

Number: IV 004  
Subject: Treatment of Staff

Approval Date: April 28, 2008  
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Policy Statement:

In addition to all of the policy direction that applies to the public, with respect to treatment of paid and volunteer staff, the CEO shall not cause or allow conditions, procedures, actions, or decisions that are unclear, unsafe, or unhealthy.

Further, without limiting the scope of the foregoing, the CEO shall not:

1. Cause conditions to exist that adversely impact on staff morale and performance.
2. Operate without written personnel rules which:
  - a) clarify rules for staff and volunteers,
  - b) provide for effective handling of grievances,
  - c) protect against wrongful conditions such as nepotism and preferential treatment for personal reasons, and conflict of interest
3. Discriminate against anyone for non-disruptive expression of dissent.
4. Prevent staff from addressing the board when
  - a) internal procedures have been exhausted
  - b) the employee alleges that board policy has been violated to his or her detriment
5. Allow staff to be uninformed or unaware of their protections under this policy.