

Presidential Monitoring Worksheet for Executive Limitations Policies
Policy 2.1 – Treatment of Employees

Revised Compilation - September 2018

Executive Limitation 2.1	Treatment of Employees The President shall not cause or allow a workplace environment that is unfair, disrespectful, or unsafe. Further, without limiting the scope of the above statements by the following list, the President shall not:	
Is the interpretation reasonable?	YES 5	NO
Does the data show accomplishment of the interpretation?	YES 4	NO 1
Is there sufficient evidence to indicate compliance with the Executive Limitation policy?	YES 4	NO 1
Based upon your review of the monitoring report, should this Executive Limitations policy be amended?	YES	NO 5
Comments: McCasland: I have received complaints that numerous student support staff positions are going unfilled leaving existing employees overworked and stressed. It also appears that at least two new administrative support positions have been created and filled. I have also received complaints that some employees have been forced into resigning and receive compensation to "stay quiet." I believe that the complaints merit the Governing Board to establish an employment committee to examine them to determine whether they are of substance. And make suggestions for change, if appropriate.		
Executive Limitation 2.1.1	Human Resource Policies Allow staff to be without current, enforced, written human resource policies that clarify expectations and working conditions, provide for effective handling of grievance and emergency situations, and protect against wrongful conditions.	
Is the interpretation reasonable?	YES 4	NO
Does the data show accomplishment of the interpretation?	YES 3	NO 1
Is there sufficient evidence to indicate compliance with the Executive Limitations policy?	YES 3	NO 1
Based upon your review of the monitoring report, should this Executive Limitations policy be amended?	YES	NO 4
Comments: McCasland: Questions have been raised with me about the process employees follow when they have a grievance. Do the employees, for example, have an ombudsman? Should the Governing Board, as a part of the employment committee I suggested earlier look into the process and report back to the Board on its findings? And make recommendations for improvement, if needed?		

Executive Limitation 2.1.1.1	Harassment Protection Permit staff to be without adequate protection from harassment.	
Is the interpretation reasonable?	YES 4	NO
Does the data show accomplishment of the interpretation?	YES 3	NO 1
Is there sufficient evidence to indicate compliance with the Executive Limitations policy?	YES 3	NO 1
Based upon your review of the monitoring report, should this Executive Limitations policy be amended?	YES	NO 4
Comments: McCasland: I am concerned, based on complaints I've received, that some YC employees believe they cannot report issues that concern them because they fear retribution. I don't have a basis to assess the depth of the problem, if one exists. I would like to suggest that the Board Committee I noted earlier be created look into this issue and report back to the full Board with recommendations for change, if needed.		

SHADED ITEMS should be discussed at the meeting.