

# Employment Standard

Converse University is an Equal Opportunity Employer. Our faculty, administration, and staff pride themselves on embracing a culture of belonging and collaboration that ignites creativity, innovation, and transformation. In support of our mission to empower students to be transformative leaders who see clearly, decide wisely, and act justly are seven core values of excellence, integrity, exploration, diversity, respect, community, and progress. These core values guide Converse's commitment to creativity and the development of wise leaders. Therefore, our policy is to make all employment decisions and recruit, employ, and promote the best possible talent in all positions without regard to race, color, sex, sexual orientation, national or ethnic origin, age, religion, genetic information, or disability.

**THE CONTENTS OF THIS HANDBOOK ARE INTENDED AS GUIDELINES AND DO NOT CONSTITUTE THE TERMS AND CONDITIONS OF AN EMPLOYMENT CONTRACT, EITHER EXPRESS OR IMPLIED. ALL EMPLOYEES OF CONVERSE UNIVERSITY ARE EMPLOYEES-AT-WILL WHO MAY RESIGN AT ANY TIME FOR ANY REASON AND WHO MAY BE TERMINATED AT ANY TIME FOR ANY OR NO REASON.**

No supervisor or member of management, except for the University's President, has the authority to bind the University to any employment contract for any specified period of time with any employee, either verbally or in writing. The only valid contract for employment between the University and any employee must be in writing, specify its intended duration, and be signed by the President of the University.

The University employs all new employees on a probationary/introductory basis for 90 days.