

Treatment of Stakeholders

With respect to staff interactions with clients or members, the Superintendent shall not cause or allow conditions, procedures, actions or decisions which are unlawful, unethical, unsafe, disrespectful, disruptive, undignified, imprudent, or in violation of Board policy.

Accordingly, the Superintendent may not:

1. Use methods of collecting, reviewing, transmitting or storing information that fail to protect confidential information.
2. Fail to engage in reflective leadership that leads to a deeper awareness of how personal power and privilege impacts relationships with stakeholders of color.
3. Fail to establish policies and procedures to ensure compliance with all applicable regulations and laws.
4. Fail to provide for effective handling of complaints.
5. Fail to establish policies and procedures to ensure against discrimination by sex, race, creed, color, national origin, language, immigrant, refugee, sexual orientation including gender expressions or identity, marital status, religion, age, veteran or military status, physical sensory or mental disability or the use of a trained dog guide or service animal by a person with a disability.
6. Fail to establish policies and procedures to assure an organizational culture that conforms to the agency and the role of the agency as an Antiracist and Multicultural Organization

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