

[EL03] Treatment of Staff

With respect to the treatment of paid and volunteer staff, the CEO may not cause or allow conditions which are unfair or undignified. Accordingly, the CEO will not:

1. Operate without personnel procedures which clarify personnel rules for staff, provide for effective handling of grievances, and protect against wrongful conditions,
2. Discriminate against any staff member for expressing an ethical complaint,
3. Allow management or staff vacations to significantly interfere with the services offered or the operation of the corporation, such as, but not limited to:
 - (1) Allowing two (2) of the three (3) executives familiar and informed of the Board and CEO issues and processes to be absent or on vacation simultaneously, except in unforeseen circumstances,
 - (2) Allowing an employee to vacation without a capable replacement performing their duties.
4. Allow any employee to work on behalf of or against any candidate who is nominated for an elected position,
5. Fail to collaborate with Algonquin College to offer students experiential learning opportunities, such as co-ops, placements, applied projects, or internships, withing the Students' Association when feasible.
6. Allow staff to be without the tools, resources, or knowledge necessary to perform their jobs, nor
7. Fail to acquaint staff with their rights under this policy.

Approved: 04/25
Reviewed:
Modified:
