

**POLICY NUMBER:** EL - 3  
**ISSUING AUTHORITY:** Board of Directors  
**Date:** Issued July 19, 2012  
Reviewed February 28, 2022  
Revised October 30, 2018

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**SUBJECT:**

Executive Limitation  
TREATMENT OF STAFF

**REFERENCE BOARD END:**

Healthy people and healthy environment  
Safe, people-centred quality health care

**POLICY:**

With respect to the treatment of staff, volunteers and independent practitioners and in alignment/accordance with organizational Core Values, the CEO shall not cause nor allow working conditions which are unfair, undignified, unclear, unsafe, lacking direction or in violation of current legislation e.g. Human Rights, Workplace Health & Safety, Public Interest Disclosure (Whistleblower) and shall not fail to evaluate and minimize potential risks in accordance with Executive Limitation (EL-1) Global Executive Restraint & Risk Management.

Further, without limiting the scope of the foregoing by this enumeration, the CEO shall not:

1. Fail to develop and implement written human resource policies and procedures which are consistent with stated organizational core values, clarify expectations and working conditions for staff, protect against wrongful conditions (such as nepotism and preferential treatment for personal reasons) and provide for effective handling of staff concerns or complaints.
  - 1.1. The CEO shall not prevent a staff member from appealing to the Board when Board policy has been violated to his or her detriment and when internal grievance procedures have been exhausted.
2. Discriminate against any staff member for expressing dissent in an appropriate manner that is in accordance with current legislation, policy and process.
3. Fail to ensure that there is an effective staff education and development process in place.
4. Fail to acquaint staff of their protections under this policy.