



**Commission scolaire francophone
Territoires du Nord-Ouest**

L'école francophone, l'avantage par excellence

5. EXECUTIVE LIMITATIONS

5.6 TREATMENT OF STAFF AND VOLUNTEERS

RESOLUTION NO.: 1617-RO-11-09
APPROVAL DATE: 2017-09-18
REVIEW DATE:

With respect to the treatment of Commission scolaire francophone des Territoires du Nord-Ouest (CSFTNO) paid staff and volunteers, the Superintendent shall not cause or allow conditions that are unfair or undignified.

Accordingly, the Superintendent shall not:

- 5.6.1 Operate, with respect to paid staff and volunteers, without written policies that provide for effective handling of grievances and protect against wrongful conditions, such as harassment, abuse of authority and preferential treatment.
- 5.6.2 Retaliate against any paid staff member or volunteer for expressing dissent about one of the organization's rules of conduct.
- 5.6.3 Prevent paid staff members or volunteers from grieving to the CSFTNO when, in cases of suspension or dismissal, they have exhausted all internal recourses and believe that the CSFTNO policy has been misinterpreted to their detriment.
- 5.6.4 Fail to acquaint paid staff or volunteers with their rights under this policy.