Incyte’s Commitment to Our Team

Diversity

We are committed to promoting a collaborative and innovative work environment at which everyone can contribute to their fullest potential.

We appreciate, celebrate, and thrive on one another's differences and strengths and are proud to be an Equal Opportunity Employer. Incyte values diversity of backgrounds and perspectives. We do not discriminate based on race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, military and veteran status, sexual orientation or any other protected characteristic as established by federal, state or local laws. Further, we do not tolerate harassment in any form or at any level.

Professional Development

Incyte is committed to supporting our colleagues as they plan their professional development. Opportunities for growth are provided through challenging job assignments, performance management, training and tuition reimbursement. These opportunities enhance career aspirations, job satisfaction as well as personal enrichment.

Incyte is committed to celebrating the outstanding achievements of individuals. The Incyte Bravo Award is a program that provides the opportunity to recognize and reward the extraordinary efforts and accomplishments of our Incyte colleagues.

Wellness

Over the years, we have added numerous benefits to support our colleagues in their professional as well as personal endeavors. A competitive benefits package is offered in addition to, for example, on-site complimentary flu shots and yearly initiatives such as free melanoma screenings or nutritional counseling. A patient support program is one of many complimentary benefits offered at Incyte, which offers broad assistance with a variety of healthcare and insurance-related issues to help colleagues make more informed healthcare decisions.

Furthermore, our cafeterias provide nutrition-conscious options, helping to make sure that colleagues can make more informed dietary choices while at work. The addition of standing desks has also helped to promote healthy living. Learning seminars are often offered on-site including nutrition and financial planning seminars. Incyte offers office-based group fitness classes at work as well as healthy competitions, such as the 6-week Walking Challenge.

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www.incyte.com
Safety

At the heart of Incyte’s business is the value we place on improving the world’s health, and a high level of environmental, health and safety performance is simply another expression of this value. It is our goal to conduct business in a manner that compromises neither the health of people nor the state of the environment. It is our policy to comply with all pertinent federal, state, and local environmental health and safety (EHS) regulatory requirements and seek to continually improve EHS management systems. A strong safety culture is a fundamental part of how we work, and our philosophy is that everyone at Incyte has a responsibility to create and maintain a safe and healthy workplace with a goal to reduce risk and prevent injuries. Our management team recognizes this responsibility and is committed to providing the resources necessary to achieve this goal.