

**Bill Reid Foundation Policy**  
**Area:** Process Policies  
**Specific:** Appeals to the Board

Date Approved: October 6, 2016

In certain limited circumstances, it may be required that the Board serves as the court of final appeal within the Bill Reid Foundation.

1. Any employee or contracted individual of the Bill Reid Foundation (Gallery ) suspended, terminated, or otherwise disciplined by the Director and CEO may appeal a suspension, termination or other disciplinary action to the Board by providing written notice to the Board within 30 Days of the action.
2. The purpose and scope of such appeals shall be solely to determine whether fair and due process has been followed and reasonable judgment has been exercised by the Director and CEO.
3. The Board may confirm or overturn the action of the Director and CEO, or return the matter for reconsideration.
4. The Board will deal with such appeals promptly, and no later than the next scheduled meeting of the Board.