

2.3.1 Staff and Volunteer Treatment

With respect to staff and volunteers, the Senior Minister shall not allow conditions that are inhumane, unfair, unsafe, or unprofessional, or that fail to uphold principles of anti-racism, anti-oppression, inclusion, or equity.

Accordingly, the Senior Minister shall not:

1. Operate without a clear and accessible grievance process for staff.
2. Allow employment practices that compromise minister-congregant boundaries.
3. Offer employment contracts that circumvent Colorado's at-will standard without Board approval.
4. Set or manage compensation in ways that are misaligned with UUA guidelines.
5. Allow conflicts of interest to go unreported or unresolved.
6. Operate without written and communicated personnel policies that clarify staff expectations and grievance procedures.
7. Operate without documented role descriptions or guidance for volunteers in leadership roles.
8. Fail to provide leadership development opportunities to interested members in a variety of roles appropriate to living out our mission, values and vision.

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