**BOARD OF TRUSTEES**

**GOVERNANCE POLICIES**

**Executive Limitations – 201**

**POLICY TITLE: *STAFF TREATMENT***

With respect to treatment of all staff, the President may not cause or allow conditions which are inhumane, unsafe, unfair or undignified, as defined by state or federal law, and Board and college policies and contracts.

Accordingly, the President shall:

1. Operate within approved, written personnel procedures which clarify personnel rules for staff, provide for effective handling of grievances, and protect against legally impermissible conditions.
2. Not discriminate against any staff member for dissent expressed in an ethical manner and appropriate forum.
3. Not prevent staff from grieving to the Board when (A) internal grievance procedures have been exhausted and (B) the employee 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 legal rights. Such right to grieve to the Board shall exist for any employee not otherwise governed by a collective bargaining which provides for a different grievance process, in which case the grievance shall go to the designated body/ individual.
4. Notify staff of their rights under this policy and obtain a signed acknowledgement for each employee’s personnel records.
5. Not unlawfully discriminate on the basis of race, color, sex, age, religion, national origin, disability, handicap, pregnancy, marital status, height, weight, citizenship or sexual orientation.
6. Make reasonable effort to create a labor management environment of open and honest communication in order to provide a trusting, cooperative, and collaborative relationship.

**Notification of Policy**

**EL-201: *STAFF TREATMENT***

In accordance with the provisions of Policy EL-201: Staff Treatment, I acknowledge that I have been notified of my rights under this policy.

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Printed Name                                                                                                                                    Date

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Signature