

BOARD POLICY



POLICY: EL 3
SUBJECT: TREATMENT OF STAFF, CANDIDATES FOR EMPLOYMENT, AND VOLUNTEERS

POLICY STATEMENT

The Director of Education shall not cause or allow working or recruitment conditions, procedures or decisions that are unclear, unsafe, disrespectful or otherwise inconsistent with Catholic teachings.

The Director of Education may not:

1. Operate without written and implemented human resource procedures which:
 - Identify clear expectations for staff and volunteers
 - provide for effective handling of grievances
 - protect against wrongful working conditions, nepotism or preferential treatment for personal reasons.
2. Operate without a policy in place to terminate the contract of a teacher whose behavior is clearly contrary to the teachings of the Catholic Church, or of a teacher whose personal remarks denote a clear refusal of Catholic principles and practices.
3. Contravene collective agreements and terms of employment.
4. Permit non-unionized staff to be without a method of appealing to at least one level above the immediate supervisor, a decision the employee alleges violates a board policy, reasonably interpreted by the Director of Education.
5. Allow staff to be unprepared to deal with emergency situations.
6. Be without a process for ensuring that the hiring of teachers and of academic staff for positions of responsibility:
 - is subject to the denominational rights of Catholic school boards in the province of Ontario, and
 - includes a demonstrated commitment to professional in-service in the foundations of Catholic education.
7. Be without a systematic process to ensure that staff are provided with the information and support necessary to ensure separate school support designation is not lost when there is a change of residence.

Monitoring: February	Method: Internal	Frequency: Annually
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 Chair of the Board


 Secretary of the Board

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