

BOARD OF GOVERNORS – Executive Limitations

Policy #: **EL 2 Treatment of People**

Original Implementation Date: January 19, 2016

Most Recent Activity: January 21, 2020 – *Revised Policy Approved*

Next Mandatory Review Date: 2021-2022

Frequency of Reviews: Every three (3) years



With respect to treatment of students, employees, guests, volunteers and the community, dealings shall be healthy, respectful, discrimination and harassment free. Accordingly, the President and CEO shall not:

1. Operate without personnel procedures which clarify personnel rules, provide for effective handling of grievances, and protect against wrongful conditions;
2. Prevent students and employees from addressing their grievances to the board when:
 - a. the student or employee member alleges either:
 - i. that board policy has been violated to their detriment; or
 - ii. that board policy does not adequately protect their human rights; and
 - b. internal grievance procedures have been exhausted [Refer to operational policy HR-10;
3. Fail to acquaint students and employee with their rights and responsibilities;