



<b>BOARD OF TRUSTEES POLICY</b>	
<b>Policy Type:</b> Executive Limitations	
<b>Policy Title:</b> Treatment of Staff	
<b>Policy Number:</b> EL-02	
<b>Date Adopted:</b> 11/11/19	
<b>Version:</b> 1.0	
<b>Date Last Reviewed:</b> 11/11/19	
<b>Office Responsible:</b> President's	
<b>Reviewing Committee:</b> Board of Trustees	

Governance Process	Ends
Board-President Delegation	Executive Limitations

The President shall not cause or allow a workplace environment that is unfair, disrespectful, unsafe, disorganized, or otherwise interferes with College staff's ability to do their jobs.

Further, without limiting the scope of the above statement by the following list, the President shall not:

1. Allow staff to be without current, enforced, written human resource policies that clarify expectations and working conditions, provide for effective handling of grievances, and protect against wrongful conditions.
  - 1.1. Permit staff to be without adequate protection from harassment and bias.
  - 1.2. Permit staff to be uninformed of the performance standards by which they will be assessed.
2. Permit workplace conditions which do not comply with current collective bargaining agreements or the rules and regulations pertaining to staff and faculty labor unions or union labor agreements.
3. Retaliate against any staff member for non-disruptive expression of dissent.
4. Allow staff to be unprepared to deal with emergency situations.
5. Permit staff to be without reasonable opportunity for professional growth and development.

<b>Date Of Change</b>	<b>Version</b>	<b>Description of Change</b>	<b>Responsible Party</b>
11.11.19	1.0	First release following Policy Governance consulting work.	Chief of Staff