I. POLICY
With respect to the treatment of paid and volunteer staff, the LRE Chief Executive Officer (CEO) shall not cause or allow conditions that are unfair, undignified, disorganized, or unclear.

II. PURPOSE
To clearly define the working conditions for people employed by the LRE.

III. APPLICABILITY AND RESPONSIBILITY
This policy applies to the LRE CEO.

IV. MONITORING AND REVIEW
LRE Board of Directors.

V. DEFINITIONS

VI. PROCEDURES
Accordingly, the LRE CEO may not:
1. Operate without written personnel rules that:
   a. Articulate federal and state work rules
   b. Clarify these rules for staff
   c. Provide effective handling of grievances and -
   d. Protect against wrongful conditions such as nepotism and grossly preferential treatment for personal reasons.
2. Retaliate against any staff member for expression of dissent.
3. Fail to acquaint staff with the LRE CEO interpretation of their protections under this policy.
4. Allow staff to be unprepared to deal with emergency situations.

VII. RELATED POLICIES AND PROCEDURES