

SAMPLE EMPLOYEE HANDBOOK

[COMPANY NAME]

FOREWORD	
DIVERSITY	
<ul style="list-style-type: none"> • Equal Employment Opportunity Statement • Anti-harassment Policy and Complaint Procedure • Americans with Disabilities Act (ADA) & Amendments Act (ADAAA) 	
EMPLOYMENT	
<ul style="list-style-type: none"> • Employee Classification Categories • Background and Reference Checks • Internal Transfers/Promotions • Nepotism, Employment of Relatives and Personal Relationships • Progressive Discipline • Separation of Employment 	
WORKPLACE SAFETY	
<ul style="list-style-type: none"> • Drug-Free Workplace • Workplace Bullying • Violence in the Workplace • Safety • Smoke-Free Workplace 	
WORKPLACE EXPECTATIONS	
<ul style="list-style-type: none"> • Confidentiality • Conflicts of Interest • Outside Employment • Attendance and Punctuality • Attire and Grooming • Electronic Communication and Internet Use • Social Media—Acceptable Use • Solicitations, Distributions and Posting of Materials • Employee Personnel Files 	
COMPENSATION	
<ul style="list-style-type: none"> • Performance and Salary Reviews • Payment of Wages • Time Reporting • Meal/Rest Periods • Overtime Pay • On-Call Pay • Employee Travel and Reimbursement 	
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