



CIVILITY PACT



To treat colleagues courteously, respectfully and fairly at all times



To conduct meetings that have a clear purpose and stated outcomes, and start and end on time



To complete tasks and inform colleagues in a timely manner when tasks cannot be accomplished on schedule

FY 2023-24 AES Focus Area

Accountability

Holding one another accountable for performance and professional conduct



To work cooperatively and support colleagues in fulfilling the mission of CSO



To be open and direct without being aggressive



To address incivility in a respectful manner



To respect shared space



To be clear on requirements and expectations



To be as transparent as possible



To recognize and acknowledge the skills and abilities of others

CSO believes in fostering relationships and relationships are built on civility