



Governance Process	ENDs
Board – CEO Delegation	Executive Limitations

## JACKSON COLLEGE BOARD OF TRUSTEES POLICY

**Policy Type:** EXECUTIVE LIMITATIONS

**Policy Title:** Organization Culture

**Policy Number:** EL 09

**Date Adopted:** 11.11.19

**Version:** 4.0

**Date Last Reviewed:** 03.17.25

**Responsible Party:** Chief Governance Officer

**Reviewing Committee:** Chairwoman Patterson,  
Vice-Chairwoman Lake,  
Trustee Simpson

### EXECUTIVE LIMITATIONS STATEMENT:

The CEO shall not permit an organizational culture that lacks a high degree of integrity at all levels of the organization.

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

1. Operate without an enforced internal Code of Ethics, of which all employees are made aware, that clearly outlines the rules of expected behavior for employees.
2. Permit employees and others to be without a mechanism for confidential reporting, independent of the College, of alleged or suspected improper activities, without fear of retaliation.
3. Cause or allow research involving either human subjects or animals that does not adhere to generally accepted ethical principles and policy.
  - 3.1. Permit potential researchers to be without readily available guidelines for ethical research and assistance in identifying and solving ethical problems.
  - 3.2. Permit research that has not been subject to independent ethical review.
4. Operate without an annual assessment or methodology of determining organizational cultural health.
5. Implement any human resources policies that are inequitable or not based on merit.

<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
1.11.21	2.0	Edits following work on monitoring report with consultant	Chief of Staff
2.14.22	2.0	Regular review – no changes	CEO
11.14.22	2.0	Regular Review – Approved	CEO
11.13.23	3.0	Regular Review – addition to item 2 of independent of the College and a new item 4 re: org. culture annual assessment.	CGO
11.04.24	3.0	Regular Review – Approved	CGO
3.17.25	4.0	Federally mandated compliance amendments	CGO