



ORGANIZATIONAL CULTURE

Category:

BOARD OVERSIGHT

Policy Number:

BO-10

Board Approval Date:

May 22, 2025

Objective:

This policy establishes the guidelines and required standards to embed a healthy culture throughout Olds College of Agriculture & Technology (the College). A strong organizational culture contributes to greater success, greater employee engagement, improved individual performance and lower turnover. Culture unifies people, allowing them to work cohesively, learn from one another and strive to be the best they can be.

Scope:

This policy applies to the President and senior management responsible for People & Culture.

Definitions:

Organizational Culture

The set of values, beliefs, attitudes, systems and rules that outline and influence employee behavior within the organization. The culture reflects how employees and stakeholders experience the organization and its brand.

Policy:

- 1. The organizational culture of Olds College of Agriculture & Technology (the College) shall be one of high integrity, engagement at all levels of the organization and reflective of a “people-first” philosophy.**
 - 1.1 The College will have an enforced Code of Conduct, including conflict of interest provisions, that clearly outlines the rules of expected behavior for employees and of which all employees are made aware.
 - 1.2 Employees and others will have a mechanism for confidential reporting of alleged or suspected improper activities, without fear of retaliation.
 - 1.3 Research involving either human participants or animals shall strictly adhere to generally accepted ethical principles.
- 2. The organizational culture of the College shall be one of cohesion and collaboration.**
 - 2.1 Transparent, two-way communication between the President and the campus community will be the norm.
 - 2.2 Transparent and collaborative relationships between College departments and entities will be the norm.
 - 2.3 Administrative policy development will include engagement of faculty, staff and, where appropriate, students.
 - 2.4 The College will be a safe and welcoming space for all.



Related Information:
Related Procedures:
Review Period:
Revision History:

3.	The organizational culture of the College shall be one of learning and professional growth.	
	3.1	The College will demonstrate a commitment to education and applied research in its operations.
	3.2	The College will demonstrate a commitment to employee learning and professional growth.
BG-20 Monitoring Organizational Performance Policy		
3 years		
New: May 2025		