



Congratulations and welcome to the University of Wisconsin–Madison. We are pleased to have you join our organization. This document contains important information regarding your employment at the University. Please read and contact your supervisor with any questions.

Employment Eligibility Verification – Form I-9

This offer of employment is contingent upon verification of the appropriate identity and employment eligibility documentation on the Form I-9, as required by the Immigration Reform and Control Act of 1986. For more information on the Form I-9, please visit the U.S. Citizenship and Immigration Services website: <https://www.uscis.gov/i-9>. If you accept this offer of employment, and do not have an electronic Form I-9 on file with UW–Madison, you will receive an email with a link to the electronic I-9 system and instructions to complete Section 1. You must complete Section 1 of the electronic Form I-9 on or before the first day of employment. Upon completion of Section 1, you will see the list of acceptable documents needed to complete the process. You may also view the list of acceptable documents on the U.S. Citizenship and Immigration Services website: <https://www.uscis.gov/i-9-central/acceptable-documents>. You must present the required documents to your employing department, in person, within three days of your employment start date. If you do not have the necessary documents, you must provide a receipt from a U.S. government agency for replacement document(s) within the three-day limit, and you must present the required document(s) within 90 days of your employment start date. The law prohibits the University from employing or continuing to employ an individual who has not provided the required documents within the relevant time period. Failure to produce appropriate work authorization documents will result in termination of your employment.

Access to Information Technology Systems – NetID and MFA-Duo

Your NetID is your campus identity that allows you access to online systems and services used at UW–Madison. It includes a unique username (assigned by the university) and a password (which you create). In order to activate your NetID, you will enter your date of birth and either an activation key (provided by your department) or the 11-digit number found on your Wiscard. More information about activating your NetID can be found at: <https://kb.wisc.edu/page.php?id=1140>.

UW–Madison adds an extra layer of security to your NetID login through a verification process called Multi-Factor Authentication (MFA). This added step combines something you know (your NetID and password) with something you have (smartphone, token/fob) to verify your identity. MFA helps to protect both your online identity and UW–Madison digital assets. This multi-factor authentication is provided by Duo Security. Your hiring department will assist you with enrollment in MFA-Duo, and you will be required to use MFA-Duo on your start date. If you have questions or need help, visit <https://kb.wisc.edu/page.php?id=86220>.

Benefits Overview

You may be eligible to participate in various benefit plans. Many plans require enrollment within 30 days of your start. Information and enrollment procedures can be found on the Office of Human Resources web page: <https://hr.wisc.edu/benefits/new-employee-benefits-enrollment/>.

Federal Affordable Care Act – Health Insurance Marketplace

The University of Wisconsin (UW) is required to provide all employees with a Notice of the availability of the Health Insurance Marketplace Coverage Options. The Notice is available on the University of Wisconsin System website: [https://www.wisconsin.edu/ohrwd/download/aca\(3\)/notice.pdf](https://www.wisconsin.edu/ohrwd/download/aca(3)/notice.pdf).

International Payroll and Taxes

Foreign national employees (any non U.S. citizen) must create and maintain a Glacier individual record, in order to ensure they are taxed correctly through payroll. Refer to the Office of Human Resources web page for information regarding payroll taxes and Glacier for international employees:

<https://hr.wisc.edu/pay/international-payroll-and-taxes/>.

Compensation Limits

Employees with multiple, concurrent jobs with the University of Wisconsin System or other State of Wisconsin agencies are subject to compensation limitations and responsible for potential consequences. Wis. Stat. 16.417(2) defines limits regarding concurrent employment with State of Wisconsin agencies. Full-time UW–Madison employees may not earn more than \$12,000 additional compensation from a state agency during a calendar year. As of July 1, 2013, University of Wisconsin System institutions are not defined as state agencies, so concurrent employment with another UW institution or UW–Madison department is not subject to Wis. Stat. 16.417(2). Full-time UW–Madison employees may not earn more than an additional \$18,000, or 20 percent of the employee’s base salary, whichever is greater, from another UW–Madison department or UW System institution in a fiscal year. Specific information regarding compensation limitations for concurrent roles is outlined in the UW–Madison Overload Policy:

<https://kb.wisc.edu/ohr/policies/page.php?id=53140>.

Faculty and Staff Participating in Research

By accepting this offer of employment at UW-Madison, you agree to comply with UW–Madison research policies (<https://research.wisc.edu/compliance-policy/>) and the provisions of any funding agreement or other agreement establishing rights to intellectual property that applies to the research in which you may participate. After you have access to campus information technology systems, you may receive an email with a link to acknowledge that you agree to abide by the UW-Madison and federal policy in the conduct of research.

Statement of Non-Discrimination

The University of Wisconsin-Madison is committed to providing equal opportunity and equal access in compliance with all applicable non-discrimination federal and state laws and regulations and University of Wisconsin System and university policies and procedures. A full listing of all protected classes, campus policies, and detailed information on how to file a complaint alleging discrimination and/or harassment is located on the Office of Compliance (OC) website at: <https://compliance.wisc.edu/>. In addition, the Office of Compliance staff includes the campus Title IX Coordinator and the ADA/504 Coordinator. The OC is located in Room 361, Bascom Hall, 500 Lincoln Drive, Madison, Wisconsin 53706, (608)265-6018 (relay calls accepted).

Disability Accommodation

The University of Wisconsin–Madison is committed to providing a workplace for our employees where they can be successful. This includes providing reasonable accommodations in order for qualified employees with disabilities to have equal employment opportunities. To request a disability-related workplace accommodation, please contact your [Divisional Disability Representative](#) (DDR). The DDR is the person authorized to receive and maintain confidential medical information. The [Employee Disability Resource \(EDR\) Office](#) in the Division of Diversity, Equity and Educational Achievement is a campus resource and can be contacted for more information about workplace accommodations. Find your DDR and the EDR Office contacts at the following website: <https://employeedisabilities.wisc.edu>.

Mandatory Reporting Requirement of Child Abuse and Neglect

Wisconsin Executive Order #54 (EO 54) requires the reporting of child abuse or neglect. As a UW–Madison employee, if, in the course of employment, you observe or learn of an incident or threat of child abuse or neglect, and you have reasonable cause to believe that child abuse or neglect has occurred or will occur, you are required by EO 54 and campus policy to immediately report it to Child Protective Services (CPS) or law enforcement. If the suspected incident or threat involves an allegation against a University employee or agent, or on campus or at a UW–Madison sponsored activity, you must also notify the Office of Human Resources, Workforce Relations. Employees who are mandatory reporters under Wis. Stat. 48.981(2)(a) shall comply with the requirements of the state mandatory reporter law. Employees who learn about child abuse or neglect in a healthcare setting should only report as permitted by HIPAA.

Drug-Free Schools and Communities Act

As a UW–Madison employee, you are strongly encouraged to help make the University a drug-free workplace. You can do this by learning about the dangers and warning signs of substance abuse, encouraging others to avoid substance abuse, and getting help if needed — either for yourself or someone you are concerned about. As an employee, you are subject to the standards of conduct regarding drugs and alcohol as outlined on the Drug-Free Schools and Communities Act web page: <https://alcoholanddruginfo.students.wisc.edu/dfsac-act/>.