

Policy Name:	STAFF TREATMENT	 <p>coast mountain college</p>
Approved By:	Presidents Council & Board of Governors	
Approval Date:	October 19, 2012	
Amendment Date:	N/A	
Policy Holder:	Board of Governors	
Policy Number:	EL-3	
Category:	Executive Limitations	

STAFF TREATMENT

1.00 POLICY STATEMENT

The President/CEO will not deal inappropriately with staff, volunteers and the community.

The President/CEO will not:

- 1.01 Operate without personnel procedures which clarify personnel rules, provide for effective handling of grievances and protect against wrongful conditions;
- 1.02 Discriminate against anyone for expressing an ethical dissent;
- 1.03 Prevent staff from appealing to the Board when it is alleged that internal policies and appeal procedures have not been followed;
- 1.04 Fail to institute processes to acquaint staff to a reasonable extent with their responsibilities and rights;
- 1.05 Fail to operate within the “Values and Operating Principles” of Coast Mountain College;
- 1.06 Monitoring: Internal Report Annually - Satisfaction survey, Report of grievances.