



## **BOARD POLICY**

### **OPERATING LIMITATIONS 2.2 TREATMENT OF STAFF**

Monitoring Method: Internal. Frequency: Annually – March.

Adopted: September 19, 2000

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With respect to the treatment of paid and volunteer staff, the Superintendent may not cause or allow conditions which are unsafe, undignified, disorganized, or unclear.

Further, without limiting the scope of the foregoing by this enumeration, he or she shall not:

1. Operate without written personnel rules which: (a) clarify rules for staff, (b) provide for effective handling of grievances, and (c) protect against wrongful conditions, such as nepotism and preferential treatment for personal reasons.
2. Retaliate against any staff member for non-disruptive expression of dissent.
3. Prevent staff from grieving to the Board when (a) internal grievance procedures have been exhausted and (b) the employee alleges that Board policy has been violated to his or her detriment.
4. Fail to acquaint staff with the Superintendent's interpretation of their protections under this policy.