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xvii This Human Resource Policies and Procedures Manual for the Public Service is formulated with due regard to gender; thus where reference is made either to 'he' or 'she' only, it shall be construed to mean and include reference to both 'he' and 'she' and where reference is made to spouse, it shall be construed to mean and include reference to both 'husband' and 'wife' where applicable and vice versa.

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## **U.S. Bank Policies and Programs Employee Handbook**

The Human Resources Procedures Manual (Manual) has been developed by the Office of Human Resources (HR). The purpose of the Manual is to assist employees responsible for initiating and completing personnel transactions.

## **Human Resources Procedures Manual**

The HR policies and procedures manual and employee handbook form the backbone of an organization. These documents consist of all the details regarding the treatment to be given to the employees in the organization and help the employees in recognizing the culture of the organization.

## **HR Policies and Procedures Manual and Employee Handbook**

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