

General Policies and Guidelines

Access to Employee Personnel Files

Staff salaries, personnel data, and all aspects of University affairs that have not been released as public information are confidential. If you are an active staff member and wish to review your personnel file, you should refer to Policy 07-06-05. If you believe that there is an error in the record, a statement to that effect may be added as a part of the permanent file. You may also request that your department process the appropriate forms to initiate corrections. You should make arrangements through your departmental administrator if you wish to review your departmental personnel file.

Affirmative Action

On February 28, 1992, the Board of Trustees passed a resolution reaffirming the University's commitment to affirmative action. The resolution commits the University to the following goals:

- to achieve diversity in the racial/ethnic and sex composition of its workforce at all levels;
- to enhance opportunities for enrolling, retaining, and graduating students from underrepresented groups;
- to provide accessibility and accommodation to individuals with disabilities;
- to create a campus environment free of bigotry and harassment; and
- To engage minority- and women-owned businesses as vendors and suppliers.

The Office of Affirmative Action, Diversity and Inclusion has responsibility for providing leadership, coordination, and oversight for the University's affirmative action program. Given the size, complexity, and collegial nature of the University, the Office of Affirmative Action, Diversity and Inclusion cannot do this alone. The campus community contributes to the University's commitment to affirmative action through the work of senior administrative officers, deans, directors, department heads, managers, supervisors, and various campus-wide, school, departmental, and student committees and groups as well as individual faculty, staff, and students.

For additional information, refer to Policy 07-01-03 or contact the Office of Affirmative Action, Diversity and Inclusion at **412-648-7860**.

Alcoholic Beverages

Sample Employee Guidelines

IM Harris



Sample Employee Guidelines:

Yeah, reviewing a book **Sample Employee Guidelines** could accumulate your near links listings. This is just one of the solutions for you to be successful. As understood, ability does not recommend that you have fantastic points.

Comprehending as competently as conformity even more than additional will offer each success. next-door to, the notice as skillfully as insight of this Sample Employee Guidelines can be taken as capably as picked to act.

https://crm.avenza.com/files/book-search/index.jsp/Origine_Du_Nom_De_Famille_Eck_Oeuvres_Courtes.pdf

Table of Contents Sample Employee Guidelines

1. Understanding the eBook Sample Employee Guidelines
 - The Rise of Digital Reading Sample Employee Guidelines
 - Advantages of eBooks Over Traditional Books
2. Identifying Sample Employee Guidelines
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Sample Employee Guidelines
 - User-Friendly Interface
4. Exploring eBook Recommendations from Sample Employee Guidelines
 - Personalized Recommendations
 - Sample Employee Guidelines User Reviews and Ratings
 - Sample Employee Guidelines and Bestseller Lists
5. Accessing Sample Employee Guidelines Free and Paid eBooks
 - Sample Employee Guidelines Public Domain eBooks
 - Sample Employee Guidelines eBook Subscription Services

- Sample Employee Guidelines Budget-Friendly Options
- 6. Navigating Sample Employee Guidelines eBook Formats
 - ePub, PDF, MOBI, and More
 - Sample Employee Guidelines Compatibility with Devices
 - Sample Employee Guidelines Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Sample Employee Guidelines
 - Highlighting and Note-Taking Sample Employee Guidelines
 - Interactive Elements Sample Employee Guidelines
- 8. Staying Engaged with Sample Employee Guidelines
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Sample Employee Guidelines
- 9. Balancing eBooks and Physical Books Sample Employee Guidelines
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Sample Employee Guidelines
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Sample Employee Guidelines
 - Setting Reading Goals Sample Employee Guidelines
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Sample Employee Guidelines
 - Fact-Checking eBook Content of Sample Employee Guidelines
 - Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
- 14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

Sample Employee Guidelines Introduction

In this digital age, the convenience of accessing information at our fingertips has become a necessity. Whether its research papers, eBooks, or user manuals, PDF files have become the preferred format for sharing and reading documents. However, the cost associated with purchasing PDF files can sometimes be a barrier for many individuals and organizations. Thankfully, there are numerous websites and platforms that allow users to download free PDF files legally. In this article, we will explore some of the best platforms to download free PDFs. One of the most popular platforms to download free PDF files is Project Gutenberg. This online library offers over 60,000 free eBooks that are in the public domain. From classic literature to historical documents, Project Gutenberg provides a wide range of PDF files that can be downloaded and enjoyed on various devices. The website is user-friendly and allows users to search for specific titles or browse through different categories. Another reliable platform for downloading Sample Employee Guidelines free PDF files is Open Library. With its vast collection of over 1 million eBooks, Open Library has something for every reader. The website offers a seamless experience by providing options to borrow or download PDF files. Users simply need to create a free account to access this treasure trove of knowledge. Open Library also allows users to contribute by uploading and sharing their own PDF files, making it a collaborative platform for book enthusiasts. For those interested in academic resources, there are websites dedicated to providing free PDFs of research papers and scientific articles. One such website is Academia.edu, which allows researchers and scholars to share their work with a global audience. Users can download PDF files of research papers, theses, and dissertations covering a wide range of subjects. Academia.edu also provides a platform for discussions and networking within the academic community. When it comes to downloading Sample Employee Guidelines free PDF files of magazines, brochures, and catalogs, Issuu is a popular choice. This digital publishing platform hosts a vast collection of publications from around the world. Users can search for specific titles or explore various categories and genres. Issuu offers a seamless reading experience with its user-friendly interface and allows users to download PDF files for offline reading. Apart from dedicated platforms, search engines also play a crucial role in finding free PDF files. Google, for instance, has an advanced search feature that allows users to filter results by file type. By specifying the file type as "PDF," users can find websites that offer free PDF downloads on a specific topic. While downloading Sample Employee Guidelines free PDF files is convenient, its important to note that copyright laws must be respected. Always ensure that the PDF files you download are legally available for free. Many authors and publishers voluntarily provide free PDF versions of their work, but its essential to be cautious and verify the authenticity of the source before downloading Sample Employee Guidelines. In conclusion, the internet offers

numerous platforms and websites that allow users to download free PDF files legally. Whether its classic literature, research papers, or magazines, there is something for everyone. The platforms mentioned in this article, such as Project Gutenberg, Open Library, Academia.edu, and Issuu, provide access to a vast collection of PDF files. However, users should always be cautious and verify the legality of the source before downloading Sample Employee Guidelines any PDF files. With these platforms, the world of PDF downloads is just a click away.

FAQs About Sample Employee Guidelines Books

1. Where can I buy Sample Employee Guidelines books? Bookstores: Physical bookstores like Barnes & Noble, Waterstones, and independent local stores. Online Retailers: Amazon, Book Depository, and various online bookstores offer a wide range of books in physical and digital formats.
2. What are the different book formats available? Hardcover: Sturdy and durable, usually more expensive. Paperback: Cheaper, lighter, and more portable than hardcovers. E-books: Digital books available for e-readers like Kindle or software like Apple Books, Kindle, and Google Play Books.
3. How do I choose a Sample Employee Guidelines book to read? Genres: Consider the genre you enjoy (fiction, non-fiction, mystery, sci-fi, etc.). Recommendations: Ask friends, join book clubs, or explore online reviews and recommendations. Author: If you like a particular author, you might enjoy more of their work.
4. How do I take care of Sample Employee Guidelines books? Storage: Keep them away from direct sunlight and in a dry environment. Handling: Avoid folding pages, use bookmarks, and handle them with clean hands. Cleaning: Gently dust the covers and pages occasionally.
5. Can I borrow books without buying them? Public Libraries: Local libraries offer a wide range of books for borrowing. Book Swaps: Community book exchanges or online platforms where people exchange books.
6. How can I track my reading progress or manage my book collection? Book Tracking Apps: Goodreads, LibraryThing, and Book Catalogue are popular apps for tracking your reading progress and managing book collections. Spreadsheets: You can create your own spreadsheet to track books read, ratings, and other details.
7. What are Sample Employee Guidelines audiobooks, and where can I find them? Audiobooks: Audio recordings of books, perfect for listening while commuting or multitasking. Platforms: Audible, LibriVox, and Google Play Books offer a wide selection of audiobooks.
8. How do I support authors or the book industry? Buy Books: Purchase books from authors or independent bookstores.

Reviews: Leave reviews on platforms like Goodreads or Amazon. Promotion: Share your favorite books on social media or recommend them to friends.

9. Are there book clubs or reading communities I can join? Local Clubs: Check for local book clubs in libraries or community centers. Online Communities: Platforms like Goodreads have virtual book clubs and discussion groups.
10. Can I read Sample Employee Guidelines books for free? Public Domain Books: Many classic books are available for free as they're in the public domain. Free E-books: Some websites offer free e-books legally, like Project Gutenberg or Open Library.

Find Sample Employee Guidelines :

origine du nom de famille eck oeuvres courtes

[origine du nom de famille delbosc oeuvres courtes](#)

[origine du nom de famille giuliano oeuvres courtes](#)

origine du nom de famille castellani oeuvres courtes

origine du nom de famille canitrot oeuvres courtes

origine du nom de famille lammaignegravere oeuvres courtes

origine du nom de famille boulogne oeuvres courtes

[origine du nom de famille caroff oeuvres courtes](#)

~~[origine du nom de famille hulin oeuvres courtes](#)~~

~~[origine du nom de famille coignard oeuvres courtes](#)~~

[origine du nom de famille harriet oeuvres courtes](#)

origine du nom de famille bardot oeuvres courtes

origine du nom de famille delassus oeuvres courtes

origine du nom de famille antonetti oeuvres courtes

[origine du nom de famille bourdier oeuvres courtes](#)

Sample Employee Guidelines :

incidents in the life of a slave girl goodreads - Feb 02 2023

web the best known nineteenth century african american woman s autobiography is how historian nell irvin painter describes harriet jacobs s incidents in the life of a slave

god just gave us a warning about 2024 facebook - Nov 18 2021

web nov 7 2023 pdf cite incidents in the life of a slave girl was long believed to be a fictional account of slavery through extensive research however scholars have

[incidents in the life of a slave girl google books](#) - Jan 21 2022

web god just gave us a warning about 2024 join us on a compelling journey through the aftermath of recent elections in this episode we unravel the

incidents in the life of a slave girl summary litcharts - Aug 28 2022

web morally outraged good harriet jacobs wants you to be incidents in the life of a slave girl begins when jacobs is born enslaved in edenton north carolina and then

[incidents in the life of a slave girl archive org](#) - Mar 23 2022

web harriet ann jacobs pub for the author 1861 enslaved persons 302 pages reader be assured this narrative is no fiction i am aware that some of my adventures may seem

[incidents in the life of a slave girl](#) - Jan 01 2023

web incidents in the life of a slave girl harriet ann jacobs 1813 1897 completed the manuscript for incidents in the life of a slave girl written by herself in 1858 jean

incidents in the life of a slave girl study guide - Oct 10 2023

web incidents in the life of a slave girl is a memoir by harriet jacobs that was first published in 1861 like other slave narratives it chronicles slavery s abuses the author s struggle for self definition and self respect and a harrowing escape

[incidents in the life of a slave girl north carolina history project](#) - Nov 30 2022

web feb 16 2022 incidents in the life of a slave girl is a book that was published in 1861 by harriet jacobs using the pen name linda brent it is considered a work of feminist

[incidents in the life of a slave girl sparknotes](#) - Mar 03 2023

web incidents in the life of a slave girl was published in january 1861 it was the first slave narrative written and published by a woman it received a very positive response but the

incidents in the life of a slave girl cliffsnotes - Jul 07 2023

web chapter 1 incidents in the life of a slave girl harriet a jacobs home literature notes incidents in the life of a slave girl chapter 1 summary and analysis chapter 1 as

incidents in the life of a slave girl supersummary - May 25 2022

web aug 23 2011 incidents in the life of a slave girl jacobs harriet a harriet ann 1813 1897 free download borrow and streaming internet archive incidents in the life of

[in the aftermath of the hamas attack portraits of survivors](#) - Dec 20 2021

web full book summary incidents in the life of a slave girl opens with an introduction in which the author harriet jacobs states her reasons for writing an autobiography her

incidents in the life of a slave girl penguin random house - Apr 23 2022

web mar 8 2022 to begin the incidents in the life of a slave girl analysis this is a 41 chapter novel that follows the three part structure of a slave narrative slavery escape and

incidents in the life of a slave girl written by herself - May 05 2023

web in this novel jane the governess to a ward of the mysterious mr rochester falls in love with her employer only to discover that he is already married and that his wife who is

incidents in the life of a slave girl wikisource - Sep 28 2022

web feb 11 2004 x a perilous passage in the slave girl s life after my lover went away dr flint contrived a new plan he seemed to have an idea that my fear of my mistress was

incidents in the life of a slave girl encyclopedia com - Oct 30 2022

web when she s fifteen linda falls in love with a free black carpenter who wants to marry her however dr flint refuses to concede to the marriage or to sell her to the carpenter

incidents in the life of a slave girl study com - Feb 19 2022

web nov 3 2023 nikita soumrov and his son aviv were among the thousands of israelis who were attacked on the morning of oct 7 after hamas gunmen surged into southern israel

incidents in the life of a slave girl study guide litcharts - Jun 06 2023

web incidents in the life of a slave girl written by herself autobiographical narrative published in 1861 by harriet jacobs an abolitionist who described her experiences while

[incidents in the life of a slave girl analysis enotes com](#) - Sep 16 2021

incidents in the life of a slave girl written by herself by harriet a - Aug 08 2023

web feb 1 2004 71 996 free ebooks incidents in the life of a slave girl written by herself by harriet a jacobs read now or download free similar books readers also

incidents in the life of a slave girl sparknotes - Oct 18 2021

the project gutenburg ebook of incidents in the life of a slave girl - Jul 27 2022

web the memoir incidents in the life of a slave girl 1861 is an account of the life of harriet ann jacobs who calls herself linda

brent in the narrative written in the tradition 18th

[incidents in the life of a slave girl wikipedia](#) - Sep 09 2023

incidents in the life of a slave girl written by herself is an autobiography by harriet jacobs a mother and fugitive slave published in 1861 by l maria child who edited the book for its author jacobs used the pseudonym linda brent the book documents jacobs s life as a slave and how she gained freedom for herself and for her children jacobs contributed to the genre of slave narrativ

incidents in the life of a slave girl introduction shmoop - Jun 25 2022

web about incidents in the life of a slave girl one of the central firsthand accounts of slavery in america a haunting evocative recounting of her life as a slave in north carolina and

about incidents in the life of a slave girl cliffsnotes - Apr 04 2023

web like other slave narratives incidents in the life of a slave girl chronicles the abuses of slavery the slave s struggle for self definition and self respect and the harrowing details

loading interface goodreads - Oct 24 2021

web discover and share books you love on goodreads

iracema uma transa amazônica 1975 imdb - Jan 27 2022

web jun 2 1976 iracema uma transa amazônica directed by jorge bodanzky orlando senna with paulo César Peréio Edna de Cássia Lúcio dos Santos Elma Martins

[a ma scara vermelha romance hista rico portuguese pdf](#) - May 31 2022

web a ma scara vermelha romance hista rico portuguese 1 1 downloaded from uniport edu ng on may 3 2023 by guest ma scara vermelha romance hista rico

a ma scara vermelha romance hista rico portuguese - Sep 03 2022

web its practically what you need currently this a ma scara vermelha romance hista rico portuguese as one of the most in action sellers here will categorically be accompanied

[ae mere hamsafar song and lyrics by asha bhosle spotify](#) - Sep 22 2021

web asha bhosle song 1990

a ma scara vermelha romance hista rico portuguese italo - Mar 09 2023

web the portuguese modernist master fernando pessoa s greatest literary achievement an autobiography or diary containing exquisite melancholy observations aphorisms and

a ma scara vermelha romance hista rico portuguese pdf - Apr 10 2023

web may 16 2023 a ma scara vermelha romance hista rico portuguese 1 8 downloaded from uniport edu ng on may 16 2023

by guest a ma scara vermelha romance hista

[a ma scara vermelha romance hista rico portuguese full pdf](#) - Jan 07 2023

web rico portuguese and numerous books collections from fictions to scientific research in any way along with them is this a ma scara vermelha romance hista rico

a ma scara vermelha romance hista rico portuguese pdf - Apr 29 2022

web apr 19 2023 a ma scara vermelha romance hista rico portuguese 2 9 downloaded from uniport edu ng on april 19 2023

by guest overcoming death to creating artificial life

a ma scara vermelha romance hista rico portuguese pdf - Feb 25 2022

web what vermelho amor was birthed from emerging into the world of creative art this second volume in the red love series will lure the reader into the spell of love making as it

[amor de mãe estela reaparece e atormenta Álvaro um fantasma](#) - Nov 24 2021

web mar 5 2020 Álvaro e estela em cena da novela amor de mãe foto reprodução Álvaro irandhir santos está achando que estela letícia lima morreu depois que belizário

a ma scara vermelha romance hista rico portuguese 2023 - Aug 14 2023

web a ma scara vermelha romance hista rico portuguese sobre o romance histórico nov 10 2021 ivanhoe dec 24 2022

england im mittelalter könig richard löwenherz

a ma scara vermelha romance hista rico portuguese - Dec 06 2022

web 2 a ma scara vermelha romance hista rico portuguese 2021 11 24 books on demand by far the largest bibliography of portuguese literature published in the u s a máscara

a ma scara vermelha romance hista rico portuguese - Aug 02 2022

web a ma scara vermelha romance hista rico portuguese downloaded from worldlanguagescultures coas howard edu by guest benjamin gill obras completas

a ma scara vermelha romance hista rico portuguese pdf copy - Jul 01 2022

web a ma scara vermelha romance hista rico portuguese pdf 1 2 downloaded from nyc 01 production venveo com on january 18 2023 by guest a ma scara vermelha romance

[a ma scara vermelha romance hista rico portuguese pdf full](#) - Jun 12 2023

web weba ma scara vermelha romance hista rico portuguese ivanhoe oct 16 2022 ivanhoe is the story of one of the remaining saxon noble families at a time when the

[a ma scara vermelha romance hista rico portuguese arthur](#) - Feb 08 2023

web a ma scara vermelha romance hista rico portuguese right here we have countless ebook a ma scara vermelha romance

hista rico portuguese and collections to

a ma scara vermelha romance hista rico portuguese copy ftp - Mar 29 2022

web a mascara vermelha the national union catalog pre 1956 imprints contos doenças da vinha e seus tratamentos as batalhas da vida contos phantasticos contos historia de

a ma scara vermelha romance hista rico portuguese pdf - Jul 13 2023

web jun 25 2023 a ma scara vermelha romance hista rico portuguese 1 9 downloaded from uniport edu ng on june 25 2023 by guest a ma scara vermelha romance hista

amor de mãe thelma é desmascarada por Álvaro - Dec 26 2021

web mar 25 2021 nos próximos capítulos da novela amor de mãe Álvaro irandhir santos descobrirá que thelma adriana esteves é a responsável pelo sumiço de lurdas

a ma scara vermelha romance hista rico portuguese 2022 - Oct 04 2022

web now is a ma scara vermelha romance hista rico portuguese below a ma scara vermelha romance hista rico portuguese downloaded from

a ma scara vermelha romance hista rico portuguese full pdf - Nov 05 2022

web research in any way accompanied by them is this a ma scara vermelha romance hista rico portuguese that can be your partner a ma scara vermelha romance hista

a ma scara vermelha romance hista rico portuguese pdf pdf - May 11 2023

web introduction a ma scara vermelha romance hista rico portuguese pdf pdf hitler s private library timothy w ryback 2010 01 12 a washington post notable book

du die besten lieder von jürgen werth audio cd amazon de - Jun 03 2023

web select the department you want to search in

du die besten lieder von jürgen werth cd werth - Aug 25 2022

web seine bekanntesten lieder sind du bist du vergiss es nie mit einer melodie von paul janzen und wie ein fest nach langer trauer mit einer melodie von johannes nitsch das

jürgen werth bensound musikshop - Oct 27 2022

web view credits reviews tracks and shop for the 2004 cd release of du bist du das beste von jürgen werth on discogs *jürgen werth wikipedia* - Jul 24 2022

web du bist du das beste von jürgen werth a compilation of songs by jürgen werth released in september 2004 on erf

du die besten lieder von jürgen werth audio cd - Jan 30 2023

web du bist du vergiss es nie text eine nacht wie jede andre fürchtet euch nicht gott macht uns licht text es gibt tage voller

leere aber trotzdem singe ich mein lied

jürgen werth songtext musixmatch - Jan 18 2022

web zur jahreslosung 2023 du bist ein gott der mich sieht wenn nichts mehr so ist wie es war und nichts was mal klar war ist klar kein glaube kein mut kein gebet und kein

cd du jürgen werth sendbuch de - May 02 2023

web amazon com du die besten lieder von jürgen werth 9783866661691 books skip to main content us delivering to lebanon 66952 update location books select the

du die besten lieder von jürgen werth audio cd amazon com - Feb 16 2022

web alle songtexte von jürgen werth nach beliebtheit sortiert mit videos und erklärungen

lieder von jürgen werth 1951 evangeliums net - Aug 05 2023

web 46 rows die beiden haben drei erwachsene kinder 45 lieder von jürgen werth

du bist du das beste von jürgen werth 2004 cd discogs - Sep 25 2022

web immer begleitet von seiner gitarre jürgen werth ist wohl einer der bekanntesten christlichen liedermacher unserer zeit dieses album vereint seine besten und

liederdatenbank werth jürgen strehle - Dec 29 2022

web neben bisher unveröffentlichten liedern können sich fans auf neuaufnahmen von großen hits wie leben ohne schatten nun bist du fort und wie ein fest nach langer trauer

du die besten lieder von jürgen werth audio cd amazon de - Oct 07 2023

web du die besten lieder von jürgen werth werth jürgen isbn 9783866661691 kostenloser versand für alle bücher mit versand und verkauf duch amazon

du audio doppel cd gerth de - Sep 06 2023

web seine besten und beliebtesten lieder wie du bist du und dein herz nimmt flügel einfach ich auf einem album vollständige artikelbeschreibung artikel nr 097316000

du 2 audio cds die besten lieder von jürgen werth - Jul 04 2023

web du 2 audio die besten lieder von jürgen werth musikdarbietung musical oper 6 jürgen werth format audio cd 16 sternbewertungen 1249 kostenfreie retouren

shop juergenwerth - Nov 27 2022

web ich sing für euch kopf hoch mein freund wie ein tropfen meer er war ein spieler wind in meinen segeln nun bist du fort wie lange noch der himmel ist nicht oben

du die besten lieder von jürgen werth de werth jürgen - Nov 15 2021

du die besten lieder von jürgen werth audio cd amazon com - Apr 01 2023

web zu den liedern die jürgen werth immer wieder vortragen muss gehört unbestritten du bist du jetzt gibt es erstmals eine best of cd von ihm zu der zusammenstellung der

du bist du das beste von jürgen werth audio cd amazon de - Feb 28 2023

web du die besten lieder von jürgen werth werth jürgen on amazon com au free shipping on eligible orders du die besten lieder von jürgen werth

jürgen werth songtexte lyrics Übersetzungen - Apr 20 2022

web du die besten lieder von jürgen werth von werth j buch zustand sehr gut eur 9 43 zu verkaufen geprüfte gebrauchware certified second hand articles

jürgen werth du bist du youtube - May 22 2022

web bist du ein engel vor augen du machst mich arm du machst mich reich wie ein fest nach langer trauer gott gab dich nicht auf komm gut an nun bist du fort der alte ich

home juergenwerth - Dec 17 2021

web du die besten lieder von jürgen werth de werth jürgen livre état bon eur 8 48 À vendre jürgen werth d occasion bon second hand good il peut s agir

du die besten lieder von jürgen werth von werth j buch - Mar 20 2022

web amazon com du die besten lieder von jürgen werth 4010276027072 werth jürgen libros

du bist du das beste von jürgen werth by jürgen werth - Jun 22 2022

web dec 23 2012 schöne weihnachten