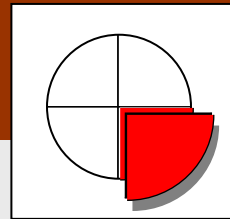


NORTHERN LIGHTS COLLEGE BOARD OF DIRECTORS POLICY



Policy Name: Treatment of Staff

Number: EL-2

Policy Type: Executive Limitations

Date Approved: 19 Jun 2007

Date Revised: 18 Nov 2020

Date Reviewed: 18 Nov 2020

With respect to treatment of employees, the President shall not cause or allow conditions which are unfair, undignified, unhealthy, or unsafe.

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

1. Operate without procedures which clarify rules, provide for effective handling of grievances, and protect against wrongful conditions.
2. Prevent out of scope personnel from grieving to the Board when the person alleges either: a) that Board policy has been violated to his or her detriment or, b) that Board policy does not adequately protect his or her human rights.
3. Let the employees be uninformed regarding their rights and responsibilities under this policy.
4. Retaliate against any staff member for non-disruptive expression of dissent.
5. Allow staff to be unprepared to deal with emergency situations.
6. Fail to report annually to the Board the number and nature of grievances filed in the previous year by any staff respecting conditions that are unfair, undignified, unhealthy, or unsafe.