

**CHAPTER 11 – EMPLOYEE CODE**

<b><u>ARTICLE</u></b>	<b><u>TITLE</u></b>	<b><u>PAGE</u></b>
<b><i>I</i></b>	<b><i>EMPLOYEE HANDBOOK</i></b>	
	<i>Section 11-1-1 - Preface</i>	<i>11-1</i>
	<i>Section 11-1-2 - Employment Policies</i>	<i>11-1</i>
	<i>Section 11-1-3 - Employment At-Will</i>	<i>11-1</i>
	<i>Section 11-1-4 - Equal Employment Opportunity</i>	<i>11-1</i>
	<i>Section 11-1-5 - Affirmative Action and Equal Opportunity</i>	<i>11-1</i>
	<i>Section 11-1-6 - Americans with Disabilities Act (ADA)</i>	<i>11-2</i>
	<i>Section 11-1-7 - General Employment Qualifications</i>	<i>11-2</i>
	<i>Section 11-1-8 - Probation Period</i>	<i>11-2</i>
	<i>Section 11-1-9 - Non-Harassment Policy</i>	<i>11-2</i>
	<i>Section 11-1-10 - Purpose</i>	<i>11-3</i>
	<i>Section 11-1-11 - Scope</i>	<i>11-3</i>
	<i>Section 11-1-12 - Philosophy</i>	<i>11-3</i>
	<i>Section 11-1-13 - Benefits in General</i>	<i>11-3</i>
	<i>Section 11-1-14 - Overtime</i>	<i>11-3</i>
	<i>Section 11-1-15 - Insurance Benefits</i>	<i>11-3</i>
	<i>Section 11-1-16 - Paid Holidays</i>	<i>11-3</i>
	<i>Section 11-1-17 - Paid Time Off (Revised March 17, 2025)</i>	<i>11-4</i>
	<i>Section 11-1-18 - Bereavement Leave</i>	<i>11-4</i>
	<i>Section 11-1-19 - Jury Duty</i>	<i>11-4</i>
	<i>Section 11-1-20 - Military Leave</i>	<i>11-4</i>
	<i>Section 11-1-21 - Electronic Communications</i>	<i>11-5</i>
	<i>Section 11-1-22 - Vehicle Policy</i>	<i>11-5</i>
	<i>Section 11-1-23 - Human Resources Committee</i>	<i>11-5</i>
	<i>Section 11-1-24 - Termination of Employment</i>	<i>11-5</i>
	<i>Section 11-1-25 - Policy Prohibiting Sexual Harassment</i>	<i>11-5</i>
	<i>Appendix "A" - Village of Illiopolis</i>	<i>11-7</i>