

BOARD POLICY MANUAL

Type: Executive Limitation	Approved: April 19, 2011
Policy: EL-2 Treatment of Director's Staff & Volunteers	Revised: November 26, 2025
	Last Reviewed: November 26, 2025

The Director shall not cause or allow working conditions for staff or volunteers who report directly to him/her that are unfair, disrespectful, unsafe, disorganized, or unclear.

Further, without limiting the scope of the above statement by the following list, the Director shall not:

1. Operate without written human resource policies and procedures that clarify expectations and working conditions, provide for effective handling of grievances, and protect against wrongful conditions.
 - 1.1. Permit Division staff to be uninformed regarding the performance standards by which they will be assessed.
2. Discriminate against any staff member for non-disruptive expression of dissent.
3. Allow staff to be unprepared to deal with emergency situations.