

Statement of Guiding Principles for Staff Personnel**Policy No. 202.0**

The Board of Education, School District No. 91 (Nechako Lakes), will endeavor to employ a dynamic, well-qualified and effective staff to carry out and support the values, mission, vision and goals of the district.

From Policy 301.5 – Code of Conduct

The Board of Education, School District No. 91 (Nechako Lakes), believes that students and staff work and learn most effectively in an educational environment that is mutually respectful, safe and healthy. It is the Board's expectation that the personal information of students and their families be shared only where necessary for the educational well-being of the child and that this information be shared with the appropriate agencies only when required for the child's well-being. It is expected that this respect is also shown for staff and their families.

To that end, the Board requires all staff to promote values which foster respect for all members of the school community and to support positive means of resolving differences. These values shall align with the core beliefs and values of the district, as well as with the *BC Human Rights Code* which prohibits discrimination on the grounds of race, national or ethnic origin, colour, religion, sex, age, mental or physical disability, gender identification/expression, sexual orientation or sexual orientation as perceived by others.

*Last Revised: September 18, 2017**From Policy 202.1 – Staff Code of Conduct*

To that end, the Board of Education expects all staff to conduct themselves in a courteous, respectful and ethical manner pertaining to the education of students and all job related matters.

Last Revised: September 18, 2017

The Board of Education is committed to providing equal employment opportunities for all individuals in every aspect of its personnel policy and practice including recruitment, selection, promotion and access to facilities.

The Board of Education believes that all staff play a vital role in contributing to the quality of education in the district.

In School District No. 91 (Nechako Lakes), professional staff and support staff are organized and represented according to provisions in the Labour Code. As such, personnel practices are generally covered through provisions in the respective collective agreements and personal contracts of employment.

The Board of Education, as a signatory to the collective agreements, respects and supports the implementation of the personnel practices specified in these agreements and personal contracts of employment. In case of dispute over personnel practices, the Board further recognizes the dispute resolution mechanisms provided in the collective agreements and the personal contracts of employment.

The Board values its employees and appreciates their contributions to working with the students in the district. The Board is committed to maintaining good working relationships with its employees.