**Policy: Rights and Responsibilities**

**Introduction:**

**Rights** refer to the material, moral, ethical, and legal benefits and entitlements given to School staff. **Responsibilities** refer to the tasks and duties that need to be carried out or assigned to School staff based on the employment contract, the nature of the job, and the ethics and conduct of the profession. The rights and responsibilities of staff are closely linked to the Professional Code of Ethics.

**Rational:**

To ensure that all Elite APS staff are aware of their legal rights and responsibilities.

**Policy Statement:**

Elite APS comply in full with Federal Law No. (8) of 1980 concerning the Regulation of Labour Relations as amended and all its implementing regulations, and any other related federal or local law or regulation that may be enacted from time to time.
Elite APS ensures that the basic rights of all members of the School community are protected at all times, and that all members of the School community understand the responsibilities associated with the jobs they are appointed to.

**ROLES AND RESPONSIBILITIES:**

**Principal** will:
- Guarantee all staff statutory rights, and that staff will carry out their
responsibilities.
- Provide leadership in a way that reflects fully the legal and ethical responsibilities that govern the operation of the School community.
- Provide hard copy or electronic copies of the labor relations regulations to School staff, to act as a reference and to support daily conduct and decision making.