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**MEDICINE HAT COLLEGE  
BOARD OF GOVERNORS  
POLICY MANUAL**

**EL-2: Treatment of People**

<b>POLICY NAME:</b> Treatment of People	<b>POLICY NUMBER:</b> EL-2
<b>POLICY TYPE:</b> Executive Limitations	<b>DATE APPROVED:</b> 19 January 2016 <b>DATE REVIEWED:</b> 17 January 2017

With respect to treatment of students, staff, guests, volunteers and the community, dealings shall be humane, fair and dignified. Accordingly, the President shall not:

1. Discriminate against anyone for expressing an ethical dissent;
2. Operate without personnel procedures which clarify personnel rules, provide for effective handling of grievances, and protect against wrongful conditions;
3. Prevent students and staff from addressing the Board when:
  - a. the student or staff member alleges either:
    - i. that Board policy has been violated to his or her detriment; or
    - ii. that Board policy does not adequately protect his or her human rights; and
  - b. internal grievance procedures have been exhausted [Refer to Operational Policy 7.28];
4. Fail to acquaint students and staff with their rights and responsibilities;
5. Operate outside of Provincial Freedom of Information and Protection of Privacy (FOIP) Act.