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**DIAGNOSTIC SERVICES OF MANITOBA INC.  
BOARD OF DIRECTORS POLICY**

**Policy Name:** Treatment of Staff and Volunteers **Number:** EL-2

**Policy Type:** Executive Limitations **Date Approved:** Nov. 13, 2003

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The CEO shall not cause or allow staff and volunteer working conditions which are unfair, undignified, unsafe or in contravention of legislated employment standards or negotiated contracts.

Accordingly, the CEO will not:

1. Operate without human resource policy and procedures which set out rules for volunteers and staff, provide for effective handling of grievances, and protect against wrongful conditions.
2. Discriminate against any volunteer or staff member for expressing ethical dissent.
3. Fail to acquaint volunteers and staff with their rights under this policy.
4. Fail to provide appropriate liability protection for volunteers and staff while they are carrying out their duties.
5. Fail to establish and maintain a work environment which fosters teamwork, and open communication, efficiency and effectiveness.
6. Fail to ensure that there is an effective staff education and development process in place.