



**Poudre School District
Board of Education Policies**

Policy Type: **Executive Limitation**
Policy No. **EL 2.2**
Policy Title: **Treatment of Employees**
Policy Date: Adopted September 11, 2006
Monitoring: Frequency—Annual (October)
Revised Date: September 2011
March 12, 2013
May 24, 2016

The Superintendent shall neither cause nor allow organizational circumstances or actions for employees that are unfair, undignified, disorganized or unclear.

Among other things, the Superintendent shall not:

1. Operate without appropriate personnel rules that:
 - a. Communicate clear expectations to employees prior to required compliance, including expectations regarding job products or results, authority limitations, standards of performance, and evaluation schedules;
 - b. Provide for effective handling of grievances; and
 - c. Protect against wrongful conditions, such as nepotism and grossly preferential treatment for personal reasons.
2. Unlawfully discriminate against any employee for non-disruptive expression of dissent.
3. Prevent any employee from addressing complaints and concerns to the Board when:
 - a. Internal grievance procedures have been exhausted; and
 - b. The employee alleges that Board policy has been violated to his or her detriment.
4. Fail to acquaint employees with the Superintendent's interpretation of their protections under this policy.
5. Operate without written District Operating Principles, fail to assess the climate and culture of the District around the written District Operating Principles by obtaining employee input and publishing findings, or fail to advise the Board of any revisions made to the written District Operating Principles.