

<p>Washtenaw County Community Mental Health</p>	<p><b><i>Policy and Procedure</i></b></p> <p><i>Staff Treatment</i></p>
<p>Author: WCCMH Board of Directors Approval Date: 10-1-2015 Approved By: WCCMH Board</p>	<p><i>Policy Type: Executive Authority</i></p> <p style="text-align: right;">Number 03-003 Page: 1 of 1</p>

With respect to treatment of paid and volunteer staff, the Executive Director may not cause or allow conditions which are unfair, undignified, unsafe, or illegal.

Accordingly, s/he shall:

1. Establish written policy and procedures which clarify personnel rules for staff, provide for effective handling of grievances, and protect against wrongful conditions.
2. Lead with an emphasis on and an acceptance of a diversity of viewpoints.
3. Include staff participation in the creation of policies and procedures that affect the vision of the organization.
4. Respect the cultural diversity of staff.
5. Acquaint staff with their rights under this policy.