

# Employee Manual

## Dental Practice Mission Statement

This dental practice exists to provide quality dental care to its patients on a timely and efficient basis.

## Equal Employment Opportunity

It is the policy of the dental practice not to discriminate against employees or applicants on the basis of race, color, national origin, sex, age, religion, marital status, or the presence of any sensory, physical or mental disability (provided that such disability does not hinder job performance) with respect to recruitment, hiring, training, promotion, and other terms and conditions of employment. All employment decisions shall be consistent with the principle of equal employment opportunity.

Any employee or applicant who feels that he or she has been discriminated against because of race, color, religion, sex, age, national origin, marital status, or sensory, physical, or mental disability should report such incidents to management without fear of reprisal. Confidentiality will be maintained.

## Anti-Harassment Policy

The dental practice is committed to the principle that all individuals should be treated with dignity and respect. Harassment of an individual because of race, sex, sexual orientation, disability, age, religion, national origin, or any other reason will not be tolerated.

Although harassment for any reason is contrary to office policy, sexual harassment is a problem that deserves particular attention. Sexual harassment includes unwelcome sexual advances, requests for sexual favors and other unwelcome verbal or physical conduct of a sexual nature.

Any employee who witnesses harassment or who believes that he or she has been harassed should immediately report the incident to management. All reports will be investigated promptly, fully, and completely, and special privacy safeguards will be applied in handling sexual harassment complaints. No reprisals will be taken against an employee for making a complaint. The office will keep confidential documentation of all allegations and investigations and will take appropriate corrective action—including disciplinary measures against employees and dismissal of patients from the practice, when justified—to remedy all violations of this policy.

## Suspected Misconduct and Dishonesty

The employer will not tolerate theft or other misappropriation of assets, misstatements and other irregularities in the company records, wrongdoing, forgery or other alteration of documents, fraud, other unlawful acts, and any similar acts. It is improper to make a false report or to provide false, inaccurate, deceptive, or misleading information in any patient record or to any insurer, third-party administrator, patient, or other party. Every employee has a responsibility to report suspected misconduct and dishonesty.

## Employee Status

Except as otherwise provided by written agreement or prohibited by law, employment in this office is "at will," meaning that either the employee or the employer can terminate the employment relationship at any time, with or without cause and without prior notice.

# Employee Policy Manual Template

**L Cohen**



## **Employee Policy Manual Template:**

Creating and Updating an Employee Policy Manual: Policies for Your Practice American Dental Association, 2016-06-01

This resource helps dental practices develop an office policy manual. Includes sample policies forms and worksheets to help craft the perfect policy for your dental employee handbook. With 99 sample dental office policies, sample dental job descriptions, templates for forms, worksheets, and checklists, and explanations of at-will employment. Also offers information on dental staff training including OSHA and HIPAA.

How to Open & Operate a Financially Successful Specialty Retail & Gourmet Foods Shop Douglas Brown, Sharon Fullen, 2017-01-15. Maybe you love exotic and unusual flavors as well as high quality products and you wish that there was a way for you to make a living selling not just food but food that you love talking about, tasting, and sharing with others. You have the passion but you need information to figure out the nitty-gritty details like regulations and financing. This book will give you industry-specific advice by discussing how to refine your vision, how to market your product as a specialty food, and more. This book will also cover the basics that any retail store owner needs to know. You want to make sure that you're not missing anything as you carefully decide if owning a gourmet retail store is right for you, and this book will guarantee that you don't. Gourmet food products and corresponding gourmet retail stores are here to stay as a part of the U.S. economy despite economic uncertainty since they are far more affordable luxuries than many other specialty items. They have also weathered the change to a more e-commerce filled world even though a big part of the appeal of specialty stores is the in-person experience. Websites can be thoughtfully designed to supplement a brick-and-mortar store or a completely online enterprise can provide specialty goods to consumers via shipping. This new A to Z guide is updated and completely revised to reflect changes in the specialty food industry and the technology that governs retail stores. Enjoy stories from real-life entrepreneurs and practical insights needed to start, operate, and manage a highly profitable specialty store. It is the perfect book for entrepreneurs, schools, and technical training centers.

*How to Open a Financially Successful Specialty Retail & Gourmet Foods Shop* Sharon L. Fullen, Douglas Robert Brown, 2004. Book, CD, ROM. This is the A to Z guide to making it in your own store. Learn the expert tips, tricks, and a vast gold mine of crucial how-to information you just can't find anywhere else. This is a perfect book for entrepreneurs, schools, colleges, and technical training centers. This detailed text contains all the information you will ever need to start, operate, and manage a highly profitable specialty store. This is an ideal guide for newcomers to the business as well as experienced operators. In addition to basic operational practices, the book will demonstrate how to increase impulse sales and improve presentation, utilize merchandising fixtures and techniques, cross-merchandising, point of purchase materials, how to develop a product sampling program.

**Fundamentals of Sleep Technology** Teofilo Lee-Chiong, M.D., 2012-06-01. Fundamentals of Sleep Technology provides a thorough understanding of the use of polysomnography and other technologies in the evaluation and management of sleep disorders. Coverage includes in-depth reviews of the neurophysiology and cardiopulmonary aspects of sleep along

with the pathophysiology of sleep disorders Detailed sections on polysomnography include recording procedures identifying and scoring sleep stages and sleep related events and report generation Chapters discuss therapeutic interventions including positive airway pressure supplemental oxygen surgical and pharmacologic treatments and patient education A section focuses on pediatric sleep disorders and polysomnography Also included are chapters on establishing and managing a sleep center and accrediting a sleep program Fundamentals of Sleep Technology is endorsed by American Association of Sleep Technologists AAST AAST committees oversaw the development of this book defining the table of contents recruiting the Editors and providing most of the contributors

*How to Open a Financially Successful Bakery* Sharon L. Fullen, Douglas Robert Brown, 2004 An A to Z guide to creating a highly profitable small bakery business

*Start Your Own Vending Business 3/E* The Staff of Entrepreneur Media, Entrepreneur Press, Ciree Linsenman, 2012-03-02 Turn Small Change Into Big Profits Looking for an opportunity to make big profits while setting your own schedule A vending business could be your ticket to the top Americans feed vending machines more than 46 billion a year for sodas candy coffee and other snacks That s a nice chunk of change you could be pocketing even working out of your own home Get expert advice on how to select products and machines and set up routes Includes checklists work sheets and expert tips to guide you through every phase of the startup process

*Vending Business* , 2012-07-15 Turn Small Change Into Big Profits Looking for an opportunity to make big profits while setting your own schedule A vending business could be your ticket to the top Americans feed vending machines more than 46 billion a year for sodas candy coffee and other snacks That s a nice chunk of change you could be pocketing Starting is easy You can begin part time out of your home As your customer base increases you can hire extra help invest in more machines and expand your service area There s no limit to how large your business can grow Get the inside scoop on how to start up in this lucrative flexible business Expert advice covers How to select the hottest new products for vending machines The best ways to finance your new business The secrets to scouting out territories and establishing routes Where to find supplies at a discount The latest statistics trends and forecasts from industry experts Critical tips to avoid getting scammed New technology and the use of social media Checklists work sheets and expert tips guide you through every phase of the startup process With low startup costs and no experience required a vending business is a perfect choice for your new venture

The First Three Years In addition to industry specific information you ll also tap into Entrepreneur s more than 30 years of small business expertise via the 2nd section of the guide Start Your Own Business SYOB offers critical startup essentials and a current comprehensive view of what it takes to survive the crucial first three years giving you exactly what you need to survive and succeed Plus you ll get advice and insight from experts and practicing entrepreneurs all offering common sense approaches and solutions to a wide range of challenges Pin point your target market Uncover creative financing for startup and growth Use online resources to streamline your business plan Learn the secrets of successful marketing Discover digital and social media tools and how to use them Take advantage of hundreds of resources

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**Metro** ,2007

**The M&A Transition Guide** Patti Hanson,2002-02-28 Provides a practical 10 step process for managing the human aspectof an M A M A activity is higher than ever with acquisitions becoming animportant part of every company s growth strategy The industriesheavily engaging in this activity are high tech emergingtechnologies and utilities The M A Transition Guide is written for executives managers and HR professionals involved with any transaction that movesemployees from one company to another Poor workforce integrationis a main cause for M A failures and this book helps managersmake the M A transition a more positive one by providing a planof action for the integration that focuses on ten critical steps These steps encompass the entire M A process from due diligenceto employee retention strategies

[Handbook for Early Childhood Administrators](#) Hilde Reno,Janet Stutzman,Judy Zimmerman,2008 In easy to understand and clear language the author provides the practical guidance needed to successfully operate a child care and education center Engagingly written this handbook invites readers to examine the many duties and responsibilities inherent in managing staff budgets and a quality program that conforms to all legal and regulatory requirements Each chapter carefully addresses one leadership or management task to

provide concise yet comprehensive coverage of every aspect of child care administration Overall the book provides both practicing and future administrators a wealth of helpful support and resources including forms documents recommended readings and websites and reflective prompts to flourish in their positions How to Write Your Own Effective Employee Handbook in 1 Hour Or Less ATLANTIC PUBLISHING GROUP,Atlantic Publishing Group Inc. Staff,2013-12-31 No matter the number of employees working at your business employment policies should be distributed in writing to every employee An employee handbook is the most important communication tool between you and your employees A well written handbook sets forth a company s expectations for its employees and describes what they can expect while working for the business An employee handbook should describe the employer s legal obligations and the employees rights The U S Supreme Court has ruled that businesses can protect themselves against damages from employee lawsuits by providing clear written policies covering the rights and responsibilities of their employees Even if you have only one employee a written handbook could keep you out of court Written policies provide the principles and a basis for how businesses can manage their employees The employee handbook can help prevent misunderstanding by listing the company s policies so employees and managers know what is expected of them A handbook will also assist with employment law compliance A written employee handbook gives everyone including management the same set of rules to follow How to Write Your Own Effective Employee Handbook In One Hour Or Less is the ideal solution for producing your own handbook quickly and efficiently The companion CD ROM contains an employee handbook template in Microsoft Word format which you can easily edit for your own purposes Essentially you just need to fill in the blanks The book discusses various options you might have in developing the policies Our employee handbook has been edited and approved by attorneys specializing in employment law Developing your own handbook now could not be easier or less expensive The companion CD ROM containing the template is available in both English and Spanish on a single disc The following topics are covered in the new 2011 edition of the book at will employment equal opportunity employment sexual harassment immigration law criminal convictions probationary periods personnel files orientation exempt and non exempt employment classifications pay periods breaks time keeping overtime performance reviews expense reimbursement attendance meetings telecommuting holidays vacations drugs and alcohol workplace violence and weapons smoking food and beverage areas attire telephone use use of company property safety and security confidential information conflicts of interest employment of relatives sick leave disability leave medical leave leave of absence jury duty military duty benefits eligibility medical insurance retirement plans employee discounts workers compensation COBRA termination and termination process With this new book there is finally a cost effective solution for developing your own employee handbook for the small to medium sized business owner Simply review the more than 100 polices already written for you and insert your own information when prompted The template comes complete with a table of contents introduction and a form for each employee to sign acknowledging receipt of the manual *Managing Oral*

*Healthcare Delivery* Catherine L. Ganssle,1995 Focusing exclusively on management this new book describes the oral health care delivery system and the interrelated roles of dental hygienists and dental assistants The unique focus on the management side of dental hygiene provides students with knowledge and skills vital to professional growth Terminology and principles give readers a comprehensive basic foundation Contributing writers introduce realistic examples and experiences as well as the skills needed to address the health care delivery issues     **Disability Management** Dianne E. G. Dyck,2002

**Checklist of South Carolina State Publications** South Carolina State Library,1984     *UAW-CIO Policy Manual* International Union, United Automobile, Aircraft, and Agricultural Implement Workers of America,1944     **Design Your Own Effective Employee Handbook** Michelle Devon,2007 This title contains a book and CD ROM If you have employees you need employment policies in writing distributed to every employee The U S Supreme Court has ruled that businesses can protect themselves against damages and liability against employee lawsuits by providing clear written policies covering the rights and responsibilities of their employees Our Employee Handbook Template is the ideal solution to produce your own handbook in less than an hour The companion CD ROM in MS Word contains the template which you can easily edit for our own purposes just fill in the blank The book discusses various options you may have in developing the policies Our employee handbook has been edited and approved by lawyers specialising in employment law Developing your own handbook now couldn t be easier or less expensive     *Proceedings* ,1989     *California. Court of Appeal (2nd Appellate District). Records and Briefs* California (State)., Number of Exhibits 10\_x005F\_x000D\_ Received document entitled EXHIBITS TO PETITION FOR WRIT     *NACUBO Business Officer* National Association of College and University Business Officers,1987

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