

BCSLA – WORKPLACE POLICY: The Relation Between the President, Board of Directors, and Executive Director

As Chief Executive Officer (CEO), the President directs the business of the BCSLA and needs regular staff support to do that. They may direct the business of the Society without requiring a vote of the Board, as long as their directives are aligned with the will and intention of the Board. In directing staff, they are expected to use good judgement, promote a cooperative relationship, be respectful to staff and mindful of the staff members' workload.

The Executive Director is subject to the Board and, through the Board, to the President. They are expected to promote a cooperative relationship with the President and are required to take direction from and to support the President in all matters relating to the administration of the business of the BCSLA.

If the Executive Director considers that the directions from the President contravene the will and intent of the Board, or if they consider the directives of the President to be overreaching, they should first inform the President of their objections. If the President, or the Executive Director, consider each other to be in violation of this policy, they are to seek resolution between themselves and if that fails to bring their concerns to the Board, where the President and the Executive Director will receive and will comply with the decision(s) of the Board. Failing that, the Board may refer the dispute to third party arbitration.

ADOPTED: February 27, 2024.