legal services at a discounted rate. This insurance is at the expense of the employee, but it is offered at a discounted rate through an agreement between the College and the provider. The College recognizes that employees have a variety of personal, legal issues during their lifetime, and this program can provide bona fide legal counsel to address some of these issues such as the purchase of a home, adoption, will preparation, powers of attorney, etc.

### 737.3 Procedures:

#### Eligibility:

Regular full-time and part-time employees, with an established Full-Time Equivalency (FTE) of 0.50 or greater, are eligible to participate in the group legal services plan.

#### Enrollment:

Employees can elect to participate in the program at the beginning of their employment at Hood College or during open enrollment.

#### Premium Payments:

Premium payments are deducted on a per pay period basis.

#### What's Covered?

Although the program excludes business and employment-related matters, a wide range of services are provided in and out-of-network. Normally, most personal, legal matters are covered, and assistance can be received from telephone or office consultations from more than 14,000 attorneys nationwide and more information is available online. Although the available benefits are very comprehensive, there are limitations and other conditions that must be met. For further information on covered service, contact the provider's client service center. The provider, or its delegates, has the sole discretion to determine whether an individual is eligible for benefits under Plan or whether benefits are covered. This determination is not made by Hood.

#### How to get Legal Services:

The provider's client service center representatives will verify eligibility for services and provide instructions on how to proceed with the claim.

Plan Confidentiality, Ethics and Independent Judgment

The employee's use of the Plan and the legal services are confidential. The Plan Attorney will maintain strict confidentiality of the traditional lawyer-client relationship. Hood College will know nothing about the employee's legal problems or the services the employee uses under the Plan. Plan administrators will have access only to limited statistical information needed for orderly administration of the Plan. No one will interfere with the employee's Plan Attorney's independent exercise of professional judgment when representing the employee. All attorneys' services provided under the Plan are subject to ethical rules established by the courts for lawyers.

The attorney's obligations and relationship are exclusively to and with the employee. The provider, or the law firm providing services under the Plan, is responsible for all services provided by their attorneys. The employee should understand that the Plan has no liability for the conduct of any Plan Attorney.

When may Plan Attorneys refuse to provide coverage?

Plan attorneys will refuse to provide services if the matter is clearly without merit, frivolous or for the purpose of harassing another person.

Claims Processing:

If an in-network attorney is used, covered legal services are provided with no additional attorney fees. If a non-network attorney is used, covered services are reimbursed according to a set fee.

Termination of Employment:

The employee's ability to receive legal services under the plan ends if the employee is no longer an eligible employee or if the employee chooses not to enroll during future annual open enrollment periods. If the employee ceases to be eligible to participate in the plan or the individual's employment with Hood College ends, the Plan will cover the legal fees for those covered services that were opened and pending during the period the employee was enrolled in the plan. Of course, no new matters may be started after the employee becomes ineligible.

Information regarding [Legal Services & ID Theft Protection](#) is available in the Benefits section of the Hood College Human Resources webpage.

## 738 - THE HOOD COMMUNITY CARES BANK

### 738.1 Statement

The Hood Community Cares Bank (“the Bank”) is a College-funded bank of up to a maximum of 30 days to be used in cases of serious medical conditions in which the employee has depleted all available paid leave. Staff employees of Hood College, who are eligible for [Family and Medical Leave Act](#) benefits, may apply for benefits from the Hood Community Cares Bank.

An eligible employee who qualifies may receive sick bank pay for up to 30 days, in a 12-month period, for an ongoing, prolonged, catastrophic, incapacitating personal illness, injury or quarantine occurring during regularly scheduled workdays. An employee also will be eligible to use the Bank to assist and/or care for a similarly ill or disabled family member.

The College is under no obligation to provide this benefit and reserves the right to change, amend or terminate the plan as deemed necessary by Hood College.

### 738.2 Philosophy

Conceptually, the Bank is a pool, not a true “bank.” It is a commitment by the College to fund additional sick leave as outlined below for a maximum of 30 days, in a 12-month period, to assist employees in serious medical situations. An employee is not required to repay any days that the individual uses from the Bank.

Paid leave granted under this policy does not alter or affect any other leave accrued by the employee. This leave will be provided as if the employee had accrued sick leave and will run concurrently with any available Family and Medical Leave Act (FMLA) leave. The policy will be implemented in a manner consistent with employees’ rights under FMLA and the Americans with Disabilities Act (ADA). Other leaves (vacation and sick) will not accrue while the employee is using sick bank time.

The Department of Human Resources will administer the Bank. As necessary, the Department of Human Resources will enact rules and procedures and the Department of Human Resources will approve or deny any request utilizing FMLA guidelines.

### 738.3 Procedures

#### *Approved Uses and Exclusions:*

Available time from the bank may be used for an employee’s ongoing, prolonged, catastrophic, incapacitating personal illness or injury. The Bank will not provide for temporary, short-term illnesses and/or conditions such as colds or flu. Leave for surgery will be approved only in situations where the procedure is necessary and is supported by medical certification. For example, elective cosmetic surgery is not an eligible condition in accordance with FMLA guidelines. See Section [711 Family and Medical Leave \(FMLA\)](#).

An employee can request leave from the Bank to assist and/or care for an ill or disabled family member. However, the employee must meet FMLA guidelines before Department of Human Resources will consider their request for sick bank leave. For additional information regarding FMLA guidelines, see Section [711 Family and Medical Leave Act \(FMLA\)](#) or please contact the Office of Human Resources.

Leave will not be approved for any disability covered by statute under Workers' Compensation law.

*Eligibility:*

Employees who qualify for FMLA leave for serious medical conditions for themselves or specified family members, and who have depleted all available paid leave, are eligible for bank benefits. See Section [711 Family and Medical Leave Act \(FMLA\)](#).

For full-time employees, one day is defined as either 7 ½ hours or 8 hours. For part-time employees, time will be granted on a prorated basis (e.g., a part-time employee who works 50% time will receive ½ of a full-time day's pay for each approved sick bank day, an employee who works 75% time receive ¾ of a full-time day's pay for each approved sick bank day, and so forth).

*Accessing the Benefit:*

To apply, an eligible employee (or appropriate designee) must request to use the Community Cares Bank through the Department of Human Resources. Corroboration for the need for the request must be provided through the certification documents submitted for FMLA leave. All medical information will be treated confidentially. Recording the use for Community Cares Bank leave for payroll is coordinated between the Payroll Administrator and Benefits Manager on an as needed basis for hours used.

HR will notify the employee (or family member designee) and Payroll Administrator of approved requests. The maximum amount of leave from the bank will be thirty days in any rolling twelve-month period. Any days of the granted amount that are not utilized, are automatically returned to the bank.

Department of Human Resources may request a medical review, at the employee's expense, by a physician selected by the College. The Department of Human Resources reserves the right to assess the physician's review before authorizing any benefits and for reviewing a request for an extension of an original grant from the Hood Community Cares Bank.

*Return to Work:*

At the end of the approved leave, a physician's certification of ability to return to work must be submitted to Department of Human Resources. Any unused sick bank benefits are automatically returned to the Bank.

*Integration with Long-Term Disability:*

Once an employee qualifies for long-term disability (a five-month complete and continuous inability to work with approval for long-term disability benefits by our long-term disability provider), no additional leave days will be granted from the Bank.

*Non-Assignment of Benefit:*

Benefits from the Bank are neither assignable nor transferable to another employee.

*Right to change operating procedures:*

The Department of Human Resources may adopt such rules and regulations and make such determinations and interpretations of this policy, as it deems necessary to maintain integrity, consistency, and equity. Hood College and the Department of Human Resources reserve the right to amend, suspend, or terminate this policy at any time.



## 739 – CAFETERIA PLAN (SECTION 125 PLAN)

### 739.1 Statement:

Hood College offers a Cafeteria Plan under which participants may elect between various pre-tax health benefits and flexible spending account benefits in accordance with the Internal Revenue Code. As well as providing some tax advantages, a Cafeteria Plan is one way in which the College can provide a range of health plan options and flexible spending accounts (“FSAs”) to assist employees in meeting their individual and family needs.

### 739.2 Philosophy:

Hood College provides a variety of benefit options for employees to elect the health and welfare benefits coverage that most appropriately meets their needs. The College offers a number of pre-tax options under the Cafeteria Plan. Employees are encouraged to consult with their tax advisors prior to making elections.

### 739.3 Procedures:

#### Tax Advantages:

Pre-tax premium payments may reduce taxable income for federal tax purposes and in some cases, may reduce the income subject to state tax. While participation in Hood College’s Cafeteria Plan may reduce an employee's gross taxable income, it may also affect the employee's Social Security benefits by reducing the total taxable income used to calculate those benefits. In most instances, the current tax savings under the plan will outweigh the impact on future Social Security benefits.

#### Eligibility:

Regular full-time and part-time employees with an established Full-Time Equivalency (FTE) of 0.50 or greater are eligible to enroll in Hood College’s Cafeteria Plan. Employees who Hood classifies as temporary employees are not eligible to participate in the Cafeteria Plan.

#### Enrollment:

Employees must complete the Health Insurance Enrollment Form(s) at the time of enrollment and complete the online open enrollment process as appropriate. The form(s) and open enrollment completion authorizes the College to make necessary changes to the employee’s health benefits elections as indicated by the employee. (For more information, see [715 Dependent Care & Health Care Flexible Spending Account \(FSA\)](#)).

#### Premium Payments:

Internal Revenue Code Section 125 allows employees to pay for certain benefits on a pre-tax basis.

#### Cafeteria Plan Options:

Hood College’s Cafeteria Plan options include Medical/Prescription, Dental and Vision plans. The Plan also offers Dependent and Health Care FSAs.

*Non Cafeteria Plan Benefits:*

Although the College offers other benefits, these are offered on a post-tax basis and are not part of the Cafeteria Plan. These other benefits, which are paid for on a post-tax basis, may be purchased through payroll deduction or by direct billing from the insurance vendor. Examples would include [Group Supplemental Life Insurance](#), and [Group Legal](#). Although these benefits are paid for with post-tax dollars, an advantage to the employee is to be able to purchase the coverage at a group discount.

*Election Changes During the Plan Year:*

Internal Revenue Code Section 125, which governs Hood College's Cafeteria Plan, requires that employees make benefit elections before the beginning of the plan year for which those elections will apply. Participants only may change their elections during the plan year in accordance with the Hood College Cafeteria Plan and Internal Revenue Code Section 125. For example, if, during the plan year, an employee marries or becomes a parent through the birth or adoption of a child, the individual is eligible change their elections under the health care plan but only if such change is consistent with the marriage or becoming a parent. To make this change, the employee must complete both the [Status Change Form](#) and the online Life Event process in the Employee Portal and submit them to the Department of Human Resources for processing within 30 days of the qualifying life event permitting the change.

For more information regarding election changes during the plan year, refer to Section [717 – Qualifying Life Event Changes](#). For a more detailed description of the circumstances under which an employee may change her or his elections, refer to the [Status Change Form](#) available in the Benefits section of the Hood College Human Resources webpage under Medical/Prescription Plans.

## 740 – SABBATICAL LEAVE FOR STAFF

### 740.1 Statement

Sabbatical leave can be an important tool for attracting highly qualified employees and boosting employee morale. As a result, Hood College has initiated a compensated leave program for eligible staff members based on years of continuous service. Paid leave granted under this policy does not alter or affect any other leave accrued by the employee. The College is under no obligation to provide this benefit and reserves the right to change, amend, suspend, or terminate providing paid sabbatical leave as it deems necessary in its sole discretion.

### 740.2 Philosophy

Sabbatical leaves have been recognized by higher education as having a benefit for faculty members to renew and refresh. The College believes that staff can benefit from a short-term leave from one's customary work, to acquire new skills or training, to gain new perspectives, (i.e. from travel, public service, humanitarian efforts, etc.), or to engage in other experiences that bring a high degree of individual satisfaction or lead to employee rejuvenation.

### 740.3 Procedures

#### **Eligibility:**

Full-time and part-time employees of 0.50 FTE or greater will become eligible for a paid sabbatical leave after accumulating 10 years of continuous service and then each time they accumulate an additional five years of continuous service, provided, however, that they are in regular status (i.e., not on probation or lay-off status) at the time they accumulate the requisite years of continuous service.

Eligible full-time employees will be granted paid sabbatical leave in the amount of one (1) work week, which is defined as 37.5 or 40 hours depending on the type of position. Eligible part-time employees will be granted paid sabbatical leave on a pro-rata basis in proportion to the employee's FTE status. For example, a part-time employee who works 50% time will receive paid sabbatical leave in the amount of one-half ( $\frac{1}{2}$ ) of one work week, which is defined as 18.75 or 20 hours depending on the type of position. By way of further example, a part-time employee who works 75% time will receive paid sabbatical leave in the amount of three-quarters ( $\frac{3}{4}$ ) of one work week, which is defined as 28.125 or 30 hours.

#### ***Right To Change Operating Procedures:***

The Department of Human Resources (HR) will administer the sabbatical leave program for staff. To do so, HR will enact rules and procedures and make determinations and interpretations of policy it deems necessary in its discretion.

#### ***Accessing The Benefit:***

HR is responsible for determining eligibility for paid sabbatical leave. Once Human Resources has determined that an employee is eligible for paid sabbatical leave, HR will give that employee a



sabbatical voucher. The sabbatical voucher will be given to the employee at an annual event or some other time as determined by the College.

Paid sabbatical leave cannot be taken in increments. Rather, paid sabbatical leave must be used in **one continuous week** during the time period specified on the voucher. The time period will always run for the College's fiscal year and be awarded in June for the following August 31 cutoff for years of service. In other words, if an individual has 10 years of service by August 31 of a given fiscal year, the individual will receive a voucher in that prior June which can be used from July 1- June 30 of that fiscal year. An eligible employee must be in regular status (i.e., not on probation or lay-off status) at the time they take paid sabbatical leave.

No later than six (6) months after receiving a Sabbatical Voucher, an employee must confer with their manager to schedule the paid sabbatical leave. The employee's manager must approve the use of paid sabbatical leave for the time period requested. Because the manager is responsible for ensuring that appropriate coverage is available throughout the year to provide services to the department's internal and external constituents, the manager in their sole discretion may approve or deny the use of paid sabbatical leave for the time period requested. If more than one employee in a particular department is eligible for paid sabbatical leave in a given fiscal year, the manager may make scheduling decisions for the use of paid sabbatical leave based on seniority.

In the event that the manager and the employee are unable to agree upon a week within the time period specified on the voucher, the employee may request a meeting with the Division Vice President and Human Resources to determine the next course of action. Although every effort will be made to approve the leave time period requested by the employee, circumstances may arise in which the College may need to deny the request. In such circumstances, the Division Vice President and Human Resources may, in their sole discretion, extend the time period of the Sabbatical Voucher or look for an alternative solution that is amenable to both the department manager and the employee. Otherwise, the Sabbatical Voucher will be rescinded. The employee will not receive any compensation for the Sabbatical Voucher in the event of rescission.

Sabbatical leave will not be denied because an employee has used paid or unpaid leave benefits provided by the College or applicable law.

*Unapproved Uses:*

Sabbatical leave cannot be used to engage in illegal activities.

*Return to Work:*

The employee will be obligated to return to work for at least six (6) months after they complete sabbatical leave and will certify this obligation by signing statement indicating the intent to return on the sabbatical voucher. In the event, that the employee decides not to return after the sabbatical or elects to leave prior to the six (6) month required period, the employee agrees to repay the College for the one-week sabbatical. For repayment, the College may deduct the monetary equivalent of the leave hours taken during the sabbatical, based on the employee's rate of pay, from the employee's wages. The employee will certify this repayment obligation and authorize the College to make any necessary deductions from the employee's wages by signing such a statement on the sabbatical voucher. The College will not require repayment if an

employee is unable to return to work for the required six-month period due to the need for leave under the FMLA, USERRA, or other applicable law. In addition, the College may waive any repayment obligation for a bona fide reason, as determined by the College in its sole discretion.

At the end of the approved sabbatical leave, the employee will return to the same or an equivalent position. An employee will not be restored to the same position or an equivalent position under the following conditions:

- If the employee would not have been employed at the time of reinstatement due to job or shift elimination or other reason; or
- If the College determines that there is a situation (program elimination, economic downturn, financial crisis, national emergency, outsourcing, etc.) that may prompt some action in which the employee's job may be impacted by a reduction in hours or salary and or elimination of the job.

Continuation Of Pay And Deductions:

During this one-week approved sabbatical leave, employees will be paid at their ordinary level of compensation in accordance with the College's normal payroll procedures. Any and all deductions authorized or required by law will be made. The College reserves its right to make changes to employee compensation at any time as it deems necessary for economic or other reasons or circumstances.

Continuation of Benefits:

The College will continue the same level of benefits during the paid sabbatical leave as the employee had prior to the leave unless a change in the terms and conditions of the plans occurs.

Non-Assignment Of Benefits:

Sabbatical leave benefits are neither assignable nor transferable to another employee.

No Cash Value:

Paid sabbatical leave under this policy is use or lose and has no cash value.

## 741 – VOLUNTEERING

### 741.1 Statement

Hood College sponsors events which may require the use of volunteers in order to successfully complete the mission of the event. We also recognize that employees may have opportunities to engage in volunteer activities in their communities, children's schools, places of worship and for other non-profit organizations. While we encourage our employees to share their time and talents for the benefit of others, we also have the need to fulfill our mission of providing consistent service to our students, employees, and guests.

### 741.2 Philosophy

Hood supports the desire of our employees to volunteer their time and talent to benefit their communities and to support the missions of organizations that represent the employee's beliefs and passions. We also understand that in order for Hood to effectively fulfill our mission we sometimes need to rely on volunteers, in addition to paid employees, to effectively manage projects and events.

### worker

#### Eligibility:

All regular full-time employees and all part-time employees with an established Full-Time Equivalency (FTE) of 0.50 or greater are eligible to request time during their normal work hours to volunteer for Hood-sponsored events and for non-Hood-sponsored events according to the procedures described below.

#### Volunteering for Events Sponsored by Hood College:

##### Activities that fall within an employee's normal job duties:

Employees who are required to participate in Hood-sponsored activities that are part of their regular job duties (for example, employees in Campus Safety, Residence Life or Admissions) are not considered volunteers and will be paid in accordance with Hood's regular Payroll Policies.

##### Activities that are outside of an employee's normal job duties:

Employees who choose to volunteer for activities that are outside of their normal job duties may request to use time during their regularly scheduled work day to assist with the activity. The request should be made to the employee's manager at least two weeks in advance, when feasible. Managers should consider the employee's work load, attendance history, the impact on departmental operations and the benefit to Hood's overall mission before granting the time to volunteer. The approval of the request may be withdrawn if the department's needs change and the employee will be expected to return to their normal job duties when requested to do so by their manager.

Time for volunteering for Hood-sponsored activities during the employee’s regularly scheduled workday should be counted as regular time worked on the employee’s payroll record. Non-exempt employees may not exceed 40 hours per week, inclusive of the time spent performing their regular job duties, unless they receive budgetary approval from their manager or Vice President.

Overtime:

The US Department of Labor states that time spent volunteering is not considered work time if the volunteering is unrelated to the employee’s normal work duties and takes place outside of normal working hours. Therefore, non-exempt employees who volunteer at Hood College-sponsored events outside of normal work hours will not be eligible for overtime earnings. Their participation is voluntary and not required by the College.

Volunteering for Events Sponsored by Organizations other than Hood College:

Employees who wish to volunteer for events that are not sponsored by Hood College will be required to use their available leave benefits (Vacation or Personal Leave) and to obtain Manager approval for the requested leave in accordance with Hood College policy.

For more information, please visit [Section 703 - Vacation](#) or [Section 702 - Personal Leave](#).

<b>Date Approved by Senior Team</b>	02/20/2020	<b>Policy Effective Date</b>	02/20/2020
<b>Revised and Approved by Senior Team</b>	10/3/2024	<b>Revision Effective Date</b>	10/3/2024



## 800 PAYROLL PROCEDURES

### 801--WORK HOURS AND PAY PRACTICES

#### 801.1 Statement:

Hood College allows department heads to establish the schedule of work days and shifts for positions within a department. Employees are advised of their normal work days and shift prior to being hired; however, department heads may change the established work day or shift according to the needs of the business unit. Departments also determine whether positions are full or part-time and the corresponding number of hours per week. Hood College retains the right to make scheduling changes as determined by the College to meet changing business needs and employees may request scheduling changes.

Core work hours for the College's administrative offices are 8:30am to 5:00pm.

#### 801.2 Philosophy:

A position's workday and shift are determined based on needs of the College and department. Normally, employees will work a pre-established schedule. During an individual's employment with the College, a department's needs may change which may impact the employee's work schedule. Managers will endeavor to provide advance notice for schedule changes.

Employees may request scheduling changes for a variety of reasons. Managers have the discretion to grant or deny the request based on the business needs of the department.

#### 801.3 Procedures:

##### Temporary or Emergency Changes in Schedule:

When faced with temporary scheduling issues, such as College-wide events, emergencies or staffing shortages, Managers may request an employee to work a different schedule that may include a change in hours or days of work. Advance notice will be provided whenever practicable.

##### Changes in Normal Schedule:

Managers are responsible for meeting the business needs of the department. Changes in those needs may require an adjustment to work schedules within the department. Normally, employees will be provided with written notice prior to the implementation of an on-going scheduling change.

##### Employee Request for Schedule Changes:

If an employee requests a change to their normal schedule, the manager should consider the individual's request based on operational needs of the department.

If the request is made to make a schedule change as an accommodation pursuant to the American with Disabilities Act (ADA) policy [302 Individuals with Disabilities Job-Related Requests](#) shall apply.

Report of Changes in Shift to Payroll:

A change in schedule (temporary or on-going) that involves movement to or from the night shift (i.e 11:00 p.m. to 7:00 a.m.) needs to be reported to payroll. A Payroll/Status Change Notice Form (available in Human Resources) or email from the manager is required to inform the payroll accountant of any changes in shift differential.

Shift Differential:

Non-exempt employees who work the midnight shift (i.e. 11:00 p.m. to 7:00 a.m.) are eligible to receive the current rate for shift differential.

Time Cards:

Non-exempt, hourly employees are required to submit time cards on a weekly basis to their managers for submission to payroll. Managers will establish appropriate deadlines for the submission of time cards. Employees who fail to submit time cards or submit late time cards may be subject to discipline up to and including discharge.

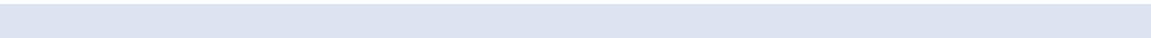
Payroll Payment Authorizations:

The accounting department will not process any payroll payments (including one-time or recurring payments) without prior written authorization. The authorization may be a properly executed Payroll/Status Change Notice or a signed letter from the appropriate senior officer or Human Resources.

Pay Schedule:

The College pays most employees on a bi-weekly schedule. Some student workers are paid on a monthly schedule. The [Pay Schedule](#) for the current year is posted on Payroll Services website.

<b>Date Approved by Senior Team</b>	02/20/2020	<b>Policy Effective Date</b>	02/20/2020
-------------------------------------	------------	------------------------------	------------



## 802 – MEAL AND REST PERIODS

### 802.1 Statement:

Hood College provides eligible employees with meal and rest periods during the workday.

### 802.2 Philosophy:

Hood College provides employees with intervals of rest and relaxation during the workday. Meal and rest periods should not disrupt the normal operations of the department or College.

### 802.3 Procedures:

Employees working six or more hours in any workday are granted a one-hour unpaid meal period. Minors under 18 are entitled to receive a 30-minute break for every five hours of work, consistent with Maryland law. While employees and managers should seek to accommodate their mutual needs when scheduling meal and rest periods, these periods must be scheduled so as to avoid disrupting normal operations of the College. Employees cannot skip meal periods in order to shorten the workday or to earn extra paid leave. Employees cannot forgo their unpaid meal hour to accrue overtime or “comp” time without prior approval from their manager.

Hood ascribes to a policy that for every four hours that an employee works, the individual may take a 15-minute rest period; or if working full-time, the employee will substitute the lunch period for the two rest periods. Employees cannot skip rest periods in order to shorten the workday or to earn extra paid leave. Rest periods may not be saved for later use, and may not be accumulated and used to compute additional pay. Rest periods may be omitted occasionally if required by the operational needs of the College. Extra compensation is not provided if rest periods are missed.

## 803 - OVERTIME

### 803.1 Statement:

Non-exempt employees are eligible to receive overtime earnings. Overtime pay is paid for all hours worked over 40 hours in one workweek. Hood College will comply with the Fair Labor Standards Act (FLSA) of 1938 and other applicable state or local laws for calculating and paying overtime to employees.

Exempt employees are not eligible for overtime pay or compensatory time off.

### 803.2 Philosophy:

Hood College will pay overtime in compliance with the Fair Labor Standards Act and other applicable state or local laws. Non-exempt employees who work over forty hours in a workweek will be paid overtime.

### 803.3 Procedures:

#### Definitions:

**Non-exempt:** Positions that may be salaried or hourly and are eligible for overtime pay under the FLSA.

**Exempt:** Positions that are not eligible for overtime pay under the FLSA.

**Workweek:** Hood College defines its workweek as the recurring 168-hour (7-day) period beginning at 11:00 p.m. on Sunday.

#### Approval for Overtime:

Employees must have prior approval from their manager to work time in excess of their normal workday. An employee working unauthorized overtime may be subject to disciplinary action.

#### Advance Notice from Manager:

Managers are encouraged to provide advance notice to employees who are requested to work overtime. However, in certain circumstances employees may be requested to work overtime without advance notice. Employees are expected to work any overtime requests received with or without notice.

#### Employee Request to Work Overtime:

An employee may request to work overtime to complete an assignment. However, the employee must obtain the manager's approval prior to working any hours in excess of the employee's normal workday.

#### Computing Overtime:

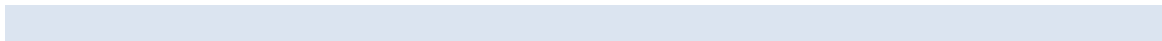


Overtime is paid on hours worked. Any paid (i.e. sick, vacation, holidays) and unpaid (FMLA, leave of absence, etc.) leave during the workweek is excluded from the calculation. Shift differential is included in the hourly rate when applicable and used in the overtime calculation.

*Compensatory Time Off:*

The College supports the voluntary use of compensatory time off in lieu of overtime. Non-exempt employees who work in excess of their normal daily schedule may be permitted to take an equivalent amount of time off **during the same workweek** as the excess time worked. Compensatory time off may only be granted when the manager and the employee have agreed **before the extra hours are worked** that compensatory time off will be taken.

Notwithstanding this policy, employees will be paid overtime for all hours **worked** in excess of 40 hours in a given workweek, and employees may be subject to discipline for incurring overtime without their manager's prior approval.



## 804 – DISTRIBUTION OF PAYROLL CHECKS AND DIRECT DEPOSIT ADVICES

### 804.1 Statement:

Hood College is committed to processing payroll and direct deposits in a timely manner in accordance with the published pay schedule. The College recognizes the importance of having payroll checks and direct deposit advices available to employees on payday.

### 804.2 Philosophy:

The College will provide checks or direct deposit advices per the published pay schedule.

### 804.3 Procedures:

#### Direct Deposit Advices:

Employees who select direct deposit for their pay will receive detailed payroll information on their direct deposit advices. Employees may choose up to three financial institution accounts for direct deposit.

The advice will notify the employee of the amount earned, deductions, taxes, and net amount deposited in the specified account(s). Employees have access to their direct deposit advices in the employee portal.

#### Payroll Checks:

The College encourages the use of Direct Deposit for payroll to minimize the costs and time associated with mailing and/or loss of payroll checks.

Non-student employee paychecks are mailed to home addresses the day before pay day. (Student paychecks are held in the accounting office for pickup until the following Wednesday when any remaining unclaimed checks are mailed.) Employees who select to receive a payroll check will receive detailed information regarding the pay on the attached stub. Additionally, employees have access to the same details in the employee portal.

#### Special Payroll Checks or Direct Deposit Advices:

Checks issued outside the normal payroll processing cycle are considered “special payroll” checks. These checks are rare but are available for certain situations such as correction of an error in an employee’s pay.

In some cases, only a check can be issued. In other cases, a direct deposit of the amount can be made. The Financial Services Department or Human Resources must approve requests for special payroll checks.

## 805 – PAYROLL/STATUS CHANGE NOTICE

### 805.1 Statement:

Hood College is committed to keeping accurate records and authorizations for employee files. The College allows for employees to authorize changes to their personal information through self-service functionality in the Employee Portal. Managers can authorize changes to job and compensation information via internal email to the HR department. Human Resources will process all personal and job-related changes with Financial Services.

### 805.2 Philosophy:

Hood College maintains a personnel file on each individual. It is imperative that the file contains accurate personal and job-related data. We recognize that it necessary to make changes to the personnel file and have the following guidelines. The Payroll/Status Change Notice Form contains the information that is changed most frequently. Managers and employees can download the form from Web, or send written authorization by memo or email to the Department of Human Resources.

### 805.3 Procedures:

#### Changes in Name, Address, Telephone Number and/or Family Status:

Employees may submit personal changes through self-service functionality in the Employee Portal.

#### Changes in Job and Compensation Information:

Managers may request changes to an employee's job and compensation records via internal email to the HR department. In most instances, a manager's authorization and Vice President's approval are required before changing the employee's job and compensation records in the Employee Portal.

## 900- HEALTH AND SAFETY

### 901 - INJURY ON THE JOB

#### 901.1 Statement:

Employees who suffer a certain work-related accident may be eligible for coverage of medical expenses and a portion of lost wages resulting from the injury on the job. It is the policy of the College for all employees to report any injury, no matter how minor, to their immediate manager as soon as possible.

#### 901.2 Philosophy:

Hood College strives to provide and maintain a safe working environment for all employees. In the event, that a work-related accident occurs, employees may be eligible for lost wage and medical expense assistance. Refer to [719 Workers Compensation](#) for more information.

The College is concerned about the well-being of employees. This policy provides guidance on what to do in the event of a work place injury or accident.

#### 901.3 Procedures:

##### Definition:

**Light Duty:** temporary modification or adjustment to work environment and/job responsibilities to support an employee to perform essential functions while recovering from injury or illness.

##### Eligibility:

Hood College carries Workers' Compensation insurance for employees who suffer a compensable on-the-job accident/injury or a job-related illness. Workers' Compensation insurance covers all employees of Hood College.

##### Notification:

Report any injury, no matter how minor, to your manager as soon as possible. Injuries should be reported within 24 hours of the occurrence. In all cases, for any type of injury, a [Report of Injury](#) should be completed.

##### Medical Treatment:

**Minor Injuries:** An employee may elect to use first aid treatment or consult their primary care physician. Additionally, an employee who wants to see a medical professional immediately may visit Employer Solutions located at 490-L Prospect Boulevard, Frederick, MD 21701. The primary care physician or Employer Solutions should be informed that this is a workplace injury.

**Serious Injuries:** If the injury is serious, the Office of Campus Safety may be contacted on the emergency line 3111 to assist. Officers have First Responder training for reacting to many types of medical emergencies. Managers may elect to call 911 for ambulance response and

transportation to the Frederick Health Emergency Room. The Emergency Room Admissions personnel should be informed that this is a work place injury.

*Absence from Work:*

An employee who is injured on the job and unable to return to work must keep their manager informed of their status.

*Continuation of Salary and Benefits:*

An employee who is unable to work due to a work related injury or accident, and for whom a first report of injury was filed within the first 24 hours of its occurrence, may receive a percentage of wages and medical expenses for compensable injuries. For more information regarding compensation for work-related injuries, see Section [719 Worker's Compensation](#).

During the period of time that an employee is absent for a compensable work-related injury, College-paid benefits will continue and the employee will be responsible for remitting their share of the costs to maintain benefit choices.

*Coordination with Family and Medical Leave Policy:*

An employee who is absent from work two or more days may be eligible for Family and Medical Leave Act (FMLA) benefits. For employees who qualify for medical leave under both Worker's Compensation and FMLA, these two leaves will run concurrently and be counted against the employees' FMLA entitlement. For more information, see Section [711 Family and Medical Leave](#). Approved medical leave does not guarantee that worker's compensation benefits will be paid.

*Return to Work:*

The employee must present a return to work certificate from the appropriate medical provider. In cases where the employee returns to "light duty," the health care provider will specify modifications or adjustments required to accommodate the employee to perform essential job functions.

*Termination of Employment:*

An employee who is absent from their job due to a work-related injury may be terminated from employment if they are absent from the job for a period of one year due to a disability. Consistent with applicable law, reasonable accommodations to enable the employee to return to work within a year may be considered as appropriate. Any termination decision will be in accordance with all applicable federal, state, and local laws.

## 902 –TOBACCO-FREE CAMPUS

### 902.1 Statement:

Hood College recognizes the health and safety hazards caused by smoking and other tobacco use. Therefore, the College is committed to providing a safe and healthy working and learning environment for staff, faculty, students, contract workers and visitors. Effective August 1, 2019, Hood College bans the use of all tobacco products, including vaping and e-cigarettes on campus property.

### 902.2 Philosophy:

Hood College will maintain a tobacco-free environment in accordance with all applicable laws and in the best interest of the health and welfare of our employees, students and guests. Hood College prohibits smoking and the use of tobacco products, including all smoking-related paraphernalia defined below, on the Hood College campus. With this policy, we aim to encourage a healthier, more productive living/learning environment for all members of our campus community.

### 902.3 Procedures:

#### Definitions

A. **“Electronic Smoking Device”** means any product containing or delivering nicotine or any other substance that can be used by a person in any manner for the purpose of inhaling vapor or aerosol from the product. The term includes any such device, whether manufactured, distributed, marketed, or sold as an e-cigarette, e-cigar, e-pipe, e-hookah, or vape pen, or under any other product name or descriptor. Electronic Smoking Device does not include any product that is used by an individual for health purposes; such may be permitted with permission from the Office of Campus Safety or Office of Residence Life (e.g. humidifier for personal use).

B. **“Hookah”** means a water pipe and any associated products and devices which are used to produce fumes, smoke, and/or vapor from the burning of material including, but not limited to, tobacco, shisha, or other plant matter.

C. **“Smoking”** means inhaling, exhaling, burning, or carrying any lighted or heated cigar, cigarette, or pipe, or any other lighted or heated tobacco or plant product intended for inhalation, including hookahs and marijuana, whether natural or synthetic, in any manner or in any form. “Smoking” also includes the use of an electronic smoking device that creates an aerosol or vapor, in any manner or in any form, or the use of any oral smoking device for the purpose of circumventing the prohibition of smoking.

D. **“Tobacco Product”** means any substance containing tobacco leaf, including but not limited to, cigarettes, cigars, pipe tobacco, hookah tobacco, snuff, chewing tobacco, dipping tobacco, bidis, blunts, clove cigarettes, or any other preparation of tobacco; and any product or formulation of matter containing biologically active amounts of nicotine that is manufactured, sold, offered for sale, or otherwise distributed with the expectation that the product or matter will be introduced into the human body by inhalation; but does not include any cessation product specifically approved by the U.S. Food and Drug Administration for use in treating nicotine or tobacco dependence (e.g. patches or lozenges).

## **Scope of Policy**

### **Hood College campus shall be entirely smoke and tobacco-free.**

This policy applies to all Hood College facilities, property, and vehicles, owned or leased, regardless of location. Smoking and the use of tobacco products shall not be permitted in any enclosed place, including, but not limited to, all offices, classrooms, hallways, waiting rooms, restrooms, meeting rooms, community areas, performance venues and private residential space within Hood College housing. Smoking and the use of tobacco products shall also be prohibited outdoors on all Hood College campus property, including, but not limited to, parking lots, paths, fields, sports/recreational areas, and stadiums, as well as in all personal vehicles while on campus. This policy applies to all students, faculty, staff, and other persons on campus, regardless of the purpose for their visit.

### **Promotion and Sale of Tobacco Products Prohibited on Hood College Campus.**

No tobacco-related advertising or sponsorship shall be permitted on Hood College property, at Hood-sponsored events, or in publications produced by the Hood College, with the exception of advertising in a newspaper or magazine that is not produced by the Hood and which is lawfully sold, bought, or distributed on Hood's property. For the purposes of this policy, "tobacco related" applies to the use of a tobacco brand or corporate name, trademark, logo, symbol, or motto, selling message, recognizable pattern or colors, or any other indicia of product identical to or similar to, or identifiable with, those used for any brand of tobacco products or company which manufactures tobacco products.

No tobacco products or paraphernalia shall be sold or distributed as samples on college grounds, either in vending machines, the campus center, or any area on campus.

## **Signage**

Signs prohibiting smoking and the use of tobacco products shall be posted at all points of entry to the Hood College campus and at all Hood College building entrances. No ashtrays shall be provided at any location on campus. Littering, or disposal of cigarette butts, on campus grounds is prohibited and may result in a fine, consistent with the fines imposed for violation of this policy.

## **Smoking/Vaping Cessation**

Smoking and Vaping cessation programs shall be made available to assist and encourage individuals who wish to quit smoking. Employees who participate in the Hood College medical plan may be able to use the Prescription Drug plan for prescriptions for smoking depressants, at formulary copay levels. Employees also may contact the [Employee Assistance Program](#) for additional information. Community-based smoking cessation programs may also be available through [Frederick Health](#), the [Frederick County Health Department](#) or the [Maryland Quit Line](#). Employees who live outside of the Frederick area, and those who do not participate in Hood's medical insurance, should seek assistance from their personal physician, local medical center or community based wellness providers.

**Enforcement**

This policy shall be enforced primarily by the Hood College Office of Campus Safety and Office of Residence Life. Violators of this policy are subject to sanctions consistent with the guidelines outlined below:

All individuals, regardless of their affiliation with Hood College, are subject to the following sanctions for any violations of the Hood College Tobacco Free Policy.

<b>First Offense</b>	Formal Warning via a Written Citation from Campus Safety or Residence Life
<b>Second Offense</b>	\$25 Fine
<b>Third Offense (and beyond)</b>	\$50 Fine & referral to student conduct, human resources, or provost for additional disciplinary action.

**Notes**

- Any individual observed to be in violation of the Tobacco Free Policy by a Hood College Campus Safety Officer or Office of Residence Life staff member (for students only) will be issued a citation; fines must be paid to the Accounting Office (Alumnae Hall, 2<sup>nd</sup> floor) by the deadline provided on the citation.
- Guests who fail to comply with the Tobacco-Free Policy may be removed from campus temporarily or permanently.
- Smoking inside any campus buildings constitutes a fire safety violation and is a violation of Maryland State law. These violations are subject to additional disciplinary action and/or fines.
- Individuals failing to complete sanctions may face additional disciplinary action.

<b>Date Approved by Senior Team</b>	05/02/2019	<b>Policy Effective Date</b>	08/01/2019
-------------------------------------	------------	------------------------------	------------



## 903 – DRUG AND ALCOHOL POLICY

### 903.1 Statement:

Drug abuse and excessive alcohol use are serious health and safety issues and pose a threat to Hood College employees and to the security of the College's equipment and facilities. Hood College is committed to the elimination of drug and alcohol use and misuse in the workplace and prohibits the possession, sale, distribution, manufacture, or use of drugs and alcohol on campus, in College vehicles and while conducting College business.\* Hood College will educate employees about the health and safety issues surrounding drug and alcohol use. The College provides assistance through a variety of sources and encourages employees who may be abusing any substance to avail themselves of these resources.

### 903.2 Philosophy:

A drug-free workplace is the responsibility of every individual on campus. Hood College maintains its commitment to a drug-free workplace regardless of the Maryland Cannabis Law (HB 556/SB516) which allows for recreational use and possession of small amounts of cannabis for adults 21 years and older effective July 1, 2023. While the College will utilize education in order to maintain a drug and alcohol-free workplace, the College will take appropriate disciplinary action against any employee who violates this policy.

The College provides resources to employees who face alcohol and controlled substance issues. Hood is concerned with the well-being of individual employees and encourages anyone who is using illicit drugs or abusing alcohol to stop.

### 903.3 Guidelines:

Employees should report to work fit for duty and free of any adverse effects of drugs and alcohol. This policy does not prohibit employees from the lawful use and possession of prescribed medications. Employees must, however, consult with their doctors about the medications' effect on their fitness for duty and ability to work safely, and they must promptly disclose any work restrictions to their manager. An additional condition of continued employment is for employees to comply with all laws and policies prohibiting possession or distribution of cannabis, alcohol and controlled substances.

#### Use of College Vehicles:

The following specific information applies to drivers of Hood College vehicles:

- No driver may operate, repair or perform safety inspections of a College vehicle under the influence of alcohol, cannabis or controlled substance(s) and/or within four hours of consuming any of these.
- No driver may operate or repair a College vehicle while under the influence of prescription or non-prescription medication when the manufacturer of or the physician prescribing the medication has restricted such activity. Employees are re-

\*Exceptions may be made regarding alcohol use for some sanctioned College events.

quired to inform managers of any such restrictions. Employees do not need to inform the manager of the particular medication.

- Drivers involved in accidents may be requested to submit to a post-accident drug test. Failure to comply with the request will result in appropriate disciplinary action.
- Drivers involved in accidents or receiving a citation for moving violation may be requested to submit to a return-to-duty test to ensure that there are no controlled substances or excessive alcohol present. Failure to comply with the request will result in appropriate disciplinary action.

Assistance:

Hood College encourages conscientious efforts to seek help for illicit drug, and/or excessive alcohol or cannabis use and provides a variety of ways for employees to receive confidential assistance. The College will not hold a request for assistance against an employee; however, Hood reserves the right to take appropriate action as each situation may dictate. The safety of the campus and the employee is an important concern at all times.

The College provides free confidential counseling through BHS, our Employee Assistance Program vendor. BHS records are confidential. Statistics regarding referrals may be released; however, employees or family members will not be identified. For more information, see [Section 718 Employee Assistance Program](#).

The College also provides a psychiatric benefit for alcohol and drug abuse rehabilitation through the UMR health care plans. For more information, see [Section 712 Health Insurance](#).

The [Health and Counseling Services website](#) offers information regarding addiction-counseling resources in the Frederick community.

For more information regarding these benefits, contact the Department of Human Resources.

Education:

Hood College will utilize educational strategies in order to maintain a drug and alcohol free workplace. Periodically, the College may provide training and education on the dangers of substance abuse. Attendance at some sessions may be required.

Information Regarding Drug Resources and Abuse Statistics:

Hood College complies with legal requirements to provide information regarding the uses and effects of cannabis and controlled substances, possible federal penalties for drug law violations and drug abuse statistics on campus. Information on current crime statistics can be found on our [Campus Safety](#) website.

Internal Investigations:

\*Exceptions may be made regarding alcohol use for some sanctioned College events.

Hood College may conduct internal investigations and impose disciplinary actions up to and including termination of employment in cases of drug or alcohol-related activities in the workplace. The College will follow its policies as outlined under [312 Internal Investigations](#).

*Disciplinary Actions:*

Although the College prefers to use education in lieu of discipline, and employees are encouraged to contact resources listed in this policy to prevent alcohol or drug-related behavior, the College reserves the right to take action it deems appropriate for any given situation.

Hood College may terminate the employment of any individual who is convicted of unlawful possession, sale, distribution, manufacture, or use of cannabis or controlled substances. The College may impose discipline it deems appropriate notwithstanding whether the employee's conduct results in a criminal conviction.

*Notification of Criminal Convictions:*

The Department of Human Resources must be notified in writing of any criminal conviction for a violation involving cannabis or a controlled substance and occurring in the workplace (including any place where duties are performed), no later than five calendar days after such conviction. The College may report this information to the appropriate federal agency consistent with applicable legal requirements.

Lack of compliance with these requirements may subject the employee to discipline, up to and including termination, consistent with College disciplinary procedures and applicable law.

*Accidents or Work-related Injuries due to Drug Abuse:*

The College will assert its rights in situations of accidents or injuries caused by employees who are abusing drugs, including intoxication due to alcohol consumption.

\*Exceptions may be made regarding alcohol use for some sanctioned College events.

## 904 – FIRE PREVENTION AND SAFETY

### 904.1 Statement:

Hood College is committed to providing a workplace environment in which proper precautions are taken to prevent fires and response preparation to fire emergencies is communicated to employees. The College also recognizes the important role that employees play in fire prevention and safety. Hood College recommends that Departments discuss fire safety and review exit plans at least once a year in staff meetings. Employees are encouraged to follow all College safety guidelines and to use all tools, machines, and other equipment peripherals in accordance with manufacturer's safety specifications.

### 904.2 Philosophy:

Awareness and planning are key components to preventing fires on campus. Employees should follow all College safety guidelines and use all equipment properly to prevent fires. In the event of a fire, employees should follow departmental exit plans and notify proper College officials. The Department of Campus Safety provides specific information regarding fire safety on their [webpage](#).

### 904.3 Procedures:

#### Proper use of equipment and tools:

Equipment and tools have safety specifications that must be followed at all times to prevent fire. Employees who identify a problem with equipment or tools should report the situation to their manager or appropriate College official immediately. Do not use equipment, tools or peripherals that are not in proper working order. Do not overload electrical outlets.

#### Entrances, Exits, and Hallways:

Entrances, exits and/or hallways should be clear of obstruction at all times. Do not place files, furniture, or other clutter in hallways or near doorways. Do not prop exit doors in open position. Do not encumber exit doors with chains, ropes or other materials.

#### Departmental Evacuation Plans:

Departments should review evacuation plans on an annual basis. Evacuation plans should include methods for assisting disabled employees who will be unable to use the elevator to exit the building. The plans should also specify a safe meeting area where employees can assemble after evacuation to account for all staff members. Managers or an appropriate designee should ensure that employees have been accounted for upon evacuation and report this information to Department of Campus Safety official at the site.

#### Fire Extinguishers:

Fire extinguishers are located throughout campus buildings. Campus Safety can provide training on proper use of extinguishers in the event of a fire emergency.

Fire extinguishers are inspected on a periodic basis and maintained by the Department of Campus Safety.

*Space Heaters:*

Hood College recognizes that individuals may want to use space heaters in their workspace. The College requires that employees use only “UL” approved heaters that are in good working order. Employees should unplug space heaters whenever they are aware from the area.

## 905- IDENTIFYING AND CORRECTING WORKPLACE HAZARDS

### 905.1 Statement:

Hood College is committed to maintaining a safe working environment for employees and to correcting situations that pose potential hazards to the workplace. Employees are a key part of the strategy of maintaining a safe working environment. The College encourages employees to report promptly any potential workplace hazard or unsafe work practice to College officials. College officials with the delegated authority for safety and security will evaluate the situation and take action as appropriate. Employees are encouraged to act with their own safety and the safety of others in mind and to promote a safe working environment.

### 905.2 Philosophy:

The Department of Campus Safety and Security and the Facilities Department conduct periodic inspections on campus to promote a safe working environment. Situations may develop outside of the inspections that require immediate attention. The College encourages employees to report immediately potential safety hazards to their manager or appropriate College officials. As appropriate, Hood College officials will investigate, evaluate and implement corrective course of action.

Hood College cannot correct hazards of which it is unaware. It is incumbent on everyone to take responsibility and report all situations that may be potential workplace hazards or unsafe working practices. Employees who report these situations will not be discharged or discriminated against for bona fide reporting of health and safety hazards to the College.

### 905.3 Procedures:

#### Hazardous Conditions:

Employees who observe any unsafe condition on campus property should inform their manager or appropriate College officials promptly. Employees can call the Department of Campus Safety **at 3-1-1-1** to report any condition that may warrant clean-up, erecting barriers, investigation of smoke or suspicious odors, building evacuation, etc.

#### Fire Safety:

Any suspicious odor or smoke should be reported promptly. In case of fire, activate the nearest fire alarm. Evacuate the building immediately. **DO NOT USE THE ELEVATORS**. Notify the Department of **Campus Safety at 3-1-1-1**. Move to pre-determined department meeting location to confirm that everyone is out of the building.

For more information, see [904 Fire Prevention and Safety](#).

## 906– BLOOD BORNE AND AIRBORNE PATHOGENS

### 906.1 Statement:

Hood College is committed to complying with applicable regulations regarding blood borne and airborne pathogens. The College will provide information and training to employees on The Exposure Control Plan (ECP) and comply with all applicable laws to eliminate or reduce the occupational exposure to Hepatitis B Virus (BBV), Human Immunodeficiency Virus (HIV), and other blood borne or airborne pathogens that employees may encounter in the workplace.

### 906.2 Philosophy:

The Exposure Control Plan (ECP) developed by Hood College is designed to comply with the MOSH Blood borne Pathogens Standard. By adopting the policies of the Standard, Hood College has instituted as many work practices and engineering controls as possible to eliminate or minimize employee exposure. Through the ECP Hood College is in compliance with the intention of the MOSH Blood borne Pathogen Standard by protecting our employees from the health hazards associated with blood borne pathogens and providing appropriate treatment and counseling to an employee should an exposure incident occur. For more specific information on Blood borne Pathogen Standard and Hood's response, see Hood College [Emergency Procedures](#) page. For more information on Airborne Pathogens and Hood's response, see [303 Communicable Diseases](#).

### 906.3 Procedures:

#### Definitions

**Airborne pathogens** – are pathogenic microorganisms that produce diseases as they are passed from human to another via the aero biological pathway.

**Blood** - means human blood, human blood components, and products made from human blood.

**Blood borne pathogens (bbp)** - means pathogenic microorganisms that are present in human blood and can cause disease in humans. These pathogens include but are not limited to HBV and HIV.

**Contaminated** - the presence or the reasonably anticipated presence of blood or other potentially infectious materials on an item or surface.

**Contaminated laundry** - laundry that has been soiled with blood or other potentially infectious materials or may contain sharps.

**Contaminated sharps** - any contaminated object that can penetrate the skin including but limited to needles, scalpels, broken glass and broken capillary tubes.

**Decontamination** - the use of physical or chemical means to remove, inactivate or destroy blood borne pathogens on a surface or item to the point where they are no longer capable of transmitting infectious particles and the surface or item is rendered safe for handling, use, or disposal.

**Engineering controls** - controls (e.g., sharps disposal containers) that isolate or remove the blood borne pathogens hazard from the workplace.

**Exposure incident** - a specific eye, mouth, other mucous membrane or parenteral contact with blood or other potentially infectious materials that results from the performance of an employee's duty.

**Occupational exposure** - reasonably anticipated skin, eye, mucous membrane or parenteral contact with blood or other potentially infectious materials that results from the performance of an employee's duty.

**Other potentially infectious materials:**

The following human body fluids: semen, vaginal secretions, cerebrospinal fluid, synovial fluid, pleural fluid, pericardial fluid, peritoneal fluid, amniotic fluid, saliva in dental procedures, any bodily fluid that is visibly contaminated with blood, all body fluids in situations where it is difficult or impossible to differentiate between body fluids;

Any unfixed tissue or organ (other than intact skin) from a human.

**Parenteral** - piercing mucous membranes or the skin barrier through such events as needle sticks, human bites, cuts and abrasions.

**Personal protective equipment** - is specialized clothing or equipment worn by an employee for protection against a hazard. General work clothes (e.g., uniforms, pants, shirts or blouses) not intended to function as protection against a hazard are not considered to be personal protective equipment.

**Regulated waste** - liquid blood or other potentially infectious materials; contaminated items that would release blood or other potentially infectious materials in a liquid or semi-liquid state if compressed; items that are caked with dried blood or other potentially infectious materials and are capable of releasing these materials during handling; contaminated sharps; and pathological and microbiological wastes containing blood or other potentially infectious materials.

**Special medical waste** - means blood or blood products, contaminated sharps, pathological wastes, microbiological wastes, and other research samples and materials perceived to contain laboratory materials.

**Universal precautions** - is an approach to infection control. According to the concept of universal precautions, all human blood and certain human body fluids are treated as if known to be infectious for HIV, HEV and other bbp.

**Work practice controls** - controls that reduce the likelihood of exposure by altering the manner in which a task is performed (e.g., prohibiting the recapping of needles).

*Airborne Pathogens:*

Airborne pathogens can pose a serious health risk to employees. The College will work with proper health agencies to identify potential risks and to take appropriate action. For more information, see policy [303 Communicable Diseases](#).



*General program management for Blood borne Pathogens:*

**A. Exposure Control Officer**

The Chemical Safety Director serves as the Exposure Control Officer. They are responsible for the overall management and support of Hood College's Blood borne Pathogen Compliance Program. For more information, see Hood College the Hood College [Emergency Procedures](#).

**B. Exposure Control Committee**

To assist the Exposure Control Officer (ECO) in fulfilling these responsibilities an Exposure Control Committee has been established and is composed of the following:

1. Office of Security and Safety
2. Hood Aquatics
3. Physical Education Department
4. Head Athletic Trainer
5. Health Center
6. Physical Plant

Members of the Exposure Control Committee (ECC) are responsible for exposure control in their respective areas. They work directly with the ECO to ensure that the ECP is followed. For more information, see Hood College [Emergency Procedures](#).

The ECO is also responsible for providing information and training to all employees who have the potential for exposure to blood borne pathogens, as defined in the applicable regulations. This training is provided at the time of initial assignment and annually thereafter. In conjunction with the members of the ECC, the ECO maintains a current list of facility personnel requiring training. Documentation of attendance is maintained by the ECO. The ECO is also responsible for developing and periodically reviewing the education and training seminars.

*Employee Responsibilities:*

Hood College recognizes the important role that employees play in the Exposure Control Plan. Employees are responsible for:

1. Attending the Blood borne Pathogen training seminars;
2. Knowing and complying with safety guidelines, regulations, and procedures required for the assigned task;
3. Reporting unsafe conditions to their immediate manager, any member of the ECC or the ECO;
4. Reporting to their immediate manager and the ECO any accident and all information pertaining to the accident resulting in an exposure or potential exposure to bbp.

ECP Copies:

Copies of Hood's Exposure Control Plan are available to its employees at any time and are kept at the following locations:

1. Chemical Safety Director's Office
2. Office of Security and Safety
3. Hood Aquatic and Physical Education Center-Athletic Training Room
4. Health Center
5. Physical Plant Office

*Exposure determination:*

Hood College has identified employees with the potential for occupational exposure that may result from the performance of the employee's duties. Exposure risk determinations for all job classifications have been made. Jobs have classified into groups for which all or some employees have occupational exposure and/or groups may perform task and procedures that may result in occupational exposure. For more information, see Hood College [Emergency Procedures](#).

**METHODS OF COMPLIANCE**

Universal Precautions

All Hood personnel must follow all universal precautions. All human blood and body fluids shall be treated as if infected with HIV, HBV or other blood borne pathogens. In the circumstances where it is difficult or impossible to differentiate between body fluid types, it is assumed that all body fluids are potentially infectious. Universal Precautions are intended to minimize or prevent employee exposure and are to be used when contact with blood or body fluids is anticipated.

Engineering Controls:

Engineering Controls are controls that isolate or remove the bbp hazards from the workplace in order to eliminate or minimize employee exposure. These controls are periodically reviewed by the ECO and ECC members to determine the need for more advanced or additional engineering controls. It is understood that these controls do not eliminate the need for personal protective equipment. Therefore, where occupational exposure remains after institution of these controls, personal protective equipment shall also be utilized.

1. Handwashing facilities are readily accessible to all employees.
2. Antiseptic towelettes are provided for employees when washing with soap and water is not readily available (e.g., on the athletic field, assisting an on-campus emergency). It is understood that when antiseptic towelettes are used, hands shall be washed with soap and water as soon as possible.

3. Sharps disposal containers are to be used for contaminated needles and sharps. They will be placed in puncture resistant, leak-proof, labeled or color-coded containers. **Sharps disposal containers are located in the Health Center and Training Room.**

Work-Practice Controls:

Work Practice Controls are those controls that reduce the likelihood of exposure by altering the manner in which & task is performed. For more detail on Hood College's work-practice controls, see Hood College [Emergency Procedures](#).

Personal Protective Equipment (PPE):

Where there is the potential for occupational exposure, appropriate personal protective equipment is provided at no cost to the employee. Personal protective equipment includes but is not limited to gloves, labcoats, face masks, goggles (safety glasses) and resuscitator masks. Personal protective equipment shall be considered appropriate only if it does not permit blood or other potentially infectious materials to pass through to or reach the employee's work or street clothes, undergarments, skin, eyes, mouth or mucous membranes under normal conditions of use and for the duration of time for which the PPE is to be used. For more detailed information on PPE, see Hood College [Emergency Procedures](#).

Cleaning, Disinfection and Decontamination:

In order to reduce occupational exposure to bbb, Hood College shall be maintained in a clean condition. To facilitate this, a written schedule for cleaning and decontamination of the appropriate areas of Hood College-the Health Center and Athletic Training Room, has been created. The written cleaning schedule for the Health Center is kept in the Health Center's Policy Manual. One copy of the written cleaning schedule for the Athletic Training Room is posted, and one copy is kept in the same binder as the ECP maintained in the Training Room. For more information regarding cleaning schedules, contact the Director of Facilities.

Regulated Waste:

Regulated waste including bandages, Band-Aids and other potentially infectious materials are to be discarded in containers that are closable, puncture resistant, leak proof and correctly labeled or color-coded. Contaminated disposable sharps are to be discarded immediately or as soon as feasible in containers that are closable, puncture resistant, leak-proof on side and bottom, and correctly labeled or color-coded.

Containers for this regulated waste are placed in appropriate locations for easy accessibility, are maintained upright, routinely replaced and are not allowed to overfill.

Contaminated laundry (towels, clothing, and bed linens) is to be handled as little as possible, bagged on location where it is used, is not to be sorted or rinsed where it is used and is to be appropriately decontaminated before being cleaned.

Additionally, if outside contamination of the regulated waste container occurs, it is to be placed in a secondary container that is closable and constructed to prevent leakage and punctures during transport and shipping.

*Hepatitis B Vaccination And Post-Exposure Evaluation And Follow-Up:*

In accordance with applicable law, Hood College makes available the Hepatitis B Vaccine and vaccination series to all employees who have occupational exposure. Hood College also provides post-exposure evaluation and follow-up to any employee who has an exposure incident.

Hood College ensures that all medical evaluations and procedures including the Hepatitis B Vaccine and post-exposure evaluations and follow-up including prophylaxis are:

1. Made available at no cost to the employee.
2. Made available at a reasonable time and place.
3. Performed by or under the supervision of a licensed physician or healthcare professional.
4. Ensure that all laboratory tests are conducted in an accredited laboratory at no cost to the employee.
5. Provided according to the recommendations of the U.S. Public Health Service current at the time these evaluations and procedures take place.

For more information on the Vaccination Program, see Hood College [Emergency Procedures](#).

*Post-Exposure Evaluation and Follow-Up:*

Immediately following a potential exposure incident- a cut or needle stick - the employee is to receive first aid at the worksite. Call the Campus Safety to receive the required first aid. The employee must report Health Center immediately after first aid is administered.

The Health Center shall notify the Exposure Control Officer. The Health Center then refers the employee to the Frederick County Health Department and the Smith, Kline and Beachman Laboratory also located in Frederick, for the appropriate blood tests. Within 24 hours of the incident, a confidential medical investigation shall be performed by the ECO, which will document the route(s) of exposure and the circumstances under which the exposure incident occurred.

A written summary of the incident and its surrounding circumstances are prepared. Recommendations are then made for avoiding similar incidents in the future. An "Exposure Incident Investigation Form" can be found in the appendix of the Hood College [Emergency Procedures](#). If applicable, identification and documentation of the source individual shall be made, unless that identification is not possible or prohibited by state and local law. For more information on follow-up procedures, see the Hood College [Emergency Procedures](#).

*Medical Records:*

Hood College shall establish and maintain for the duration of employment plus 30 years, an accurate medical record for each employee with occupational exposure in accordance with 29 CFR 1910.20. The Health Center is responsible for establishing and maintaining these records. These medical records are to be kept confidential and not disclosed or reported without the employee's express written consent to any person within or outside the workplace except as required by this section or may be required by law.

Communication Of Hazards To Employees:

**A. Signs and Labels**

Warning labels are affixed to containers of regulated waste, refrigerators and freezers containing blood or other potentially infectious materials; other containers used to store, transport or ship blood and other potentially infectious materials; sharps disposal containers; laundry bags and containers and contaminated equipment.

Labels include the following:

1. The biohazard symbol.
2. Colored fluorescent orange or orange-red with lettering or symbols in a contrasting color.
3. Firmly affixed as close as feasible to the container.
4. Red bags or red containers may be substituted for labels.

**B. Information and Training**

All employees with potential occupational exposure must attend a training program. This training program, established by the ECO, is comprehensive and contains as much current information as possible on the issue. Training is provided at the time of initial assignment and annually thereafter. Additionally, all new employees as well as employees changing jobs or job function, are given any training the new- position requires at the time of assignment. The ECO and ECC members are responsible for ensuring that all new employees with occupational exposure receive this training.

The training program includes the following:

- OSHA's Blood borne Pathogens Standard.
- A general explanation of the epidemiology, symptoms and transmission of blood borne diseases.
- Hood College's ECP
- Recognizing tasks and other activities that may involve exposure to blood and other potentially infectious materials
- Use and limitations of methods that prevent or reduce exposure including the appropriate engineering controls, work practices and personal protective equipment

- Selection and use of personal protective equipment including; types available, proper use, location, removal, handling, decontamination and disposal
- Visual warnings of biohazards within Hood College including labels, signs and color- coded containers
- Hepatitis B vaccine including its efficacy, safety, method of administration, the benefits of vaccination, and that the vaccine is available free to employees with occupational exposure.
- Actions to take and persons to contact in an emergency involving blood or other potentially infectious materials.
- Emergency first aid, reporting the incident, post-exposure evaluation and medical follow-up are also stressed.

Training records are maintained for three years from the date on which the training occurs.

## 907 – HAZARDOUS AND TOXIC SUBSTANCES

### 907.1 Statement:

Hood College is committed to complying with the rules and regulations contained in the "Federal Communications Standard" and the State of Maryland's "Access to Information about Hazardous and Toxic Substances" Law. As a user of hazardous chemicals in the operation of its laboratories, other educational and recreational programs, health services and the physical plant, the College will provide information and training to employees to comply with all applicable laws.

### 907.2 Philosophy:

To establish guidelines and assign responsibility for compliance with applicable provisions of the "Federal Communications Standard" and the State of Maryland's "Access to Information about Hazardous and Toxic Substances" Law 29 CFR 1910.1200 also known as the Hazard Communication Standard. For more detailed information, see [College Policy 73 Access to Information about Hazardous and Toxic Substances](#).

Hood College encourages employees to follow all guidelines and to communicate any concerns regarding access to information and training, or purchase, use, and storage of hazardous and toxic substances to the immediate manager, the Chemical Safety Director or Human Resources.

### 907.3 Procedures:

An abbreviated list of definitions from [Emergency Procedures](#) follows:

#### Definitions:

**Chemical** - Any element, chemical compound or mixture of elements and/or compounds.

**Chemical name** - The scientific designation of a chemical in accordance with the nomenclature system developed by the International Union of Pure and Applied Chemistry (IUPAC) or the Chemical Abstracts Service (CAS) rules of nomenclature, or a name which will clearly identify the chemical for the purpose of conducting a hazard evaluation.

**Common name** - Any designation at identification such as code name, code number, trade name, brand name or generic name used to identify a chemical other than by its chemical name.

**Employee** - A worker who may be exposed to hazardous chemicals under normal operating conditions or in foreseeable emergencies. *Workers such as office workers who encounter hazardous chemicals only in non-routine, isolated instances are not covered.*

**Exposure or exposed** - An employee is subjected to a hazardous chemical in the course of employment through any route of entry (inhalation, ingestion, skin contact or absorption, etc.), and includes potential (e.g. accidental or possible) exposure.

**Hazardous chemical** - Any chemical which is a physical hazard or a health hazard.

**Hazard warning** - Any words, pictures, symbols, or combination thereof appearing on a label or other appropriate form of warning which convey the hazard(s) of the chemical(s) in the containers.

**Health hazard** - A chemical for which there is statistically significant evidence based on at least one study conducted in accordance with established scientific principles that acute or chronic health effects may occur in exposed employees. The term "health hazard" includes chemicals which are carcinogens, toxic or highly toxic agents, reproductive toxins, irritants, corrosives, sensitizers, hepatotoxins, nephrotoxins, and neurotoxins, agents which act on the hematopoietic system, and agents which damage the lungs, skin, eyes, or mucous membranes.

**Identity** - Any chemical or common name which is indicated on the material safety data sheet (MSDS) for the chemical. The identity used will permit cross-references to be made among the required list of hazardous chemicals, the label and the MSDS.

**Immediate use** - The hazardous chemical will be under the control of and used only by the person who transfers it from a labeled container and only within the work shift in which it is transferred.

**Material safety data sheets (MSDS)** - Written or printed material concerning a hazardous chemical.

**Physical hazard** - A chemical for which there is scientifically valid evidence that it is a combustible liquid, a compressed gas, explosive, flammable, an organic peroxide, an oxidizer, pyrophoric, unstable (reactive) or water-reactive.

**Specific chemical identity** - The chemical name, Chemical Abstracts Service (CAS) Registry Number, or any other information that reveals the precise chemical designation of the substance.

**Abbreviated procedures from [Emergency Procedures](#) follow:**

*Hazard Determination:*

Hood College has a defined procedure to identify and consider the available scientific evidence concerning hazards. For health hazards, evidence which is statistically significant and which is based on at least one positive study conducted in accordance with established scientific principles is considered to be sufficient to establish a hazardous effect if the results of the study meet the definitions of health hazards. For more information, see [Emergency Procedures](#).

*Written Hazard Communication Program:*

Hood College has developed, implemented and maintain a Written Hazard Communication Program for workplaces which at least describes how the criteria for labels and other forms of warning, material safety data sheets, and employee information and training will be met, and which also includes the following: (i) A list of the hazardous chemicals known to be present using an identity that is referenced on the appropriate material safety data sheets and; (ii) The methods Hood College uses to inform employees of the hazards of non-routine tasks, and the hazards associated with chemicals contained in unlabeled pipes in their work areas. The Written Hazard Communication Program is available in the following locations:

1. Office of the Chemical Safety Director
2. Office of the Chemistry Dept.
3. Office of the Biology Dept.



4. Office of the Art Dept.
5. Office of the Physical Education Center and Hood Aquatics.
6. Office of Campus Safety

Labels and other forms of warning:

Hood College works to ensure that each container of hazardous chemicals in the workplace is labeled, tagged or marked with the following information: (i) Identity of the hazardous chemical(s) contained therein; (ii) Appropriate hazard warnings.

Hood College will not remove or deface existing labels or incoming containers of hazardous chemicals. Hood College will ensure that labels or other forms of warning are legible, in English, and promptly displayed on the container, or readily available in the work area throughout each work shift.

Portable containers, which means containers into which hazardous chemicals are transferred from labeled containers, are not required to be labeled with the appropriate information described ONLY IF: (i) The container will only be used by the employee who transferred the hazardous chemical into it, and; (ii) The container will be empty by the end of the shift of that employee.

Material Safety Data Sheets:

Hood College maintains a Material Safety Data Sheet (MSDS) for each hazardous chemical in the workplace and will ensure that they are readily accessible during each work shift to employees.

Each MSDS will be in English and will contain at least the following information:

1. The identity used on the label:
  - a. Chemical and common name.
  - b. Mixtures - Chemical and common name of ingredients.
2. Physical and chemical characteristics of the hazardous chemical (such as vapor-pressure, flash point).
3. The physical hazards of the hazardous chemicals, including the potential for fire, explosion, and reactivity.
4. The health hazards of the hazardous chemical, including signs and symptoms of exposure, and any medical conditions which are generally recognized as being aggravated by exposure to the chemical;
  - a. The primary route(s) of entry;
  - b. The OSHA permissible exposure limit, ACGIH Threshold Limit Value, and any other exposure limit used or recommended by the chemical manufacturer, importer, or employer preparing the MSDS, where available.

5. Whether the hazardous chemical is listed in the National Toxicology Program (NTP) Annual report on Carcinogens or has been found to be a potential carcinogen in the International Agency for Research on Cancer (IARC) Monographs, or by OSHA.
6. Any generally applicable precautions for safe handling and use which are known to the chemical manufacturer, importer or employer preparing the MSDS, including appropriate hygienic practices, Protective measures during repair and maintenance of contaminated equipment, and procedures for clean-up of spills and leaks.
7. Any generally applicable control measures which are known to the chemical manufacturer, importer or employer preparing MSDS, such as appropriate engineering controls, work practices and personal protective equipment.
8. Emergency and first aid procedures.
9. The date of preparation of the MSDS or the last change to it.
10. The name, address and telephone number of the chemical manufacturer, importer, employer or other responsible party preparing or distributing the MSDS, who can provide additional information on the hazardous chemical and appropriate emergency procedures, if necessary.

Ordering Process and MSD Management:

Heads of departments or their authorized representatives forwarding purchase requisitions for hazardous chemicals to the Purchasing Agent and must follow the procedures in [Emergency Procedures](#).

Chemical Safety Program Management:

**A. Chemical Safety Director**

The Chemical Safety Director (CSD) is responsible for the overall management and support of Hood College's Chemical Safety Program. The CSD responsibilities are specified in [Emergency Procedures](#).

**B. Chemical Safety Committee**

To assist the Chemical Safety Director in fulfilling these responsibilities a Chemical Safety Committee has been established and is composed of the following:

1. Chairperson of the Chemistry Dept.
2. Chairperson of the Biology Dept.
3. Chairperson of the Art Dept.
4. Aquatic Specialist
5. Director of the Physical Plant

6. Director of Security
7. Student representative from the Chemical Honor Society

Members of the Chemical Safety Committee are responsible for the hazardous chemicals in their respective areas. They will work directly with the CSD to ensure that the policies of the Chemical Safety Program are followed. Other responsibilities are included in [Emergency Procedures](#).

Employee Information and Training:

The Chemical Safety Director, in coordination with the Chemical Safety Committee, is responsible for providing employees with information and training on hazardous chemicals in their work area and employee rights under the Law. A training and information is conducted at the time of initial assignment and whenever a new hazard is introduced into their work area. For more information on the training program, see [Emergency Procedures](#).

Training Records:

Hood College has established and maintains training records for all employees who work with hazardous chemicals. The records include the following information:

1. Names of persons trained.
2. Who conducted the training
3. The date the training was conducted.
4. A brief outline, summary of lesson plan of what was covered.

New Employee Notification:

As part of the entrance briefing process, the business manager is responsible for ensuring that a copy of this policy is furnished to new employees scheduled to be assigned to areas where hazardous chemicals are received, stored, issued, handled or used.

**908 – RESERVED FOR FUTURE USE**

## 909 – LOCKOUT AND TAG OUT INFORMATION

### 909.1 Statement:

A safe working environment is the result of using safe practices when operating mechanical equipment or working with energy sources that produce steam, electricity and heat. Office equipment used improperly may also be the source of danger to employees. Hood College supports an environment in which proper office safety and lock out/tag out procedures are followed. The College will comply with all applicable laws regarding lockout and tag out.

### 909.2 Philosophy:

Hood College is committed to protecting employees who are repairing, maintaining or operating mechanical equipment, or working with energy sources. The College has established procedures for lock out/tag out and expects all persons working on the campus either as employees or third party contractors to follow the safety procedures.

### 909.3 Procedures:

#### Definitions:

**Lockout:** A locking devices, such as a padlock, placed on a switch, lever, or valve, etc. to prevent the release of hazardous energy that could injure an employee working on the equipment or that could set the machine in motion.

**Tag out:** A written warning that notifies others not to operate a switch or valve that could release hazardous energy or set a machine in motion.

#### Equipment or Energy Source Problems:

Whenever there is a problem with equipment or an energy source, contact the Facilities Department for assistance. Only authorized personnel should investigate and correct energy source problems. Office equipment is to be turned off prior to investigation and correction of a problem.

The Facilities Department maintenance employees receive training on College procedures for maintenance of equipment, energy source issues and lockout/tag out. They are therefore the only personnel authorized to perform functions associated with these procedures.

#### Follow Lockout/Tag out Instructions:

Lock out devices and tags protect employees who may be working on the systems being shut down. It is imperative that all employees recognize that there are lockout/tag out procedures and follow the instructions at all times to protect maintenance employees, outside repair personnel and fellow co-workers. Only authorized personnel may place or remove lockout/tag out information.

Overriding the lockout/tag out device or information is serious, and those actions could result in bodily harm and property damage. Employees who ignore lockout/tag out devices may be subject to discipline up to and including termination of employment.

## 910 – CONFINED SPACES INFORMATION

### 910.1 Statement:

A safe working environment is the result of using safe practices when working in confined spaces. Confined spaces are very dangerous and only authorized personnel may enter the designated spaces following all the College's safety procedures for this type of work. The College will comply with all applicable laws regarding confined spaces.

### 910.2 Philosophy:

Hood College is committed to protecting employees who are repairing, maintaining or working in confined spaces. The College has established procedures for working in confined spaces and expects all persons working on the campus either as employees or third-party contractors to follow the safety procedures.

### 910.3 Procedures:

#### Definitions:

**Confined Spaces:** Work areas that have configurations that limit the activities of any employee who must enter, work in, or exit the spaces. These work areas may have narrow openings, cramped working areas, close proximity to working machinery, and/or issues relating to ventilation. Confined spaces may represent a serious hazard for employees who work within these areas from entrapment, asphyxiation, or other physical injury.

#### Working in Confined Spaces:

Whenever there is a problem within a confined space, contact the Facilities Department for assistance. Only authorized personnel should investigate and correct confined spaces problems.

The Facilities Department maintenance employees receive training on College procedures for maintenance of equipment and confined spaces. They are therefore the only personnel authorized to perform functions associated with these procedures.

#### Follow Confined Spaces Instructions:

Employees who may be working in confined spaces are required to follow the College's safety procedures. It is imperative that all employees recognize that confined spaces are very dangerous and that they must follow all procedures and instructions at all times to protect maintenance employees, outside repair personnel and fellow co-workers. Only authorized personnel may work in confined spaces.

Overriding the procedures for confined spaces is serious, and those actions could result in bodily harm and property damage. Employees who ignore these confined spaces safety procedures may be subject to discipline up to and including termination of employment.

## 911 - INCLEMENT/SEVERE WEATHER POLICY

### 911.1 Statement:

In view of the fact that Hood College is a residential college and provides many services seven days a week on a twenty-four-hour basis, the College makes every effort to remain open at all times. However, there are a variety of weather-related events that may impact normal operating procedures at the College. Hood College recognizes that transportation and other concerns may arise during times of severe weather conditions; and therefore, many issues are taken into consideration when making a decision to delay classes or close the College. Information regarding procedures for delays or closings and how one confirms the College's operating status are outlined below.

### 911.2 Philosophy:

Hood College has identified four major constituencies and the unique ways in which this policy applies to each. The four groups are students, faculty, staff and emergency personnel. **The College reaffirms each constituency's use of reasonable discretion regarding their personal safety and safety of others in determining whether or not they should come to campus during times of inclement/severe weather.**

### 911.3 Procedures

#### Definitions:

**Staff:** This policy applies to all part-time, full-time, regular, contract and temporary agency staff. If you have not been informed of any cancellations or delays, you should infer that the College is open. Please use your own judgment in determining that roads in your area are passable, or in deciding to remain at home until conditions for travel are more favorable.

**Essential Personnel:** The College has designated certain jobs/positions as "essential personnel" in order to effectively offer round-the-clock services. Regardless of weather conditions, these employees should use good judgment, care and safety to report to work.

#### Requirement to inform manager:

When the College remains open during inclement weather, and a staff member determines that they are unable to come to campus due to inclement/severe weather, a courtesy phone call or e-mail to inform their manager is required.

#### Requirement to use vacation or personal time for time missed:

**The College appreciates employees' efforts to report to work at the scheduled opening time during inclement weather, and/or employees' efforts to stay until the official weather-related closing of the College.**



Generally, you will be required to use accumulated vacation or personal time to cover the hours you do not work during inclement weather when the College remains open or opens late. If you, in your reasonable discretion, determine that traveling to work will endanger your safety you are required to leave a voice mail or e-mail message with your manager apprising them of your decision. Failure to provide notice to your manager, unreasonably failing to appear for work (even for a partial day) when weather permits, or other abuse of this provision may lead to discipline, up to and including discharge.

General Policy Statements for Essential Personnel:

Essential personnel will be paid time and one-half as approved by their manager for time worked during closures due to inclement/severe weather as designated by the College.

**Telecommunications/Network Personnel:**

In the event that inclement/severe weather threatens the telephone system and/or network, telecommunications/network personnel will report to campus as directed by the Chief Information Officer.

**Campus Safety Officers and Communication Center Personnel:**

Campus Safety Officers and Communication Center Personnel are expected to complete normally scheduled shifts and report to their shift supervisor per standard operating procedures.

If an officer is unable to get into work, the shift on duty will remain until duly relieved. The College reaffirms each constituency's use of discretion regarding their personal safety and the safety of others in determining whether or not they should come to campus during times of inclement/severe weather.

When the College is closed for the day and evening shifts due to an emergency or inclement weather, that status remains in effect until the College reopens the following morning.

Open, Closed or Delayed Status of the College:

Hood College is always open unless the President determines that weather is a factor for Hood to delay opening, cancel classes or close. If that happens, the College will send out information via the Emergency Notification system.

The College website, [www.hood.edu](http://www.hood.edu), will contain the latest information on weather-related announcements

**Receive Emergency Alerts:**

To register for the Emergency Notification System or to update your current information, please use the following web link: <http://www.hood.edu/hoodalert/>

Possible Status Announcements:

- 1. Hood College Opening Delayed Until "X."**

Hood College will open at the designated time and will follow its normal schedule after the delay. This applies to all faculty, staff, and students. For example, when the College opening is delayed until 9:30 a.m., staff will report at 9:30 a.m. Instruction will resume with the next full class period and any class with a start time prior to 9:30 a.m. will be canceled for that day so faculty should plan accordingly. For example, if a class runs from 9–10:30 a.m., the class will be canceled for that day. *Note: Doors will be opened 30 minutes prior to the announced opening.*

Should it be necessary to delay opening the College due to weather conditions, all classes, programs and events will begin, and offices will open, at the stated time. Student activities on campus may commence prior to the opening time if approved by a supervising employee or coach. Please note that offices may open earlier than the start of classes in order to accommodate the regular class schedule. It also may be possible to open for evening classes and programs at 5:00 p.m. should conditions improve throughout the day. In such situations, a decision to open for evening classes will be announced by 3:30 p.m. Designated offices, which include Campus Safety, Facilities, the Fitness Center, and the Library, will be open and provide appropriate services during the regularly scheduled hours.

**2. Hood College Day Classes Canceled.**

Staff members should come to work on schedule, or as soon thereafter as weather permits. Faculty and students should not report to the College. Staff members should report to managers upon arrival for work assignments.

***Note: Decisions on evening classes will be announced by 3:30 p.m. on these days.***

**3. Hood College is Closed.** (All classes, programs and events are cancelled.)

Only designated essential personnel should report to work. To ensure safety and to keep parking lots and sidewalks unobstructed for snow removal and treatment, no students, faculty or other staff members are to come to the College unless requested to report by a Senior Officer.

When it is necessary to close the College due to inclement weather, all classes, programs and other events are cancelled and offices are closed for the day and evening. However, designated offices, which include Campus Safety, Facilities, the Fitness Center, and the Library (on a limited basis), will provide appropriate services. In addition, student activities on-campus may commence if approved by a supervising employee or coach.

***Note:*** Should it be possible to open for evening classes and programs at 5:00 p.m., a decision will be announced by 3:30 p.m.

**4. Hood College is Closing at “X”.** (All classes, programs and events are cancelled.)

If the College must close early due to current or forecasted weather conditions, all classes, programs, and events will be cancelled and offices will close at the appointed time and remain closed for the remainder of the day and evening. The closing time will be made in consideration of the regular class schedule when conditions permit. Student activities on-campus may continue after the College closes if approved by a supervising employee or coach. Designated offices, which include Campus Safety, Facilities, the Fitness Center, and the Library, will remain open and provide appropriate services during the regularly scheduled hours.

## Frequently Asked Questions

In response to frequently asked questions about the Inclement Weather Policy, we are providing further clarification on how this policy applies to situations that may occur in the future:

**1. How can I get information about the College's operating status?**

- Hood Alert System is the timeliest way to receive emergency information. Please visit <http://www.hood.edu/hoodalert/> to register or update your information. You choose how alerts are sent to you: phone, text, email or a combination of these options.
- The College website, [www.hood.edu](http://www.hood.edu), will contain the latest information on weather-related announcements.
- Hood will announce updates via its Facebook and Twitter accounts ([www.facebook.com/hoodcollege](http://www.facebook.com/hoodcollege) and [@hood\\_college](https://twitter.com/hood_college))
- Hood College also notifies a number of local (Frederick, Washington DC and Baltimore) radio and television stations if it is necessary to change the normal operating and class schedules.
- Hood telephone: Information on College closings or delays will be available by calling the College's main number: 301-696-3131.

**2. What time in the morning will the College make a decision to close for the day or to open late?**

- Normally the decision on closing or late opening will be made by 5:45 a.m.
- However, a decision to open late may be modified up to 90 minutes before the appointed scheduled opening.

**3. I am a non-emergency staff member and I determine that I prefer not to venture to campus during a particular inclement/severe weather event. What should I do?**

- Call or e-mail your manager so that they know you will not be coming in to work at your scheduled time.
- Monitor the situation throughout the day if the College is open to determine when it might be safe to travel to work.
- If the College is open for all or part of the day, you must use your accrued leave to cover your absence. Personal leave may only be used in full day increments.
- During times of inclement/severe weather, the College may require a doctor's note to approve the use of sick leave.
- Only those employees who were regularly scheduled to work on a day that the College closes due to emergency or severe weather will be paid Emergency pay. Employees who were already scheduled to be off (vacation, sick leave, personal days or FMLA leave) are not eligible for the special pay. Part-time employees only receive

Emergency Pay if they were regularly scheduled to work during the affected time period.

**Summary**

Hood College provides many services seven days a week on a twenty-four-hour basis; and the College makes every effort to remain open at all times. The College reaffirms each constituency's use of discretion in determining whether or not they should come to campus during times of inclement/severe weather. Information will be shared about the operating status of the College as quickly as possible through the various media outlined above.

## 912 - PERSONAL PROTECTIVE EQUIPMENT

### 912.1 Statement:

Hood College is committed to maintaining a safe working environment. Each work area maintains its own specific work rules and safe working procedures. The College will provide information and training on our safety practices to prevent workplace accidents and/or injuries. The College requires that employees follow safe working practices and requires the use of personal protective equipment (PPE) in accordance with applicable laws and/or the instructions of the manager. Failure to follow safe working practices or wearing proper PPEs will result in disciplinary action, up and including dismissal.

### 912.2 Philosophy:

Employees are expected to use all equipment only for its intended purposes and to evaluate any potential hazards of each machine or tool, minimize or eliminate hazards before beginning the job, follow all safe working practices throughout the process and clean up all debris, residue, trash, etc. Use of personal protective equipment is required at all times when hazards are presented or as instructed by the manager. Generally, the most severe injuries result from the use of heavy machinery and tools. There are a number of jobs on campus in the Facilities Department that require the use heavy machinery and tools. The College will take appropriate action in the event that employee does not wear or refuses to wear PPEs.

### 912.3 Procedures:

#### Definitions:

**PPE: Personal protective equipment** is a device that prevents injuries to head, eyes, face, hands, feet and respiratory system. The PPE required depends on the type of activity being performed.

#### Personal Protective Equipment:

Properly care and be responsible for all PPE. Wear PPE whenever there are hazards present or as instructed by the manager. Examples include, but are not limited to situations where:

- Tools or equipment may throw off debris (such as lawnmowers, grinders, electric saws, etc.), use eye and face protection.
- Tools or equipment may generate noise, use hearing protection.
- Chemicals may give off fumes, use respiratory equipment.
- Confined space may pose threat to breathing, use respiratory equipment.
- Rough wood products, jagged edges, etc., may cause injuries, wear protective gloves and sturdy, heavy-duty, slip-proof shoes.
- Lifting is required, use proper lifting techniques and wear appropriate back support.

#### Issuance and Maintenance of PPEs:

Managers will issue PPEs. Employees are responsible for proper maintenance or replacement of PPEs.

Training on PPEs:

Employees will receive initial and periodic training on proper use of PPEs.

Proper Dress and Safe Working Practices:

- Be aware of appropriate dress and/or uniforms for all activities. Wear appropriate safety shoes as required.
- Ensure that long-sleeved shirts are not loose-fitting when working around equipment.

Failure to Wear PPEs:

Failure to follow safe working practices or wearing proper PPEs will result in disciplinary action, up to and including dismissal.

## 913 - COLLEGE KEYS

### 913.1 Statement:

Hood College recognizes the importance of safeguarding individuals and College assets. The College issues keys to employees and entrusts these individuals with the responsibility for safety and security of assigned keys.

### 913.2 Philosophy:

Individual key holders are entrusted with the responsibility for properly using and safeguarding assigned keys.

### 913.3 Procedures:

#### Issue and Control of Keys:

The Facilities Department, upon receipt of proper approving authority and a completed [Work Order Form](#) or letter, issues keys to employees.

Type of Keys Requested:	Approving Authority:
Grand Master Keys	Senior College Officer and President
Master Keys	Department Chairperson or Department Head
All other building/classroom/ Office Keys	Department Chairperson or Dept. Head

#### Return of Keys:

Employees who leave the College will return keys to the Department of Human Resources during an exit interview, or if applicable to the immediate manager.

All keys will be returned to the Facilities Department with information as to previous key owner and areas of key access.

#### Lost Keys:

Lost keys will be reported immediately to the appropriate approving authority, who will notify the Director of Facilities. Fines may be imposed by the Director of Facilities for lost keys in accordance with the current fee schedule. Fees may be required prior to the issue of a replacement.

#### Duplication of Keys:

Keys that need to be duplicated will be processed by the Facilities Department. Keys are not to be duplicated without the approval of the Director of Facilities or the Vice President of Finance. Failure to abide by this policy may lead to discipline up to and including discharge.

## 914 – BUILDING UTILITY SHUTDOWN

### 914.1 Statement:

Hood College attempts to provide continuity of utility services throughout our campus seven days a week, twenty-four hours a day. The College recognizes that planned shutdowns will disrupt operations and services within affected buildings. Facilities personnel will work to assure that planning is complete and, in cases where emergency shutdowns must occur, provide as much lead-time as possible to notify building occupants. In some cases, shutdown will necessitate that the College make alternative arrangements for employees to utilize restroom facilities or access drinking facilities. In the event that these arrangements cannot be made, managers in affected buildings will be notified and appropriate action taken. Safety of employees and others will be the primary concern.

### 914.2 Philosophy:

A shutdown may be required for a variety of reasons and may vary in scale from a localized shutdown of a particular service to a large-scale shutdown of multiple buildings. When a shutdown is necessary, the Facilities Department will coordinate with the affected parties to provide notice and status reports. Managers and Facilities will work together to safeguard the working environment during these events.

### 914.3 Procedures:

#### Notification of Campus or Affected Building:

The Facilities Department will coordinate notification with the following departments as necessary:

- President's Office
- Communications and Public Relations
- Campus Safety
- Human Resources
- Student Life
- Academic Affairs
- Information Technology

Notification may take a variety of forms including but not limited to, voicemail broadcast, email broadcast, flyers, etc. Information typically will be provided as to the type of utility shutdown, anticipated length of duration, and alternative arrangements if applicable.

#### Unanticipated Utility Interruption:



In the event of an unanticipated utility interruption, managers in the affected department and/or building should contact:

- The Facilities Department for all electric, heat, air conditioning and ventilation service interruptions.
- The Associate Director of Information Technology for telephone system interruptions.
- End User Computing for computer network service interruptions.

*Evacuation of Campus or Affected Building:*

Safety will be the primary concern when making the decision to evacuate a building. The Facilities Department will coordinate the decision with the Vice President of Finance.

## 1000 - USE OF COLLEGE FACILITIES & PROPERTY

### 1001 – ATHLETIC VENUES FOR EXTERNAL EVENTS

#### 1001.1 Statement:

The Department of Athletics encourages full-time head and assistant coaches to schedule camps, provided these camps operate in a manner consistent with both the philosophy and goals of the department and the College, and in compliance with NCAA regulations.

The Department of Athletics recognizes the benefits derived by allowing well-run sports camps to operate on the Hood campus. However, it also recognizes that the operation of such camps requires a great deal of effort, a well-qualified staff and adequate facilities for participation.

#### 1001.2 Philosophy:

The Office of Conference and Events Services, in consultation with the Department of Athletics and the Office of Human Resources, has established policies governing the operation of sports camps by coaches based on the philosophy of institutionally controlled administration, while allowing, as appropriate, maximum management freedom to coaches.

#### 1001.3 Procedures:

The coach must submit a written camp proposal, including requested dates and facility requirements, to the Office of Conference and Events Services (CES), with as much notice as possible, but ideally at least two months before camp start date and no less than two weeks before the start of camp. CES will review requests and, if approved, share the request with the director of business services and the athletic director. The CES director will draft a facilities contract, to be signed by the coach.

Registration fees for camps should be sent directly to the coach and must be paid in full before the start of camp.

Coaches who use registration fees to support team fundraising must submit all checks, made payable to Hood College, to the accounting office.

Athletic trainers, who must be on site by law for camps, will be paid an hourly rate as written into the contract.

#### Hood College Responsibilities

In support of the operation of approved sports camps being used for team fundraising, Hood agrees to the following:

- Allow camps to operate on Hood's campus, utilizing the name of the College and Hood College Blazers
- Allow sports camps to use the Hood College athletic identity, provided it is done following all brand standards and with the approval of the Office of Marketing and Communications

- Allow coaches to run sports camps using athletic facilities, provided each camp is organized and scheduled at least two months in advance
- Allow sports camps to be covered by the College's property and liability insurance programs
- Allow sports camps to receive administrative support for processing registration payments and associated expenses
- Pay all incurred expenses (i.e., maintenance, supplies, promotion, etc.) against the fundraising account

In support of the operation of approved sports camps being used for profit, Hood agrees to the following:

- Allow camps to operate on Hood's campus, utilizing the name of the College and Hood College Blazers
- Allow sports camps to use the Hood College athletic identity, provided it is done following all brand standards and with the approval of the Office of Marketing and Communications
- Allow coaches to run sports camps using athletic facilities at a discounted rate.

#### *Coach Responsibilities*

Once approved and scheduled, the coach accepts responsibility for meeting the following requirements:

- Abide by all applicable NCAA and MAC rules
- Sign standard Hood College Rental Contract for facilities usage for sports camp
- Provide a certificate of insurance, naming Hood College as an additional insured, if camp revenue does not benefit team fundraising
- Upon completion of camp, provide roster of camp participants with appropriate contact information to be used by admission for recruitment purposes. Contact information will not be coded as a specific sport recruit, but merely a potential Hood perspective student. Add "opt-out" check box to all registration forms.
- CES will access revenue from accounting for all camps for generalized reporting.

#### *Staffing and Operations*

When organizing a camp, the coach is responsible for the overall operation of the camp, including but not limited to facility reservations, brochures, advertising, staffing and fee collection.

Hood College employees, who work outside of athletics and are staffing sports camps, whether for payment or experience, must take time off (or use their lunch hour) and have that request approved by their manager. By approval of the athletic director, full-time coaches may run camps without taking time off, without additional compensation.

#### *Private Lessons*

In some instances, coaches, assistant coaches and graduate assistants (GAs) offer private lessons. All rules and regulations outlined for sports camps apply to private lessons (except for the two-month notification to CES), including but not limited to requests through CES, certificates of insurance, signed contract and related facility rental fees.

#### *External Athletic Rentals*

All rules and regulations outlined for sports camps apply to external rentals of athletic facilities, including but not limited to requests through CES, certificates of insurance, signed contract and related facility rental fees.

All external athletics rentals require a Hood College representative to be present. The representative will be paid at the hourly rate written into the contract, unless part of required job responsibilities.

<b>Date Approved by Senior Team</b>	09/07/2022	<b>Policy Effective Date</b>	09/07/2022
-------------------------------------	------------	------------------------------	------------



## 1002 – CONCERTS, PLAYS, LECTURES, AND ART EXHIBITS

### 1005.1 Statement:

As an institution of Higher Education in the liberal arts, Hood College offers a rich learning environment. The liberal arts experience recognizes the value of aesthetic appreciation and provides access to concerts, plays, lectures, and art exhibits. Employees are encouraged to participate in these events.

### 1005.2 Philosophy:

The College encourages all employees to develop an appreciation for the arts. As a result, employees are provided with opportunities to attend functions that are scheduled periodically on campus.

### 1005.3 Procedures:

#### Fees:

Employees are notified of up-coming events by means of e-mail. While many events are free, some events may require or request an attendance fee which will be mentioned in the communication.

#### Attendance at Events During Regular Working Hours:

Employees may attend these special events during normal working hours, when their attendance has been pre-approved by the departmental manager.

#### Employee Assistance During Special Events:

Employees may volunteer to assist with special events during normal working hours, when their attendance has been pre-approved by their departmental manager.

**1003 – 1011 RESERVED FOR FUTURE USE**

## 1012 – COLLEGE VEHICLE AND COMMERCIAL VEHICLE USE

### 1012.1 Statement:

Hood College manages a fleet of owned, leased and rented vehicles for College employees and other authorized individuals to use for carrying out the business of the College. The College expects authorized drivers to follow guidelines for using these vehicles. The College requires employees to complete vehicle safety courses before operating College and commercial vehicles. Employees who request to use College vehicles or who operate vehicles as part of their job responsibilities are required to maintain valid driver's licenses and acceptable driving records. It is important for drivers to notify the College of any problems they encounter when using or returning a College vehicle.

### 1012.2 Philosophy:

Hood College recognizes that there may be need for employees to travel on College-related business. Therefore, a small fleet of vehicles is provided for employees to reserve for approved uses. The College is further concerned about the safety of all employees and others who may be in a College vehicle. The College's desire to eliminate, reduce and control personal injuries and property damage is not solely based upon reducing operating costs, but includes its attempt to protect the campus community and the general public at large. This policy outlines usage and safety requirements for operating College vehicles.

### 1012.3 Procedures:

#### *Reserving a Vehicle:*

The College manages a fleet of owned, leased and rented vehicles. Reservations for these vehicles are made through the Campus Safety. Note: Campus Safety is the primary point of contact for College and commercial vehicle usage.

- Vehicles are reserved on a first-come, first-served basis. Ten-day notice is required on all vehicle reservations. Reservations can be made online at <https://www.hood.edu/offices-services/campus-safety/transportation-services>
- If the College does not have a vehicle available, an authorized driver may rent one through a rental agency. Rental costs will be charged to the department.
- At the time of the request all pertinent information should be given (i.e., departure time, return time, complete address of destinations, account number to be charged, purpose of trip, assigned driver and department head or moderator's name, list of all passengers).
- Requesters should ensure that they have at least one approved driver per vehicle prior to requesting a vehicle.

#### *Insurance Requirement for Rental Vehicle:*

The College's insurance provides coverage for physical damage to a rental car and liability for employees while renting a car on College business. However, rental car agreements often require reimbursement for losses not covered by standard insurance policies such as the loss of revenue when a vehicle is being repaired.

#### *Driver Qualifications:*

- Driver must be at least 21 years of age and be affiliated with Hood College as a student, staff, faculty member or volunteer. Drivers must have at least one full year of driving experience.
- Driver will possess a current valid driver's license and be qualified under federal and state regulations to operate the class of vehicle requested. Driver will inform the Campus Safety of driving restrictions listed on the valid driver's license.
- Driver will have up-to-date, cleared Motor Vehicle Report (MVR) background report on file. MVR checks must be renewed every three years. Otherwise, driver will sign a release form for the College to obtain a copy of their MVR. Individuals cannot drive a vehicle until Campus Safety has received confirmation that they have cleared the MVR background screening. Per Hood's insurance carrier, an individual who has the following on their record within the past five years will not be authorized to drive on behalf of the College. The College reserves the right to disqualify other drivers if there is a pattern of significant motor vehicle or criminal activity on an individual's MVR record or background check.
  - Driving while intoxicated or impaired or under the influence of drugs;
  - Criminal Conviction (felony, negligent homicide, manslaughter, hit and run, etc.); and/or
  - Speed in excess of 25 mph over the speed limit

*Vehicle Safety Training:*

- The College provides driving safety courses for those who request to drive College owned, leased or rented vehicles. Training must be renewed every three years. Everyone is required to complete two courses – Driving Safety and Distracted Driving – and provide proof of satisfactory completion to Campus Safety. Additional training will be required for individuals requesting to drive a 12+ passenger van. **Note:** Students are not authorized to drive a 12+ passenger van.

*General Driving Requirements:*

- Observe all speed limits and other traffic rules and regulations.
- Wear safety belts and ensure that all passengers are properly secured in safety belts. This is the law and all drivers are expected to comply.
- Drive defensively and anticipate driving hazards.
- Always lock the vehicle and apply the parking brake when getting out, even if it remains in sight.
- When possible, avoid driving after midnight.
- Avoid driving in dangerous conditions, including drowsiness and inclement weather.
- Never mount anything on top of the vehicle unless authorized by Campus Safety.
- Do not drive if your ability to drive safely is impaired by the influence of medications.
- Properly adjust the mirrors and familiarize yourself with the vehicle's controls before operating.
- The front passenger seat must be reserved for someone who will remain awake and monitor the driver/driving.
- Headlights will be ON when the vehicle is in motion.
- Provide a list of passengers, destination, and amount of time expected to be away from campus.
- Absolutely no alcohol and/or drug use is permitted.
- The driver of a trip of five hours or more must take a 15-minute break every two hours. Fatigue is dangerous.
- Non-Student Drivers (regardless of age) - Trips of 200 miles or more (one way) requires at least a 15-minute break every two hours traveled or every 100 miles.
- Student Drivers - Trips of 100 miles or more (one way) requires at least a 15-minute break for every hour and 15 minutes to every hour and a half of driving time.



- Any trip longer than five hours or 250 miles (one way) requires the use of a professional vehicle unless approved by the director of campus safety.
- The user of a College vehicle is responsible for leaving the vehicle clean, filling the gas tank prior to returning to campus, and ensuring that the registration card is in the vehicles.
- Report any accidents, no matter how minor, to the Campus Safety.
- Report any malfunctions, no matter how minor, to the Campus Safety.
- Report any changes in license status to Campus Safety.

#### Distracted Driving:

The College is committed to employee and student safety, and for this reason firmly prohibits all behavior that distracts employees and students while they are operating a company vehicle. General guidelines for behavior while driving are as follows.

#### *Cellular Phone Use*

Cellular phone use while driving is a common, often harmful, distraction. We are concerned about your safety as well as the safety of others. For this reason, the use of cellphones, including texting, while driving is prohibited.

#### *Other Safe Driving Precautions*

- Avoid distractions such as eating/drinking, personal grooming, paying too much attention to your radio, adjusting accessory controls etc.
- Laptop computers should never be used at any time while driving.
- Drivers who receive calls from co-workers who are driving are obligated to ask that the co-worker call back at a more appropriate time.
- If using a GPS system, GPS must be programmed prior to driving. Additionally, GPS must be voice-narrated and must not require that the driver look away from the road to follow instructions.

#### *Traffic and Other Violations*

- The College is not responsible for any traffic violations or parking tickets acquired by violation of city ordinance, state or federal laws regarding your driving habits and operation of your motor vehicle. Any ticket issued is the employee's responsibility, even if the ticket is issued while conducting business for the College.

#### *Vehicle Break Downs and Accidents*

If a college or rental vehicle breaks down while being used, the driver should call Campus Safety and the rental company (if applicable). Be prepared to relay the type of problem and location and a phone number. Assistance may be rendered directly through the college or by the rental company.

#### Accident Reporting

- All vehicle accidents that occur while driving any vehicle while on College business must be reported to Campus Safety immediately. Drivers should seek medical attention immediately, if necessary, and call the local police (if off campus).
- Drivers are required to document all details of the accident. Pictures should be taken to document the extent of damage to all vehicles involved, if any.
  - Obtain facts about other vehicles (insurance co. name, policy number and address, license number, color, year, make and registration number of vehicle).
  - Obtain facts about other driver (name and address, date of birth, driver's license number and state issued, phone numbers--work and home).
  - Obtain identification of all parties injured and nature of injuries.
  - Obtain the names, addresses and phone numbers of witnesses.
  - Obtain facts about the investigating officer (name, badge number, phone number, report number)
- If a College employee is involved in a motor vehicle accident while operating a personal vehicle on College business, the accident should be reported to the employee's insurance carrier and to Campus Safety.
- If the accident involves a rental vehicle being used by a College employee, report the accident to the rental company and to Campus Safety.
- If another party causes damage to a College-owned or leased vehicle, immediately forward a report to Campus Safety. Please indicate in your report that this is a case for subrogation. (Subrogation refers to the practice of substituting one party for another in a legal setting. Essentially, subrogation provides a legal right to a third party to collect a debt or damages on behalf of another party.) Initial recovery responsibility for the damage to College vehicles caused by others rests with the driver of the College vehicle. You must provide the following to Campus Safety:
  - Copy of the police report. If no injuries occurred, the police may not fill out a report. If this occurs, obtain the responding officer's name and police department for your report.
  - Information on other driver and vehicle.
  - Name, addresses and phone numbers of witnesses.
  - Description of accident.
  - Estimate of damage.
  - Cost incurred such as towing, rental, damage to property other than the vehicle or medical expenses should be documented.

## 1013 – RESTROOM AND LOCKER ROOM FACILITIES

### 1013.1 Statement:

Hood College does not discriminate on the basis of sex, race, color, national origin, sexual orientation, gender identification or gender expression, marital status, pregnancy, disability, religion, age, or any other protected classification under applicable federal, state, or local law, in recruitment, admission and access to, or treatment, or employment in its programs, services, benefits, or activities as required by Title IX of the Educational Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, Title VI and VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, the Americans with Disabilities Act, and their implementing regulations.

For more information on Hood’s Non-Discrimination policy, please refer to [Section 210](#) of this handbook.

### 1013.2 Philosophy:

Hood College does not discriminate in any way on the basis of sex, sexual orientation, gender identity, or gender expression. This policy is designed to create a safe and productive workplace environment for all employees. This policy sets forth guidelines to address the needs of transgender and gender non-conforming employees. This policy does not anticipate every situation that might occur with respect to transgender or gender non-conforming employees, and the needs of each transgender or gender non-conforming employee must be assessed on a case-by-case basis. In all cases, the goal is to ensure the safety, comfort, and healthy development of transgender or gender non-conforming employees while maximizing the employee’s workplace integration and minimizing stigmatization of the employee.

### 1013.3 Procedures:

#### Restroom Accessibility:

Employees shall have access to the restroom corresponding to their gender identity. Any employee who has a need or desire for increased privacy, regardless of the underlying reason, will be provided access to a single-stall restroom, when available. No employee, however, shall be required to use such a restroom.

All employees have a right to safe and appropriate restroom facilities, including the right to use a restroom that corresponds to the employee’s gender identity, regardless of the employee’s sex assigned at birth. That is, transgender women must be permitted to use the women’s restroom, and transgender men must be permitted to use the men’s restroom. That decision should be left to the transgender employee to determine the most appropriate and safest option for them. Some employees – transgender or non-transgender – may desire additional privacy.

Where possible, an employer will make available a unisex single-stall restroom that can be used by any employee who has a need for increased privacy, regardless of the underlying reason.

#### Locker Room Accessibility:

All employees have the right to use the locker room that corresponds to their gender identity. Any employee who has a need or desire for increased privacy, regardless of the underlying reason, can be provided with a reasonable alternative changing area such as the use of a private area, or using the locker room that corresponds to their gender identity before or after other employees. Any alternative arrangement for a transgender employee will be provided in a way that allows the employee to keep their transgender status confidential.

*Reporting of Complaints Regarding Restroom/Locker Room Access:*

The Hood College Board of Trustee Policy 55 on Prevention and Resolution of Acts of Harassment, Discrimination, and Sexual Misconduct details the specifics on the definitions of discrimination and harassment, actions that may be construed as such, resources for concerns about discrimination and harassment, a framework for handling complaints about incidents of harassment and discrimination and a grievance appeal process.

To learn more about the procedures, please go to [Policy 55](#) and the [Consumer Information](#) page on the Hood College website.