**Staff Values & Behaviors Agreement**

As outlined in the “Values Leading to Behaviors” document, Americans for the Arts believes in fostering a supportive and collaborative work environment through responsive and proactive behavior. We acknowledge that an important part of that success is our individual commitment to positive treatment and respect of others.

As a staff member, I commit to:

* Creating, supporting and promoting an open, safe and healthy work environment;
* Considering my audience by striving to enter situations without assumption, preconception or bias;
* Being open and embracing new ideas and experiences;
* Assuming positive intent when interacting with others;
* Respecting the differences in others;
* Listening actively with the intent to understand, not just waiting to speak;
* Being present and prepared throughout each experience I enter;
* Being respectful, aware, and honest about how organizational and individual needs and priorities affect my workload and the workload of others;
* Addressing disagreements and conflicts directly with the source in an appropriate setting and respectful manner;
* Disengaging from negative, harmful, or disrespectful discussions and encouraging others to follow suit;
* Embodying team values by being helpful and proactively cooperating with others;
* Being inclusive and transparent about my work by proactively sharing;
* Holding myself and others accountable by being an active participant in maintaining these agreements.

These commitments are made by staff, for staff, and between staff with the goal of creating and sustaining an organizational culture that values hard work, collaboration, creativity, equity, respect, diversity, and fun. By following through, I commit to fostering the positive behaviors that will make this possible.

*\*\*For more information and further clarification, refer to the “Values Leading to Behaviors” document, available on the intranet.*