

Policy Type: Executive Limitations
Policy Title: B6 – Staff Treatment and Compensation
Last revised: October 9, 2018 [w/ scrivener's update June 22, 2021]

The General Manager must not treat staff in any way that is unfair, unsafe, or unclear.

The GM must not:

1. Operate without written personnel policies that:
 - a. Clarify rules for staff.
 - b. Provide for fair and thorough handling of grievances.
 - c. Are accessible to all staff.
 - d. Inform staff that employment is neither permanent nor guaranteed.
2. Cause or allow personnel policies to be inconsistently applied.
3. Allow arbitrary discrimination on the basis of race, nationality, religion, age, gender, sexual orientation, disability, political affiliation, or otherwise.
4. Provide for inadequate documentation, security, and retention of personnel records and all personnel-related decisions.
5. Establish compensation and benefits that are internally or externally inequitable.
6. Change the GM's own compensation or benefits, except as the GM's benefits are consistent with a package for all other employees.
7. Utilize bonuses as part of staff compensation packages.