I. Purpose/Introduction/Rationale

The following represents the College's position regarding Labor Unions. It is not intended to, nor should it, be interpreted as a limitation or restriction on employees' rights as set forth in the National Labor Relations Act. Compliance with this statement is not a condition of continued employment.

Rollins College is union-free, and as such, an employee deals directly with supervisors, with the full right to think and speak for themselves. It is not necessary nor will it ever be necessary for employees to belong to a union in order to work at the College and be treated fairly.

The College believes that employees prefer to deal directly with supervision rather than through a union. The progress that the College and its employees have made over the years has been possible because employees and supervisors have been able to work together and to work in harmony. College philosophy is to do everything possible to continue and improve this excellent working relationship, and the College will oppose any attempt by a union to insinuate itself into the relationship that exists at the College.

II. Objectives

A. Our basic objectives with regard to employment at the College center on the following:

1. Respect the individual dignity of each and every employee.
2. Provide the kind of leadership in which all employees may have faith and confidence.
3. Make demonstrated performance the primary basis for promotion, and where possible adhere to the practice of promotion from within.
4. Provide an avenue for adequate training and educational assistance for all employees and encourage them to develop, through tuition remission, their capacities to the maximum potential.
5. Provide fair and equitable compensation for all employees.
6. Promote the economic security of employees by intelligent administration of a balanced program of College-sponsored employee benefits.
7. Provide facilities and working conditions which are considerate of employee's health, safety and convenience.
8. Provide free and open channels of communication and continuously seek ways of maintaining high morale through fair and equitable treatment of all employees.
9. Provisions of recourse to higher levels of supervision through the Employee Problem Solving Procedure in the event an employee does not feel his/her complaint has been handled equitably by the immediate supervisor.
10. Provide that the Human Resources Policies of the College both in spirit and according to the letter will be followed.
10. Provide Equal Employment Opportunity without regard to sex, disability, race, age, religion, color, national or ethnic origin, ancestry, marital status, veteran status, sexual orientation, gender identity, gender expression, genetic information, physical characteristics, or any other category protected by federal, state, or local law.

III. Related Policies or Applicable Publications
See also: Employee Grievance Procedure

IV. Appendices/Supplemental Materials
N/A

V. Rationale for Revision
N/A