

nyc hhc employee handbook

nyc hhc employee handbook serves as an essential guide for all staff members working within the New York City Health and Hospitals Corporation (HHC). This comprehensive document outlines the policies, procedures, and expectations that govern employee conduct, workplace safety, benefits, and overall organizational culture. Understanding the contents of the NYC HHC employee handbook is crucial for ensuring compliance with federal, state, and local regulations while fostering a productive and respectful work environment. This article delves into the key components of the handbook, detailing everything from employee rights and responsibilities to disciplinary processes and resources available to staff. By exploring this handbook, employees can navigate their roles with clarity and confidence, contributing positively to the mission of NYC HHC. The following sections provide a structured overview of the handbook's main elements.

- Overview of NYC HHC and Its Workforce
- Employee Rights and Responsibilities
- Workplace Policies and Procedures
- Compensation and Benefits
- Health, Safety, and Security Guidelines
- Performance Management and Discipline
- Training and Professional Development

Overview of NYC HHC and Its Workforce

The NYC Health and Hospitals Corporation is the largest public health care system in the United States, providing services to millions of residents across New York City. The NYC HHC employee handbook serves as a foundational document to orient new hires and guide existing employees in understanding the organization's mission, values, and operational structure. Employees range from clinical staff to administrative personnel, all collectively contributing to the delivery of high-quality health care services.

Mission and Vision

The handbook outlines NYC HHC's mission to provide comprehensive health care services that are accessible, culturally competent, and patient-centered. The

vision emphasizes community health improvement, equity, and innovation. Employees are expected to align their work with these principles, ensuring that patient care and organizational practices reflect these core values.

Organizational Structure

Understanding the organizational hierarchy is essential for effective communication and workflow. The handbook details the various departments, reporting lines, and key leadership roles within NYC HHC. This structure supports coordination across multiple facilities, including hospitals, clinics, and long-term care centers.

Employee Rights and Responsibilities

The NYC HHC employee handbook clearly defines the rights and responsibilities of every staff member. This section ensures employees are aware of their protections under labor laws, as well as their obligations to maintain professional conduct and comply with institutional policies.

Equal Employment Opportunity

NYC HHC is committed to providing a workplace free from discrimination and harassment. The handbook emphasizes adherence to federal and state equal employment opportunity laws, highlighting protections based on race, gender, disability, age, and other protected categories.

Code of Conduct

Employees are expected to uphold ethical standards, including honesty, integrity, and respect for colleagues and patients. The code of conduct section outlines behaviors that support a positive work environment and details consequences for violations.

Confidentiality and Privacy

Maintaining patient confidentiality and safeguarding sensitive information is a critical responsibility. The handbook reiterates compliance with HIPAA regulations and internal data protection policies to ensure privacy and security.

Workplace Policies and Procedures

This section of the NYC HHC employee handbook addresses operational protocols and workplace norms designed to maintain efficiency and safety. It covers attendance, communication, use of technology, and other daily practices relevant to staff performance.

Attendance and Punctuality

Employees must adhere to assigned work schedules and notify supervisors promptly of any absences or delays. The handbook explains the process for requesting leave and the consequences of excessive absenteeism or tardiness.

Use of Technology and Social Media

Guidelines for appropriate use of computers, email, and social media platforms are included to prevent misuse and protect organizational resources. Employees are reminded that all electronic communications may be monitored in accordance with policy.

Dress Code and Professional Appearance

The handbook provides standards for professional dress and grooming, which vary depending on departmental requirements. Maintaining a professional appearance supports the organization's image and patient confidence.

Compensation and Benefits

The NYC HHC employee handbook outlines the comprehensive compensation structure and benefit programs available to employees. This section ensures staff are informed about salary scales, overtime eligibility, health plans, retirement options, and other perks.

Salary and Wage Information

Details regarding pay schedules, salary grades, and criteria for raises or promotions are clearly described. Employees can understand how their compensation aligns with job classifications and performance.

Health Insurance and Wellness Programs

NYC HHC offers various health insurance plans, including medical, dental, and vision coverage. The handbook also highlights wellness initiatives designed

to promote employee health and reduce workplace stress.

Leave and Time Off

Employees are entitled to different types of leave, such as vacation, sick leave, family medical leave, and holidays. The handbook explains eligibility, accrual rates, and the procedure for requesting time off.

Health, Safety, and Security Guidelines

Ensuring a safe and secure work environment is a top priority for NYC HHC. The employee handbook provides detailed instructions on workplace safety protocols, emergency procedures, and reporting mechanisms for hazards or incidents.

Workplace Safety Standards

The handbook references OSHA regulations and internal safety policies aimed at preventing accidents and occupational illnesses. Employees receive training on proper equipment use, infection control, and hazard communication.

Emergency Preparedness

Protocols for responding to emergencies such as fires, natural disasters, or active threats are clearly outlined. Employees must familiarize themselves with evacuation routes, emergency contacts, and incident reporting procedures.

Security Measures

Security policies include access control, identification badges, and visitor management to protect staff and patients. The handbook encourages vigilance and prompt reporting of suspicious activities.

Performance Management and Discipline

The NYC HHC employee handbook establishes a structured framework for evaluating employee performance and addressing disciplinary issues. This ensures accountability and supports continuous improvement within the workforce.

Performance Evaluations

Regular performance reviews provide feedback on job responsibilities, goal achievement, and professional development. The handbook describes evaluation criteria and the role of supervisors in fostering employee growth.

Progressive Discipline Process

When performance or conduct issues arise, the handbook outlines a step-by-step disciplinary process ranging from verbal warnings to termination. This ensures fairness and allows opportunities for corrective action.

Grievance and Appeal Procedures

Employees have access to formal channels for reporting concerns or disputes. The handbook details the steps for filing grievances and the mechanisms for impartial review and resolution.

Training and Professional Development

NYC HHC emphasizes the importance of ongoing education and skill enhancement. The employee handbook includes information about available training programs, certifications, and career advancement opportunities.

Mandatory Training Requirements

Certain trainings, such as compliance, safety, and cultural competency, are mandatory for all employees. The handbook specifies schedules and completion deadlines to maintain organizational standards.

Continuing Education and Workshops

Employees are encouraged to participate in workshops and courses that support their professional growth. The handbook provides guidance on accessing resources and potential tuition assistance programs.

Career Development Resources

Support services like mentoring, counseling, and leadership development initiatives are outlined to help employees achieve their career goals within NYC HHC.

- Understand the comprehensive nature of the NYC HHC employee handbook and its role in guiding staff.
- Recognize employee rights, responsibilities, and the commitment to equal opportunity.
- Follow workplace policies to ensure professionalism, safety, and efficiency.
- Utilize compensation and benefit information to maximize employment advantages.
- Adhere to health, safety, and security protocols for a protected work environment.
- Engage with performance management processes for career growth and accountability.
- Participate actively in training programs to enhance skills and professional development.

Frequently Asked Questions

What is the NYC HHC Employee Handbook?

The NYC HHC Employee Handbook is a comprehensive guide provided by the New York City Health and Hospitals Corporation that outlines policies, procedures, rights, and responsibilities for employees.

Where can NYC HHC employees access the Employee Handbook?

NYC HHC employees can access the Employee Handbook through the official NYC Health + Hospitals intranet or employee portal, and sometimes it is provided during onboarding.

What topics are covered in the NYC HHC Employee Handbook?

The handbook covers topics such as workplace policies, employee conduct, benefits, leave policies, safety procedures, anti-discrimination policies, and grievance procedures.

How often is the NYC HHC Employee Handbook updated?

The NYC HHC Employee Handbook is typically reviewed and updated annually or as needed to reflect changes in policies, laws, and organizational procedures.

Are NYC HHC employees required to acknowledge the Employee Handbook?

Yes, employees are usually required to read and acknowledge their understanding of the Employee Handbook as part of their onboarding process to ensure compliance with organizational policies.

Does the NYC HHC Employee Handbook include information on COVID-19 policies?

Yes, the handbook includes updated information on COVID-19 safety protocols, vaccination requirements, and workplace health guidelines to protect employees and patients.

Can NYC HHC employees find information about grievance procedures in the Employee Handbook?

Yes, the Employee Handbook provides detailed steps for employees to report and resolve workplace grievances or concerns through appropriate channels.

How does the NYC HHC Employee Handbook address workplace discrimination and harassment?

The handbook outlines NYC HHC's zero-tolerance policy towards discrimination and harassment, including reporting procedures, investigation processes, and protections for employees.

Is the NYC HHC Employee Handbook available in multiple languages?

Depending on organizational resources, the NYC HHC Employee Handbook may be available in multiple languages to accommodate a diverse workforce; employees should check with HR for language options.

Additional Resources

1. *New York City HHC Employee Handbook: A Comprehensive Guide*

This book provides an in-depth overview of the policies, procedures, and guidelines outlined in the NYC Health and Hospitals Corporation (HHC) employee handbook. It is designed to help new and current employees

understand their roles, responsibilities, and the organizational culture. The guide covers important topics such as workplace conduct, benefits, and compliance requirements within HHC.

2. Understanding NYC HHC Workplace Policies

Focused on the key policies within the NYC HHC employee handbook, this book breaks down complex regulations into easy-to-understand language. It serves as a practical resource for employees navigating workplace rules, including attendance, dress code, and safety protocols. The book also highlights the rights and obligations of healthcare workers in the NYC public health system.

3. NYC HHC Employee Rights and Responsibilities

This title emphasizes the legal and ethical responsibilities of employees working for the NYC Health and Hospitals Corporation. It explains employee rights regarding discrimination, harassment, and workplace safety while outlining the mechanisms for reporting concerns. The book ensures that staff members are well-informed about maintaining a respectful and compliant work environment.

4. Effective Communication within NYC HHC

Communication is critical in healthcare settings, and this book addresses the standards and expectations set forth in the NYC HHC employee handbook. It offers strategies for clear, professional communication with colleagues, patients, and management. The book also discusses conflict resolution and cultural sensitivity to foster a collaborative workplace.

5. NYC HHC Handbook: Navigating Employee Benefits

This guide explains the wide range of benefits available to NYC HHC employees, including health insurance, retirement plans, and leave policies. It details eligibility criteria and enrollment procedures, helping employees maximize their benefits. The book also provides tips on balancing work and personal life through available support programs.

6. Compliance and Ethics in NYC Health and Hospitals Corporation

Focusing on the ethical standards and compliance mandates in the NYC HHC employee handbook, this book educates employees on maintaining integrity in their roles. It covers topics such as patient privacy (HIPAA), fraud prevention, and reporting unethical behavior. The resource aims to cultivate a culture of accountability and transparency within NYC HHC.

7. NYC HHC Safety and Emergency Procedures Manual

This book outlines the safety protocols and emergency response procedures detailed in the NYC HHC employee handbook. It prepares employees to handle various emergencies, including medical crises, fire, and workplace violence. The manual promotes a safe working environment through proper training and adherence to safety standards.

8. Leadership and Professional Development at NYC Health and Hospitals

Designed for current and aspiring leaders within NYC HHC, this book highlights the professional growth opportunities and leadership expectations described in the employee handbook. It encourages skill-building in

management, teamwork, and patient care excellence. The book also discusses mentorship programs and career advancement pathways.

9. *NYC HHC Cultural Competency and Diversity Training*

This book delves into the importance of cultural competency as emphasized in the NYC HHC employee handbook. It provides guidance on respecting diverse backgrounds and promoting inclusion within healthcare teams and patient interactions. The resource supports HHC's mission to deliver equitable and sensitive care to New York City's diverse population.

[Nyc Hhc Employee Handbook](#)

NYC HHC Employee Handbook: Your Essential Guide to Success

Are you ready to navigate the complexities of working for the New York City Health and Hospitals Corporation (HHC)? Starting a new job, or even continuing in your current role, can feel overwhelming. The sheer size and scope of HHC, coupled with its unique challenges and opportunities, often leave employees feeling lost or unsure of their rights and responsibilities. Are you struggling to understand your benefits, navigate internal systems, or effectively advocate for yourself and your patients? This handbook provides the clarity and guidance you need to thrive in your HHC career.

This comprehensive guide, "Navigating the NYC HHC System: A Practical Employee Handbook," by [Your Name/Pen Name], will empower you with the knowledge and confidence to excel in your role.

Contents:

Introduction: Understanding the HHC System and its Mission

Chapter 1: Employment Basics: Contracts, Policies, and Procedures

Chapter 2: Benefits and Compensation: Decoding Your Paycheck and Understanding Your Benefits Package

Chapter 3: Performance Management: Setting Goals, Receiving Feedback, and Navigating Performance Reviews

Chapter 4: Internal Resources and Support Systems: Accessing HHC's resources for professional development and employee well-being.

Chapter 5: Workplace Rights and Responsibilities: Understanding your rights as an HHC employee, including grievance procedures and union representation.

Chapter 6: Patient Care and Ethical Considerations: Best practices in patient care and navigating ethical dilemmas within the HHC system.

Chapter 7: Safety and Compliance: Understanding HHC's safety protocols and compliance requirements.

Chapter 8: Career Development and Advancement: Strategies for professional growth within the HHC system.

Introduction: Understanding the NYC HHC System and its Mission

The New York City Health and Hospitals Corporation (HHC) is the largest public health system in the United States, serving over 1 million New Yorkers annually. Understanding its vastness and multifaceted operations is crucial for any employee seeking success within the organization. This handbook serves as your comprehensive guide, providing insights into navigating the complexities of HHC, from employment basics to career advancement. HHC's mission is to provide equitable, high-quality healthcare to all New Yorkers, regardless of their ability to pay. Understanding this core mission will help you frame your work and contributions within the larger context of the organization's goals.

Chapter 1: Employment Basics: Contracts, Policies, and Procedures

This chapter delves into the foundational aspects of your employment with HHC. This includes a detailed exploration of your employment contract, highlighting key clauses regarding compensation, benefits, and termination procedures. We'll unpack the intricacies of HHC's internal policies and procedures, providing clear explanations of attendance requirements, sick leave policies, and disciplinary actions. Understanding these basics is critical for avoiding misunderstandings and ensuring compliance with organizational expectations. We'll also discuss the importance of understanding your job description and performance expectations. Key aspects covered include:

Understanding your employment contract: Key terms, conditions, and your rights as an employee.
HHC policies and procedures: Attendance, sick leave, vacation, and other important policies.
Disciplinary procedures: Understanding the process and your rights in case of disciplinary action.
Performance expectations: Clearly defined roles and responsibilities to meet organizational objectives.
Accessing HHC's employee handbook and other resources.

Chapter 2: Benefits and Compensation: Decoding Your Paycheck and Understanding Your Benefits Package

This chapter simplifies the often-confusing world of HHC compensation and benefits. We'll break down your paycheck, explaining each deduction and explaining how your compensation is calculated. A comprehensive overview of your benefits package will be provided, including health insurance options (including HMO, PPO, and other plans), retirement plans, paid time off, and any other perks offered by HHC. We'll discuss how to access and utilize these benefits effectively and provide contact information for relevant departments. Key elements include:

Payroll and compensation structure: Understanding your paycheck, deductions, and tax implications.
Health insurance options: Comprehensive comparison of different plans available to HHC employees.

Retirement plans: Understanding different retirement options and strategies for maximizing savings.

Paid time off (PTO): Accrual rates, usage guidelines, and any associated policies.

Other benefits: Life insurance, disability insurance, and other employee assistance programs.

Chapter 3: Performance Management: Setting Goals, Receiving Feedback, and Navigating Performance Reviews

This section addresses the critical aspect of performance management within HHC. We will cover strategies for setting clear, measurable goals that align with your job description and HHC's overall objectives. This includes learning how to actively seek feedback from supervisors and colleagues, utilizing it to improve performance, and understanding the HHC performance review process. We'll also discuss effective communication strategies for advocating for yourself and addressing any performance concerns. Key topics include:

Setting SMART goals: Specific, Measurable, Achievable, Relevant, and Time-bound goals.

Seeking and utilizing feedback: Constructive criticism and leveraging feedback for improvement.

Understanding the HHC performance review process: Preparation, expectations, and post-review actions.

Addressing performance concerns: Proactive communication and strategies for improvement.

Developing a professional development plan: Identifying skill gaps and pursuing opportunities for growth.

Chapter 4: Internal Resources and Support Systems:

Accessing HHC's resources for professional development and employee well-being

HHC offers a range of internal resources and support systems designed to aid employee growth and well-being. This chapter will guide you through these resources, including professional development opportunities, employee assistance programs (EAPs), and mentorship programs. We will provide information on how to access these services, and how to best utilize them to enhance both your professional and personal life.

Professional development opportunities: Training programs, workshops, and continuing education resources.

Employee assistance programs (EAPs): Confidential counseling, mental health support, and other resources.

Mentorship programs: Finding guidance and support from experienced HHC employees.

Internal communication channels: Staying informed about HHC news, updates, and important announcements.

Networking opportunities: Connecting with colleagues and building professional relationships.

Chapter 5: Workplace Rights and Responsibilities: Understanding your rights as an HHC employee, including grievance procedures and union representation

This chapter is crucial for understanding your rights and responsibilities as an HHC employee. We will outline your legal rights in the workplace, including protections against discrimination and harassment. We will detail the grievance procedure within HHC, providing a step-by-step guide on how to address workplace issues and concerns. If applicable, we will also cover union representation and how to access support from your union.

Legal rights in the workplace: Protections against discrimination, harassment, and retaliation.

HHC's grievance procedure: Step-by-step guide on filing a grievance and seeking resolution.

Union representation (if applicable): Understanding your union rights and how to access support.

Whistleblower protection: Reporting unethical or illegal activities within HHC.

Safety procedures and reporting mechanisms: Proper channels for reporting workplace hazards and incidents.

Chapter 6: Patient Care and Ethical Considerations: Best practices in patient care and navigating ethical dilemmas within the HHC system

This chapter focuses on the ethical considerations and best practices in patient care within the HHC system. We will explore the importance of patient confidentiality, informed consent, and culturally competent care. We will also address how to navigate ethical dilemmas, providing a framework for making sound decisions while adhering to HHC's ethical guidelines.

Patient confidentiality: Understanding HIPAA regulations and maintaining patient privacy.

Informed consent: Ensuring patients understand procedures and treatments before they are performed.

Culturally competent care: Providing care that is sensitive to patients' cultural backgrounds and beliefs.

Navigating ethical dilemmas: A framework for making ethical decisions in challenging situations.

Reporting unethical or unprofessional behavior: Proper channels for reporting concerns.

Chapter 7: Safety and Compliance: Understanding HHC's safety protocols and compliance requirements

This chapter covers HHC's safety protocols and compliance requirements, vital for maintaining a safe work environment and ensuring adherence to regulations. We'll cover workplace safety procedures, infection control protocols, and data security measures. We will also discuss compliance requirements related to HIPAA, OSHA, and other relevant regulations.

Workplace safety procedures: Emergency protocols, hazard reporting, and safe work practices.

Infection control protocols: Hand hygiene, personal protective equipment (PPE), and infection prevention measures.

Data security and privacy: Protecting patient information and adhering to HIPAA regulations.

OSHA compliance: Understanding and complying with occupational safety and health regulations.

Other compliance requirements: Adherence to relevant federal, state, and local regulations.

Chapter 8: Career Development and Advancement: Strategies for professional growth within the HHC system

This chapter provides guidance on navigating career development and advancement within HHC.

We'll cover strategies for identifying career goals, seeking out opportunities for professional growth, and networking within the organization. We'll also explore avenues for advancement within HHC, such as applying for promotions or transferring to different departments.

Identifying career goals: Setting realistic and achievable career aspirations.

Seeking out opportunities for professional growth: Training programs, mentorship opportunities, and networking events.

Networking within HHC: Building relationships with colleagues and supervisors.

Applying for promotions: The process of applying for promotions and demonstrating qualifications.

Transferring to different departments: Exploring opportunities within different areas of HHC.

Conclusion: Your Journey to Success within HHC

This handbook serves as a starting point for your journey toward success within the NYC HHC system. By utilizing the information and resources provided, you can navigate the complexities of this large and diverse organization, maximizing your contributions and achieving your professional goals. Remember that ongoing learning and adaptation are key to thriving in any dynamic environment, so continue to seek opportunities for professional growth and development throughout your career.

FAQs:

1. How do I access the HHC employee handbook online? [Provide Link/Instructions]
2. What is the process for requesting a leave of absence? [Provide Link/Instructions]
3. How do I report a workplace safety hazard? [Provide Link/Instructions]
4. What are my rights if I experience workplace harassment? [Provide Link/Instructions]
5. How can I access the Employee Assistance Program (EAP)? [Provide Link/Instructions]
6. What are the steps to file a grievance? [Provide Link/Instructions]
7. How do I apply for a promotion within HHC? [Provide Link/Instructions]
8. What are the different health insurance options available to HHC employees? [Provide brief summary]
9. Where can I find information on professional development opportunities? [Provide Link/Instructions]

Related Articles:

1. Understanding Your HHC Paycheck: A detailed breakdown of payroll deductions and compensation.
2. Navigating HHC's Benefits Package: A comprehensive guide to health insurance, retirement plans, and other benefits.
3. HHC's Performance Review Process: A step-by-step guide to preparing for and succeeding in

performance reviews.

4. Workplace Rights and Responsibilities for HHC Employees: A detailed overview of legal protections and employee rights.

5. HHC's Grievance Procedure: A Step-by-Step Guide: A clear explanation of how to file a grievance and seek resolution.

6. Ethical Considerations in HHC Patient Care: Best practices and guidelines for ethical decision-making.

7. Safety Protocols and Compliance at HHC: A guide to workplace safety procedures, infection control, and data security.

8. Career Development and Advancement within HHC: Strategies for identifying career goals and pursuing advancement opportunities.

9. HHC's Internal Resources and Support Systems: A complete guide to accessing HHC's resources for professional development and well-being.

This expanded answer provides a comprehensive framework for your ebook. Remember to replace bracketed information with accurate details. The SEO is built into the structure through the use of headings and keyword optimization within the text. Remember to conduct thorough keyword research to identify the most relevant search terms for your target audience.

nyc hhc employee handbook: *New York State Public Health Legal Manual* New York (State). Unified Court System, 2020

nyc hhc employee handbook: Guidelines for Preventing Workplace Violence for Health-care and Social-service Workers , 2003

nyc hhc employee handbook: The Future of the Public's Health in the 21st Century
Institute of Medicine, Board on Health Promotion and Disease Prevention, Committee on Assuring the Health of the Public in the 21st Century, 2003-02-01 The anthrax incidents following the 9/11 terrorist attacks put the spotlight on the nation's public health agencies, placing it under an unprecedented scrutiny that added new dimensions to the complex issues considered in this report. The Future of the Public's Health in the 21st Century reaffirms the vision of Healthy People 2010, and outlines a systems approach to assuring the nation's health in practice, research, and policy. This approach focuses on joining the unique resources and perspectives of diverse sectors and entities and challenges these groups to work in a concerted, strategic way to promote and protect the public's health. Focusing on diverse partnerships as the framework for public health, the book discusses: The need for a shift from an individual to a population-based approach in practice, research, policy, and community engagement. The status of the governmental public health infrastructure and what needs to be improved, including its interface with the health care delivery system. The roles nongovernment actors, such as academia, business, local communities and the media can play in creating a healthy nation. Providing an accessible analysis, this book will be important to public health policy-makers and practitioners, business and community leaders, health advocates, educators and journalists.

nyc hhc employee handbook: *Human Rights In The Administration Of Justice* United Nations. Office of the High Commissioner for Human Rights, International Bar Association, 2003-12-01 Independent legal professionals play a key role in the administration of justice and the protection of human rights. Judges, prosecutors and lawyers need access to information on human rights standards laid down in the main international legal instruments and to related jurisprudence developed by universal and regional monitoring bodies. This publication, which includes a manual and a facilitator's guide, seeks to provide a comprehensive core curriculum on international human rights standards for legal professionals. It includes a CD-ROM containing the full electronic text of the manual in pdf format.

nyc hhc employee handbook: Wages in New York City , 1980-05

nyc hhc employee handbook: Older Workers Benefit Protection Act United States, 1990

nyc hhc employee handbook: Raynaud's Phenomenon Fredrick M. Wigley, Ariane L. Herrick, Nicholas A. Flavahan, 2014-10-24 Raynaud's Phenomenon: A Guide to Pathogenesis and Treatment comprehensively reviews the understanding of a disorder that continues to challenge primary care clinicians and specialists alike. In the last decade, there have been important advances not only in understanding the pathophysiology of Raynaud's Phenomenon (RP), but also in developing diagnostic methods and effective drug and non-drug therapies. Thoroughly discussing the various manifestations of RP, including childhood RP, RP secondary to connective tissue disease, and a variety of other associated disorders that include vascular perturbation that mimics RP, this title provides a wealth of new information available on normal and abnormal thermoregulation and helps physicians identify the best therapeutic approaches to treating RP. The work offers differential diagnosis options, reviews potential causes such as autoimmune disease, industrial trauma, drugs, and metabolic causes and provides clear recommendations for therapy. Engaging readers with case vignettes and a plethora of visual aids, Raynaud's Phenomenon: A Guide to Pathogenesis and Treatment is a state-of-the-art, authoritative reference and invaluable contribution to the literature that will be of interest to physicians, patients, and individuals dealing with these disease processes.

nyc hhc employee handbook: Free, Fair, and Alive David Bollier, Silke Helfrich, 2019-09-03

The power of the commons as a free, fair system of provisioning and governance beyond capitalism, socialism, and other -isms. From co-housing and agroecology to fisheries and open-source everything, people around the world are increasingly turning to 'commoning' to emancipate themselves from a predatory market-state system. Free, Fair, and Alive presents a foundational re-thinking of the commons — the self-organized social system that humans have used for millennia to meet their needs. It offers a compelling vision of a future beyond the dead-end binary of capitalism versus socialism that has almost brought the world to its knees. Written by two leading commons activists of our time, this guide is a penetrating cultural critique, table-pounding political treatise, and practical playbook. Highly readable and full of colorful stories, coverage includes: Internal dynamics of commoning How the commons worldview opens up new possibilities for change Role of language in reorienting our perceptions and political strategies Seeing the potential of commoning everywhere. Free, Fair, and Alive provides a fresh, non-academic synthesis of contemporary commons written for a popular, activist-minded audience. It presents a compelling narrative: that we can be free and creative people, govern ourselves through fair and accountable institutions, and experience the aliveness of authentic human presence.

nyc hhc employee handbook: In Support of Breastfeeding Evren Mataraci, 2013 For nearly all infants, breastfeeding is the best source of infant nutrition and immunologic protection, and it provides remarkable health benefits to mothers as well. Babies who are breast-fed are less likely to become overweight and obese. Many mothers in the United States want to breastfeed, and most try. And yet within only three months after giving birth, more than two-thirds of breastfeeding mothers have already begun using formula. This book provides an overview guide to breastfeeding with a focus on why breastfeeding is important; common challenges; breastfeeding in public; and the Surgeon General's Call to Action to support breastfeeding.

nyc hhc employee handbook: Practical Considerations for Preventing Police Suicide

Olivia Johnson, Konstantinos Papazoglou, John Violanti, Joseph Pascarella, 2021-11-24 This book takes an in-depth look at the phenomenon of police officer suicide. Centered on statistical information collected from cases of officer suicide from 2017 to 2019, this volume helps readers understand the circumstances surrounding death by suicide amongst law enforcement personnel and makes recommendations for identification and prevention. Through interview and case presentations, this volume examines the lives and last days and weeks of several officers, using findings from social media, departmental surveys, medical examiner reports, toxicology reports and interviews with loved ones and colleagues to create a psychological autopsy. With 14 chapters contributed by former law enforcement, researchers, and mental health professionals, it addresses

national, state, and local policy implications and strategies, presenting a theory for better understanding and preventing the phenomenon of officer suicide. This volume will be of interest to researchers in policing, to law enforcement and first responder leadership and administrative professionals, and to mental health practitioners and clinicians working with this unique population

nyc hhc employee handbook: *History of the Carlock Family and Adventures of Pioneer Americans* Marion Pomeroy Carlock, 1929

nyc hhc employee handbook: Developing and Maintaining Emergency Operations Plans United States. Federal Emergency Management Agency, 2010 Comprehensive Preparedness Guide (CPG) 101 provides guidelines on developing emergency operations plans (EOP). It promotes a common understanding of the fundamentals of risk-informed planning and decision making to help planners examine a hazard or threat and produce integrated, coordinated, and synchronized plans. The goal of CPG 101 is to make the planning process routine across all phases of emergency management and for all homeland security mission areas. This Guide helps planners at all levels of government in their efforts to develop and maintain viable all-hazards, all-threats EOPs. Accomplished properly, planning provides a methodical way to engage the whole community in thinking through the life cycle of a potential crisis, determining required capabilities, and establishing a framework for roles and responsibilities. It shapes how a community envisions and shares a desired outcome, selects effective ways to achieve it, and communicates expected results. Each jurisdiction's plans must reflect what that community will do to address its specific risks with the unique resources it has or can obtain.

nyc hhc employee handbook: *The Impact of Medicare* United States. Social Security Administration. Office of Research and Statistics, 1970

nyc hhc employee handbook: TIP 35: Enhancing Motivation for Change in Substance Use Disorder Treatment (Updated 2019) U.S. Department of Health and Human Services, 2019-11-19 Motivation is key to substance use behavior change. Counselors can support clients' movement toward positive changes in their substance use by identifying and enhancing motivation that already exists. Motivational approaches are based on the principles of person-centered counseling. Counselors' use of empathy, not authority and power, is key to enhancing clients' motivation to change. Clients are experts in their own recovery from SUDs. Counselors should engage them in collaborative partnerships. Ambivalence about change is normal. Resistance to change is an expression of ambivalence about change, not a client trait or characteristic. Confrontational approaches increase client resistance and discord in the counseling relationship. Motivational approaches explore ambivalence in a nonjudgmental and compassionate way.

nyc hhc employee handbook: Crisis Standards of Care Institute of Medicine, Board on Health Sciences Policy, Committee on Crisis Standards of Care: A Toolkit for Indicators and Triggers, 2013-10-27 Disasters and public health emergencies can stress health care systems to the breaking point and disrupt delivery of vital medical services. During such crises, hospitals and long-term care facilities may be without power; trained staff, ambulances, medical supplies and beds could be in short supply; and alternate care facilities may need to be used. Planning for these situations is necessary to provide the best possible health care during a crisis and, if needed, equitably allocate scarce resources. Crisis Standards of Care: A Toolkit for Indicators and Triggers examines indicators and triggers that guide the implementation of crisis standards of care and provides a discussion toolkit to help stakeholders establish indicators and triggers for their own communities. Together, indicators and triggers help guide operational decision making about providing care during public health and medical emergencies and disasters. Indicators and triggers represent the information and actions taken at specific thresholds that guide incident recognition, response, and recovery. This report discusses indicators and triggers for both a slow onset scenario, such as pandemic influenza, and a no-notice scenario, such as an earthquake. Crisis Standards of Care features discussion toolkits customized to help various stakeholders develop indicators and triggers for their own organizations, agencies, and jurisdictions. The toolkit contains scenarios, key questions, and examples of indicators, triggers, and tactics to help promote discussion. In addition to

common elements designed to facilitate integrated planning, the toolkit contains chapters specifically customized for emergency management, public health, emergency medical services, hospital and acute care, and out-of-hospital care.

nyc hhc employee handbook: *Reichel's Care of the Elderly* Christine Arenson, William Reichel, 2009-02-09 Reichel's formative text is designed as a practical guide for health specialists confronted with the unique problems of geriatric patients.

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widening gap between a growing evidence base and the translation of this knowledge into treatment outcomes. *Addiction Medicine* addresses this disconnect, clearly explaining the role of brain function in drug taking and other habit-forming behaviors, and applying this biobehavioral framework to the delivery of evidence-based treatment. Its state-of-the-art coverage provides clinically relevant details on not only traditional sources of addiction such as cocaine, opiates, and alcohol, but also more recently recognized substances of abuse (e.g., steroids, inhalants) as well as behavioral addictions (e.g., binge eating, compulsive gambling, hoarding). Current behavioral and medical therapies are discussed in depth, and the book's close attention to social context gives readers an added lens for personalizing treatment. An international panel of expert contributors offers the most up-to-date information on: Diagnosis and classification Neurobiological and molecular theories of addiction Behavioral concepts of addiction Clinical aspects of addiction to a wide range of substances, including opiates, stimulants, sedatives, hallucinogens, alcohol, nicotine, and caffeine Science-based treatment options: pharmacotherapy, pharmacogenetics, potential vaccines, brief and compliance-enhancing interventions, cognitive behavioral treatment, behavioral management, and other psychosocial interventions Behavioral addictions—including compulsive eating, Internet messaging, and hypersexuality—and their treatment Addiction in specific populations, including adolescents, the elderly, pregnant women, and health care professionals Legal, disability, and rehabilitation issues At once comprehensive and integrative, *Addiction Medicine* is an essential text and a practice-expanding tool for psychiatrists, health psychologists, pharmacologists, social workers, drug counselors, trainees, and general physicians/family practitioners.

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nyc hhc employee handbook: Couple Found Slain Mikita Brottman, 2021-07-06 "Mikita Brottman is one of today's finest practitioners of nonfiction." —The New York Times Book Review Critically acclaimed author and psychoanalyst Mikita Brottman offers literary true crime writing at its best, taking us into the life of a murderer after his conviction—when most stories end but the defendant's life goes on. On February 21, 1992, 22-year-old Brian Bechtold walked into a police station in Port St. Joe, Florida and confessed that he'd shot and killed his parents in their family home in Silver Spring, Maryland. He said he'd been possessed by the devil. He was eventually diagnosed with schizophrenia and ruled "not criminally responsible" for the murders on grounds of insanity. But after the trial, where do the criminally insane go? Brottman reveals Brian's inner life leading up to the murder, as well as his complicated afterlife in a maximum security psychiatric hospital, where he is neither imprisoned nor free. During his 27 years at the hospital, Brian has tried to escape and been shot by police, and has witnessed three patient-on-patient murders. He's experienced the drugging of patients beyond recognition, a sadistic system of rewards and punishments, and the short-lived reign of a crazed psychiatrist-turned-stalker. In the tradition of *One Flew Over the Cuckoo's Nest*, *Couple Found Slain* is an insider's account of life in the underworld of forensic psych wards in America and the forgotten lives of those held there, often indefinitely.

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party in the 1960s and '70s--all which speak to us today. In this frank assessment, Fighting Shirley recalls how she took on an entrenched system, gave a public voice to millions, and embarked on a trailblazing bid to be the first woman and first African American President of the United States. By daring to be herself, Shirley Chisholm shows how one person forever changed the status quo.

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