
Policies For Non-Represented, Non-Faculty Personnel

100 EMPLOYMENT POLICIES

Boston University’s employment policies govern the processes and activities that lead to the University’s employment of the best qualified individuals. They establish the University’s commitment to equal opportunity, affirmative action, non-discrimination, and reasonable accommodations and are consistent with applicable federal and state laws and regulations. The policies are listed below and the specific provisions are presented in the individual policy statements.

- 101 Equal Opportunity/Affirmative Action Policy
- 102 Recruitment, Interviewing and Hiring
- 103 Employment of Aliens, Minors, Relatives and Students
- 104 Employee Orientation
Boston University has eight (8) personnel policies that, for the purposes of this Handbook, are categorized as Job-Related Policies. They govern hours of work, attendance, promotions and transfers, employee grievance process, and several other job-related matters. The policies are listed below and the specific provisions are presented in the individual policy statements.

- 201 Hours of Work
- 202 Attendance
- 203 Promotions and Transfers
- 204 Termination Notices
- 205 Reduction in Workforce
- 206 Employee Grievance Process
- 207 Length of Service
- 208 Health and Safety
- 209 Performance Evaluation Program

The sixteen (16) policies that constitute Boston University’s authorized absences from work are listed below. Individual statements are provided for each policy. These statements define employee eligibility requirements, length of absence, compensation during the absence, and request and approval responsibilities. When applicable, the statements also define accrual rates, conditions of returning to work and other provisions of the policy. Each statement concludes by listing the other policy statements (related policies) that were cited in its text.

With the exception of those authorized deductions from pay permitted under the Fair Labor Standards Act, exempt employees will receive their full salary for any week in which they perform work for the University, and it is the policy of the University to prohibit improper deductions from the salary of exempt employees. Exempt employees who believe that they have been subject to an improper deduction should immediately inform their supervisor who shall take appropriate steps to investigate and resolve the complaint. Should the University determine that an improper deduction was made, the employee will be reimbursed in the amount of the improper deduction.

- 301 Vacation Leave
400 GENERAL POLICIES

Boston University has several personnel policies that, for the purposes of this Handbook, are categorized as General Policies. They include policies that govern and establish guidelines for employee conduct in several areas. The policies are listed below, and the specific provisions are presented in the individual policy statements.

• 401 University Rules of Conduct
• 402 Conflict of Interest
• 403 Patent Policy – (Please see the Intellectual Property Policy)
• 404 Solicitations and Distribution
• 405 Copyright Policy (Employees)
Additional Resources Regarding This Policy

Related Policies and Procedures

- [Employee Handbook Policies Manual](https://www.bu.edu/policies/employee-handbook-human-resources-policies-manual/) (staff) - This manual
- [Faculty Handbook](https://www.bu.edu/policies/employee-handbook-human-resources-policies-manual/) (faculty)
- IS&T Policies
  - [Acceptable Use of Computing Services Policy](https://www.bu.edu/policies/employee-handbook-human-resources-policies-manual/)
  - [Data Protection Standards](https://www.bu.edu/policies/employee-handbook-human-resources-policies-manual/)
- Equal Opportunity Office Policies
  - [Sexual Misconduct Policy](https://www.bu.edu/policies/employee-handbook-human-resources-policies-manual/)
  - [Workplace Violence Prevention Policy](https://www.bu.edu/policies/employee-handbook-human-resources-policies-manual/)
  - [Complaint Procedures in Cases of Alleged Unlawful Discrimination or Harassment](https://www.bu.edu/policies/employee-handbook-human-resources-policies-manual/)
- Office of the General Counsel Policies
  - [Code of Ethical Conduct](https://www.bu.edu/policies/employee-handbook-human-resources-policies-manual/)
  - [Conflict of Interest Policy](https://www.bu.edu/policies/employee-handbook-human-resources-policies-manual/)

Related BU Websites

- [Human Resources](https://www.bu.edu/policies/employee-handbook-human-resources-policies-manual/)
  - [Policy Manuals](https://www.bu.edu/policies/employee-handbook-human-resources-policies-manual/)
  - [HR Policies](https://www.bu.edu/policies/employee-handbook-human-resources-policies-manual/)
  - [Manager Resources](https://www.bu.edu/policies/employee-handbook-human-resources-policies-manual/) - HR Website
    - [Annual Merit Process](https://www.bu.edu/policies/employee-handbook-human-resources-policies-manual/)
    - [Compensation](https://www.bu.edu/policies/employee-handbook-human-resources-policies-manual/)
    - [Employee Time and HR Actions](https://www.bu.edu/policies/employee-handbook-human-resources-policies-manual/)
    - [Exit Process](https://www.bu.edu/policies/employee-handbook-human-resources-policies-manual/)
    - [Hire a Worker for a non-US location](https://www.bu.edu/policies/employee-handbook-human-resources-policies-manual/)
    - [Hiring and Recruiting](https://www.bu.edu/policies/employee-handbook-human-resources-policies-manual/)
    - [Leaves of Absence](https://www.bu.edu/policies/employee-handbook-human-resources-policies-manual/)
    - [Managing Your Staff](https://www.bu.edu/policies/employee-handbook-human-resources-policies-manual/)
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