<u>CHAPTER 12</u>

EMPLOYEE PERSONNEL CODE

<u>ARTICLE</u>

<u>TITLE</u>

<u>PAGE</u>

I	GENERALLY			
-	Section 12-1-1	-	Purpose	12-1
	Section 12-1-2	-	Definitions	 12-1
	Section 12-1-3	-	Equal Employment	 12-1
	Section 12-1-4	-	Hiring Policy; Residency	12-2
	Section 12-1-5	-	Wages and Classifications	12-3
	Section 12-1-6	-	Leave	<i>12-3</i>
	Section 12-1-7	-	Other Benefits	<i>12-8</i>
	Section 12-1-8	-	Regulations and Restrictions	<i>12-8</i>
	Section 12-1-9	-	Rights of Employees	12-10
	Section 12-1-10	-	Rights of Employer	12-10
	Section 12-1-11	-	Length of Service	12-11
	Section 12-1-12	-	Discipline	12-11
II	ANTI-BULLYING POLIC	Y		
	Section 12-2-1	-	Application of Policy	12-14
	Section 12-2-2	-	Definition	12-14
	Section 12-2-3	-	Bullying Prohibited	12-14
	Section 12-2-4	-	Disciplinary Action	12-14
	Section 12-2-5	-	Reporting and Complaint Procedure	12-15
III	DOMESTIC AND SEXUA	/ VT/		
	Section 12-3-1		Purpose of Policy	12-16
	Section 12-3-2	_	Definition	12-16 12-16
	Section 12-3-3	_	Victims' Economic Security and Safety Act (VESSA)	12-16 12-16
	Section 12-3-4	-	Policy	12-16 12-16
T 1/	COCTAL MEDIA DOLICO	•		
IV	SOCIAL MEDIA POLICY Section 12-4-1		Mission Statement	12-20
		_		17_70
	Section 12-4-2	-	Purpose	12-20 12-20
	Section 12-4-2 Section 12-4-3	- -	Purpose Policy	12-20
	Section 12-4-2	- - -	Purpose	
V	Section 12-4-2 Section 12-4-3 Section 12-4-4 SEXUAL HARASSMENT	-	Purpose Policy Rules and Regulations	12-20 12-20
V	Section 12-4-2 Section 12-4-3 Section 12-4-4 SEXUAL HARASSMENT Section 12-5-1	-	Purpose Policy Rules and Regulations CY Statement of Organization Policy	12-20 12-20 12-22
V	Section 12-4-2 Section 12-4-3 Section 12-4-4 Section 12-5-1 Section 12-5-2	-	Purpose Policy Rules and Regulations ICY Statement of Organization Policy Definition of Sexual Harassment	12-20 12-20 12-22 12-22 12-22
V	Section 12-4-2 Section 12-4-3 Section 12-4-4 Section 12-5-1 Section 12-5-2 Section 12-5-3	-	Purpose Policy Rules and Regulations TCY Statement of Organization Policy Definition of Sexual Harassment Responsibility of Individual Employees	12-20 12-20 12-22 12-22 12-22 12-23
V	Section 12-4-2 Section 12-4-3 Section 12-4-4 Section 12-5-1 Section 12-5-2 Section 12-5-3 Section 12-5-4	-	Purpose Policy Rules and Regulations CY Statement of Organization Policy Definition of Sexual Harassment Responsibility of Individual Employees Responsibility of Supervisory Personnel	12-20 12-20 12-22 12-22 12-22
V	Section 12-4-2 Section 12-4-3 Section 12-4-4 Section 12-5-1 Section 12-5-2 Section 12-5-3	-	Purpose Policy Rules and Regulations CY Statement of Organization Policy Definition of Sexual Harassment Responsibility of Individual Employees Responsibility of Supervisory Personnel Procedures for Filing a Complaint of Sexual	12-20 12-20 12-22 12-22 12-23 12-23
V	Section 12-4-2 Section 12-4-3 Section 12-4-4 Section 12-5-1 Section 12-5-2 Section 12-5-3 Section 12-5-4 Section 12-5-5	-	Purpose Policy Rules and Regulations CY Statement of Organization Policy Definition of Sexual Harassment Responsibility of Individual Employees Responsibility of Supervisory Personnel Procedures for Filing a Complaint of Sexual Harassment	12-20 12-20 12-22 12-22 12-23 12-23 12-23
V	Section 12-4-2 Section 12-4-3 Section 12-4-4 Section 12-5-1 Section 12-5-2 Section 12-5-3 Section 12-5-4	-	Purpose Policy Rules and Regulations CY Statement of Organization Policy Definition of Sexual Harassment Responsibility of Individual Employees Responsibility of Supervisory Personnel Procedures for Filing a Complaint of Sexual	12-20 12-20 12-22 12-22 12-23 12-23

<u>ARTICLE</u>

<u>TITLE</u>

<u>PAGE</u>

Appendix "A"	-	Drug Free Workplace Policy
Appendix "B"	-	Employee Notification of Personnel Code and
		Drug Free Workplace Policy and Disclaimer of
		Employment
Appendix "C"	-	Employee Code: Discipline Form
Appendix "E"	-	Americans with Disability Act Grievance Procedure
Appendix "F"	-	Request for Family or Medical Leave
Appendix "G"	-	Request for Special Leave