

SECTION I – OPERATING PHILOSOPHY

CATEGORY: Responsibilities for Human Resource Management	NUMBER: 1.1
SUBJECT: Board Responsibilities	PAGE: 13
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PURPOSE

To identify the roles of the Board of Directors in the development and implementation of human resources policies and matters.

POLICY:

The Board of the WSNCC will be responsible for and oversee appropriate human resources policies and procedures that will guide the approach and actions of its personnel.

The Board of the WSNCC will conduct the business of the organization in a manner that will reflect the organization's mission and guiding principles.

The Board of the WSNCC will guide a positive, respectful work environment that enhances staff relationships through appropriate mechanisms of communication, decision-making and evaluation.

The Board of the WSNCC will maintain and pursue all efforts to achieve a sound financial position for the organization.

The Board of the WSNCC will ensure that employees have knowledge of their rights and responsibilities.

The President of the Board shall preside on the Human Resource Committee.

PROCEDURES

The Board of the WSNCC will:

1. Adopt and review the Terms of Reference, role and responsibilities of the Human Resource Committee;
2. Study, review recommendations and adopt changes related to Human Resource policies and procedures and personnel matters submitted by the Human Resource Committee including but not limited to:
 - Hiring, performance reviews or dismissal of Executive Director
 - Approval of all Human Resource policies;
 - The review of issues that are exceptions to policy;
 - Receive information on the termination of employees;
 - Address circumstances surrounding any criminal charges laid against an employee that relates to her/his work at WSNCC.