

Sept. 2021 Board of Directors Meeting Minutes  
Appendix

[Previous executive limitation policy:](#)

***EL2: TREATMENT OF STAFF***

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With respect to the treatment of staff, the GM will not cause or allow conditions that are discriminatory, inequitable, unfair, undignified, disorganized, unclear, unhealthful, unsafe, or illegal, or deviate from board priorities established in its Ends Policies.

The GM will not:

EL 2.1 Operate without a written personnel handbook which: (a) clarifies rules, rights and responsibilities for staff; (b) provides for respectful and effective handling of concerns or conflicts; (c) contains a whistleblower policy.

EL 2.2 Allow staff to be unprepared to deal with emergency situations.

[Executive limitation policy, approved Sept. 2021:](#)

***EL2: TREATMENT OF STAFF***

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The GM will strive to foster a workplace in which staff treatment is neither discriminatory nor inequitable. The GM will work to ensure a safe and healthy environment that helps realize the board priorities established in the Ends Statement.

The GM will not:

EL 2.1 Operate without a legally reviewed personnel handbook which: (a) clarifies rules, rights, and responsibilities for staff; (b) provides for respectful and effective handling of concerns or conflicts; (c) contains a whistleblower policy.

EL 2.2 Cause or allow personnel policies to be inconsistently applied.

EL 2.3 Allow staff to be unprepared to deal with emergency situations.

EL 2.4 Fail to offer opportunities for employee training and development.

EL 2.5 Fail to consistently review staff experiences and develop and practice systems that support the equitable treatment of staff.