

MONITORING REPORT:

Executive Limitations Policies

#2 Treatment of Staff

March 2019

POLICY EL #2: TREATMENT OF STAFF

With respect to treatment of staff/volunteers, the Executive Team may only act in a manner consistent with the UU Seven Principles.

There have been no changes in the ET's interpretation of this policy, and we report compliance.

Furthermore, the Executive Team shall:

- 1. Operate with and comply with written personnel policies that clarify personnel rules for staff, provide for effective handling of grievances, and protect against wrongful conditions, such as grossly preferential treatment for personal reasons.**
We report compliance. We updated our personnel policy manual in January 2019.
- 2. Provide safe and healthy conditions for the staff and volunteers.**
We report compliance.
- 3. Post current, established, internal complaint procedures in a prominent place and allow staff/volunteers to use them.**
We report compliance.
- 4. Allow staff to grieve to the Board when internal grievance procedures have been exhausted, including grieving to the Executive Team.**
We report compliance.

Respectfully Submitted by the Executive Team,

Rev. Roberta Finkelstein
Marina VanRenssen
Randy Windle
Lois Morris