**Disclaimer**

**Policy Statement**
The following policies are reflective of the general terms and conditions of employment, benefits, salary administration and services available to staff holding exempt positions (not including faculty) and staff holding nonexempt positions who are not covered by collective bargaining agreements at Brown University. Certain senior staff members may be excluded from the coverage for some of these policies as noted. All employees, faculty, staff, and union employees, are responsible for ensuring that there is no discrimination in the employment or treatment of qualified staff or applicants based on race, color, sex, sexual orientation, gender identity, gender expression, religion, creed, age, national origin, veteran status, or disability unrelated to job requirements and may be covered under certain of these policies which relate to such matters. Most employees on the regular payroll of Brown University are also eligible for certain benefits, such as health coverage and retirement. More specific information as to these benefits may be obtained from the Benefits Office in University Human Resources.

The following policies are intended as guidelines only and are subject to change at the sole discretion of Brown University. These policies do not constitute a contract of employment, express or implied, between the employee and Brown University. All employees covered by this these policies are employed on an at-will basis, and Brown University reserves the right to terminate an individual's employment at any time.

Titles and department names referenced in these policies are subject to change. In cases when such titles are no longer accurate, please contact University Human Resources for further information.

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