

SD/PEN's Core Values

The SD/PEN Board of Directors upholds and promotes the highest standards of professionalism, civility, and ethics among its members, volunteers, and independent contractors in order (1) to provide a culture of safety, where ideas may be freely exchanged, business conducted effectively, and needs of members met; and (2) to enhance SD/PEN's image in the community. For these reasons, the SD/PEN Directors, volunteers, and independent contractors will comply with the following core values.

Integrity

- Fulfill all promises or commitments made
- Maintain appropriate social norms

Ethics

- Maintain high standards of professional behavior
- Comply with the bylaws and policies of SD/PEN
- Take only those actions which promote the best interests of SD/PEN and its members

Civility

- Communicate with others openly, honestly, and consistently, in a manner that fosters friendly cooperation, free expression of ideas, and respect for diversity of opinion
- Avoid personal criticism of others
- Show respect for individuals and the organization through choice of words, tone of speaking or writing, and in face-to-face communication, through both verbal and nonverbal signals
- Treat others fairly and equitably, and encourage the personal and professional growth of others
- Recognize the contributions of others

Teamwork

- Work together to achieve organizational goals

Compliance with SD/PEN's Core Values is to be self-enforcing. However, the Board reserves the right to intervene as necessary for the health and productivity of SD/PEN. Noncompliance with these guidelines could result in termination of involvement as a Board member, volunteer, or independent contractor.