

Section II: EXECUTIVE LIMITATIONS

2.0 POLICY TITLE: GLOBAL EXECUTIVE CONSTRAINT

The Executive Team shall not cause or allow any practice, activity, decision, or organizational circumstance which, is either unlawful, imprudent or in violation of commonly accepted cooperative administrative practice and professional ethics, or in violation of Cooperative Identity, Values and Principles.

2.1 POLICY TITLE: TREATMENT OF MEMBER-RESIDENTS

With respect to interactions with member-residents or those applying to be member-residents, the Executive Team shall not cause or allow conditions, procedures, or decisions that are unsafe, unclear, inequitable, unfair, disrespectful or unnecessarily intrusive.

Further, the Executive Team shall not:

1. **2.1.1** Use application forms that elicit information for which, there is no clear necessity.
2. **2.1.2** Use methods of collecting, reviewing, transmitting, or storing resident information that fail to protect against improper access to the material elicited.
3. **2.1.3** Allow residents to be uninformed or misinformed about Cooperative Identify, Values and Principles, and their rights and responsibilities as cooperative members and as residents.
 1. **2.1.3.1** Operate without a written policy on member relations, including rights and responsibilities as cooperative members and as residents.

2.2 POLICY TITLE: TREATMENT OF HOUSEHOLDS

With respect to interactions with coop houses, the Executive Team shall not cause or allow conditions, procedures, or decisions that interfere with house autonomy in quality of life/culture issues of the household.

Further, the Executive Team shall not:

1. **2.2.1** Interfere with the ability of a household's members to make independent financial decisions that impact quality of life.
2. **2.2.2** Override the ability of a household to opt in to group purchases even when there are significant savings to be gained.

2.3 POLICY TITLE: TREATMENT OF WORKERS

With respect to the treatment of paid and volunteer staff, member-workers and contractors, the Executive Team may not cause or allow conditions, which, are unfair, unsafe, undignified, disorganized, or unclear.

Further, the Executive Team shall not:

1. **2.3.1** Operate without written and consistently enforced personnel policies which, clarify rules for all workers and provide for effective handling of grievances internally.
2. **2.3.2** Discriminate against any worker for non-disruptive expression of dissent.
3. **2.3.3** Provide for inadequate documentation, security and retention of personnel records and personnel-related decisions.
4. **2.3.4** Deter workers from grieving to the board when internal grievance procedures have been

exhausted and the worker alleges that board policy has been violated to their detriment.

5. **2.3.5** Operate without an appropriate level of cross-training so that workers can provide basic information and service to member-residents.
6. **2.3.6** Fail to acquaint staff with the Executive Team's interpretation of their protections under this policy.

2.4 POLICY TITLE: COMPENSATION AND BENEFITS

With respect to employment, compensation, and benefits to workers, the Executive Team shall not cause or allow jeopardy to fiscal integrity or public image.

Further, the Executive Team shall not:

1. **2.4.1** Promise or imply permanent or guaranteed employment to individuals.
2. **2.4.2** Establish compensation and benefits which, are internally inequitable or not in alignment with similar student cooperative organizations.
3. **2.4.3** Change their own compensation and benefits, except to be consistent with the package for all other employees.

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