

## **City of Augusta Maine Core Values Statement**

The citizens of Augusta Maine are entitled to have a fair, ethical and accountable City Government that works to maintain the public's full confidence. The effective functioning of the City Government therefore requires the acceptance of the following core values:

### **Maintain high standards of integrity**

In all actions, be guided by the highest standards of personal and professional integrity.

Avoid interest or activity that may be in conflict with or lends to a perception of being in conflict with official City responsibilities.

Avoid personal gain from the performance of official duties.

Do not accept or seek undue credit for the work of others.

### **Be courteous, respectful and promote civility**

Support and maintain open communication, cooperation, and respectful disagreement.

Appreciate the dedication and compassion in others.

Focus on issues and avoid personalizing debate.

Exercise self-control.

Address citizens, city employees, committee/board members and elected officials with equal respect.

Encourage and promote a cooperative atmosphere free from fear, discrimination, all forms of harassment, intimidation, or unfair treatment.

Respect the work done by others on behalf of the City.

### **Be accountable**

Perform city related activity consistent with a high standard of responsibility.

Serve with respect, concern, and courtesy.

Act with professional competence and fairness.

Respect privileged information obtained in the course of official City duties.

Refrain from openly displaying self-pity, discouragement, anger, frustration, or emotional displays that may discredit the City.