

Recommendations

Community and Workplace Principles and Commitments for L&S

Members of the L&S community have different and legitimate interests, and in the course of our work we expect those interests occasionally and inevitably will come into conflict. We strive to recognize and balance competing or conflicting interests for the greater good of the community. The first recommendation from the Letters and Science Climate Committee relates to developing and adopting a set of community and workplace principles and commitments.

Recommendation 1:

The College of Letters & Science endorses a set of principles of community designed to reflect its commitment to a positive workplace climate. We will disseminate these principles and aspire to meet them for all categories of employees. Chairs and directors should report on the successes or problems in maintaining a positive workplace climate as part of their overall annual reports to their Associate Dean.

Principles of Community for the College of Letters and Science

To foster the best possible working and learning environment, the College of Letters and Science at the University of Wisconsin–Madison strives to maintain a climate of fairness, cooperation, and professionalism. These principles of community are vital to the success of the College and the well-being of its constituents. Letters and Science community members (faculty, staff, and students) are expected to practice these basic principles as individuals and as participants in groups.

- We recognize that a hierarchy exists within the College and strive for mutual respect between all individuals within this hierarchy.
- We value each member of the College and broader University community for his or her individual and unique talents, and applaud all efforts to enhance the quality of campus life for all members of the community.
- We value the cultural diversity of the College and University community because it enriches our lives and the University. We embrace this diversity and support respect for all cultures, perspectives, and classes by individuals, the College, and the University as a whole.
- We seek to foster understanding and tolerance among individuals and groups, and support efforts to increase awareness through education and constructive strategies for resolving conflict.
- We reject acts of discrimination based on race, ethnicity, sex, gender identity, socioeconomic status, age, disability, sexual orientation, marital status, religion, and political beliefs, among others, and we will confront and appropriately respond to such acts.

- We affirm the right to freedom of expression in the College We support open expression of our individuality and diversity within the bounds of courtesy, sensitivity, confidentiality, and respect.
- We are committed to the highest standards of civility and decency toward all. We are committed to fostering a community where all people can work and learn together in an atmosphere free of abusive or demeaning treatment.
- We are committed to the enforcement of policies that promote the fulfillment of these principles.
- We believe members of the College should strive to demonstrate a commitment to organizational success by engaging in continuous quality improvement processes, exhibiting adaptability to change, and adopting model practices and innovations as appropriate.

Recommendation 2:

The College of Letters & Science will develop a set of transparent and consistent web-based tools in our effort to support a positive workplace climate for L&S community members.

Achieving and maintaining a good workplace climate requires mechanisms for conflict resolution and for addressing other workplace concerns, as well as for safe ways to address possible legal or ethical violations in the workplace.