

## **TREATMENT OF STAFF**

---

With respect to the treatment of staff, the Superintendent shall not cause or allow any practice, activity, decision or organizational condition which is unlawful, unethical, unsafe, imprudent, discriminatory, or in violation of commonly accepted business and professional ethic and practices, collective bargaining agreements, or Board policies.

Accordingly, the Superintendent shall not fail to:

1. Make reasonable background inquiries or checks prior to hiring any paid personnel or utilizing school volunteers, while mitigating barriers to access due to immigration status.
  2. Use a well-defined system to internally develop, externally recruit, and then retain the most highly qualified and best-suited candidates for employment, in alignment with Board Ends, with the goal of diversity in staff demographics that reflects the local student population as well as the nation and world.
  3. Operate with written personnel policies which:
    - a. Provide for effective handling of complaints.
    - b. Protect against sexual harassment, retaliation, and a hostile environment.
    - c. Protect against illegal discrimination.
  4. Prepare staff to deal with emergency situations.
  5. Protect confidential information as required by law.
  6. Establish policies and procedures to assure an organizational culture that aligns with the following values:
    - a. Open, honest and effective communication in all written and interpersonal interactions.
    - b. Respect for others and their opinions that models civil discourse.
    - c. Intentional elevation of historically and currently underrepresented voices.
    - d. A focus on common organizational goals as expressed in Board Ends and Policies.
    - e. Commitment to the integrity and positive image of the district, its leaders, and staff.
    - f. Recognition of innovative and outstanding work.
  7. Honor the terms of negotiated agreements with staff.
  8. Invite Board member participation in contract negotiations with all employee groups.
- 

Replaces: BD GOV A.2

Originally Adopted: 12/8/2015

Updated: 11/10/2020, 11/9/2021

Monitoring Method: report to the board

Monitoring Frequency: annually