



**COLORADO
COLLEGE**

Student Employment Handbook for Students

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Introduction

Office of Financial Aid & Student Employment

Student Employment at Colorado College is coordinated by the Financial Aid office.

14 E. Cache La Poudre Spencer Center, 1st Floor Suite 134, Colorado Springs, CO 80903

Phone: (719) 389-6908 **Fax:** (719) 389-6173

Email: studentemployment@coloradocollege.edu

Office hours: Monday-Friday 8:30am-5:00pm

Handbook Overview

Student employment is first and foremost categorized as an employment program, but is also seen by Colorado College as a learning experience intended to provide the foundation for students to develop their skill sets, to gain and expand upon valuable work experience, and to prepare them for assuming adult work responsibilities. In exchange for their student employment opportunity, CC student employees contribute to the successful operation of the College and/or local community service agencies. Students hold jobs in almost all areas of college life (as well as with off-campus community partners) thereby supplying a valuable workforce resource for college departments, many of which rely heavily on student employees.

The Student Employment Handbook does not constitute a contract between Colorado College and its employees, but employees are expected to become familiar with its contents and to comply with the policies and procedures contained therein.

Equal Opportunity Policies

Colorado College is committed to equal opportunity and diversity in the workplace. We want to make sure that everyone feels our willingness to hear about issues and do everything possible to make this a welcoming, inclusive, and supportive place to work.

No person shall, on the basis of race, color, creed or religion, age, sex, national origin, political affiliation or physical disability status, except where age or physical disabilities are found to be a bona fide occupational qualification, be excluded from employment or participation in, and be subject to discrimination.

Anti-Discrimination

Colorado College is an equal opportunity employer committed to increasing the diversity of the college community and to not discriminating in its employment practices or educational programs and activities on any basis protected by law, e.g., race, color, national or ethnic origin, sex, age, religion, gender identity or expression, marital status, veteran status, disability, or sexual orientation. The college values a diverse workforce and engages in recruitment strategies designed to increase the diversity of its applicant pool.

At Colorado College, it is everyone's responsibility to promote a work environment in which differences and diverse perspectives are respected, faculty and staff (including student employees) are treated equitably, and individual contributions are valued and rewarded.

Faculty, staff, and student employees who feel that they have been discriminated against may choose to pursue the matter through informal or formal procedures, or both. The college will respond promptly to all complaints, and will respect, insofar as possible, the right to confidentiality of all members of the college community. Retaliation against faculty, staff, or student employees who bring complaints of discrimination in good faith is prohibited and is also considered a form of discrimination that is actionable under the policy.

Inquiries regarding the Anti-Discrimination Policy may be directed to the college's Title IX Coordinator.

Sexual discrimination and harassment is a unique form of discrimination based on sex, sexual orientation, and gender identity or expression. Please refer to the college's Gender-Based Discrimination, Sexual Harassment, and Sexual Violence Policy for more information.

Harassment

Colorado College is committed to an environment free of inappropriate and disrespectful conduct and communication of a harassing nature. As such, the college will not tolerate any form of unlawful harassment (e.g., sexual, racial, ethnic, etc.) at work. It also will not tolerate retaliation for opposing harassing behavior, for reporting instances of harassment, or for providing statements or evidence related to alleged harassment.

Harassment may be verbal (epithets, derogatory statements, slurs, innuendo), physical (unwelcome touching, assault, gestures, physical interference with one's work), or visual (posters, drawings, faxes, email, messaging or texting). It may involve unwelcome sexual advances or unwelcome invitations to participate in offensive conduct. Harassment may originate from staff, faculty, supervisors, students, the general public, or vendors. In whatever form and whatever source, it will not be tolerated by the college.

Reporting Harassment

In some situations, a person may not realize that his or her behavior is inappropriate or unwelcome. If you consider any person's behavior to be inconsistent with college expectations, you are encouraged (but not required) to tell that person that his or her behavior is considered inappropriate and request that the conduct stop. Persons told should comply immediately and graciously with such requests.

All supervisors are responsible for the implementation of the College's policies, for ensuring that all employees they supervise have knowledge of and understand the sexual harassment policies, and for taking and/or assisting in prompt and appropriate action, when necessary, to ensure compliance with the policies. The college must learn of harassment before action can be taken. If you suspect that harassment has occurred, or you believe that you are a victim of harassment, you should immediately report the circumstances to the Title IX Coordinator and the CC Financial Aid & Student Employment Office. You should not presume that the college is already aware of the situation nor should you presume that it is someone else's duty to report.

If you believe your immediate supervisor is discriminating against or harassing you, you should report the situation directly to the Title IX Coordinator and the CC Financial Aid & Student Employment Office.

Protection from Retaliation

Supervisors or college leadership may not retaliate against a victim, reporter, or witness of harassment because of his or her report or participation in an investigation into a report of harassment. Any suspicion of retaliation should be reported immediately to the Director of Human Resources.

Respectful Interactions

All of us should understand that standards of respect, consideration, and tolerance must shape our interactions with one another, regardless of whether the violation of such standards is considered unlawful under these Equal Opportunity guidelines. Certain types of behavior may be inappropriate even though they may not be direct violations of the Anti-Discrimination and Harassment policies.

Title IX

Title IX of the Education Amendments of 1972 prohibits gender discrimination against any participant in an educational program or activity that receives federal funds. In general, no person, on the basis of gender, may be excluded, denied benefits, or be otherwise discriminated against in any academic, extracurricular, research, occupational training, or any other program or training at Colorado College. Concerns related to gender discrimination may be brought to the attention of the Title IX Coordinator at Colorado College.

Disability Accommodation

In accordance with the provisions of the Rehabilitation Act of 1973, and other applicable laws and regulations, Colorado College will not discriminate against any student employee or applicant because of physical disabilities. The college will consider requests for reasonable accommodations for a student employee's disability. If you need an accommodation, it is your responsibility to make an accommodation request. You may make the request through your immediate supervisor and contact Human Resources.

Religious Accommodation

The Colorado College community is enriched by individuals of many faiths that have various religious observances, practices, and beliefs. In affirming this diversity, it is our policy and practice to provide religious accommodations for staff unless the accommodation would create an undue hardship to the department or to the college. To request a religious accommodation, you may make the request to your immediate supervisor and contact Human Resources.

Workers' Compensation

If you are injured on the job:

- Report any job-related injury or illness to your supervisor and human resources immediately, but no later than two days from the date of injury or onset of illness. This includes accidents that do not require medical treatment.
- Complete an accident report.
- HR will refer you to a designated medical provider. In an emergency, you will be transported to the nearest medical facility.
- If your injury or illness occurs or if medical treatment is required outside of regular office hours (Monday - Friday, 8:30 am to 5:00 pm) go to Memorial Urgent Care, Penrose Urgent Care, Penrose Emergency Room, or Memorial Emergency Room. Call campus safety to coordinate transportation if needed. Inform the treating facility it is a work related injury, and ask them to send all reports and bills to the following address:

Colorado College Human Resources
14 E Cache la Poudre Street
Colorado Springs, CO 80903
(719) 389-6104, Fax (719) 389-6926

- **Please do not provide your personal medical insurance information at time of service.** Notify your supervisor and human resources of the injury or illness immediately the next business day.
- If your injury or illness occurs outside of the Colorado Springs area (i.e., BACA, CC Cabin, while working in the field, etc.), go to the nearest medical facility for treatment. Contact human resources as soon as possible.

If you choose to go to a medical facility or physician other than a designated provider, you will be responsible for all medical services incurred.

- If you return to work after treatment and/or time off and continue to have problems as a result of your illness or injury, notify your supervisor and human resources immediately so further medical evaluation and treatment may be provided.

Important Definitions

Work-study

Colorado College awards federal and state work-study awards. These awards are based upon a student's financial aid eligibility and need and funded by outside government entities. Work-study funding subsidizes the college's entire student employment budget, not individual department's student employment budget lines.

Student Employment

Student Employment encapsulates the job opportunities provided to CC students on and off-campus that are funded through federal, state, *and institutional* monies. All students participate in the CC Student Employment program are considered student employees, but not all student employees are considered work-study (eligible) students.

Off-campus Community Service Work-study Program

Students who are awarded Federal or Colorado work-study awards may work with one of many off-campus partners. For the purpose of the Community Service work-study Program, community service is defined as services designed to improve the quality of life for community residents, particularly low-income individuals, or to solve particular problems related to their needs. Those interested in working off-campus with a community partner should reach out to the office of Collaborative for Community Engagement.

International Students

Students who are studying at Colorado College on a student visa, for example a F1 or J1 visa.

Full Time Enrollment

Currently defined as a student being enrolled in at least 3 blocks during both fall and spring semester through Colorado College. Allows eligibility for student employment.

Half Time Enrollment

Currently defined as a student enrolled in at least 1.5 units during both fall and spring semester through Colorado College. Allows eligibility for student employment.

Less than Half Time Enrollment

Currently defined as a student enrolled in less than 1.5 units during a semester at Colorado College. **Not** eligible for student employment.

Terms and Conditions of Employment

Student Employment & Work-study Eligibility

Only current Colorado College students enrolled at least half time per academic semester (Fall or Spring) are eligible for student employment. FICA tax is not withheld from student employee paychecks if they are enrolled at the College at least half time.

Student employment is routinely monitored to insure that students are maintaining a minimum block enrollment. If a student employee's enrollment drops below less than half time, the employee and their supervisors will be notified by the Student Employment office that their student employment positions will be terminated effective immediately.

Enrolled students who fall below half-time enrollment are not eligible to work in any capacity. To ensure all students are equally compensated and treated, all students are required to maintain at least half-time (1.5 units per semester) enrollment to work as a student employee.

If student employees do not record their hours within 30 days of the date worked, they may be ineligible to work as a student employee in the future. These situations will be reviewed by the Office of Financial Aid and Student Employment.

For student employee positions that require access to or the handling of sensitive personal information or jobs that require interactions with minors can be requested to complete a background check. If a background check is required, all student employees in that position must also complete a background check. Results or refusal of a background check could affect employment eligibility.

Summer Employment Eligibility

Current Colorado College students who wish to work during summer do not have to be enrolled in any blocks over the summer, but must be registered or plan to attend the following fall semester. During the summer employment term, FICA tax will be withheld for students enrolled less than half time.

Graduated Students

Students who have graduated from Colorado College may no longer continue working as a student employee; all student jobs will be terminated for all graduates based on the official list from the Registrar's office.

Compensation

Student employees must be compensated on an hourly basis in pay steps 1 or 2. Exceptions for higher pay rates are rare and must be approved by the office of Financial Aid & Student Employment.

2022 Pay Steps (effective December 22, 2021)

Pay Step I- \$12.56/hr.

Pay Step II- \$12.96/hr.

Pay Step Descriptions:

Step I – Entry-level position with minimal qualifications required. Example: office assistant

Step II – High degree of responsibility with minimal supervision; high level of skill or training required; knowledge of special skill or academic area required. Example: tutor, lifeguard, research assistant

All employees performing “substantially similar” work must receive the same compensation. Employers may, however, pay different wages to employees performing substantially similar work if the disparity is justified by one of the several factors as defined in the law.

Holiday Pay

Student employees are classified as non-benefit eligible part time employees and therefore do not qualify to receive the 2.5x holiday pay.

Promotion

All promotions must be posted for a minimum of five business days before an offer of promotion is made. Otherwise, the promotions will not be approved by our office.

- Supervisors must then fairly and equitably review all received applications for consideration.

Work Hours

Student employees cannot work more than 12 hours in one day. Student employees should be allowed a paid fifteen-minute break for each four hours of continuous work. If the work period is less than four hours, breaks are not required. Break periods may not be accumulated and cannot be used to arrive at work fifteen minutes late or leave work fifteen minutes early. Students must discuss with their supervisor the appropriate times and condition of break periods.

See page 14 for more information on break or meal periods.

****Please note, Colorado College does not expect nor encourage students to work beyond 5-15 hours per week.**

During breaks (such as spring break, winter break, and summer) international and domestic students can work additional hours beyond the 5-15 recommended by the CC Student Employment office (Block break does not apply). However, students expecting to work over 40 hours a week (in one job or via a combination of jobs) must have those hours pre-approved by their supervisor(s).

Please note, that if a student works over 40 hours during any given week, the department will be responsible for overtime pay. If those hours are accumulated by working more than one CC job, the department who approves the student’s hours last will be responsible for covering their overtime pay from their student employment budget.

International Student Employees

Due to immigration regulations, working hours for international students must not exceed 20 hours a week while class is in session (Sunday- Saturday). Please note, this 20 hour limitation includes all hours worked from both hourly and stipend positions combined (i.e. serving as a Resident Assistant), whether you have to report that time on a timesheet or not. International students who work more than 20 hours per week during the academic year are in violation of their immigration status.

Recording Time Worked

Once a job is created for students in banner by the CC Financial Aid & Student Employment Office, a timesheet will appear in student's Self-Service Banner. Student employees must report all hours worked using the electronic time sheet in Self Service Banner. Hours worked are recorded in 15 minute increments. If you are paid on an hourly basis, you must submit a completed time sheet for your supervisor to review and approve in a timely manner. The payroll schedule is located on the Student Employment website.

Timesheets must be submitted to the supervisor by the deadline given on the Payroll calendar, but students are highly encouraged to submit timesheets on the last day of each pay period to allow supervisors enough time to review and approve hours. Failure to submit/approve timesheets on time may cause a delay in students' pay and risk of job loss.

Students may notice a time when their timesheet(s) are no longer available. This happens right after the pay period ends in order for the Payroll Office to process payroll. Timesheets will re-open eventually, but it is crucial to submit hours on time. It is not acceptable to add hours worked from a previous pay period to the current time sheet.

Sick Leave Accrual

All employees, including student employees, will begin to accrue sick leave January 1, 2021. Student employees will accrue 1 hour of paid leave for every 30 hours worked, up to 48 hours per year. The timesheet in which the student enters their sick leave hours will be charged to the associated department's budget.

Public Health Emergency Leave (Temporary)

All employees, including student employees, have available a new sick leave bank called Public Health Emergency Leave that will cover them for up to 40 hours of missed work **if they have one of the specific situations listed below**. They will find their calculated leave eligibility on their timesheet and leave report. If they use the bank up and need additional time (for example, a second exposure) they can use their regular sick leave bank if there are available hours. Students should report their sick time on their timesheet only for expected work hours that were scheduled before they got sick.

- Self-isolating or work exclusion due to exposure, symptoms, or diagnosis of the communicable illness in the public health emergency;
- Seeking a diagnosis, treatment, or care (including preventive care) of such an illness;
- Being unable to work due to a health condition that may increase susceptibility to or risk of such an illness; or,
- Caring for a child or other family experiencing one of the issues above, or whose school or child care is unavailable due to the public health emergency.

All hours for the Public Health Emergency Leave will be provided up front for use. However, once these hours are used they will not be refurbished.

Receiving Pay

Paychecks dispersed on the 15th of each month covers the period of worked from the 22nd of the previous month through the 6th of the current month. Paychecks dispersed on the last business day of the month covers the period of work from the 7th through the 21st of the current month. Paper paychecks (those issued because a student is not enrolled in direct deposit) are delivered to student's Worner box.

Hiring Process

Finding a Job

The College makes every effort to provide employment opportunities, but students are responsible for finding a job. Employment positions that the Student Employment Office is made aware of are posted through Handshake which students can access through their single sign-on. Students can then apply to these postings through their Handshake account.

Resume & Interview

Students are requested to submit their resumes through Handshake when applying for a job posting. Supervisors should then conduct a professional interview when selecting and hiring student employees. Supervisors must ensure that the same questions and procedure is followed for each candidate.

Supervisors may not ask about previous employment position compensation during the job posting, application, or interview process.

Hiring a Student

Once a supervisor has selected a student employee candidate for hire, they will need to ensure the student has completed their necessary hiring paperwork. The paperwork for

domestic students includes the following documents below and must be turned into the Office of Financial Aid and Student Employment.

- Employment Eligibility Verification **(I-9)**
 - Complete form and provide original and unexpired identification to the Office of Student Employment
- Employee Withholding Allowance Certification **(W4)**
- Direct Deposit Form

Paperwork required for International students most commonly include the following documents and must be turned into the Office of Student Employment.

- Employment Verification **(I-9)**
 - Complete form and provide original and unexpired identification to the Office of Student Employment
- Direct Deposit Form
- International students need to contact tax.compliance@coloradocollege.edu to arrange an appointment for tax document completion.

Once an International student has received their Social Security Card in the mail they must bring in the original document to the Office of Student Employment.

After all the documents have been completed, submitted, and verified, supervisors will need to complete an EPAF.

Please note that the Office of Student Employment recommends all student employees speak with a tax specialist and/or accountant when completing their W-4, as students are responsible for any resulting tax liability.

At the end of a tax year, when a student receives their W-2 from Colorado College, it is the student's responsibility to file Federal and State taxes in compliance with U.S. tax law. Colorado College holds no responsibility for the student's tax liability.

Students are unable to be officially hired and access a time sheet until all the forms listed above are submitted to the Student Employment office. Submitting required documents out of the recommended order outlined above can delay paperwork and payroll processing.

Ending Employment

Resignation/Termination

Students who elect to stop working at their current position for any reason, are encouraged to give their supervisor at least a one week notice.

Supervisors will need to complete an online EPAF to terminate inactive employees. If an EPAF is never received the student and supervisor will continue to see the student's timesheet and the student will receive reminder emails to submit hours. Once a termination EPAF has been processed by the Office of Student Employment the terminated employee will continue to be visible until the three-month payroll range has moved past the termination date.

The Office of Student Employment holds no responsibility for finding other employment for students who voluntarily resign from their position.

Colorado follows the legal doctrine of "employment-at-will" which provides that in the absence of a contract to the contrary, neither an employer nor an employee is required to give notice or advance notice of termination or resignation. Additionally, neither an employer nor an employee is required to give a reason for the separation from employment.

Warnings and Termination

Absence from work or unsatisfactory performance is a serious concern. Legitimate reasons for absences do occur, but students are responsible for communicating with their supervisor in advance. Supervisors must provide student employees with feedback regarding their performance and provide opportunities to address performance concerns.

Any student employee who feels unfairly treated may appeal to the Student Employment office.

Off-campus Work-study Partners Information

There are several off-campus community service organizations who partner with Colorado College to provide employment opportunities to students who have work-study as part of their financial aid package.

Off-campus Work-study Policies

Availability for Off-Campus Work-study

Off-campus student employment is only available during fall and spring semesters and students must be enrolled at least half time. Students must keep track of their earnings and must not go over their allotted work-study award.

Multiple Jobs (On and Off-Campus)

Students who hold multiple positions on and off-campus will have their work-study award earnings applied only to their off-campus job(s). Keep in mind, if a student has multiple jobs off-campus their work-study award will be used to fund all off-campus jobs.

Student Eligibility for Off-Campus Work-study

To qualify for a work-study award a student must:

- Be a U.S. citizen, permanent resident, or be an otherwise eligible non-citizen (as determined by FAFSA);
- Complete and file a FAFSA (if a student's FAFSA is selected for Verification, additional documents must be submitted); Be enrolled in at least a half time class status and demonstrate financial need

Award Utilization

It is the student's responsibility to track a student's earning but the Office of Student Employment will also monitor all off-campus earning. Once a student has earned their allotted work-study award amount they will be terminated from all off-campus employment positions and will no longer be authorized to work off-campus for that academic year.

Student's Expectations and Responsibilities

- Search, apply and acquire a job
- Complete required I-9 & W-4 forms and submit forms to the Student Employment office
- Complete and submit timesheets to supervisor(s)
- Adhere to all student employment and Colorado College policies

Student Employment Policies

Adhere to all Colorado College Policies

Student employees must adhere by all college policies and rules. Failure to do so may affect your eligibility for continued employment. Please click [here](#) to see the most up to date Colorado College policies.

Award Reduction

If a student with a work-study award receives any additional financial aid (including but not limited to scholarships, grants, or loans) their work-study award may be reduced by any amount necessary to prevent the student from being over awarded based on need or cost of attendance.

Work-Study preference policy states work-study awarded students should be allotted hiring priority; due to their demonstrated financial need, over work-study ineligible students if the applicant exemplifies the desired characteristics for the position. Colorado College recommends that supervisors provide employment to students with more financial need if they meet the qualifications and requirements of the advertised position.

Volunteering at Work

The Fair Labor Standards Act of 1938, as amended, prohibits Colorado College from accepting voluntary services from any paid employee. Students with a work-study award may not volunteer hours at their position during the course of their employment through the work-study program. Students cannot serve as an employee and a volunteer in similar capacities.

Confidentiality

Depending upon your job duties, you may have access to information that is sensitive, personal, or confidential. Examples of this type of information include:

- Information regarding other students and their families;
- Information regarding the College and its operations;
- Information about legal or financial matters; or
- Information arising from an allegation of harassment, discrimination, or misconduct.

The information may be in written or verbal form. Regardless of the form and regardless of the source, you must protect the confidentiality of this information. At no time should confidential college information be downloaded or removed from the college without supervisory approval.

Class Time Policy

It is prohibited for a student utilizing work-study funding to work while they are expected to be in class. Exceptions are permitted if an individual class is cancelled or if the instructor has excused the student from attending for the day. Any such exemptions must be documented.

Break & Meal Periods

Hourly employees are entitled to and are authorized, permitted, and expected to take 10-minute, paid rest periods as set forth below:

Work Hours	Rest Periods Required
2 or fewer	0
Over 2, and up to 6	1
Over 6, and up to 10	2
Over 10, and up to 14	3
Over 14, and up to 18	4
Over 18, and up to 22	5
Over 22	6

If you are not able to take your break(s), notify your supervisor so he/she may help you arrange time for breaks.

For further information on Rest & Meal Periods please visit:

<https://www.colorado.gov/pacific/cdle/breaks>

Student Employee Conduct

Student employees are required to conduct themselves in the following manner:

1. **PUNCTUALITY** - Student employees must be on time and must communicate with their supervisor if circumstances arise that will cause them to be late.
2. **ABSENCE** - Student employees are responsible for contacting their supervisor in case of absence. All attempts should be made to give as much advance notice as possible.
3. **PROCESSES** - Student employees should discuss office policies and procedures with their supervisor and refrain from inviting friends into the office during work hours.
4. **WORK ASSIGNMENTS** - The first priority of the student employee is to gain experience that fosters a positive work ethic. If student employees do not have something to do, they should ask their supervisor for additional work or find something that needs to be done.

5. **HOMEWORK**- During work hours, student employees are required to perform their work assignments. Homework, reading and other personal work are not permitted during work hours. For further clarification or permissions student employees should speak with their direct supervisor(s).
6. **RESPECT** - Proper respect must be shown to College employees, other student employees, and students. It is expected that all employees will be courteous and helpful to others.
7. **CONFIDENTIALITY** - Work-related information is confidential and should not be discussed with others. Any information a student may come in contact with during employment is strictly confidential. Information should not be discussed outside work under any circumstances. Any violation of confidentiality will be subject to discipline up to and including termination of employment.
8. **EMERGENCY SITUATIONS IN THE WORK AREA** – If an emergency situation arises at work, the student employee should first notify their immediate supervisor. If the supervisor is not available, the student employee should call the Campus Safety at 719-389-6911.
9. **CELL PHONES** - Student employees are expected to refrain from cell phone usage while working.
10. **DRESS CODE** - Student employees are expected to report to work in attire that is appropriate for the position. This should not be confused with casual recreation attire. Student employees should check with their supervisors regarding specific departmental dress code expectations.
11. **COMPUTER/INTERNET USAGE** - Some student employment positions require the use of computers and the internet. Student employees should not use the workplace computers for personal reasons without permission from their supervisor.

Training and Feedback

Thorough training helps prevent misunderstandings and provides supervisors an opportunity to inform students of the job objectives. When supervisors give frequent feedback on job performance, student employees know how they are performing and have an opportunity to ask questions and respond to supervisor's comments.

Student Employment Questions?

Direct your CC student employment questions to the Office of Student Employment by phone at (719) 389-6908 or by email at studentemployment@coloradocollege.edu.