

**SASKCULTURE INC.  
BOARD OF DIRECTORS POLICY**

<b>Policy Name:</b>	Treatment of Staff	<b>Number:</b> EL-3
<b>Policy Type:</b>	Executive Limitations	<b>Date Approved:</b> April 2000 <b>Latest Revision:</b> February 2006

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The General Manager shall not cause or allow working conditions for staff or volunteers which are unfair, undignified, unsafe, or which violate human rights and any pertinent legislation.

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

1. Operate without written personnel policies and procedures which at minimum clarify expectations and working conditions for staff, provide for effective handling of grievances, and protect against wrongful conditions.
  - 1.1 Fail to ensure policies and procedures are in place to address workplace harassment
  - 1.2 Fail to ensure that staff are informed of the performance standards by which they will be assessed
2. Discriminate against any staff member for expressing an ethical dissent.
3. Prevent staff from appealing to the Board when:
  - 3.1 Internal grievance procedures have been exhausted
  - 3.2 The employee alleges either (i) that Board policy has been violated to his or her detriment, or (ii) that Board policy does not adequately protect his or her human rights
4. Fail to ensure that there is an effective staff education and development process in place.
5. Fail to foster an environment in which there are effective working relationships.
6. Fail to acquaint staff with their rights under this policy.

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