

Talk to Us: Our Employee Relations Philosophy

We are committed to providing the best possible climate for maximum development and goal achievement for all employees. Our practice is to treat each employee as an individual. We seek to develop a spirit of teamwork; individuals working together to attain a common goal.

In order to maintain an atmosphere where these goals can be accomplished, we aim to provide a comfortable and progressive workplace. Most importantly, we have a workplace where communication is open and problems can be discussed and resolved in a mutually respectful atmosphere. We listen to and consider individual circumstances and the individual employee.

We firmly believe that with direct communication, we can continue to resolve any difficulties that may arise and develop a mutually beneficial relationship.

We are always interested in improving the way we work. We welcome any and all concerns, ideas, and suggestions-- you may share these in whatever form you feel most comfortable, and to any member of leadership. Not all suggestions are feasible to put into practice, but they all deserve consideration. If you have something to share but you aren't sure who to approach, you are invited to share your suggestion with Human Resources and we'll take it from there.

No workplace is perfect, and while problems are inevitable, they should never be ignored. If you feel you have a problem, we encourage you to talk about it with your supervisor. We hope that your supervisor will be able to provide you with a solution that works. However, if your concern still requires more attention, please don't hesitate to reach out to your department's administrator or Human Resources to set up some time to talk about what's going on. Your concerns are very important, and we take them seriously. If at any time you do not feel comfortable speaking with your immediate supervisor or the next level of management, please discuss your concern with any other member of management with whom you feel comfortable. Finally, if you still believe that your problem has not been fairly or fully addressed, you are invited to request a meeting with the Executive Director. Your job will not be adversely affected in any way because you choose to use this procedure.