

BOARD POLICY MANUAL

**Type:** Executive Limitation

**Approved:** April 19, 2011

**Policy:** EL-2 Treatment of Director's Staff & Volunteers

**Revised:**

**Last Reviewed:** October 26, 2023

The Director shall not cause or allow working conditions for staff or volunteers who report directly to him/her that are unfair, disrespectful, unsafe, disorganized, or unclear.

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

1. Operate without written human resource policies and procedures that clarify expectations and working conditions, provide for effective handling of grievances, and protect against wrongful conditions.
  - 1.1. Permit support staff to be uninformed regarding the performance standards by which they will be assessed.
2. Discriminate against any support staff member for non-disruptive expression of dissent.
3. Allow support staff to be unprepared to deal with emergency situations.