

 The College of Naturopaths of Ontario	Policy Type	COUNCIL POLICIES
	EXECUTIVE LIMITATIONS	
	Title	Policy No.
	Treatment of Staff	EL04.05
		Page No.
		1

The Chief Executive Officer (CEO) shall ensure that the values of the Council, which are stated in its strategic plan, are reflected, upheld and evident with respect to employment, compensation and benefits to employees, consultants, contract workers and volunteers of the College.

Accordingly, the CEO shall not fail to do any of the following.

- 1 Treat employees in a fair, respectful and ethical manner and in keeping with the values articulated by the Council in GP02 (Governing Style).
- 2 Comply with employment standards as set by the Governments of Ontario.
- 3 Establish personnel policies, in accordance with generally accepted management principles for not-for-profit organizations, that govern employees and their working conditions.
- 4 Refrain from changing the compensation (including all benefits) the CEO receives without prior Council approval except where so authorized by the agreement governing his or her employment or by Council policies.
- 5 Establish compensation and benefits packages for staff, which are representative of the market value for skills employed.

DATE APPROVED	DATE LAST REVISED
July 30, 2013	July 29, 2026