



NUMBER **EL 10**

TITLE **RESPECT AND FAIRNESS IN THE
WORKPLACE**

BOARD OF GOVERNORS POLICY

APPROVAL DATE February 23, 2021

NEXT REVIEW November 15, 2025

The President will not deal unfairly or without respect, fairness and support with students, staff, volunteers, Board and the community.

The President will not:

1. Operate without operational policies and procedures which clarify personnel rules, provide for effective handling of grievances and protect against wrongful conditions.
2. Discriminate against anyone for expressing a dissenting opinion.
3. Prevent students and staff from grieving to the Board when it is alleged that either:
 - a. The Board policy has been violated to their detriment;
 - b. The Board policy does not adequately protect their human rights.
4. Fail to acquaint students and staff with their responsibilities and rights.
5. Fail to operate within the rules of natural justice.
6. Fail to provide a mechanism for reducing stress and uncertainty during organizational change.

