

Employee Manual

Dental Practice Mission Statement

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

Equal Employment Opportunity

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

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

Anti-Harassment Policy

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

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

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

Suspected Misconduct and Dishonesty

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

Employee Status

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

Employee Policy Manual Template

Charles Brannon



Employee Policy Manual Template:

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

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

Operating Policies and Procedures Manual for Medical Practices

Elizabeth W. Woodcock, Bette A. Warn, 2006 This popular bestseller is an easy to use manual complete with customizable medical office policies Covering more than 100 of today's most pressing events this manual helps practice administrators and managers set procedures and policies for managing operational financial and risk issues as well as personnel disaster planning and exposure control

How to Open & Operate a Financially Successful Specialty Retail & Gourmet

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

Design Your Own Effective Employee Handbook Michelle Devon, 2007 This title contains a book and CD ROM If you have employees you need employment policies in writing distributed to every employee The U S Supreme Court has ruled that businesses can protect themselves against damages and liability against employee lawsuits by providing clear written policies covering the rights and responsibilities of their employees Our Employee Handbook Template is the ideal solution to produce your own handbook in less than an hour The companion CD ROM in MS Word contains the template which you can easily edit for our own purposes just fill in the blank The book discusses various options you may have in developing the policies Our employee

handbook has been edited and approved by lawyers specialising in employment law Developing your own handbook now couldn't be easier or less expensive

Working Remotely Molly Virello, 2022-05-09 In March of 2020 the world workforce moved to work remotely challenging the nature of what librarians accomplish while not being in their buildings and how libraries serve communities with their doors closed While the initial move to remote work was forced voices emerged that questioned why librarians couldn't work remotely for extended periods of time as part of their regular jobs Librarians are uniquely positioned to move themselves to remote work while also maintaining connections to their patron base and their colleagues but where to start Stepping outside the traditional library space librarians can carve out a space to work remotely while still retaining the ability to reach our patrons provide access to quality programming pave the way for libraries to share information promote resources and even lead change in their communities With times changing and our profession adapting so quickly this practical how to guide will help librarians set up an office space set a routine and adapt plan create implement manage and evaluate their programs and services to the best of their ability in order to unleash their library's potential to engage and wow their patrons and communities With worksheets and templates anecdotes about what works easily and what might prove challenging this book is ideal for today's librarian

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

The Entrepreneur's Survival Handbook Derreck Ford, 2020-12-28 Being an entrepreneur is risky USA Today has written that only 1 out of 5 new businesses survive past their first year of operation Even fewer new businesses make it to five or ten years Those who want to buck the odds must have persistence resilience and creativity to survive An entrepreneur with over 30 years of experience knows all too well what a challenge it can be to start a business and has created a book to help budding entrepreneurs to not only build their business but to thrive The Entrepreneur's Survival Handbook covers challenges entrepreneurs face that are not common knowledge or even discussed It includes essential topics such as these The wisdom of hiring friends and family The importance of an employee manual Overcoming the fear of such a big undertaking How to read a room Solutions to potential problems The handbook features 52 pointers for entrepreneurs one for each week of the year to study and record results Entrepreneurs can read them one by one or shuffle them like a deck of cards This one of a kind resource serves as an excellent complement to traditional business school training allowing entrepreneurs their best

chance to achieve success and build their businesses **The Professional Caterers' Handbook** Lora Arduser,Douglas Robert Brown,2006 Do you need a comprehensive book on how to plan start and operate a successful catering operation This is it an extensive detailed manual that shows you step by step how to set up operate and manage a financially successful catering business No component is left out of this encyclopedic new book explaining the risky but potentially highly rewarding business of catering Whether your catering operation is on premise off premise mobile inside a hotel part of a restaurant or from your own home kitchen you will find this book very useful You will learn the fundamentals profitable menu planning successful kitchen management equipment layout and planning and food safety and HACCP The employee and management chapters deal with how to hire and keep a qualified professional staff manage and train employees and report tips properly in accordance with the latest IRS requirements The financial chapters focus on basic cost control systems accounting and bookkeeping procedures auditing successful budgeting and profit planning You ll also master public relations and publicity learn low cost internal marketing ideas and discover low and no cost ways to satisfy customers One section of the book is devoted to home based catering entrepreneurs With low startup costs and overhead a home based catering business can be an ideal do it yourself part or full time business Another section is for restaurateurs that wish to add catering to their restaurant operation A successful restaurant s bottom line could be greatly enhanced by instituting catering functions in slow hours or down time For example many restaurants are closed on Saturday afternoons so this would be an ideal time to create a profit by catering a wedding This book is also ideal for professionals in the catering industries as well as newcomers who may be looking for answers to cost containment and training issues There are literally hundreds of innovative ways demonstrated to streamline The companion CD ROM is included with the print version of this book however is not available for download with the electronic version It may be obtained separately by contacting Atlantic Publishing Group at sales atlantic pub com Atlantic Publishing is a small independent publishing company based in Ocala Florida Founded over twenty years ago in the company president s garage Atlantic Publishing has grown to become a renowned resource for non fiction books Today over 450 titles are in print covering subjects such as small business healthy living management finance careers and real estate Atlantic Publishing prides itself on producing award winning high quality manuals that give readers up to date pertinent information real world examples and case studies with expert advice Every book has resources contact information and web sites of the products or companies discussed [How to Open a Financially Successful Bakery](#) Sharon L. Fullen,Douglas Robert Brown,2004 An A to Z guide to creating a highly profitable small bakery business *Business Report Guides* Dorinda Clippinger,2019-01-16 This book includes reports that managers originate often reports they may create occasionally organizational policies procedures and work instructions Inside the reader will discover guides for creating over 20 diverse reports designing report forms planning writing and formatting narrative reports producing digital and print employee manuals and locating the service providers and software that can improve your reports

cost effectiveness A crisp writing style bullet points and many authentic examples and visuals convey essential information quickly Each chapter summary includes checklists Business Report Guides gives ample information to apply instantly It also works as a handy reference for use throughout your career

Handbook of Geriatric Care Management Cathy Jo Cress, 2015-10-26 Handbook of Geriatric Care Management Fourth Edition is a comprehensive and practical guide for care managers that addresses the multiple needs of aging adults and their families An ideal teaching tool it guides students and professionals along the journey of becoming a successful care manager New to this edition are two new chapters on working with older veterans and helping clients with depression Completely updated and revised the Fourth Edition provides updated ethics and standards a focus on credentialing and certification numerous case studies sample forms and letters and tips for building and growing a care manager business

The Encyclopedia of Restaurant Training Lora Arduser, Douglas Robert Brown, 2005 Book CD ROM Training is an investment for the future the only foundation on which success can be built Training delivers excellence in product and performance elevating a good restaurant into a great one Training will keep the skills of its employees and management sharp But in no other industry is its absence or presence as obvious as it is in the food service industry It is hard to find good qualified employees and even harder to keep them In addition unemployment levels are low and competition for qualified workers is tough What s the answer Training Constant training and re-enforcement keeps employees and management sharp and focused and demonstrates the company cares enough to spend time and subsequently money on them And that s precisely what this encyclopaedic book will do for you be your new training manager The first part of the book will teach you how to develop training programs for food service employees and how to train the trainer The book is full of training tips tactics and how to s that will show you proper presentation and how to keep learners motivated both during and after the training The second part of the book details specific job descriptions and detailed job performance skills for every position in a food service operation from the general manager to dishwasher There are study guides and tests for all positions Some of the positions include General Manager Kitchen Manager Server Dishwasher Line Cook Prep Cook Bus Person Host Hostess Bartender Wine Alcohol Service Kitchen Steward Food Safety Employee Safety Hotel Positions etc Specific instructions are provided for using equipment as well

Managing Employees in Foodservice Operations David K. Hayes, Jack D. Ninemeier, 2024-04-30 Managing Employees in Foodservice Operations Obtain and retain skilled professional employees with this accessible guide A foodservice operation can only remain successful if its employees are served as well as its customers Just as a business with no customers will fail for lack of revenue one without skilled professional satisfied staff will be unable to provide service at the level customers demand Attracting and retaining qualified staff is a critical challenge for the modern foodservice industry and one which is only becoming more urgent in today s market Managing Employees in Foodservice Operations offers a uniquely foodservice oriented guide to obtaining training and retaining employees in a fast paced and highly competitive industry The book

provides Content perfectly aligned with a two year community college program courses in human resources supervision small business administration or related subjects Detailed discussion of topics including workplace health and safety recruitment and retention and many more Ideas cultivated during the authors decades of combined experience in hospitality foodservice leadership and research Material to support instructors conducting courses including PowerPoints chapter by chapter exam questions and case studies Managing Employees in Foodservice Operations is ideal for students in foodservice related courses as well as professional business *Fundamentals of Sleep Technology* Teofilo Lee-Chiong, M.D.,2012-06-01

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

How to Write Your Own Effective Employee Handbook in 1 Hour Or Less ATLANTIC PUBLISHING GROUP,Atlantic Publishing Group Inc.

Staff,2013-12-31 No matter the number of employees working at your business employment policies should be distributed in writing to every employee An employee handbook is the most important communication tool between you and your employees A well written handbook sets forth a company s expectations for its employees and describes what they can expect while working for the business An employee handbook should describe the employer s legal obligations and the employees rights The U S Supreme Court has ruled that businesses can protect themselves against damages from employee lawsuits by providing clear written policies covering the rights and responsibilities of their employees Even if you have only one employee a written handbook could keep you out of court Written policies provide the principles and a basis for how businesses can manage their employees The employee handbook can help prevent misunderstanding by listing the company s policies so employees and managers know what is expected of them A handbook will also assist with employment law compliance A written employee handbook gives everyone including management the same set of rules to follow *How to Write Your Own Effective Employee Handbook In One Hour Or Less* is the ideal solution for producing your own handbook quickly and efficiently The companion CD ROM contains an employee handbook template in Microsoft Word format which you can easily edit for your own purposes Essentially you just need to fill in the blanks The book discusses various options you might have in developing the policies Our employee handbook has been edited and approved by attorneys specializing in

employment law Developing your own handbook now could not be easier or less expensive The companion CD ROM containing the template is available in both English and Spanish on a single disc The following topics are covered in the new 2011 edition of the book at will employment equal opportunity employment sexual harassment immigration law criminal convictions probationary periods personnel files orientation exempt and non exempt employment classifications pay periods breaks time keeping overtime performance reviews expense reimbursement attendance meetings telecommuting holidays vacations drugs and alcohol workplace violence and weapons smoking food and beverage areas attire telephone use use of company property safety and security confidential information conflicts of interest employment of relatives sick leave disability leave medical leave leave of absence jury duty military duty benefits eligibility medical insurance retirement plans employee discounts workers compensation COBRA termination and termination process With this new book there is finally a cost effective solution for developing your own employee handbook for the small to medium sized business owner Simply review the more than 100 policies already written for you and insert your own information when prompted The template comes complete with a table of contents introduction and a form for each employee to sign acknowledging receipt of the manual

Plunkett's Procedures for the Medical Administrative Assistant Heather D Ramsay, Marie

Rutherford, 2019-12-11 NEW Four Colour design with new art programme better illustrates current concepts and improves readability and visual appeal UPDATED Expanded coverage of healthcare plans across Canada NEW Coverage of Electronic Medical Records EMR NEW Evolve site including chapter review questions review questions videos forms and templates audio glossary and more UPDATED Reflects contemporary standards technological tools and terminology used in day to day modern health care practice NEW New and revised learning tools including learning objectives key terms assignment boxes tips critical thinking boxes and Did You Know boxes UPDATED Reflects current privacy legislation PIPEDA and changes to provincial and territorial Freedom of Information acts NEW Chapter order and comprehensive Table of Contents

The Restaurant Manager's Handbook Douglas Robert Brown, 2007 Book CD This comprehensive book will show you step by step how to set up operate and manage a financially successful food service operation This Restaurant Manager's Handbook covers everything that many consultants charge thousands of dollars to provide The extensive resource guide details more than 7 000 suppliers to the industry virtually a separate book on its own This reference book is essential for professionals in the hospitality field as well as newcomers who may be looking for answers to cost containment and training issues

Demonstrated are literally hundreds of innovative ways to streamline your restaurant business Learn new ways to make the kitchen bars dining room and front office run smoother and increase performance You will be able to shut down waste reduce costs and increase profits In addition operators will appreciate this valuable resource and reference in their daily activities and as a source of ready to use forms Web sites operating and cost cutting ideas and mathematical formulas that can be easily applied to their operations Highly recommended

Kinn's The Administrative Medical Assistant - E-Book Alexandra

Patricia Adams,2013-10-21 The most comprehensive front office medical assisting resource available Kinn s The Administrative Medical Assistant 7th Edition provides unparalleled coverage of the practical real world administrative skills essential to your success in the health care office This thoroughly updated fully modernized edition combines current reliable content with innovative support tools to deliver an engaging learning experience and help you confidently prepare for today s competitive job market Apply what you learn to realistic administrative situations through an Applied Learning Approach that integrates case studies at the beginning and end of each chapter Study more effectively with detailed Learning Objectives Vocabulary terms and definitions and Connections icons that link important concepts in the text to corresponding exercises and activities throughout the companion Evolve Resources website and Study Guide Procedure Checklist Manual Confidently meet national medical assisting standards with clearly identified objectives and competencies incorporated throughout the text Master key skills through step by step instructions and full color illustrations that clarify procedures Sharpen your analytical skills and test your understanding of important concepts with critical thinking exercises Understand the importance of patient privacy with the information highlighted in helpful HIPAA boxes Demonstrate your proficiency to potential employers with an interactive portfolio builder on the companion Evolve Resources website Familiarize yourself with the latest administrative office trends and issues including the Electronic Health Record Confidently prepare for the CMA and RMA certification exams with a new online appendix that mirrors the exam outlines and provides fast efficient access to related content Find information quickly and easily with newly reorganized chapter content and charting examples Reinforce your understanding through medical terminology audio pronunciations Medisoft practice management software exercises chapter quizzes review activities and more on the completely revised companion Evolve Resources website

Laboratory Operations and Management Jeanne Isabel,Patricia Ellinger,Dana Griffin,2024-10-01 Management and lab operations for career entry level students The path to leadership success in the lab begins with a firm foundation in the many facets of management Designed to meet the needs of today s students this new text introduces the principles of laboratory management and demonstrates how to apply them in the real world It builds a foundation in the administration of personnel and finance It also addresses the broad range of knowledge needed to become an effective leader in today s increasingly complex environment quality measures compliance safety regulations and professionalism information critical for all laboratory personnel including the new supervisor *Kinn's The Medical Assistant - E-Book* Deborah B.

Proctor,Alexandra Patricia Adams,2014-03-27 The most comprehensive medical assisting resource available Kinn s The Medical Assistant 11th Edition provides unparalleled coverage of the practical real world administrative and clinical skills essential to your success in health care Kinn s 11th Edition combines current reliable content with innovative support tools to deliver an engaging learning experience and help you confidently prepare for today s competitive job market Study more effectively with detailed Learning Objectives Vocabulary terms and definitions and Connections icons that link important

concepts in the text to corresponding exercises and activities throughout the companion Evolve Resources website and Study Guide Procedure Checklist Manual Apply what you learn to realistic administrative and clinical situations through an Applied Learning Approach that integrates case studies at the beginning and end of each chapter Master key skills and clinical procedures through step by step instructions and full color illustrations that clarify techniques Confidently meet national medical assisting standards with clearly identified objectives and competencies incorporated throughout the text Sharpen your analytical skills and test your understanding of key concepts with critical thinking exercises Understand the importance of patient privacy with the information highlighted in helpful HIPAA boxes Demonstrate your proficiency to potential employers with an interactive portfolio builder on the companion Evolve Resources website Familiarize yourself with the latest administrative office trends and issues including the Electronic Health Record Confidently prepare for certification exams with online practice exams and an online appendix that mirrors the exam outlines and provides fast efficient access to related content Enhance your value to employers with an essential understanding of emerging disciplines and growing specialty areas Find information quickly and easily with newly reorganized chapter content and charting examples Reinforce your understanding through medical terminology audio pronunciations Archie animations Medisoft practice management software exercises chapter quizzes review activities and more on a completely revised companion Evolve Resources website

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