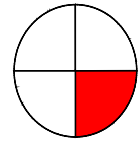


Board of Directors Policy



Policy Type: Executive Limitations

Policy #: EL2

Policy Name: Staff Treatment

Page #: 1 of 1

Creation Date: December 3, 1993

Effective Date: September 23, 2019

Monitoring: January

With respect to treatment of staff, the Executive Director may not cause or allow conditions which are inhumane, unfair or undignified.

Accordingly, the Executive Director may not:

1. Discriminate among staff on other than clearly job related, individual performance or qualifications.
2. Allow any situation that risks harm to staff, including physical or psychological harm.
3. Operate without a work-place violence and harassment prevention program.
4. Withhold from or fail to notify staff of a complaint process and procedures, to be used without bias.
5. Prevent staff from bringing concerns to the Board of Directors through the Chair of the Board, unless the Chair is part of the concern in which case it will go to the Secretary, when there is:
 - 5.1. an allegation of workplace violence (including harassment and bullying) that directly involves the Executive Director, either as the victim or the perpetrator; or,
 - 5.2. a conflict of interest or the awareness of a potential or perceived conflict of interest, that involves the Executive Director; or,
 - 5.3. a conflict with the Executive Director; or,
 - 5.4. a concern that the Executive Director has acted in a manner that contravenes Board policy.