

**TAB 1: SEBA GOVERNANCE POLICY — POLICY TYPE: EXECUTIVE LIMITATIONS**

Last updated: July 13, 2015 by Wanda Jewell

**POLICY TYPE: EXECUTIVE LIMITATIONS**

**3. POLICY TITLE: *TREATMENT OF STAFF***

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With respect to the treatment of paid and volunteer staff, the CEO may not cause or allow conditions which are unfair, undignified, disorganized, unclear or discriminate on the basis of sexual orientation or gender identity.

Further, without limiting the scope of the foregoing by this enumeration, he or she shall not:

1. Operate without written personnel rules which: (a) clarify rules for staff, (b) provide for effective handling of grievances, and (c) protect against wrongful conditions, such as nepotism and grossly preferential treatment for personal reasons.
2. Discriminate against any paid staff member for non-disruptive expression of dissent.
3. Fail to acquaint staff with the CEO's interpretation of their protections under this policy.