

<b>Policy Type:</b>	EXECUTIVE LIMITATION POLICY			EL 3
<b>Policy Title:</b>	Staff Treatment			
<b>Last Updated:</b>	February 25, 2010	<b>Reviewed:</b>	Annually in February	

With respect to the treatment of paid and volunteer staff, the CEO will not cause or allow conditions that are unfair, undignified, unsafe or in violation of any applicable labour or human rights legislation.

Accordingly, the CEO will not:

1. Operate without written personnel policies and procedures that:
  - a) clarify rules for staff;
  - b) provide for effective handling of grievances;
  - c) protect against wrongful conditions such as preferential treatment, unsafe conditions or harassment.
2. Allow staff to be unaware of their rights under this policy.