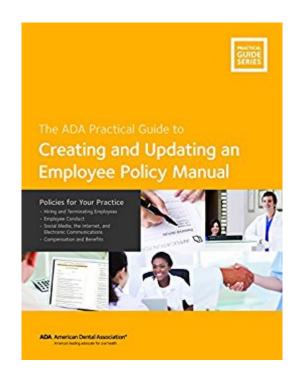
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# The ADA Practical Guide To Creating And Updating An Employee Policy Manual: Policies For Your Practice





#### Synopsis

Develop an up-to-date office policy manual with the help of the ADA. This guide includes sample policies, forms, and worksheets to help craft the perfect policy for nearly every situation. It contains: â ¢99 sample office policies on topics such as: oCompensation and benefits, such as paid time off, insurance, and retirement plans olnternet, social media, and electronic communications oEmployee conduct, including personal appearance and dress code, attendance and confidentialityâ ¢Sample job descriptions, job ads, employment application, and interview questionsâ ¢Sample forms, worksheets and checklists including: oHiring and termination checklists oPerformance appraisals oProgressive discipline documentationâ ¢Explanations of: oAt-will employment oEmployees vs. independent contractors oPart-time, full-time, and temporary employeesAlso offers information on staff training, employee motivation and appreciation, and patient management. Table of ContentsIntroductionChapter 1: Employee RecruitmentJob DescriptionsEmployee ResourcesEmployment AdvertisementsEmployment ApplicationsEffective Interviewing StrategiesAdditional Strategies in the Hiring ProcessHow to Make an OfferRejection of an ApplicantHiring ChecklistSummaryChapter 2: Office PoliciesEmployee WelcomeManual Introduction and DescriptionPractice History and DescriptionMission StatementDiversityNondiscrimination/Equal Employment OpportunityEmployee with DisabilitiesOffice ScheduleOffice AppearanceEmployee Rest AreaPersonal BelongingsParking RegulationsDentist Absence/Office ClosureOffice Closure Due to Inclement Weather or Uninhabitable FacilitiesSummaryChapter 3: Employee PoliciesEmployee or Independent Contractor?At-will EmploymentPart-time, Full-time and Temporary EmployeesExempt and Non-exempt EmployeesProbationary PeriodPersonnel RecordsEmployee AttendanceTime and Attendance ReportsCall-in and Tardiness Lunch and BreaksFood and DrinkTravel Expenses ReimbursementEmployee ConductElectronic CommunicationsRecords Retention Conflict of InterestOffice DatingHarassmentWorkplace ViolenceWeaponsEmployee ReferralNursing MothersSummaryChapter 4: Employee TrainingEmployee Orientation and New Hire ChecklistTraining ProgramsSummaryChapter 5: Employee BenefitsEmployee Compensation and Paycheck DeductionsPayday Vacation, Holidays and Other Paid Time OffOvertime (FLSA)Flex-timeMedical CoverageDental Coverage COBRA Workersâ <sup>™</sup> CompensationDisability Coverage Unemployment CompensationLife InsuranceEmployee Retirement Income Security Act (ERISA)401(k) Plan Retirement Plan Professional Dues Continuing Education Tuition Assistance Uniform ReimbursementEmployee Assistance Program (EAP)Dependent Care Assistance Program (DCAP)SummaryChapter 6: Employee ManagementEmployee MotivationEmployee AppreciationStaff EvaluationsProgressive

DisciplineDrug-free WorkplaceSummaryChapter 7: Terminating EmployeesReasons for TerminationReferencesExit InterviewsPost-employment CompetitionTermination DetailsPost-termination IssuesSummaryChapter 8: Patient ManagementPatient RelationsManaging Various Patient GroupsSummaryChapter 9: Safety and Security in the WorkplaceGeneral Workplace SafetyComplying with OSHA Standards Fire Prevention PlanExit RoutesNatural DisastersBuilding SecurityContingency PlanErgonomicsRadiographyPosted NoticesSummaryReferencesReferencesPolicy Index

### **Book Information**

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