

## **Speech and Hearing BC Policy Statement and Procedures**

### **III.5**

#### **AREA: Operations**

#### **SUBJECT: Treatment of Speech and Hearing BC Staff**

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##### **POLICY:**

Staff are defined as the Operations Manager, individuals who provide office support and administration to Speech and Hearing BC, and any contracted individuals or volunteers who do work for Speech and Hearing BC.

Staff will be treated equitably, fairly and with dignity. No member of staff will be treated less favourably than another. Employees will not be subject to any unfair preferential treatment with respect to employment conditions, division of tasks (other than those contained in the job description), compensation arrangements (other than those consistent with the compensation grid for the position), loss of work due to unfair decisions such as nepotism, violation of human rights, or any other unfair, undignified or discriminatory practice.

##### **PROCEDURE:**

- A staff member adversely affected by any violations of the above will follow the process for Conflict Resolution/Grievance outlined in a separate policy