

GREETING FROM THE VICE PRESIDENT FOR PEOPLE & CULTURE AND CHRO

This employee handbook has been created to provide you with essential information about Denison's policies, procedures, and expectations. At Denison, we believe that our employees are our greatest asset, and we are committed to fostering a positive and inclusive work environment where everyone can thrive and the Great Eight (<https://my.denison.edu/system/files/Denison%20Shared%20Commitments%20-%20Detailed%20%28Final%29.pdf>) underpin everything we do.

This handbook covers a wide range of topics, including:

- *Denison Overview*: Learn about our mission, vision, and history.
- *Employment Policies*: Understand your rights and responsibilities as an employee.
- *Code of Conduct*: Discover our standards for ethical behavior and professionalism.
- *Benefits and Compensation*: Explore the benefits package we offer to support your well-being.
- *Performance Expectations*: Gain insights into how we assess and reward performance.
- *Health and Safety*: Find out how we prioritize your safety and well-being at the workplace.
- *Work-Life Balance*: Discover our approach to promoting a healthy work-life balance.

Please take the time to review this handbook thoroughly, as it will help you understand Denison's culture and ensure a productive and rewarding experience. While this handbook serves as a guide, it is not intended to be all-inclusive and Denison retains discretion to revise the content of this handbook, as needed. Should you have any questions, concerns, or need further clarification on any topic, please do not hesitate to reach out to our HR team (<https://denison.edu/campus/human-resources/contacts/>).

Your success and growth are important to us, and we are here to support you every step of the way.

Best regards,
Janine Watkins
Vice President for People & Culture and CHRO