

## Student Affairs Values

Members of the Student Affairs team embrace the following values. They guide us in all of our interactions, with faculty, staff, students, alumni and external partners.

***ACCESSIBILITY:*** Acting as role models, we will promote diversity and strive to ensure that our programs and services are available and welcoming to all who wish to participate.

- We take steps to identify and remove barriers
- We recognize and welcome people of all religions, race, gender, sexuality and ability
- We develop environments that promote non-judgemental attitudes

***ACCOUNTABILITY:*** We will be transparent in our decision-making and share ownership for actions and outcomes with students.

- We hold ourselves and others accountable for actions and are willing to take responsibility for our own shortcomings or mistakes and call others on not following our mission and values
- We report on issues, explain the rationale for decisions, and account for resulting consequences
- We honour our obligations, submitting accurate and complete work within deadlines

***CIVILITY:*** We recognize and acknowledge that an atmosphere of positive engagement and mutual respect is vital to the success of the University of Guelph community.

- We maintain positive, respectful, open and inclusive interactions with others
- We are courteous and polite in every action
- We take responsibility for creating a positive and respectful climate

***COLLABORATION:*** We will seek out and engage broadly appropriate members of the internal and external community including students as we design and offer programs, in a spirit that supports commitment and consensus.

- We actively listen to each other
- We partner and share openly with stakeholders
- We allow time for discussion and brainstorming

***INNOVATION:*** We embrace change and continually strive to implement or enhance new programs and services. We find creative ways to meet our goal of excellence and advancement.

- We seek out new ideas and possibilities and intentionally take risks and experiment
- We share ideas, pushing ourselves to think outside of the box and personal comfort zone
- We create safe environments where failures are embraced as learning opportunities.

***INTEGRITY:*** We will strive to conduct our work with the highest standards of ethical practices and personal honesty in a manner consistent and reflective of our mission and values.

- We are honest and forthright in relationships with others
- We are open and consistent in our communication and information sharing
- We maintain confidentiality