

## **CIVILITY & BELONGING AGREEMENT**

City of Camas

The City of Camas prioritizes mutual respect and civility among its employees, councilors and citizens, contributing to a sense of belonging for all.

Respect, civility, integrity, and honesty are not just words but intentions that must be present in our interactions. Civility requires cooperation, tolerance, forgiveness, acceptance, inclusiveness, kindness, compassion, courtesy, perception, self-awareness, and patience.

We honor the right of expression and value individual freedom tempered with respect for the rights of others, even in controversial or out-of-favor viewpoints.

Individuals should not feel intimidated or face reprisals for voicing their concerns or participating in government or policy-making.

We acknowledge and are open to feedback on our behavior, understanding that perceptions of what is civil conduct can be influenced by culture and life experiences.

We each have a responsibility to counteract incivility and speak out when necessary.