

## SLAC'S COMMITMENT TO A RESPECTFUL WORKPLACE

SLAC's five core values – **excellence, integrity, collaboration, creativity, respect** – reflect what each of us should bring to our job every day. Our values inspire us to the highest standards of conduct and foster the respectful workplace that is essential to everything we do.

To successfully achieve the lab's ambitious goals, SLAC must have a **creative, diverse and united workforce** of people who share responsibility for ensuring a safe and welcoming environment for all.

**Each one of us must be accountable** for our own behavior, and we must also hold one another accountable by sharing our perspectives, giving timely feedback and interacting respectfully.

Managers and leaders have the added responsibility of being role models, actively reinforcing behaviors that **demonstrate commitment to a culture of respect** at all levels of the organization.

All employees should **trust they can raise issues of concern** without fear of retaliation.

SLAC is committed to providing a work environment where **people treat each other fairly and with respect, where everyone's contributions are valued.**

## PERSONAL COMMITMENT TO A RESPECTFUL WORKPLACE

We each play an important role in ensuring a respectful environment that includes and values everyone. We do this by striving to:

- Actively listen to what others have to say
- Provide timely feedback and act on constructive criticism
- Acknowledge the contributions of others and share credit
- Appreciate and leverage diverse experiences and perspectives
- Remain courteous and civil even in stressful conditions
- Recognize the skills and expertise of others
- Speak up or seek help when disrespectful behavior is witnessed
- Be accountable for our words and actions, recognizing that inaction could convey approval
- Encourage new ideas, share views, and communicate respectfully, openly and honestly