The Department of Recreational Sports adheres to and holds itself accountable to these values. They will be reviewed regularly to ensure organizational alignment.

<table>
<thead>
<tr>
<th>WE CARE ABOUT PEOPLE</th>
<th>WE ARE SOLUTION ORIENTED</th>
<th>WE ARE STEWARDS</th>
<th>WE ARE INNOVATIVE</th>
<th>WE ARE EDUCATORS</th>
<th>WE EXTEND RESPECT &amp; BUILD TRUST</th>
</tr>
</thead>
<tbody>
<tr>
<td>We are kind and courteous to members and one another.</td>
<td>We identify and implement solutions that enhance the member and employee experience.</td>
<td>We are dedicated to ethically providing students with a high return on their investment.</td>
<td>We pioneer programs, services and facilities that serve as a catalyst for student success.</td>
<td>We intentionally design our facilities, programs and employment opportunities as spaces in which students learn and develop.</td>
<td>We communicate with clarity and intention and engage with courtesy and curiosity.</td>
</tr>
</tbody>
</table>

- We embrace tools and techniques that strengthen interaction.
- We value people and their stories and seek to include.
- We extend sincere and personalized appreciation for accomplishment.
- We weigh the collective impact of our requests.
- We encourage and value ideas and input.
- We inform stakeholders and solicit feedback.
- We base decisions on context, data and enhancement of the customer experience.
- We engage others to clearly define and resolve problems.
- We address conflict in a positive, calm and solution-oriented manner.
- We respect our funding sources and serve students first with our work.
- We make innovative and responsible investments that provide long term returns.
- We base decisions on context, data and enhancement of the customer experience.
- We engage others to clearly define and resolve problems.
- We address conflict in a positive, calm and solution-oriented manner.
- We are adaptive and we embrace change.
- We are safe to question the status quo and take informed risks.
- We define the level of risk we are willing to accept and act within that definition.
- We create space to encourage, share and evolve new ideas.
- We guard the vulnerability of colleagues who try new things.
- We cultivate an educational environment that is welcoming and inclusive, and stimulates student success.
- We view active student learning as the ultimate goal and measure of excellence. This takes extra effort, planning and resources and we know it is worth the investment.
- We are open to new cross-curricular opportunities and ideas.
- We err on the side of over-communication and we close communication loops.
- We are transparent and share decision rationale.
- We seek clarification on decisions we don’t understand and support group decisions as our own.
- We grant others the same good intentions we grant ourselves.
- We follow through on commitments.
- We acknowledge the different work and associated demands across units and employees.