

 <p>ANGLOPHONE WEST SCHOOL DISTRICT</p>	<h2>GOVERNANCE POLICIES</h2>
<b>Policy Type</b>	<b>Executive Limitations</b>
<b>Policy Name</b>	<b>Staff Treatment</b>
<b>Policy Number</b>	<b>ASD-W-EL 2</b>
<b>Effective Date: September 20, 2012</b>	<b>Revised: October 23, 2014; September 22, 2016; November 16, 2017; April 1, 2018</b>

<p><b><u>Policy:</u></b></p> <p><b>Dealings with staff and volunteers shall not be unfair nor undignified.</b></p>
<p>The Superintendent shall not fail to inform the DEC of recommendation or findings of unfair or undignified dealings with staff or volunteers by internal review, or external review by arms-length organizations such as court, Human Rights Tribunal, Grievance process, Ombudsman, or other administrative review process.</p> <ol style="list-style-type: none"> <li>1. Operate with personnel procedures which: <ul style="list-style-type: none"> <li>• Clarify personnel rules for staff;</li> <li>• Provide for effective handling of grievances;</li> <li>• Protect against wrongful conditions; and</li> <li>• Follow collective agreement(s).</li> </ul> </li> <li>2. Acquaint staff with their rights under this policy.</li> </ol>

**MONITORING:**

Method(s)	Frequency	Month
<ul style="list-style-type: none"> <li>• Superintendent Report</li> </ul>	<ul style="list-style-type: none"> <li>• 1 Time per year</li> </ul>	<ul style="list-style-type: none"> <li>• March</li> </ul>