

Faculty Resource Guide

Part 2

Benefits Guide 2020-21

*Summer 2020
Update*



LEHIGH
UNIVERSITY

INTRODUCTORY STATEMENT	4
OVERVIEW OF LEHIGH	5
STARTING YOUR JOB	6
YOUR ORIENTATION & BENEFITS ENROLLMENT	6
IDENTIFICATION CARD (ID).....	6
SECURITY ACCESS	6
PARKING	7
REPORTING PERSONAL DATA CHANGES	7
CONFLICTS OF INTEREST	7
COMPENSATION	8
PAYCHECKS	8
PAYROLL ADVANCES	8
PAYROLL DIRECT DEPOSIT.....	8
TIME AWAY FROM WORK.....	10
SHORT TERM DISABILITY	10
SHORT TERM DISABILITY FOR MATERNITY	10
FAMILY AND MEDICAL LEAVE (FML)	10
FUNERAL LEAVE.....	11
JURY DUTY	11
MILITARY LEAVE	11
UNIVERSITY CLOSING DUE TO SEVERE WEATHER	12
EDUCATION AND SPECIAL PROGRAMS.....	13
TUITION BENEFITS AVAILABLE TO YOU	13
LEHIGH TUITION BENEFITS FOR YOUR SPOUSE/PARTNER AND DEPENDENT CHILD(REN)	14
TUITION BENEFITS AT LVAIC SCHOOLS FOR YOUR SPOUSE/PARTNER	15
TUITION BENEFITS FOR YOUR DEPENDENT CHILD(REN) AT OTHER INSTITUTIONS	15
TUITION BENEFITS FOR DEPENDENT CHILD(REN) OF DOMESTIC PARTNERS.....	16
BUILD AND ENHANCE SKILLS THROUGH TRAINING (BEST) PROGRAM	16
CAREER ENRICHMENT AT LEHIGH (CE@L).....	17
RECOGNITION AND APPRECIATION	17
FLEXIBLE BENEFITS FOR FULL-TIME SALARIED FACULTY MEMBERS	18
FLEXIBLE BENEFITS FOR PART-TIME SALARIED FACULTY MEMBERS.....	19
RETIREMENT	20
THE RETIREMENT PROGRAM FOR FACULTY AND STAFF.....	20
SOCIAL SECURITY.....	20
BENEFITS DURING RETIREMENT	21
EMPLOYEE RIGHTS & RESPONSIBILITIES	22
UNIVERSITY ETHICS AND COMPLIANCE HOTLINE	22
HONESTY IN BENEFIT PLAN USE.....	22
RETURN OF PROPERTY.....	22
USE OF COMPUTER SYSTEMS AND FACILITIES	22
DRUG-FREE WORKPLACE.....	23
WORKPLACE VIOLENCE PREVENTION.....	24
WORKPLACE ACCOMMODATIONS FOR INDIVIDUALS WITH DISABILITIES	24
NEPOTISM POLICY	25
EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION	25

DIVERSITY & INCLUSION.....	25
COUNCIL FOR EQUITY AND COMMUNITY.....	26
POLICY ON HARASSMENT AND NON-DISCRIMINATION	26
OMBUDS	27
PRIVACY OF INFORMATION	28
CONTROL OF UNIVERSITY INFORMATION	28
EMPLOYEE HEALTH & SAFETY.....	29
EMPLOYEE ASSISTANCE PROGRAM (EAP).....	29
ENVIRONMENTAL HEALTH AND SAFETY	29
HAZARD COMMUNICATION PROGRAM.....	30
ACCESS TO EMPLOYEE EXPOSURE AND OCCUPATIONAL MEDICAL RECORDS	30
LU-ALERT EMERGENCY COMMUNICATION SYSTEM.....	30
PERSONAL SAFETY	30
REPORTING EMERGENCIES	31
SMOKING POLICY	31
WORKER’S COMPENSATION	31
TRAVEL ACCIDENT INSURANCE.....	32
PERSONAL AUTOMOBILES USED ON UNIVERSITY BUSINESS.....	32
INTERNATIONAL TRAVEL ASSISTANCE SERVICES	32
PERSONAL PROPERTY.....	32
WELLNESS	33
SERVICES	34
ATHLETIC FACILITIES	34
BANKING	34
CHILD CARE	34
COMMERCIAL CARD EXPENSE REPORTING SYSTEM (ONECARD)	34
COMPUTING SERVICES	35
CREDIT UNION.....	35
DINING FACILITIES	35
FEDERAL EXPRESS (FEDEX) SERVICES	36
FITNESS CENTER.....	36
GLOBALFIT.....	36
GOLDPLUS.....	36
HEALTH CENTER SERVICES.....	37
HEALTH SCAN PLUS.....	37
HOME BUYING INITIATIVE FOR SOUTH SIDE BETHLEHEM.....	37
LEHIGH’S FACULTY AND STAFF OF COLOR NETWORK	38
LEHIGH UNIVERSITY BOOKSTORE.....	38
LIBRARY AND TECHNOLOGY SERVICES AND HELP DESK	38
LIBRARY SERVICES.....	38
MAIL CENTER	38
MILLER-KEYSTONE BLOOD CENTER.....	39
NOTARY SERVICES	39
PERSONAL INSURANCE.....	39
THE PRIDE CENTER FOR SEXUAL ORIENTATION AND GENDER DIVERSITY (FORMERLY LGBTQA SERVICES).....	40
PRINTING/PHOTOCOPIES.....	40
RELIGIOUS SERVICES.....	40
TELEPHONE SERVICES	40
TRAVEL POLICY AND SERVICES	41

UNITED PARCEL SERVICE.....	41
UNITED WAY	41
UNIVERSITY FUNCTIONS	41
U. S. SAVINGS BONDS	42
WORK/LIFE LEHIGH	42
HUMAN RESOURCES.....	43
BENEFITS ADMINISTRATION (HTTPS://HR.LEHIGH.EDU/BENEFITS).....	43
CAREER ENRICHMENT @ LEHIGH (CE@L) (HTTPS://HR.LEHIGH.EDU/ENRICHMENT).....	43
EMPLOYEE ASSISTANCE PROGRAM (EAP) (HTTP://WWW.IBHCORP.COM).....	43
EMPLOYEE RELATIONS (HTTPS://HR.LEHIGH.EDU/EMPLOYEE-RELATIONS).....	43
EMPLOYMENT (HTTPS://HR.LEHIGH.EDU/CAREERS).....	43
PERFORMANCE MANAGEMENT (HTTPS://HR.LEHIGH.EDU/PERFORMANCE-MANAGEMENT).....	43
STAFF COMPENSATION (HTTPS://HR.LEHIGH.EDU/STAFF-COMPENSATION).....	43
CHECKLISTS.....	45
CHECKLIST FOR NEW FACULTY MEMBERS	45
CHECKLIST FOR RETIREMENT	46
CHECKLIST FOR LEAVING LEHIGH	47

INTRODUCTORY STATEMENT

The purpose of this guide is to outline in summary form the plans, policies, and procedures of Lehigh University. It should serve as a useful reference tool for you on general questions concerning university policies and procedures. In order to avoid confusion or misunderstanding, you must remember that this guide is only a summary and that neither this guide nor the policies or procedures it summarizes constitute a contract between the university and members of its staff. While the university will normally do all it can to apply the policies and follow the procedures it summarizes here, it may become necessary either to change a policy or to depart from a procedure where circumstances require.

Although the university expects to continue the various policies and benefit programs described in this guide, circumstances may require that the programs be changed in the future. The university must therefore reserve the right to amend, modify, or discontinue any of the benefit programs or conditions described in this guide. The university's right to amend, modify, or discontinue these benefit programs applies both to active employees and to those who have retired or separated from employment.

This document provides summary information only. For complete policy statements, please refer to the HR web site (<https://hr.lehigh.edu/>) or contact Human Resources at 610-758-3900.

Lehigh University does not discriminate against any person on the basis of age, color, disability, gender identity or expression, genetic information, marital or familial status, national or ethnic origin, race, religion, sex, sexual orientation, or veteran status.

OVERVIEW OF LEHIGH

Lehigh University was founded in 1865 by industrial pioneer and philanthropist Asa Packer. For more than 150 years, Lehigh University (www.lehigh.edu) has combined outstanding academic and learning opportunities with leadership in fostering innovative research. A non-denominational institution, Lehigh is among the nation's most selective, highly ranked private research universities with a mission *to advance learning through the integration of teaching, research, and service to others*. John D. Simon, an internationally renowned chemist and widely respected leader in higher education has been appointed as Lehigh's 14th president by the Lehigh University's Board of Trustees. He assumed the presidency on July 1, 2015.

The university's five colleges – College of Arts and Sciences, College of Business, College of Education, College of Health and the P.C. Rossin College of Engineering and Applied Science – provide opportunities to nearly 7,000 graduate and undergraduate students to discover and grow in a learning community that promotes interdisciplinary programs with real-world experience.

Lehigh's 2,300-acre campus includes roughly 150 academic, residential, and research buildings available for use by the university community. It also has 180 acres of playing fields and half of the campus is preserved as open space. The campus is located in Pennsylvania's pristine Lehigh Valley – in Bethlehem, Pennsylvania, centrally situated just 50 miles north of Philadelphia and 75 miles southwest of New York City. Undergraduates hail from nearly every state and U.S. territory and more than 50 other nations, with the majority of students coming from the Middle Atlantic region.

An institution clearly on the move in the last decade and beyond, Lehigh can boast improvements across all key indicators of success. Applications to attend Lehigh exceeded 15,500 for the first year class entering fall 2019. Academic quality has increased significantly. Ninety-five percent of incoming students rank in the top tenth of their high school graduating class. SAT ranges of the middle 50% of admitted students were 640-715 for critical reading and 660-755 for math. Current enrollment includes approximately 5000 undergraduate students and 2000 graduate students. In addition, in the *U.S. News & World Report* 2019 "America's Best Colleges," Lehigh ranked 50th nationally, continuing to rank among the top research universities in the nation. Lehigh's impressive \$1.2 billion endowment provides significant funding for endowed scholarships and chairs.

With over 1,600 full-time and part-time employees, including approximately 1,200 staff members and over 520 full-time tenured or tenure track faculty, as well as over 50,000 active alumni, Lehigh aims to be an outstanding medium-sized research university which provides a diversity of intellectual opportunities to both undergraduate and graduate students in a highly collegial community. To ensure that Lehigh remains among the best universities, the institution is committed to achieving higher levels of academic excellence by focusing on the quality of the faculty and their scholarly research, an unwavering commitment to students, and national and international visibility.

Lehigh is accredited by the Middle States Commission on Higher Education, ABET, AACSB, APA, and the Pennsylvania Department of Education.

STARTING YOUR JOB

For purposes of the information contained in this benefit guide, full-time and part-time status is determined by the terms of your appointment letter issued by the University Provost.

Your Orientation & Benefits Enrollment

Human Resources conducts benefits orientations on the first and third Monday mornings of each month. In addition, full-time faculty members are invited to attend a benefits orientation as part of your New Faculty Orientation. At this meeting, a Human Resources staff member is available to answer questions about medical, life, and disability insurance; the retirement plan; and other university programs for which you may be eligible. You will also be provided with appropriate enrollment instructions.

Identification Card (ID)

You can go to the IDEAL Office, located at 42 University Drive, to obtain an identification (ID) card. Have your LIN (Lehigh Identification Number) and another form of picture ID available. A photograph will be taken and an ID card will be created immediately.

Your Lehigh ID is your personal identification and should be with you at all times. The following university-related benefits may be a part of your Lehigh account:

- Academic building access
- Athletic events and/or ticket purchases
- Dining Services' meal plan and/or charge account
- GoldPLUS debit cards
- Gym/Fitness Center access
- Lehigh Bookstore purchases discount
- Library privileges, including the Media Center and Computing Center
- Parking facilities access
- Zoellner Arts Center Events discount

Spouses/domestic partners of faculty members may also obtain an ID card at the IDEAL Office. Spouses/partners must first be verified with Human Resources. Be prepared with your LIN, your spouse/domestic partner's LIN, and another form of ID when visiting the IDEAL Office. The ID card is university property and must be returned upon separation from the university. Additional information is available on the web at:

<https://police.lehigh.edu/content/ideal-office>.

Security Access

Some faculty members may be issued university keys in the course of their employment. It is the faculty member's responsibility to safeguard these keys in order to maintain adequate security at the university. The duplication of keys is strictly prohibited. If your job requires you to have a key(s), your department chair will request the appropriate number of keys in writing from the ID, Electronic Access, Locksmith (IDEAL) Office. If you transfer to another department or upon separation from university service, you must return the key(s). A key deposit may be required.

Parking

Parking at Lehigh is limited and parking regulations are strictly enforced. If you want to park on university property, your vehicle(s) must be registered with Parking Services and you must select an available parking zone. Instructions for registering your vehicle and selecting a parking zone are available at: <https://financeadmin.lehigh.edu/content/faculty-staff>. A parking hangtag should be displayed on your vehicle while at work. There is an annual fee (determined by your assigned parking zone) that will be deducted from your pay on a monthly basis.

All motor vehicles must be operated according to Lehigh University Motor Vehicle Regulations. You will receive a copy of these regulations with your parking hangtag from Parking Services. Additional information is available with Parking Services (622 Brodhead Ave) or on the web at:

<http://financeadmin.lehigh.edu/parking>

Reporting Personal Data Changes

It is important that you keep your personal records up to date. For example, if you move, change your marital status, or experience a change in dependents, notify Human Resources on a *Personal Information Change* form when the change occurs, along with appropriate supporting documentation if required. This form is available from Human Resources, or on the web (under Benefits Forms) at: <http://hr.lehigh.edu/hr-forms>.

Conflicts of Interest

Faculty members have an obligation to conduct business in such a manner as to avoid actual or potential conflicts of interest. An actual or potential conflict of interest occurs when a faculty member is in a position to influence a decision that may result in a personal gain for that faculty member or for a relative because of the university's business dealings. For the purposes of this policy, a relative is any person who is related by blood or marriage, or whose relationship with the faculty member is similar to that of persons who are related by blood or marriage.

No "presumption of guilt" is created by the mere existence of a relationship with outside firms. However, if a faculty member has any influence on transactions involving purchases, contracts, or leases involving him/herself or a relative, it is imperative that he or she disclose such to the supervisor as soon as possible so that safeguards can be established to protect all parties.

Personal gain may result not only in cases where a faculty member or relative has a significant ownership in a firm with which the university does business, but also when a faculty member or relative receives any kickback, bribe, substantial gift, special gift, or special consideration as a result of any transaction or business dealings involving the university.

The purpose of these guidelines is to provide general direction so that faculty members can seek further clarification on issues related to the subject of acceptable standards of operation. Contact your department chair, Internal Audit, or Human Resources for more information or questions about conflicts of interest. The conflict of interest policy, in its entirety, is available on the web at:

https://www1.lehigh.edu/sites/default/files/coi_policy-updated_11-6-08.pdf

COMPENSATION

Paychecks

It is the practice of the university to pay regular faculty members on a twelve-month basis for services rendered during the regular academic year. This permits salary continuity and benefit protection during the entire calendar year.

Faculty engaged in externally funded research may elect to take their academic salary over a nine-month period when there is a demonstrated research commitment through an approved grant. Faculty members anticipating outside funding for summer research who wish to be paid for their academic duties over a nine-month period should contact their department chairperson who annually will request in writing an exception to the twelve-month salary policy through the dean and provost. This must be done prior to the beginning of the academic year.

Monthly paychecks are distributed on the last working day of the month. The university automatically deducts federal, state, local, Social Security, and Medicare taxes from your paycheck. Regular payroll deductions will also be made for the benefits in which you have enrolled and for charges you have incurred on personal accounts.

Changes in all deductions must be made in writing. To change your:

- federal tax withholding, submit a new W-4 Form to the Payroll Office (ext. 82900)
- credit union deductions, contact the Credit Union directly at (610) 691-0041
- United Way deductions, notify the Payroll Office in writing
- deduction for US Savings Bonds, contact Payroll (ext. 82900)

Questions about the cost of benefits or tax-deferred savings should be addressed to Human Resources at extension 83900.

Payroll Advances

Occasionally, emergencies may occur which you are not financially prepared to meet. To help you, the university can provide a payroll advance to give you a financial source when you have none other available. Emergency needs are limited primarily to expenses associated with the death of an immediate member of the family, extraordinary medical costs not covered by insurance, and start-up costs associated with the move to Lehigh for new employees. Requests for advances to meet vacation expenses are not granted.

Requests will be processed within five business days of receipt of a request form that has been approved by the dean and provost. *Emergency Salary Advance Forms* are available at:

<http://financeadmin.lehigh.edu/content/payroll-forms>.

Payroll Direct Deposit

You can enroll in the automatic check depositing service provided by the university. Under this plan, your paycheck is deposited automatically in your checking and/or savings account each payday. In support of the university initiative of sustainability, the direct deposit process is paperless. Current and historical online payroll statements can be accessed 24/7 in Employee Self Service using your network user ID and password at <https://go.lehigh.edu/banner>. We hope you will support this green initiative. However, if you prefer to receive a paper stub, you can opt out by emailing Payroll directly at inpayrol@lehigh.edu.

To join the program, you must complete a *Direct Deposit Authorization Agreement* available from the Payroll Office or online at:

<http://financeadmin.lehigh.edu/content/payroll-forms>.

Please remember to notify Payroll if you close the bank account to which you have had your deposit directed.

To initiate direct deposit while on vacation, the Payroll Office must be given a minimum notice of at least one pay period (one month).

TIME AWAY FROM WORK

Short Term Disability

The Short Term Disability plan provides benefits in case you are absent from work due to illness or injury for a period of more than 14 continuous calendar days. Benefits under the plan are for disability periods of 26 weeks or less and are retroactive to the first day of absence. You must provide satisfactory evidence of disability to receive benefits under the plan.

Salary continuation benefits under the plan are based on your base salary at the time of disability and do not include other forms of special compensation. During the time that you receive short term disability benefits, coverage under all benefits will continue.

The plan is designed to protect you from financial hardship by replacing earnings that would otherwise have been lost because of your inability to work and be paid as scheduled. If a disability occurs while academic year classes are not in session, salary continuation will begin the day you were scheduled to return to work.

Short term disability benefits do not apply to any disability that begins while you are on a leave of absence. The benefits may be available the day you are scheduled to return to work.

Short Term Disability for Maternity

During the time that you are unable to work because of pregnancy or pregnancy-related conditions, you are covered by the university's short term disability benefit described above. The university's short term disability administrator establishes the period of disability.

You are entitled to short term disability and related *Family and Medical Leave* benefits whether or not you plan to return to work following the disability period. This policy assures you the full benefits for which you are eligible.

If you want to extend your time away from work after your physician has released you, you may request a leave of absence. The total amount of time away from work will determine the terms and conditions applicable to your request (see Family Medical Leave).

Family and Medical Leave (FML)

You are covered by the provisions of the university's *FML Policy for Faculty*. The policy provides for up to 12 weeks of paid leave during any 12-month period to allow you to:

- Care for your child within 12 months following birth (as the primary caregiver), or placement for adoption or foster care
- Care for your spouse/partner, child or parent who has a serious health condition, or
- Care for your own serious health condition ; or
- Handle a qualifying exigency related to your spouse or domestic partner, child, or own parent being on active military duty or being notified of an impending call or order to active duty in the Armed Forces, including a member of the National Guard or Reserves, in support of a contingency operation.

The policy also provides for up to 26 weeks of leave during any 12-month period to allow you to care for your spouse or domestic partner, child, own parent, or next of kin (i.e., nearest blood relative) who is a covered service member. A covered service member is a member of the Armed Forces, including a member of the National Guard or Reserves, who is undergoing medical treatment, recuperation, or therapy, is otherwise in outpatient status, or is otherwise on

the temporary disability retired list for a serious injury or illness incurred in the line of duty, or incurred because service on active duty aggravated an existing or pre-existing injury. Military caregiver leave may be used to care for veterans undergoing treatment, recuperation, or therapy for an injury, as long as the veteran was a member of the Armed Forces within five years of requiring care.

In the event of absence as a result of your own serious health condition, FML leaves run concurrently with Short-term Disability Plan benefits. Your eligibility and coverage under the *Flexible Benefits Plan* continue during the period of an approved FML. Your payments toward the cost of all benefits are the same as those paid if you were at work. Your eligibility for other benefits during the leave is based on the terms and conditions of those benefits. Leave eligibility will be prorated if you are scheduled to work less than full time.

If you want to initiate a leave request, or would like a complete copy of the university's policy, please contact Human Resources or go to the Human Resources website at: <https://hr.lehigh.edu> and select the F&A Policies link in the top menu. Lehigh login required.

Funeral Leave

You are entitled to up to five days absence with pay in case of the death of your spouse/partner, child, father, mother, brother, or sister at the time of their death. This applies to step relations also. You are entitled to up to three days absence with pay in case of the death of your father-in-law, mother-in-law, brother-in-law, sister-in-law, son-in-law, or daughter-in-law. Up to one day's absence with pay will be allowed in case of the death of grandparents, great-grandparents, grandchildren, aunts, uncles, nieces, or nephews in order to attend a service. One day's absence with pay to attend funerals of other relatives may be granted at the discretion of your supervisor.

The eligibility of part-time faculty for this benefit is dependent on their work schedule. For example, if the funeral of a grandparent is scheduled for a day that you are not scheduled to work, there is no benefit available under this plan.

Your department chair may request a copy of the death notice to verify the need for funeral leave.

Jury Duty

In the event you are called for county jury duty, the university will pay your base salary for up to ten working days in any academic year.

If you are dismissed as a juror before noon on any day, you are expected to work for the remainder of the day. If you are to report for jury duty in the afternoon, you are expected to work in the morning.

Federal grand jury duty is a special situation that is handled on an individual basis by Human Resources.

Military Leave

If you are an active member of the National Guard or military reserves, you are paid the difference between your base salary and your military pay and allowances during your annual encampment or active-duty training. Faculty members called to emergency military duty also receive differential pay.

To be eligible, you must be on an active pay status with your unit and submit a copy of your pay records and orders for the annual active-duty period to the Payroll Office.

University Closing Due to Severe Weather

If the university closes at any time during the day or delays its opening, the announcement will be made through the following media:

LU Alert: Text messaging system. These notices can only be received by those who are registered to receive LU-ALERT updates. Sign up at:
<http://www1.lehigh.edu/emergency/prepared>.

LEHIGH: LU Hotline: 610-758-NEWS (6397)
Lehigh's internal web site: <http://www1.lehigh.edu/insidelehigh>
Twitter: <https://twitter.com/lehighu>
Facebook: <https://www.facebook.com/lehighu/>

RADIO: WAEB News – 790 AM WEST – 1400 AM
WAEB – B104.1 FM WLEV – 100.7 FM
WBYN – 1160 AM WLVR – 91.3 FM
WBYN – 107.5 FM WODE – 99.9 FM
WCTO – 96.1 FM WWYY – 107.1 FM

TELEVISION: WFMZ – CHANNEL 69

If the university is not closed, classes are assumed to be meeting. Instructional staff are expected to report at their normal starting times.

EDUCATION AND SPECIAL PROGRAMS

Tuition Benefits Available to You

If you are a full benefits faculty member working at least 75% of a full-time work schedule, you may be eligible to take up to six credits per semester at Lehigh University (six in the fall, six in the spring, six between summer session I and II) at no tuition cost under the tuition remission program. Eligibility begins after the first day of work. Undergraduate and graduate credit courses may be taken at Lehigh University. If you choose to enroll for more credits than the benefit provides, you will be responsible for any additional cost.

Lehigh participates in the *Lehigh Valley Association of Independent Colleges (LVAIC) Tuition Exchange Program*. The other LVAIC member schools are Cedar Crest College, DeSales University, Lafayette College, Moravian College, and Muhlenberg College. This program allows you to take undergraduate credit courses tuition free at any other member institution. You are eligible to take up to two courses during the fall or spring semester and one course in each summer session. The tuition program with the LVAIC schools is an exchange program and your name is placed on a waiting list until a few days before class is scheduled. You may contact the college you are attending to see if the class is open or full. If the class is full, you may register for another class.

The tuition benefits for full benefits faculty are limited to two courses at LVAIC institutions or six credits at Lehigh per semester. Courses must be taken for credit. Tuition benefits do not apply to on-line or distance education courses at Lehigh that are also available in a traditional classroom format.

Before you can be scheduled to take any classes, you must be admitted by the institution you will be attending. Contact the Admissions Office at the school of your choice for further information. Upon admission, the tuition programs described above will be available.

If you are a part-time faculty member who works at least 50% but less than 75% of a full-time work schedule, you are eligible for three credits each semester (three in the fall, three in the spring, and three in one of the summer sessions) tuition-free at Lehigh University only.

The tuition remission/exchange programs provide benefits that pay only for tuition. You are responsible for the cost of books, materials, admission fees, and any registration or other special fees. The tuition remission benefit does not apply to on-line or distance education courses that are available in a traditional classroom format. If the course is only available in an on-line or distance education format, additional fees may be imposed.

If you are married to another university employee, tuition benefits are available to you only as an employee. Additional spousal benefits are not available.

Under IRS regulations, tuition benefits related to undergraduate coursework are not subject to income tax. A portion of the benefits you receive for graduate coursework may be taxable, however. The university makes no commitment or guarantee regarding the future taxability of tuition benefits.

For more information about the program and the taxability of graduate tuition, or to start utilizing tuition benefits, contact Human Resources.

Lehigh Tuition Benefits for Your Spouse/Partner and Dependent Child(ren)

If you are a full benefits salaried faculty member, Lehigh will provide tuition benefits for your spouse/partner and/or dependent child(ren) to attend classes at the university if qualified for admission.

For purposes of this program, the IRS defines a dependent child as a natural or adopted son, daughter, stepson, or stepdaughter who is your dependent under the Internal Revenue Code. For children of normal college age (17–23), the child must be a full-time student who is being claimed by their natural or custodial parent as a dependent on their 1040 federal tax return. For unmarried adult children over the age of 23, the child must be a full-time student who is residing with and supported by his or her parents. A fully executed *Statement of Dependency* form and a certified copy of the student's tax return are required for children over the age of 23.

In addition to meeting the dependency requirements, your child must be matriculated before age thirty for the undergraduate benefit and before age thirty-five for the graduate benefit.

Beginning with the semester following your first day of work, your spouse/partner and dependent child(ren) can take Lehigh spring and fall semester undergraduate courses at one-half the full tuition rate. Beginning with the semester in which you will complete five years of eligible service, your spouse/partner and child(ren) are exempt from the payment of the entire undergraduate tuition cost.

Graduate courses and summer session undergraduate credit courses are available to your spouse/partner and child(ren) at no tuition cost beginning with the semester following your first day of work. The full value of any graduate tuition benefit received by your spouse/partner or child(ren) will be treated as taxable income to you and Lehigh will withhold the appropriate taxes from your paychecks during the semester.

If your spouse/partner has access to a tuition assistance program at his or her place of employment, that benefit must be used before Lehigh's benefit can be applied.

Currently, the benefits under this program continue to be available to your spouse/partner and dependent child(ren) if you should become totally disabled, die after completing ten years of service, or if you retire after age 59 1/2 with ten years of continuous eligible service or after age 55 with twenty-five years of service.

Before your spouse/partner or dependent child(ren) can be scheduled to take any classes at Lehigh, they must be admitted to the university. Admission to Lehigh University requires that your dependent meets all of the current admission requirements of the institution. Contact the Admissions Office for further information on admittance and registration procedures. If interested in graduate coursework, your spouse/partner or child(ren) must be admitted by the college in which the course(s) is/are offered. Contact the dean's office in the college in which they are enrolling. Upon admission, the tuition programs described above will then become available.

These benefits apply only to tuition. Additional fees may be imposed by the college or department offering the course. Such fees are the responsibility of the faculty member.

Not all courses are eligible for tuition remission. Confirm eligibility with the college or department offering the course prior to enrolling. Courses must be taken for credit. The tuition remission benefit does not apply to on-line or distance education courses that are available in a traditional classroom format. If the course is only available in an on-line or distance education format, additional fees may be imposed.

Undergraduate tuition benefits are a taxable benefit for domestic partners and are taxable for dependent children if:

- the student will be 24 years old or older at the end of the calendar year, AND
- the student earns more than the IRS individual exemption amount for the calendar year in which the tuition benefit is paid, OR
- the benefits are provided for the dependent child of a domestic partner.
- For more information about the program and/or the taxability of tuition benefits, contact Human Resources.

Tuition Benefits at LVAIC Schools for Your Spouse/Partner

If you are a full benefits salaried faculty member, your spouse/partner may be eligible to take two undergraduate courses each fall and two each spring at one of the other LVAIC member schools without payment of tuition costs. The LVAIC tuition exchange program is not available to spouses/partners during summer sessions. The LVAIC tuition exchange program also doesn't cover online or distance education courses for spouses/partners.

Before scheduling any classes, your spouse/partner must be admitted by the institution he or she will be attending. Contact the Admissions Office at the school for further information. Upon admission, the tuition program described above will be available.

If your spouse/partner has access to a tuition assistance program at his or her place of employment, that benefit must be used before Lehigh's can be applied. The tuition program with the LVAIC schools is an exchange program and your spouse/partner is entered onto a waiting list until a few days before class is scheduled. He or she may then contact the particular college to see if the class is open or full. If the class is full, he or she may automatically register for another class.

NOTE: Eligibility for domestic partners to use the benefits of this program is governed by the policy of the LVAIC institution your partner attends, as it relates to recognition of, and benefits extended to, partners at that institution.

Tuition Benefits for Your Dependent Child(ren) at Other Institutions

If you are a full benefits salaried faculty member, your dependent children may be eligible for a tuition cash grant award. This grant is for your dependent child(ren) to attend a regionally accredited two or four year post-secondary degree-granting institution. The child must be enrolled as a full-time student pursuing studies towards an associate's or bachelor's degree. For purposes of this program, the IRS defines a dependent child as a natural or adopted son, daughter, stepson, or stepdaughter who is your dependent under the Internal Revenue Code. For children of normal college age (17–23), the child must be a full-time student who is being claimed by their natural or custodial parent as a dependent on their 1040 federal tax return. For unmarried adult children over the age of 23, the child must be a full-time student who is residing with and supported by his or her parents. A fully executed *Statement of Dependency* form and a certified copy of the student's tax return are required for children over the age of 23. To be eligible for the cash grant, the child must be matriculated in the degree-granting program before age 30.

If you have completed five years of service in an eligible position, the university will pay a cash grant of up to \$5,000 per annum toward the cost of your child's tuition at an eligible institution. Only one \$5,000 grant is available on a child's behalf per academic year and the total

lifetime benefit on each child's behalf is limited to \$20,000. The five-year waiting period is waived for employees at the rank of Associate or Full Professor.

If your earnings are such that the Internal Revenue Service (IRS) would classify you as a highly compensated employee, the full value of the tuition cash grant paid on your child's behalf will be treated as additional taxable income to you. The IRS defines a highly compensated employee as one whose earnings exceed an amount designated by the IRS.

The tuition cash grant is a taxable benefit for dependent children if:

- the student will be 24 years old or older at the end of the calendar year, AND
- the student earns more than the IRS individual exemption amount for the calendar year in which the tuition benefit is paid, OR
- the benefit is provided for the dependent child of a domestic partner.

Currently, the benefits under this program continue to be available to your dependent children if you should become totally disabled, die after completing ten years of eligible service, or if you retire after age 59 1/2 with ten years of continuous eligible service or after age 55 with twenty-five years of service.

The Board of Trustees establishes the amount of the cash grant. Although it is anticipated that the cash grant program will continue, the Board of Trustees reserves the right to change, amend, or cancel the program at any time.

Benefits are different for faculty members employed in an eligible position before September 1, 1986. If you are a member of this group, additional information is available from Human Resources or online at: <https://hr.lehigh.edu/benefits/cashgrant>.

For more information about the program, total award limitations, approved institutions, taxability of awards, or grant applications, contact Human Resources.

Tuition Benefits for Dependent Child(ren) of Domestic Partners

The natural or adopted dependent children of a faculty member's domestic partner are eligible for tuition remission benefits at Lehigh and tuition cash grant benefits to attend other institutions. The benefit terms and conditions are the same as those described above for eligibility, dependency status, and benefit levels.

Under current federal tax law, the full value of the benefits provided to the natural or adopted child of a domestic partner are fully taxable to the faculty member.

Build and Enhance Skills through Training (BEST) Program

As a Lehigh faculty member, you may take work-related, noncredit courses through the external training subsidy program known as the BEST Program. This program, administered by Human Resources, subsidizes 75%, up to a maximum of \$500, of the cost of faculty enrollments in noncredit programs similar to those offered by Northampton Community College (i.e., computer software and hardware courses, management courses). Your department will be responsible for the balance of the cost. There are three eligibility requirements. You must be a full benefits faculty member to take two seminars per semester, or a partial benefits faculty member to take one seminar per semester. You must also have an active assignment on the date of the seminar. Finally, the seminar must be related to your position and be the type of training supported by the program.

To ensure financial support for your course, you must complete the *BEST Program Registration Form*, have approval from HR before attending the seminar, and your department chair will need to approve your request to take a noncredit course by signing the form.

Since there is a limit to how many courses can be subsidized through the fund, the program is administered on a first-come, first-served basis.

Career Enrichment at Lehigh (CE@L)

Lehigh's most important resource is people. Success can only be achieved with high levels of individual productivity and effectiveness. The university helps individuals develop their potential through professional development and career opportunities.

In an effort to support these goals, Human Resources identifies, recommends, plans, organizes, and administers programs to develop skills, knowledge, and competencies of university personnel. The department offers a limited number of training and informational programs. Schedules are published in the *Spot* e-newsletter in the fall and spring semesters and are available on the web at:

<https://hr.lehigh.edu/enrichment>.

Other Lehigh University departments, such as Library and Technology Services, also offer a variety of training programs for university employees.

Recognition and Appreciation

Lehigh University values the contributions of its faculty members. In addition to offering faculty members competitive pay and benefits, the university has several programs of faculty recognition and appreciation throughout the year.

Each year the university hosts a *Lehigh Appreciation Dinner* where faculty and staff members are recognized for outstanding achievement, years of continuous service, and involvement in university activities. Retiring faculty and staff members receive special tribute.

Information about university awards is available on the web at:
<https://awards.web.lehigh.edu/>.

Other appreciation activities include the annual *Holiday Party* for both faculty and staff.

FLEXIBLE BENEFITS FOR FULL-TIME SALARIED FACULTY MEMBERS

The *Lehigh University Flexible Benefits Plan* allows you to develop a personalized benefits package. You are eligible to participate in the plan if you are a salaried faculty member who is scheduled to work full time as defined by your appointment letter from the university Provost. Through the *Flexible Benefits Plan*, you have access to the following benefits:

- Medical Insurance, including prescription drug benefits and vision care
- Dental Insurance
- Life Insurance
- Dependent Life Insurance
- Long-term Disability Insurance
- Health Care Flexible Spending Account
- Dependent Care Flexible Spending Account
- Aflac Critical Illness and Voluntary Accident Insurance

The university's contribution and your costs to participate vary by plan. The elections you make will be in effect from your initial participation date through December 31. An annual re-enrollment period is held each fall to allow employees the opportunity to make new benefit elections for the next calendar year (**January 1 through December 31**).

Under current **Internal Revenue Service** regulations, you may change your benefit elections before December 31 if you experience a "qualifying life event" which supports the change. To change your elections, you must submit a change request and necessary supporting documentation through the Lehigh Benefits site within 31 days of the qualifying life event. Lehigh Benefits is accessible through single-sign-on through Connect Lehigh. After logging in, click on Employee and then select Lehigh Benefits.

The plans are administered in compliance with governing federal and state regulations. In all cases, federal and state legislation, the official plan documents, and insurance contract provisions will determine the terms and conditions of the plan.

You are eligible to begin participation in the plan on your first work day. Active enrollment is required before you can participate in the medical plans, dental insurance, supplemental life insurance, dependent life insurance, or flexible spending accounts. If you want to enroll in these optional benefits, you must do so within thirty (30) days of your first work day. If you do not enroll during that time, you will be required to wait until the next annual re-enrollment period unless you experience a qualifying life event as described above.

For more information about the flexible benefits available to you, please visit the HR website at <https://hr.lehigh.edu/benefits> or log in to Lehigh Benefits. Plan summary documents are available on the *Campus Portal*.

FLEXIBLE BENEFITS FOR PART-TIME SALARIED FACULTY MEMBERS

If you are a salaried faculty member who works part-time, you are eligible to participate in *Flexible Spending Accounts (FSAs)*. FSAs provide you with the opportunity to use pre-federal tax dollars to pay for eligible health and dependent care expenses. Under IRS regulations, amounts contributed to a dependent care FSA that are not used are forfeited at the end of the plan year. The IRS does allow up to \$500.00 of unused funds in a health care FSA to be carried forward to the following plan year. The terms and conditions of the plan for part-time employees are the same as those applicable to full-time employees. Contact Human Resources for additional information.

RETIREMENT

The Retirement Program for Faculty and Staff

New Plan Effective 2014: Lehigh transitioned to a new retirement program in January 2014. The new plan replaces both the previous Lehigh Pension Plan (funded by Lehigh) and the Voluntary 403(b) Retirement Savings Plan (funded only by employee contributions). The retirement program is administered by **Teachers Insurance and Annuity Association (TIAA)**. This defined contribution plan is available for all salaried exempt staff employed in benefits-eligible positions who are scheduled to work, or who actually work, a minimum of 1,000 hours per 12 consecutive month period.

Eligible employees hired *prior* to January 1, 2014: You are fully vested in the new plan which features base contributions from Lehigh and voluntary employee contributions with a 50% Lehigh match. The new plan is being phased in over four years. For more detailed information regarding the new plan and the contribution levels over the transition period, visit:

<https://hr.lehigh.edu/lehigh-retirement-plan-employees-hired-prior-january-1-2014>.

Eligible employees hired *after* January 1, 2014: Participation in the plan begins immediately upon hire but full vestment in the plan occurs after three years of service. Lehigh's base contribution to your retirement account is determined by years of service. Newly hired benefits-eligible staff will be automatically enrolled in the matching program at a rate of 3 percent of pay. New employees have 60 days from the start of their employment at the university to opt out of auto-enrollment. For more detailed information regarding the retirement program visit:

<https://hr.lehigh.edu/lehigh-retirement-plan-employees-hired-or-after-january-1-2014>.

Social Security

In addition to the benefits you will receive from the retirement program, you may receive Social Security benefits upon your retirement. This federal program provides monthly retirement checks as well as some benefits for health care under Medicare. Benefits for total disability and for your survivors are also available.

You pay a certain percentage of each paycheck into Social Security and the university pays a matching amount. The amount of your retirement check is based on a formula using quarters of coverage in the program and taxable earnings during those quarters. Contact the Social Security Office for more information.

Benefits during Retirement

Currently, the following benefits are available to any benefits eligible faculty member who retires at age 59½ with ten or more years of continuous benefits eligible service (i.e., working a full-time schedule in a benefits-eligible position) or after age 55 with twenty-five years of service:

- The *Medical Premium Reimbursement Plan* will reimburse the retiring faculty member for some of the cost paid as premiums for medical coverage for the retiree and eligible dependents, up to the limit defined by the Plan. The monthly maximum is reviewed on an annual basis, and may be modified from year to year. The benefit is available to the survivor of a deceased university retiree, until and unless s/he remarries or becomes deceased.
- In addition, faculty members who retire at age 59½ or older to age 65, after ten or more years of continuous full benefits eligible service or age 55 or older to age 65 after twenty-five or more years of continuous full benefits eligible service, may purchase any of Lehigh University's medical insurance plans at the premium cost, less the Medical Premium Reimbursement amount, for the retiree and all eligible dependents. This coverage can continue for as long as the retiree wishes, as long as it is continuous from employment into and through retirement. Once stopped by the retiree, it cannot be restarted. It is available to the survivor of a deceased university retiree on this same basis, until and unless s/he remarries or becomes deceased.
- Tuition benefits continue to be available to retirees throughout their retired life. They, or their eligible dependents who use the available tuition benefit, must meet all eligibility requirements for the program. The benefit continues to be available to and through the surviving spouse/partner of a deceased university retiree until and unless s/he remarries or becomes deceased.
- The retiree and spouse/partner, if applicable, retain the university ID card and parking permit (valid for evening and weekend parking only, at no cost. A daily parking pass may be purchased separately). The benefit continues to be available to the survivor of a deceased university retiree until and unless s/he remarries or becomes deceased.

If a retiree should marry or remarry after his or her retirement begins, no benefits accrue to the new spouse or new dependent children.

EMPLOYEE RIGHTS & RESPONSIBILITIES

University Ethics and Compliance Hotline

The university is committed to ensuring that the highest standards are maintained and that proper procedures and controls are in place to allow for accurate financial reporting and fairness to all employees. To help support this commitment; the university has contracted with ***EthicsPoint*** to provide a hotline service. This service allows faculty, staff, and students to anonymously communicate by phone or online their concerns or highlight a problem situation.

The hotline webpage is linked from various existing university webpages or individuals can access the reporting page through: <http://www.lehigh.edu/~iniao/hotline.html>. In addition, concerns can be reported by telephone at 888-924-4450.

For additional information regarding the hotline, contact the Internal Audit Office at 85012 or visit the web at: <http://www.lehigh.edu/~iniao/hotline.html>.

Honesty in Benefit Plan Use

The university expects you to provide truthful and accurate information in your benefits applications and use of benefit programs by yourself and your family. In addition, it is your responsibility to ensure that you notify Human Resources if there are any changes to the status of your dependents with respect to the benefit programs.

If you or your dependents access or receive benefits to which you are not entitled, you will be responsible for reimbursing the university for the full value of the benefit.

Any person who knowingly and with intent to defraud or deceive the university or any insurance company administering university benefits, files a statement of claim containing any materially false, incomplete, or misleading information, may be subject to criminal prosecution and/or substantial civil penalties.

Return of Property

Faculty members are responsible for all Lehigh property, materials, or written information issued to them or in their possession or control. Faculty members must return all Lehigh property on or before their last day of work. Where permitted by applicable laws, Lehigh may withhold from the faculty member's check or final paycheck the cost of any items that are not returned when required. Lehigh may also take all action deemed appropriate to recover or protect its property.

Use of Computer Systems and Facilities

Access to the university's computer systems and facilities is a privilege granted to the university's registered faculty, staff, students, alumni, and guest users. The computer systems and facilities are to be used to support university-related activities and related personal communications. All users of the computer systems and facilities must act responsibly and maintain the integrity of these resources. If any computer system or facility is threatened, such system and/or facility may be monitored and user files may be examined under the direction of the Vice Provost for Library and Technology Services. In addition, the university will comply with all governmental and law enforcement subpoenas, warrants, or orders requiring the examination of user files.

Those who do not abide by the *Policies on the Use of Computer Systems and Facilities* (LU Library and Technology Services) should expect at least suspension of computer privileges and possible action under standard university rules for misconduct and existing disciplinary, personnel, or judicial processes.

Offenders may also be subject to criminal prosecution under federal or state law, and should expect Library and Technology Services to pursue such action. Under PA law, each of the following actions—when intentional and unauthorized—is a felony punishable by a fine of up to \$15,000 and imprisonment up to seven years:

- Unauthorized access to a computer
- Interference with the operation of a computer or network
- Alteration of computer software, or damage to any computer system, network, software, or database, or any part thereof, with the intent to interrupt the normal functioning of an organization
- Disclosure of a password to a computer system, network, etc.

The complete policy on the *Use of Computer Systems and Facilities*, published by Library and Technology Services, can be found at:

<http://lts.lehigh.edu/services/library-computing-policies> .

Drug-Free Workplace

In compliance with the *Drug-Free Workplace Act of 1988* and the *Drug-Free Schools and Communities Act of 1990*, Lehigh University is committed to maintaining a healthy, drug-free environment. The unlawful manufacture, distribution, possession, or use of a controlled substance or alcohol, as defined by these acts is prohibited in the workplace and subject to disciplinary action. The use of legally obtained substances, to the point where such use adversely affects performance, is prohibited.

In addition to abiding by this requirement, you are required by the *Drug-Free Workplace Act* to notify the university of any criminal drug statute conviction for a violation occurring in the workplace no later than five days after the conviction. Upon your notification, the university must report the conviction to the federal government within ten days.

Generally, the university does not require drug testing. Drug testing is required by law for certain positions. Individuals will be notified if their position is affected by law.

Violations of these drug-free laws will be grounds for disciplinary action up to and including ending your employment relationship, and may have legal consequences.

Drug and alcohol dependency is an illness. Employees seeking help are encouraged to contact the *Employee Assistance Program*. Drug and alcohol awareness programs are conducted periodically to provide you with information. Other resources are available at the university and in the community. Conscientious efforts to seek help for a substance abuse problem will not jeopardize an employee's position and will be kept strictly confidential.

For copies of the university's policies on drugs and alcohol, contact Human Resources.

Workplace Violence Prevention

Lehigh is committed to creating a work environment of respect and safety that is free from intimidation, threats, and acts of violence. All members of the university community should be treated with courtesy and respect at all times. Employees are expected to refrain from conduct that may be dangerous to others. Firearms, weapons, and other dangerous or hazardous devices or substances are prohibited from the premises of Lehigh without proper authorization.

Conduct that threatens, intimidates, or coerces another employee, a student, a client, or a member of the public at any time, including off-duty periods, will not be tolerated. This prohibition includes all acts of harassment, including harassment that is based on an individual's sex, race, age, or any characteristic protected by federal, state, or local law.

All threats of (or actual) violence, both direct and indirect, should be reported as soon as possible to your department chair, any other member of management, or the Lehigh University Police, as appropriate. This includes threats by other employees, as well as threats by students, clients, vendors, solicitors, or other members of the public. When reporting a threat of violence, you should be as specific and detailed as possible.

All suspicious individuals or activities should be reported as soon as possible to your department chair or the Lehigh University Police. Do not place yourself in peril. If you see or hear a commotion or disturbance near your work area, do not try to intercede or see what is happening. Lehigh will promptly and thoroughly investigate all reports of threats of (or actual) violence and of suspicious individuals or activities. The identity of the individual making a report will be protected as much as is practical. In order to maintain workplace safety and the integrity of its investigation, Lehigh may suspend employees, either with or without pay, pending investigation.

Anyone determined to be responsible for threats of (or actual) violence or other conduct that is in violation of these guidelines will be subject to prompt disciplinary action up to and including termination of employment.

Lehigh encourages faculty members to bring their disputes or differences with other employees to the attention of their department chair, Human Resources Office, or the Office of the Provost before the situation escalates into potential violence. Lehigh is eager to assist in the resolution of employee disputes, and will not discipline employees for raising such concerns.

Any individual who believes s/he has been subjected to, has observed, or has knowledge of actual or potential workplace violence should notify the University Police, their department chair, the Human Resources Office, or the Risk Management Office.

If any imminent physical threat or danger exists, employees should contact University Police at 84200.

Workplace Accommodations for Individuals with Disabilities

Lehigh University is committed to the policy of making reasonable accommodations for staff members with disabilities to enable them to perform the essential functions of their positions unless doing so would result in an undue hardship. The University Disability Advisory Committee provides additional information on the web at: <http://www.lehigh.edu/~indss/>. Any questions regarding accommodations should be addressed to your supervisor or Human Resources.

Nepotism Policy

Lehigh University is committed to a policy of employment and advancement based on qualifications and merit. The *Nepotism Policy* exists to ensure that the placement of close relatives in specific positions or work groups does not create a conflict with this policy.

A close relative is defined as any one of the following who is related by blood, marriage, or legal procedure to an employee or to the employee's spouse/partner—parent or child, grandparent or grandchild, brother or sister, uncle or aunt, nephew or niece, cousin, spouse/partner of any of the above, or unmarried couples living together.

In the interest of productivity, equitable treatment of employees, and the protection of university resources, no individual shall be employed in a department or area under the supervision of an immediate relative who has or may have a direct or indirect effect on the individual's progress, performance or welfare. Moreover, university faculty and staff members are not to initiate nor participate in university decisions involving a direct benefit to their relatives.

The full policy can be found by selecting the F&A Policies tab on the Human Resources website: <https://hr.lehigh.edu/>. Lehigh login required to access the policies site.

Equal Employment Opportunity/Affirmative Action

Lehigh University and its associated business entities are equal opportunity employers. This means we do not discriminate against employees or position applicants based on an individual's age, color, disability, gender identity or expression, genetic information, marital or familial status, national or ethnic origin, race, religion, sex, sexual orientation, or veteran status.

For students, this applies to educational programs, residential environments, athletics and other co-curricular programs, social and recreational programs, and student services. For faculty and staff, this applies to all employment decisions, including selection, benefits, compensation, tenure, training and educational programs, transfer, promotion/demotion, layoff, return from layoff, and termination. The university will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship.

Faculty and staff throughout the university should work at all times to help maintain a good-faith effort to meet affirmative action objectives and commitments. As specified in the *Affirmative Action Plan*, efforts are made to recruit or promote qualified women and minority-group personnel as vacant or new positions occur. Copies of the university's *Affirmative Action Plan* are available for your inspection in the President's Office, Alumni Memorial Building.

Diversity & Inclusion

Our faculty, staff, and students hail from all 50 states, numerous countries and all walks of life. We treasure this diversity in all its forms. But we also recognize that we are on a journey. There is much more that all of us can do to foster an environment that is welcoming and collaborative. Lehigh is devoted to creating a rich educational experience and committed to creating an environment where we all learn, work and live together, transcending racial, cultural and other boundaries. To see what's happening towards this commitment, see the Diversity & Inclusion website at: <http://www1.lehigh.edu/diversity/>

Council for Equity and Community

The Council for Equity and Community (CEC) is a committee of Lehigh faculty, staff and students committed to serving as a campus resource and agent of cultural changes. The committee encourages constructive dialogue and works toward building community at Lehigh. More information is available at: <http://www1.lehigh.edu/diversity/cec/>.

Policy on Harassment and Non-Discrimination

Lehigh is committed to providing an educational, working, co-curricular, social, or living environment that is free from harassment on the basis of age, color, disability, gender identity or expression, genetic information, marital or familial status, national or ethnic origin, race, religion, sex, sexual orientation, or veteran status. Such harassment or discrimination is unacceptable behavior and will not be tolerated.

The university strongly encourages staff members who experience or witness harassment or discrimination, or have information about harassment or discrimination in university programs or activities, to immediately report such conduct to the Equal Opportunity Compliance Coordinator (EOCC@lehigh.edu or ext. 83535). In the event that the conduct involves the Equal Opportunity Compliance Coordinator, reports should be made to the Human Resources Investigator (loc205@lehigh.edu or ext. 83916).

The university takes steps to ensure that a hostile environment does not exist on its campus or in its programs and activities and to respond effectively to formal and informal allegations of harassment or discrimination. This includes prompt investigations of complaints or incidents and appropriate measures, including disciplinary action, against individuals found to have violated this policy.

The university provides education about discrimination, harassment and other conduct prohibited by this policy, through orientations, on-line training, and follow-up programs for students, staff, faculty, and administrators. All individuals in a supervisory capacity will receive training and are responsible for implementing the policy.

Lehigh's policy addresses various types of prohibited conduct.

A **hostile work, learning, co-curricular, social, or living environment** occurs when a member of the university community or a visitor is subjected to unwelcome statements, jokes, gestures, pictures, touching, or other conduct that offends, demeans, harasses, or intimidates. Harassment includes offensive verbal or physical conduct or text or graphic communication including through social media that has the purpose or effect of interfering with an individual's work or educational performance or has the purpose or effect of creating an intimidating, hostile, or offensive environment. The violating conduct may involve a single serious and offensive event, or may involve persistent harassing behavior. A hostile environment can be created by supervisors, co-workers, faculty, coaches, students, alumni, or campus visitors such as vendors and contractors.

Quid pro quo sexual harassment occurs when a member of the university community who has a position of power or influence over another member of the community, explicitly or implicitly promises or withholds job-related or education-related benefits based upon the employee's or student's acquiescence to sexual advances or behavior. This form of harassment only applies to situations based on sex, not to situations arising from harassment based upon one of the other protected characteristics.

Quid pro quo sexual harassment includes unwelcome sexual advances and requests for sexual favors, where submission to the conduct is made a term or condition of employment or educational opportunity; or submission to or rejection of such conduct is used as a basis for employment or educational decisions. Such harassment may involve behavior by a person of either sex against a person of the same or opposite sex.

Discrimination occurs when a member of the Lehigh community or a visitor is subject to negative or adverse treatment, based on one or more of the protected characteristics, that denies or limits the individual's ability to obtain educational benefits or interferes with the work environment.

Supervisory Conflict of Interest. The university does not prohibit romantic or sexual relationships between members of the Lehigh community. However, the university does not permit an individual in a position of direct or indirect power or influence over another individual to engage in a romantic or sexual relationship with that individual without resolving the conflict of interest (i.e., the position of power or influence). To engage in this kind of relationship puts the individual in the position of power or influence at risk for charges of sexual harassment and creates a situation that may result in discriminatory treatment of others. Accordingly, a supervisor should avoid developing a romantic or sexual relationship with an employee. Similarly, an instructor (e.g., advisor, course instructor, teaching assistant) should avoid developing a romantic or sexual relationship with a student taught, advised, or supervised by that instructor. If such a relationship does develop, it is a conflict of interest for the supervisor to continue in any type of supervisory role. The supervisor and employee should work with their department and Human Resources for reassignment of the employee or supervisor to another department or to institute a change in the supervisory relationship.

Sexual Misconduct. Sexual misconduct includes but is not limited to sexual contact that occurs without the explicit consent of each individual involved; conduct that exploits another individual in a sexual and non-consensual way; stalking; dating violence; domestic violence; exposure of one's body in an indecent or lewd manner; sexual activity in public or semi-public spaces; and sexual assault.

Retaliation. This policy prohibits retaliation against, and intimidation or harassment of, anyone who reports or is believed to have reported harassment, discrimination, or other prohibited conduct, or who is a witness or otherwise involved in a harassment or discrimination proceeding. Such retaliation, intimidation, or harassment will be considered a serious violation of this policy, regardless of whether an informal or formal complaint is upheld. Encouraging others to retaliate is also prohibited. Complaints of retaliation should be filed with the Equal Opportunity Compliance Coordinator.

The full harassment and non-discrimination policy and other university policies can be found at: <http://www.lehigh.edu/~policy/>.

Ombuds

The ombuds are designated neutral or impartial dispute resolution practitioners whose major function is to provide confidential and informal assistance to students, faculty, and staff in achieving the resolution of problems that they may not have been able to resolve through the university's existing resources and procedures.

An ombudsperson is neither an advocate for an individual nor for the organization, but rather a source of fairness, who provides information, referral, and aid in answering individual

questions, and assistance in the resolution of concerns and critical situations. This function supplements, but does not replace, the university's existing resources for conflict resolution or modes of redress.

The position is independent of existing administrative structures and reports only to the President. There are two ombuds available to meet with students, faculty, and staff on or off campus at their discretion. All communications with the ombudsperson are confidential. Additional information can be found on the web at: <http://www.lehigh.edu/~inombuds>.

Privacy of Information

The university maintains a personnel file on all employees, including faculty members, for administrative and business purposes. Only the employee, Human Resources staff, or Provost Office staff have access to the information in the files on a need-to-know basis. The files are not available to any other person on campus for any reason. You may inspect your personnel file by contacting Human Resources for an appointment.

As a matter of university policy, information about employees is not released upon outside inquiry without written authorization by the employee, or subject to a court order. Specific requests about income, length of service, and related data should be referred to Human Resources.

Anyone who handles personal information about students or other employees has the obligation to maintain strict confidentiality and to comply with the requirements of the Family Educational Rights and Privacy Act (FERPA) and the Health Insurance Portability and Accountability Act (HIPAA).

Control of University Information

Any records or documentation you create as a part of your work at Lehigh, or by using university materials or equipment, are the property of the university. All university-owned assets and media are subject to inspection and review by university officials at any time.

General inquiries from media sources should be referred to the Office of Communications and Public Affairs at 84487.

EMPLOYEE HEALTH & SAFETY

Employee Assistance Program (EAP)

The EAP is available to you and your dependents if you are a full benefits eligible salaried exempt staff member. The EAP provides information and professional counseling services for you and your dependents. This counseling is to assist you in dealing with personal difficulties such as family and/or marital problems, parent and/or child issues, stress, drug and alcohol abuse, emotional problems, and financial and legal concerns. The EAP provides assessment, referral services, and when appropriate, short-term counseling at no cost to you for up to three sessions per presenting problem per year. After three sessions, there is a fee. All consultations are held in strict confidence. The current benefit provider is **Integrated Behavioral Health (IBH)**.

In addition to working with counselors, IBH offers resource information through Work-Life Services. Information and referral is provided by phone and through the internet for life cycle services such as adoption, after school programs, day care, college planning, parent education, senior housing, retirement housing, and legal and financial services. Contact IBH using the toll-free number at 800-395-1616 or go on the web at:

www.ibhcorp.com

At the website, select **I'm a Member**, then enter the username **Lehigh**.

At the next prompt, enter the username **Lehigh** and password **univ03** to access Work/Life Resources.

Environmental Health and Safety

The university has a comprehensive *Environmental Health and Safety Plan and Policy Manual* that was developed by the Environmental Health and Safety Office. The plan outlines the overall university safety program and describes the structure, responsibilities, specific safety programs, and resources available to implement the safety plan. Specific environmental health and safety programs and documents that have been developed include:

- Bloodborne Pathogen Exposure Control Plan
- Chemical Hygiene Plan
- Confined Space Entry Program
- Crane Operator's Safety Manual
- Disaster and Emergency Preparedness Plan
- Enviro. Preparedness Prevention & Control Plan
- Ergonomics Guideline/VDT Use
- Hazard Communication Program
- Hearing Conservation Program
- Infectious/Biohazardous Waste Disposal Procedures
- Laser Safety Guidelines
- Lockout/Tagout Program
- New Science Faculty Orientation Guide
- Pandemic Leadership Plan
- Personal Protective Equipment Plan
- Radioactive Waste Disposal Procedures
- Radiation Safety Program
- Respiratory Protection Program
- Safety Rules & Practices for Fume Hood Use
- Waste Disposal Procedures Handbook

It is a requirement of employment and a precondition for using university facilities that every employee, visiting employee, or person working at the university become familiar with and comply with the university's safety and training policies/programs required to work safely in their area.

Because this Faculty Guide is too brief to provide full details on all the environmental health and safety programs, you will need to consult the individual program documents

referenced above for a complete description of each program, or you may contact Environmental Health and Safety at extension 84251 for the written programs which impact you and your department. In addition, Environmental Health and Safety maintains a website at: <http://www.lehigh.edu/~inehs>.

Hazard Communication Program

In 1987, the **Occupational Safety and Health Administration (OSHA)** issued the “*Hazard Communication Standard*” or, as it is more commonly called, the “*Right-to-Know Law*.” The basic goal of the standard is to ensure that employers and employees know about chemical hazards and how to protect themselves. The university has prepared a written program that explains how it will strive to meet this goal. A copy of the program is available for your review at the Environmental Health and Safety Office.

Access to Employee Exposure and Occupational Medical Records

The purpose of this procedure is to provide you and your designated representatives’ access to employee exposure and occupational medical records as required by OSHA 1910.20. Your exposure and medical records and analyses derived as the result of exposure to toxic substances or harmful physical agents are available to you or your designated representative by contacting the Environmental Health and Safety Office at extension 84251.

LU-Alert Emergency Communication System

During an emergency, when every minute counts, being able to quickly and effectively reach each member of our campus community with important information is absolutely critical. In the event of an emergency, the LU-Alert system sends out text and/or email messages to all registered campus constituents.

All Lehigh faculty, staff, and students are asked to provide the university’s emergency messaging provider **e2Campus** with their primary cell phone number and/or email address. Cell phone numbers collected through this process are stored in a secure database and are not listed in the Lehigh directory or available on the campus website. The following link provides instructions to register your cell phone. You may also sign up for email alerts only.

<http://www1.lehigh.edu/emergency/prepared/lualert>.

Personal Safety

Crime reduction on campus requires the continued active support of the university community. Here are some crime prevention tips to help our University Police department ensure your personal safety:

- Notify University Police when working alone at night or on weekends. They will try to assist you.
- Walk only in well-lighted areas at night. Walk with a friend, if possible. Try to avoid carrying large sums of money.
- Keep personal and university keys secure at all times. Keep purses inside a locked cabinet or drawer. Appoint someone to make sure your office is locked at night. Make it a team effort.

- Engrave a number that can easily be identified by you on personal items of value at your office or workplace. Contact University Police for an engraver or additional information about Operation Identification.
- Be alert to strangers wandering aimlessly around your office or work area. A common ploy for individuals bent upon criminal intent is to say that they are looking for work or a position.

Reporting Emergencies

Emergency procedures that pertain to fire, spills, fumes, or the need for medical or police assistance are posted in each building and are listed on the first page of the campus telephone directory. In an emergency, be certain to identify yourself, give the location of the building by name and number, and describe the emergency as completely as you can.

Emergency Phone Numbers:

University Police:	84200
Risk Management:	84251
Human Resources:	83900
Employee Assistance Program:	1-800-395-1616

**External
Emergency
Services
Dial 9-911**

Smoking Policy

Smoking is banned in all buildings, including individual offices, residential spaces, and university vehicles. Smoking is permitted out of doors provided it occurs 15 feet from any building entrance and away from doorways, windows, and ventilation systems to prevent smoke from entering buildings. Cigarette butts must be disposed of properly in an approved receptacle.

Worker's Compensation

The university provides a comprehensive worker's compensation insurance program at no cost to faculty members. This program covers injury or illness sustained in the course of employment that requires medical treatment. Benefits include payment for all medical services, supplies, and medicines that are reasonable and medically necessary as a result of the injury. Subject to applicable legal requirements, employees who are disabled for more than seven calendar days as a result of a work-related injury or illness may be eligible to collect disability income payments.

Faculty members who sustain work-related injuries or illnesses **must** inform their department chair and the Office of Risk Management immediately to ensure coverage. Provide as much information as you can about your injury or illness. Your department chair or other departmental designee will assist you in completing and submitting the requisite forms.

Should you require medical treatment, the university utilizes a Healthcare Provider Panel from which you **must** choose a physician or other healthcare provider for treatment of your work related injury, as set forth in the *Notice to All Employees – Healthcare Provider Panel and Procedures*. This notice can be found at the Workers' Compensation website listed below. If you seek medical treatment for a work-related injury or illness on your own, it is mandatory that you notify the university as soon as possible.

Details about this policy and associated procedures can be obtained from the Office of Risk Management or on the web at: <http://risk.lehigh.edu>.

Travel Accident Insurance

The university carries an all-conveyance travel policy that offers protection against accidental death, dismemberment, and loss of sight. Coverage is equal to two times your annual salary, subject to a \$100,000 minimum and a \$500,000 maximum if you are under the age of 70. If you are age 70 to 74, coverage is limited to \$10,000.

The plan protects you only when you are traveling on university business by automobile, bus, rail, boat, and aircraft (as a passenger only, not as a pilot or crewmember). This policy does not include medical expense protection since medical insurance or worker's compensation provides such coverage. Details about this plan can be obtained from the Office of Risk Management.

Personal Automobiles Used on University Business

The university maintains a blanket auto fleet policy that provides you with an additional \$1,000,000 of coverage in **excess** of the bodily injury and property damage liability limit of your own coverage if you use your car to travel on university business. This policy provides coverage only if the coverage limits of your personal automobile insurance have been exhausted.

The university does not provide reimbursement for deductible amounts applicable for personal automobile coverage. This coverage does not apply to your daily commute to work. The Insurance Coverage Policy pertaining to liability, vehicle usage, and personal possessions for university personnel can be obtained from the Office of Risk Management or accessed on the web at:

<https://risk.lehigh.edu/content/automobile-liability>.

International Travel Assistance Services

The university contracts with the *International SOS Program* to provide foreign assistance travel services. The SOS program provides around-the-clock protection and is available to all faculty, staff, and students who are traveling internationally on university business and/or university-sponsored programs. Services include, but are not limited to, medical assistance services, emergency medical evacuation and repatriation, personal and legal assistance services, lost document assistance, etc.

See the Risk Management website (<https://risk.lehigh.edu>) for additional information. To access these services while traveling, staff members need to obtain their International SOS membership card through the Study Abroad website at:

<https://global.lehigh.edu/faculty-staff>.

Personal Property

The university is not responsible for loss or theft of your personal property. However, Lehigh does carry fire, extended coverage, vandalism, and malicious mischief insurance on personal property used in connection with employment. Questions about this coverage as well as reports of losses under it should be directed to the Office of Risk Management.

If you lose or find property, you should also contact Lost and Found located at the reception desk in the University Center.

Wellness

Wellness is defined as a way of life designed to enjoy the highest level of health and well-being. Wellness programs advocate the prevention of health problems through education and promote a positive approach to health and well-being emphasizing individual responsibility. The dimensions of wellness include self-responsibility, nutritional awareness and physical fitness, stress awareness and management, environmental sensitivity, and spiritual and intellectual growth.

In January 2014, Lehigh unveiled a revamped wellness program, **Be Well: Mind Body Spirit**, that focuses on more than just physical health – it also includes stress management, financial security, job satisfaction, and being part of a strong community at work and at home. Through this commitment to a culture of well-being, employees have access to tools and incentives that can make a major impact.

Be Well is an innovative, web-based wellness program, exclusive to Lehigh. The system is based on gamification strategies to provide tools to increase overall well-being in an engaging, rewarding way. Participation in the program is voluntary and confidential. The program offers you a chance to earn points that result in rewards and special opportunities. These include a monthly Wellness Credit, activity devices, gift cards, and other forms of recognition.

Information about **Be Well** and other wellness offerings are disseminated on a regular basis through the Spot e-newsletter. Additional information is also available at:

<https://hr.lehigh.edu/benefits/wellness>.

SERVICES

Athletic Facilities

The facilities of Taylor Gymnasium and those on the Murray H. Goodman Campus (the Rauch Field House, tennis and squash courts, running track, etc.) are available to you, your spouse/partner, and dependent children when they are not scheduled for university students' use. Your Lehigh ID card or the separate ID card your spouse/partner can easily obtain, will gain admission to the facilities and allow you to use lockers and equipment. Complete information on usage policy, restrictions, facilities, times, and charges (where applicable) are available from the Department of Intercollegiate Athletics at (610) 758-4300 or via the Lehigh University website at:

http://www.lehighsports.com/sports/2013/6/4/GEN_0604134651.aspx.

Banking

Full service banking is available on campus. A branch office of **Wells Fargo** is located in the University Center. Automated teller machines can be found near the bank office, outside the University Bookstore, in Iacocca Hall on the Mountaintop Campus, and in the Rauch Business Center. For further information, contact the bank office directly at (610) 758-BANK (2265).

Child Care

Lehigh University oversees operation of a Child Care Center for children of faculty, staff, and students, which is administered by Bright Horizons. Children from six weeks to five years of age are eligible to receive care at the Center. The Center is open every weekday that faculty or staff work from 7:30 a.m. to 5:30 p.m. Call (610) 758-KIDS for more information, or go online at: <http://financeadmin.lehigh.edu/childcare>.

You may be eligible to pay for certain childcare expenses using pre-federal tax dollars contributed to a *Dependent Care Flexible Spending Account*. Contact Human Resources for more information.

Commercial Card Expense Reporting System (OneCard)

You can request issuance of a Wells Fargo university-liability credit card and/or access to the Commercial Card Expense Reporting (CCER) system for reimbursement of travel-related and other business expenses. The card is issued in your name for any work-related charges, including travel. Card access is based on business need with three options: 1) travel-only card, 2) non-travel only card, or 3) travel and non-travel card. The card cannot be used for personal expenses, capital equipment or capitalized components, or for transactions that require a signed contract, agreement, or purchase order. At the beginning of each month, card holders review their card statements followed by a reconciliation and approval process. The university pays all approved charges.

The CCER system also enables online submission of reimbursement requests for any miscellaneous out-of-pocket expenses. Reimbursements are sent directly to the employee's designated account (any bank, checking or savings) via direct deposit.

Anyone who wishes to take advantage of the OneCard program must go through the training process. A series of informational training videos are available to watch and review

online along with a OneCard training quiz. All OneCard requesters are required to complete and successfully pass the quiz. For access to the OneCard training, system request form, procedures, and contact information, visit the OneCard web pages at:

<http://financeadmin.lehigh.edu/content/lehigh-university-onecard-program>.

Computing Services

Access to office software, e-mail and related account services, computer hardware repair services, Internet access, instruction in use of computing resources, and security services are all provided to staff through Library and Technology Services. In addition, more than 600 computers are maintained for student, faculty, and staff use at some 23 public sites across the campus. For details about this wide range of computing services, see the LTS websites available at <http://lts.lehigh.edu/services>. The first level of computing help is often available through computing liaisons within university departments or the LTS Help Desk (8HELP or 84357).

All faculty members are required to abide by university policies relating to the use of computing resources. Suspected incidents of computing, networking, or telecommunications abuses should be immediately directed to the university Security and Information Policy Officer. See <http://lts.lehigh.edu/services/security> for more details.

Credit Union

Lehigh is affiliated with the **Bethlehem 1st Federal Credit Union**. The credit union is located at 2317 Easton Avenue in Bethlehem. The telephone number is (610) 691-0041. Hours of operation are 9:00 a.m. to 5:00 p.m., Monday through Thursday; and 9:00 a.m. to 6:00 p.m. on Friday.

Membership is open to all salaried university employees and their families. Both savings and loan services are offered. Contributions or payments can be deducted from your pay. More information about the credit union and its services can be found on the web at: <http://btcu.org>.

Dining Facilities

Various dining facilities are available to all staff members and their guests. The University Center (UC) is home to several dining facilities, as well as a catering department. The UC dining facilities include: The Cort on the first floor; Baker's Junction, Pandini's, and a food court featuring various vendors on the second floor; and the Asa Packer Dining Room on the third floor.

Other dining facilities include:

- Brodhead and Rathbone Dining Halls
- Common Grounds in the Rauch Business Center
- Hawk's Nest in Lamberton Hall
- Lucy's Café in the Linderman Library (lower level)
- Iacocca Café in the Iacocca Hall Lobby
- Global Café in Williams Hall

Charge accounts can be established with the Dining Services Office for automatic deduction from your paycheck. Dining Dollars (for purchase at the Dining Services Office) and GoldPLUS debit cards (for purchase at the Ulrich Student Center) are available through your Lehigh ID card. Cash, credit cards, and faculty/staff meal plans are other payment options. More

information can be obtained by calling the Food Service Office at 610-758-4166 or on the web at:

<https://lehigh.sodexomyway.com/>.

Federal Express (FedEx) Services

FedEx shipping services are available at the Mail at Campus Square post office and in Mailing Services department on the lower level of Building J on the Mountaintop Campus. FedEx services are available to both departments and individuals. There is a minimal university handling charge for this service in addition to FedEx charges. Drop boxes for FedEx packages prepared through web self-service are available at several locations around campus.

Fitness Center

The Welch Fitness Center and Racquet Sports Complex, located in Taylor Gymnasium, is a multi-dimensional facility intended for use by students, student-athletes, faculty, and staff. The Center provides opportunities to the university community for physical fitness and improved health through the use of its “state of the art” equipment and programs. The 10,000 square foot, three-tiered complex offers an expansive amount of cardiovascular and weight training equipment, racquetball and squash courts, and the Lane Challenge indoor climbing wall.

The Fitness Center provides facility orientations and self-directed conditioning programs for individuals to learn more about fitness. Other opportunities include individualized computer strength programs, body composition assessments, and personal training and health promotion education. The Fitness Center coordinates campus group fitness programs, competitive and non-competitive recreational opportunities, instructional programs, and recreation equipment rentals.

For more information about the Welch Fitness Center and programs offered, call 610-758-4431 or visit the website at:

http://www.lehighsports.com/sports/2013/6/3/GEN_0603130312.aspx.

GlobalFit

GlobalFit provides a wide range of health and fitness programs and products designed to make it easier and more affordable to get active, lose weight, and feel better. GlobalFit offerings include flexible membership options at fitness clubs, special low pricing on NutriSystem® products, discount pricing on at-home fitness equipment and videos, and customized, one-on-one support with a trained health professional through a 12-week Healthy Changes program. GlobalFit has convenient phone and online access. Call toll-free at 800-294-1500 to speak to a representative or visit the website: www.globalfit.com. First time users will be asked to register.

GoldPLUS

GoldPLUS is a declining balance program that works like a debit card and is open to all students, faculty, and staff with a valid Lehigh University ID card. A GoldPLUS account is designated especially for you and is encoded on your Lehigh ID card. Your account can be used for purchases made at numerous locations both on and off campus.

Stop by the GoldPLUS office located in the Christmas-Saucon Annex to pick up an application or download it from: <http://financeadmin.lehigh.edu/goldplus>. Complete the application and remit with payment to the GoldPLUS office.

You may open your account with a minimum deposit of \$20.00. Once an account has been opened, additional deposits (\$20.00 minimum) may be made at the GoldPLUS office or by phone with a personal credit card or debit card. Regular deposits can also be set up as a payroll deduction. Deposited funds can be accessed immediately.

Health Center Services

The Health Center exists primarily to treat students*. However, the Health Center will occasionally arrange for vaccination clinics that are available to the entire campus, usually through an outside vendor. Information about these events will be posted both on the university announcements and the Health and Wellness Center's website where additional information is available:

<http://studentaffairs.lehigh.edu/health>.

* Employees (and their spouses/partners) who may be taking classes at Lehigh are not considered students with access to Health Center services. Limited exceptions may be granted for vaccination clinics.

Health Scan PLUS

Health Scan PLUS is a personal, preventive health screening that may identify current or potential health problems. Staff members are eligible for this free screening once each year (paid by Lehigh University's benefits program); spouse/partners and retirees are eligible for the screening at full cost (currently \$80).

The *Health Scan PLUS* screening program consists of a blood draw that includes tests for diabetes, heart disease, gout, liver and kidney disease. A Complete Blood Count (CBC) as well as HDL (good) and LDL (bad) cholesterol levels are also included. Optional tests (\$10 each) for Vitamin D, Thyroid, and Prostate issues are also available. Participants need to fast for 12 hours prior to their appointment time.

Health Scan PLUS includes additional biometric assessments as part of the *BE WELL* wellness program, including height, weight, and blood pressure. [Quest Diagnostics](#) conducts the screening on campus on Lehigh's behalf. Participants receive a confidential copy of their results and the university's wellness program vendor receives notification so that participants earn points towards their wellness goals. Lehigh never sees your results.

Home Buying Initiative for South Side Bethlehem

Lehigh University sponsors a mortgage incentive program to support the purchase or remodel of homes in the South Side Bethlehem community. This program is available to all benefits eligible employees working at least 75% of a full-time schedule. Restructured in 2010, a partnership with Wells Fargo allows eligible employees to buy or remodel homes in South Bethlehem through a combination of forgivable loans and discounts. Three loan plans are available: a choice between two forgivable loan plans for purchase of a primary residence within the program's geographic boundaries plus one "curb appeal" deferred payment loan for exterior home improvements. Employees who take advantage of the home buying initiative may also be eligible a homebuyer tax credit. For additional information, contact the Treasurer's Office at 610-758-3180. The application form for this program is available on the Human Resources website (select Forms, then look under Benefits Forms).

Lehigh's Faculty and Staff of Color Network

Lehigh's *Faculty and Staff of Color Network* website provides an online network with useful content and links for new and current faculty and staff. The *Faculty and Staff of Color Network* offers support and resources to aid in the recruitment, retention and promotion of faculty and staff of color on Lehigh's campus. Visit the website any time and join the network:

<http://outreach.lehigh.edu/content/fscn>.

Lehigh University Bookstore

The University Bookstore, managed by **Barnes and Noble**, carries a wide range of books, stationery, clothing, and other items. You can open a charge account and have the Bookstore charges deducted from your next pay. The Lehigh University Bookstore offers a fifteen percent discount to faculty members for purchases made at the University Bookstore. **Barnes and Noble** offers Lehigh's full-time employees a ten percent discount on some purchases made at the Allentown (Lehigh Valley Mall) and Bethlehem Township (Rte. 33 and Freemansburg Avenue) stores. This program requires a special discount card available from the University Bookstore.

Library and Technology Services and Help Desk

Library and Technology Services (LTS) is the campus department that provides computing, library, instructional technology, and telecommunications services. Campus offices are served by LTS teams of professionals from these areas. Get to know your LTS team and the office computer liaison if there is one, for help in these areas. General services in all areas are available many hours of the day, evening, and weekend at the LTS Help Desk. Call 610-758-HELP (84357) or contact them through the web at: <http://lts.lehigh.edu/about/student-and-general-services-team-lts-help-desk>.

Faculty and staff receive a monthly e-mail update from LTS called *The LTS News*. This newsletter is available to view on the web at <http://ltsnews.lehigh.edu>. For more information about LTS services, visit the web site at: <http://lts.lehigh.edu>.

Library Services

Your Lehigh University ID card serves as your library card for borrowing books from the 1.2 million volume university collection housed in the Linderman and Fairchild-Martindale Libraries. The full array of library services, including interlibrary loan and reference assistance, is available to you. The library catalog, most indexes and many scholarly journals are now delivered online. See the library services web site at: <http://library.lehigh.edu> for information about, and direct access to, a wide range of materials and services. The Libraries are part of Library and Technology Services.

Mail Center

A full-service post office is located in the Mail Center at Farrington Square, across from the book store. A wide variety of services are provided including domestic and international mailing and shipping (USPS, FedEx, and UPS); copies, faxing and scanning; mailing/shipping supplies, money orders, and more. Mail at Campus Square also serves as a retail store where all services offered by Lehigh University's Printing and Mailing Services can be ordered. Hours of operation are Monday through Friday, 8:00 a.m. to 5:00 p.m. and Saturday 10:00 a.m. to 2:00 p.m. For more information, see: <http://financeadmin.lehigh.edu/mail-center>.

Miller-Keystone Blood Center

The **Miller-Keystone Blood Center** collects blood for use by local hospitals and surgical facilities. Everyone who lives in the Center's service area has coverage for the cost of blood and blood products for themselves and their dependents. The availability of blood depends on donations from area residents. You and your dependents are encouraged to donate blood at least once every year. Call 1-800-223-6667 for more information, or go to the web at: <https://www.giveapint.org/>.

Notary Services

The Office of the General Counsel provides notary services to faculty, staff, and students. There is no charge for university-related documents. Fees are applied for non-university-related notary services. A valid government photo ID is required. Additional information is available on the web at: <https://generalcounsel.lehigh.edu/notary-services>. Please call in advance for these services.

Personal Insurance

Faculty members have the opportunity to purchase personal insurance through payroll deduction from the **Liberty Mutual Insurance Company**. The benefits of the program include a discount on auto and homeowner's rates, twelve-month payroll deduction plan, annual policies, no down payment to start a policy, no finance charges, and free roadside assistance. For information or free quotations, you may contact the Liberty Mutual office in Allentown directly at 800-706-0047, extension 51476; or toll free at 800-706-0047.

The Pride Center for Sexual Orientation and Gender Diversity (formerly LGBTQA Services)

The mission of The Pride Center is to support, educate, advocate, create visibility, and improve campus life for sexual/affectional minorities, gender-variant individuals, and students, staff, faculty, alumni, and community members who identify as lesbian, gay, bisexual, transgender, or queer (LGBTQ), and ally.

A variety of educational/support services are available to the campus community. Some of these include: assistance with confidential support referrals, a media library, brown bag lunch discussions, guest speakers, film festivals, LGBTQ History Month, educational opportunities, and the Safe Zone Program. The Safe Zone Program, which is open to everyone on campus, provides training on the needs and concerns of the LGBTQ community and on how to be a stronger ally.

All employees, including heterosexual allies, are invited to join the Lehigh Faculty/Staff Pride Network that helps foster and sustain a welcoming campus for LGBTQ people.

For more information on The Pride Center, to suggest/co-sponsor an event, or to join the Faculty/Staff Pride Network, please call 610-758-4126 or visit The Pride Center website at:

<http://studentaffairs.lehigh.edu/content/pride-center-0>.

Printing/Photocopies

A full-service print shop is located on the lower level of Building J on the Mountaintop Campus. Services include design assistance, offset printing and bindery, digital black and white and digital color copies, bindery services, wide format posters, and banners. A satellite copy center is located in Rauch Business Center; services include digital black and white and digital color copies as well as bindery services. All services are available to both departments and individuals. There is a charge for personal printing services. Both locations accept Gold Plus, MasterCard, and Visa. A coin operated self-service photocopier is also available in the Rauch Business Center. Additional printing services information is available on the web at:

<http://financeadmin.lehigh.edu/printing>.

Religious Services

Campus religious services and programs are under the guidance of the university Chaplain. All services and programs are open to all members of the university community. Lehigh University alumni, faculty, staff, and their immediate family members wishing to be married in Packer Memorial Church may contact the Chaplain's Office at the earliest possible opportunity for specific information. Inquiries regarding all religious services and programs may be addressed to **Chaplaincy Services** at 83877. Information is also available on the web at:

<http://chaplain.lehigh.edu/>.

Telephone Services

Telephone services are managed by Library and Technology Services. As of this writing, campus and local calls are free with voice mail as a departmental chargeable (\$5 per month) option. For more information, go to the Telecommunications web site at:

<http://lts.lehigh.edu/services/telephones>.

Travel Policy and Services

It is the policy of Lehigh University to reimburse individuals or pay outside vendors for all necessary and appropriate transportation and travel-related costs incurred by university faculty and staff and others in connection with approved university activities.

While traveling on university business, travelers should expect service and accommodations that are both safe and comfortable, but not lavish or extravagant. Individuals should neither gain nor lose personal funds because of official travel. In addition, travel arrangements must be well planned so that costs will not exceed budgetary limitations.

The travel policy does not pertain to your personal travel during the day or travel to and from work. The university's *Travel and Business Expense Reimbursement Policy and Procedures*, in its entirety, is available on the Controller's Office web site at: <http://financeadmin.lehigh.edu/controller>.

The university's official travel provider is **Travel Leaders Corporate**. Full service travel assistance through dedicated travel specialists and agents is available for both business and personal travel. Travel Leaders' Business Travel Center is open to serve Lehigh University clients Monday through Friday, 8:00 a.m. to 5:00 p.m. EST. Travel arrangements may be made through **Concur** by calling **717-945-5026** (or **5025**), or through the **Travel Time Concur** online reservation tool. Visit Lehigh's Travel Management site for more information: <http://financeadmin.lehigh.edu/content/travel-management>.

Travel Time also provides an After-Hours Emergency Service that will assist travelers traveling domestically or abroad after normal business hours. A telephone call to 717-854-5511 provides comprehensive domestic and international reservation assistance.

United Parcel Service

UPS parcel shipping services are available at the Mail at Farrington Square post office and in the Mailing Services department on the lower level of Building J on the Mountaintop Campus. UPS services are available to both departments and individuals. There is a minimal university handling charge for this service, in addition to UPS charges.

United Way

Lehigh University participates in the United Way. Campaign literature and enrollment material are distributed to faculty and staff each year. Voluntary contributions can be set up as a payroll deduction. Access to information and an online pledge form are available at:

<https://www.lehigh.edu/~intown/secure> [Lehigh log-in required].

University Functions

You may attend most home athletic events and many on-campus events free of charge or at a reduced cost by showing your Lehigh ID card. Your spouse/partner and dependent children can attend on the same basis with you, and your spouse/partner can gain admittance separately by using his or her own ID. Discounts may not apply to programs or events at Stabler Arena or the Zoellner Arts Center.

U. S. Savings Bonds

U.S. Savings Bonds can be purchased through payroll deduction. The minimum monthly deduction is \$25; the maximum is determined by U.S. Treasury regulations. You can enroll for this deduction at any time by completing the registration form that can be obtained from Payroll or Human Resources. Changes in registration, denomination of bonds, and cancellation of participation must be made in writing to the Payroll Office.

Work/Life Lehigh

Work/Life Lehigh is the official Facebook page for the Lehigh employee community. We'll feature a broad range of information on topics and events relevant to your life. You'll find a mix of content about your benefits, important news, and all of the things that make working at Lehigh special. The Facebook page is public, so spouses, partners, retirees and others are welcome as well.

Go to [Work/Life Lehigh](#) on Facebook.com and LIKE the page to join in.

HUMAN RESOURCES

Benefits Administration (<https://hr.lehigh.edu/benefits>)

Benefits Administration staff are responsible for developing and administering a comprehensive benefits program for employees which is competitive with local employers, and which provides meaningful benefits as part of total compensation. Complete information on all benefit programs is available from Human Resources.

Career Enrichment @ Lehigh (CE@L) (<https://hr.lehigh.edu/enrichment>)

Workplace Learning staff provides consultation and training services to departments and individuals. These services focus on various areas of personal and professional development. Schedules of upcoming programs are distributed every fall and spring semester. For more information on class schedules, contact Human Resources.

Employee Assistance Program (EAP) (<http://www.ibhcorp.com>)

This service provides information, consultation, referral, and short-term counseling at no charge for full-time employees and their families with a personal problem or concern. EAP services are provided at off-campus locations in the Lehigh Valley. All information is held in strict confidence by EAP counselors. For more information, call **Integrated Behavioral Health Services (IBH)** at 800-395-1616.

Employee Relations (<https://hr.lehigh.edu/employee-relations>)

Employee Relations staff provide assistance in resolving employee problems, mediation of conflict, and advice about policy questions. This area coordinates special programs for employees such as Wellness activities, the Holiday Party, the Lehigh Appreciation Dinner, and others.

Employment (<https://hr.lehigh.edu/careers>)

Human Resources staff work with employment coordinators throughout the university and provide support and guidance for hiring managers on issues related to staff employment. Most staff position openings are posted on the web at: <https://lehigh.hiretouch.com> which includes a link to open faculty positions. Faculty positions are also posted to [HigherEdJobs.com](https://www.higheredjobs.com).

Performance Management (<https://hr.lehigh.edu/performance-management>)

Performance Management staff administers the performance appraisal process and provides consultation services to departments and individuals. These services focus on achieving high performance through establishing expectations, setting goals, and facilitating effective performance discussions between supervisors and staff. For more information, contact Human Resources.

Staff Compensation (<https://hr.lehigh.edu/staff-compensation>)

Salary Administration staff are responsible for establishing and maintaining the classification and salary administration program for staff members. This area is also responsible for analyzing compensation trends in the various job families employed at the university and for maintaining competitive compensation levels with regard to local employers. This area administers the Fair Labor Standards Act (FLSA) that covers, among other things, minimum

wage and overtime pay requirements. If you have questions about the salary program or the FLSA, contact Human Resources.

CHECKLISTS

Checklist for New Faculty Members

To assure a paycheck and to enroll in benefits plans, you must provide the university with certain information as soon as possible after hire. As a new faculty member, you will complete payroll forms in the hiring department your first day of work. If you are a full-time faculty member, you will also be contacted by Human Resources to complete the required forms and applications for benefits. The following checklist indicates the forms that need to be processed and provides information that new faculty members usually want to know.

1. **U.S. Employment Eligibility Verification** (*form I-9*) must be processed before you can be paid. The federal government requires that this form must be completed within three days of your first day of employment. You will need to show documentation verifying your identity and eligibility to work in the United States. The most commonly used forms of documentation include a valid passport, a driver's license along with a certified copy of a birth certificate, or a driver's license plus an original Social Security card.
2. **To complete a W-4 Form** authorizing the withholding of federal taxes, you will need your Social Security number and information to enable you to declare the number of exemptions you will use for tax withholding purposes. If you are not a U.S. citizen, you must provide tax classification information.
3. **You can complete an optional Direct Deposit Authorization Agreement**, if you want your pay deposited directly into your bank account. You will need to provide information about your bank and account number on this form. Requests for direct deposit become effective with the second regular payroll cycle.
4. **To open an LTS computer account**, pick up your *Lehigh Identification Number* (LIN) and *Personal Identification Number* (PIN) at Room 394 in the E.W. Fairchild Martindale Computing Center at 8B East Packer Avenue. You will need to present a picture ID (either a Lehigh ID card or government issued ID) to obtain the LIN and PIN letter which will be issued to you in a sealed envelope. Using the LIN and PIN, you will be able to open a Library and Technology Services (LTS) computer account through the process found at:

<https://www.lehigh.edu/open>.
5. **A Lehigh University Identification Card** may be obtained on your first workday. Cards are issued by the ID Card Office located in the Christmas-Saucon Annex. Have your Lehigh Identification Number (LIN) and another form of ID available. A photograph will be taken and an ID card immediately produced.
6. **A parking hangtag** is necessary if you will be parking in university lots. It may be obtained from Parking Services .
7. **Human Resources will contact you to schedule a benefits orientation**. You will be provided with information and enrollment instructions for the university's benefits.

Checklist for Retirement

At least 90 days before your planned retirement date, you should take the following steps:

1. **Notify your department chair/dean** so that arrangements can be made for your replacement.
2. **Contact the Social Security office** to discuss and apply for Social Security benefits.
3. **Schedule an appointment with a member of the Human Resources staff** to discuss the benefits that are available to you upon retirement.
4. **Contact the company(ies) with whom you have invested your retirement savings** (American Century, Fidelity, TIAA, Vanguard) for information about pay options and the procedures necessary to initiate payment. Human Resources will provide assistance in this process at your request.

Checklist for Leaving Lehigh

Notify your department as soon as you know that you will be leaving the university. In addition, you need to consider the items listed below before you leave.

1. **Your Separation Date:** Your separation date will be the end of the month in which your final days of meaningful work occur.
2. **Final Salaried Paycheck:** Your final paycheck will usually be prepared on your separation date. Outstanding parking tickets or other charges to your account will be deducted from your final pay. If sufficient notice was not provided to allow for accurate payroll information or your final paycheck is not sufficient to meet the necessary deductions, you will be billed for the remaining balance.
3. **Ending of Benefits:** Unless you are a benefits eligible retiree, benefits will be stopped at the end of the month in which you leave the university.
4. **University Property:** You are responsible for returning all university property that was issued to you. This includes your keys, ID card, Wells Fargo university-liability credit card and/or access to the commercial credit expense reporting (CCER) system, phone card, parking hangtag, equipment, library books and any other items in your possession.
5. **Personal Accounts:** All personal accounts you have established on campus must be closed. If there are any outstanding balances due, they will be deducted from your final paycheck.
6. **Change of Address:** Inform Human Resources of all address changes so you will receive your COBRA information and your W-2 statement.
7. **Retirement Funds:** TIAA accounts can be repurchased, rolled over, or left at TIAA until accessed. Call TIAA for forms and/or options at (800) 842-2776.
8. **Computer Accounts and Files:** All access to university information systems terminates with your employment. LAN accounts are transferred to your department chair; voice accounts are terminated. Unless you are a benefits-eligible retiree, your e-mail account is closed.