



# National University of Health Sciences General Policies

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<i>James Winterstein</i> _____ President	<i>1-24-09</i> _____ Date			

## POLICY STATEMENT

It is the policy of National University of Health Sciences (NUHS) that if an employee is forced by economic necessity to add to income by taking outside work (moonlighting), he/she should be allowed to do so. This, to be fair to everyone, has to be contingent upon that person first meeting the demands of his/her position at the University, which may include availability for overtime when necessary. Also, this outside position must in no way be detrimental to NUHS. The University's intent, therefore, is not to restrict outside employment unless it conflicts with the employee's responsibility to perform, or conflicts with the terms of the Family and Medical Leave Act Policy, the Illness Leave Policy, or Worker's Compensation legislation.

NUHS reserves the right not to reinstate any employee who is on Family and Medical Leave or Illness Leave, who is found to be engaged in outside or supplemental employment while on such leave.