



## FCC BOARD OF TRUSTEES POLICY

**Policy Type:** Executive Limitations

**Policy Title:** Treatment of Employees

**Policy Number:** EL-2

**Date Adopted:** 10.18.2023

**Version:** 1.0

**Date Last Reviewed:** 10.18.2023

**Office Responsible:** President's Office

**Reviewing Committee:** Board of Trustees

The President shall not cause or allow a workplace environment that is unfair, disrespectful, abusive, unsafe, disorganized, or otherwise interferes with College employees' ability to do their jobs.

Further, without limiting the scope of the above statement by the following list, the President shall not:

1. Permit employees and others who use College property to be without reasonable protections against hazards or conditions that might threaten their health, safety or well-being.
  - 1.1. Allow employees to be without current, enforced policies that minimize the potential for exposure to harassment, provide remedy for harassment situations, and provide methods for dealing with individuals who harass.
2. Allow a workplace culture without diversity, equity, inclusion, collegiality, and a sense of belonging.
3. Allow employees to be without current, enforced, written human resource policies that clarify expectations and working conditions, provide for effective handling of grievances, and protect against wrongful conditions.
  - 3.1. Permit employees to be without adequate protection from harassment and bias.
  - 3.2. Permit employees to be uninformed of the performance standards by which they will be assessed.
4. Retaliate against any employee member for non-disruptive expression of dissent.

5. Allow employees to be unprepared to deal with emergency situations.
6. Permit employees to be without reasonable opportunity for professional growth and development.

<b>Date Of Change</b>	<b>Version</b>	<b>Description of Change</b>	<b>Responsible Party</b>
10/18/2023	1.0	First release following Policy Governance consulting work.	President