



FCHR GOVERNANCE POLICY
ARTICLE III: COMMISSION-EXECUTIVE DIRECTOR LINKAGE
[ALL-IN-ONE DOCUMENT]

{LAST UPDATE: 1/20/2022}

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GOVERNANCE POLICY | FCHR

ARTICLE: -- PREAMBLE

POLICIES: --



PREAMBLE

The Florida Commission on Human Relations (Commission) serves the general public: persons who live in, work in, and visit the State of Florida.

The term "Commission", as used in this policy, refers to the Commission board rather than the agency, the Florida Commission on Human Relations.

"Commissioner" or "Member" means a member of the Commission board.

The term "Staff", as used in this policy, refers to employees of the agency, the Florida Commission on Human Relations.

"Florida Commission on Human Relations" or "FCHR" refers to the agency.

Mission

To prevent unlawful discrimination by ensuring all people have access to equal opportunities in employment, housing, and public accommodations

History. – (New 11/06. Revised 9/14. Updated 1/22)



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ARTICLE: III COMMISSION-EXECUTIVE DIRECTOR LINKAGE

POLICIES: 1 through 3



ARTICLE III POLICY 1 | GOVERNANCE COMMITMENT

The Executive Director is the Commission's only connection to operational achievement and conduct so that all authority and accountability of staff, as far as the Commissioners are concerned, is considered the sole responsibility of the Executive Director.

Accordingly,

1. The Commissioners will not give instructions directly to Commission staff; rather, any instructions will be directed to the Executive Director.
2. The Commissioners will not evaluate, either formally or informally, any staff other than the Executive Director.

History. – (New 11/06. Revised 9/14. Updated 1/22)



ARTICLE III POLICY 2 | GOVERNANCE DEVELOPMENT

The Commissioners will instruct the Executive Director, through the Executive Limitations contained in this governance document, thus allowing the Executive Director to use any reasonable interpretation of these polices to carry out his or her responsibilities.

Accordingly,

1. The Commissioners will develop Executive Limitations that guide the Executive Director in managing and operating the Commission. These Executive Limitations will address the broadest levels of all organizational decisions and situations.

2. As long as the Executive Director uses reasonable interpretation of the Executive Limitations, the Executive Director is authorized to establish all policies and procedures, make all decisions, take all actions, establish all practices, and develop all activities necessary to successfully administer and operate the FCHR. Such decisions of the Executive Director shall have full force and authority.

History. – (New 11/06. Revised 9/14. Updated 1/22)



ARTICLE III POLICY 3 | MONITORING EXECUTIVE DIRECTOR PERFORMANCE

The Commission will monitor the Executive Director's performance for compliance with the Executive Limitations at any time and by any method as the Commission so chooses.

Accordingly,

1. Monitoring performance is simply to determine the degree to which Executive Limitations are being complied with and the Performance Standards are being met.
2. The Commission will acquire monitoring data by one or more of three methods:
 - (a) internal reporting and data which the Executive Director discloses compliance information to the Commission,
 - (b) external reporting compiled by an external, unbiased, and disinterested third party selected by the Commissioners to assess compliance with Commission policies, and
 - (c) by direct Commissioner inspection in which a designated member of the Commission assesses compliance with the appropriate policy criteria.
3. The Executive Director's performance will be documented on an annual basis pursuant to the State of Florida performance appraisal process.

History. – (New 11/06. Revised 9/14. Updated 1/22)



APPENDIX



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Congratulations! You're now **booked up** on Article II of the FCHR's Governance Policy!

