

## HUMAN RESOURCES

## Policy 400

### Statement of Guiding Principles for Human Resources

The Board is committed to attract, retain, develop and motivate the highest quality employees to fulfill the Mandate for the School System of the Province of British Columbia in support of providing the best quality education available to the students of the Richmond School District.

In order to meet this commitment, the Board's specific Human Resource goals are to enhance and sustain:

- an atmosphere of mutual respect and collegiality that promotes teamwork and *employee engagement*.
- a positive working relationship between the Board and our employees by *negotiating and* administering contracts and collective agreements such that the terms and the *administration* of the agreements are based on mutual respect between the parties.
- a culture where ethical and lawful behaviour is the only *acceptable behaviour* on the part of all District employees, including compliance with the Canadian Charter of Rights and Freedoms.
- an environment which ensures knowledge of, and compliance with, all *applicable regulatory and legal requirements* affecting the operation of the School District.
- a system that promotes and supports continuous *professional growth and development*
- a *safe and healthy environment* for all students, employees and the public when engaged with the Richmond School District.