

## Board Policy #10

### Staff Treatment

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The Director will ensure that work conditions for paid and volunteer staff are respectful, fair, and dignified. Accordingly, he or she will:

1. Establish fair and equitable employment practices to recruit, hire, train, promote, and compensate persons in all job classifications without regard to race, color, religion, gender, gender identity, sexual orientation, national origin, age, disability, veteran status, or any other legally protected characteristic, except when the collective bargaining agreement provides otherwise.
2. Ensure compliance with diversity program.
3. Ensure that working conditions are safe and healthy.
4. Ensure staff access to grievance procedure, able to be used without bias.
5. Permit employees to communicate with the Board of Park Commissioners in writing or by email, with the following exceptions:
  - A. Matters pertaining to the collective bargaining process (except ratification of the collective bargaining agreement) or the subject of a grievance under the collective bargaining agreement;
  - B. Bargaining and non-bargaining unit employees after the exhaustion of normal established procedures of communication, within the chain of command, currently in existence before bringing issues to the Board.