



Book	BYLAWS AND POLICIES
Section	3000 CERTIFIED STAFF
Title	STAFF TREATMENT
Code	3362.02
Status	Active
Adopted	November 17, 2020

Dealings with staff and volunteers will be humane, fair and dignified. Accordingly, the CEO, Executive Director shall not:

- A. Operate without personnel procedures which clarify personnel rules for staff, provide for effective fair and consistent handling of grievances, and protect against wrongful conditions.
- B. Operate without fair, equitable, and consistent performance evaluations of staff.
- C. Discriminate against any staff member for expressing his/her point of view.
- D. Prevent staff from grieving to the Board when:
 - 1. internal grievance procedures have been exhausted; and
 - 2. the employee alleges that Board policy has been violated to his/her detriment.
- E. Fail to acquaint staff with their rights, expectations, and ethics as referenced in the education code under this policy.
- F. Operate without a system that ensures open feedback and input from the staff. Accordingly:
 - 1. the mechanism for input shall not be prejudiced or biased in any way; and
 - 2. no staff member shall suffer retribution or disciplinary actions because of their input or feedback.
- G. Ignore any valid complaints as presented by staff or Board members.