



ANGLOPHONE EAST SCHOOL DISTRICT

POLICY TYPE: SUPERINTENDENT LIMITATIONS

POLICY NO: 4.1 - STAFF TREATMENT

APPROVED: OCTOBER 3, 2001

POLICY: DEALINGS WITH STAFF AND VOLUNTEERS SHALL NOT BE UNFAIR OR UNDIGNIFIED.

Accordingly, the Superintendent shall not:

- 1.0 Operate without personnel procedures, which clarify personnel rules for staff, provide for effective handling of grievances, protect against wrongful conditions, or contravene collective agreement(s).
- 2.0 Prevent staff from appealing to the Council when:
 - 2.1 internal complaint procedures have been exhausted, and
 - 2.2 the employee alleges either:
 - 2.2.1 that Council policy has been violated to his or her detriment, or
 - 2.2.2 that Council policy does not adequately protect his or her human rights.
- 3.0 Fail to provide for individual staff development for all employees.
- 4.0 Fail to acquaint staff with their rights under this policy.

MONITORING:

Method(s): Internal Report by Superintendent

Frequency: Annually

Month: June