

## RESPECTFUL BEHAVIORS

**Respectful behavior** includes, but is not limited to, the following:

- Engaging others with an open, collaborative, and cooperative approach, whenever possible
- Valuing the diversity and human rights of others regardless of their race, national or ethnic origin, color, religion, age, sex, sexual orientation, gender identity or expression, marital/family status, immigration status/citizenship, veteran status, body shape/size, or any physical/mental disability
- Recognizing the dignity of a person through courteous conduct
- Committing to learn and develop an understanding of differing social and cultural norms
- Taking responsibility for one's actions, displaying humility with mistakes, and offering others grace and forgiveness for their mistakes
- Emphasizing positivity and commonality rather than opposition or right and wrong
- Provide constructive feedback to others

**Disrespectful behavior** includes, but is not limited to, the following:

- Offensive or inappropriate remarks, jokes, gestures, material, or behavior/physical contact
- Using disparaging terms
- Yelling, bullying, and aggressive or patronizing behavior
- Reprimanding in the presence of others when it is not justified
- Behavior that embarrasses/humiliates others
- Spreading damaging gossip or rumors
- Covert behavior (e.g., inappropriately withholding information, undermining, underhandedness)
- Microaggressions (i.e., subtle, intentional or unintentional interactions/behaviors against a marginalized group)
- Discrimination, including harassment and sexual harassment, as defined per DOC 850.625 Discrimination and Harassment