

**EXECUTIVE LIMITATIONS**

With respect to treatment of paid and volunteer staff, the Executive Director may not cause or allow conditions which are undignified or in violation of the Ontario Human Rights Code.

Accordingly, the Executive Director may not:

1. Discriminate among employees on other than clearly job-related, individual performance or qualifications.
2. Fail to take reasonable steps to protect staff from unsafe or unhealthy conditions.
3. Withhold from staff a due-process grievance procedure, able to be used without bias.
4. Prevent staff from grieving to the board when:
  - A. Internal grievance procedures have been exhausted and moreover,
  - B. The employee alleges either:
    - i. that board policy has been violated to his or her detriment or,
    - ii. that board policy does not adequately protect his or her human rights.
5. Fail to acquaint staff with their rights under this policy.