

It is the expectation that all University employees will conduct themselves professionally, respectfully and with civility.

A. Regents' Statement of Ethical Principles

2. Respect and Civility

The University community is diverse in ethnicity, gender, age, religion, sexual orientation, political belief, and in many other ways. As members of this community, each of us must help establish and maintain a culture of tolerance and respect for the dignity and perspectives of others and promote civility in our discourse and behavior towards one another.

Presidential Orders

Executive Order No. 31

Non-discrimination and Affirmative Action

1. Non-discrimination and Non-Retaliation

The University of Washington, as an institution established and maintained by the people of the state, is committed to providing equality of opportunity and an environment that fosters respect for all members of the University community. This policy has the goal of promoting an environment that is free of discrimination, harassment, and retaliation. To facilitate that goal, the University retains the authority to discipline or take appropriate corrective action for any conduct that is deemed unacceptable or inappropriate, regardless of whether the conduct rises to the level of unlawful discrimination, harassment, or retaliation.

When professionalism, respect and civility are not being exercised, some negative consequences are...

- Erosion of trust and morale.
- Lost productivity and wasted time.
- Increased anxiety among employees as rumors circulate without clear information as to what is and isn't fact.
- Divisiveness among employees as people take sides.
- Hurt feelings and reputations.
- Attrition due to good employees leaving the company because of an unhealthy work environment.