



The Northwest Catholic  
District School Board  
SCHOOLS OF HOPE

## GOVERNANCE POLICIES

Section	Number
EL	2.0

### EXECUTIVE LIMITATIONS

#### Policy Title: External and Internal Relationships

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##### Policy:

The Director of Education with respect to the dealings and interactions with individuals and groups shall not be inhumane, unfair or undignified.

Accordingly, the Director of Education shall not:

1. Operate without communication guidelines in place to deal with trustee, staff, volunteer, parent and community inquiries.
2. Operate without human resource procedures, including performance appraisals that provide for effective handling of grievances, and fail to protect against wrongful conditions, nor operate outside of collective agreements and terms of employment.
3. Fail to promote universal equality and inclusiveness within a context that allows for the preservation and promotion of Catholic values and teachings.
4. Prevent staff from appealing to the Board when the employee alleges that Board policy has been violated to his or her detriment.
5. Fail to inform staff of their rights under this policy.

<b>Cross Reference to Governance Policies / Administrative Procedures</b>		<u>Date Approved</u> March 22, 2003	Legal/Ministry of Education Reference
Section	Number		Education Act 277.28 & 277.41
A	03	<u>Date of Last Review</u> March 23, 2021	Education Act 277.48
G	08, 14 & 17		Education Act 287.2
Gov. Pol. OU	1.0		
CUPE /OECTA Collective Agreement			