



# Governance Policies

## 4.0 EXECUTIVE PARAMETERS

### 4.2 RELATIONSHIPS

The Superintendent shall treat, and ensure the treatment of, students, parents, staff and the public in a way which is ethical, reasonable, fair, dignified and in compliance with Board policies.

Consequently, the Superintendent shall:

- 4.2.1 Maintain a safe, healthy and respectful environment for learning and working.
- 4.2.2 Ensure that decisions on assigning, promoting, evaluating, or disciplining students or staff are based only on criteria necessary to ensure effective and efficient student learning.
- 4.2.3 Adhere to all collective and other staff agreements.
- 4.2.4 Operate with fair and consistent procedures for hiring and terminating staff.
- 4.2.5 Operate with procedures for handling complaints about the environment for learning and working, decisions of staff, or the education of students.
- 4.2.6 Not tolerate any form of harassment or intimidation of any employee, volunteer, student, family or community member while on school district related business.
- 4.2.7 Ensure the timely handling of appeals to the Board by students, parents, staff and community when established avenues in policy, regulation and contractual agreement have been exhausted.
- 4.2.8 Communicate the conduct expected and the rights assured under Policy 4.2.