Civility and Respect

The Olympic College Board of Trustees is committed to a climate of civility, mutual respect and inclusiveness in the board room and throughout the college while at the same time recognizing the right to freedom of expression.

College Value #3 states the following:

The Practice of Civil and Constructive Discourse and Respect for Diversity

To demonstrate our values we...

a. Exemplify civility as a hallmark of our institution
b. Appreciate and listen to one another with respect for our differences
c. Acknowledge that our own cultural conditioning influences our perceptions of other people
d. Are open-minded problem solvers who manage conflicts proactively and effectively

College Value #1 states, in part, the following:

Champion the principles of academic freedom and intellectual honesty

The Board of Trustees adopts this policy to assure:

1. that agreed upon College Values guide the behavior of the board as well as all members of the college community and are demonstrated in all interactions throughout the college and
2. to hold themselves and all members of the college community accountable to creating a climate where employees and students are supported in achieving the work related and educational goals and
3. to assure that its meetings and actions reflect the college expectations that all its students and employees shall maintain a culture of civility and respect

In an environment committed to honesty and transparency, Olympic College is committed to every employee’s expectation of civility in the workplace while preserving the right to freedom of expression. All members of the college community must embrace a framework of mutual respect and professionalism, also known as civility. Civility is more than mere politeness; it is treating all people – regardless of their points of view, values, beliefs, and interests – with dignity and respect. At every level of authority, power, influence, or privilege in relation to others, each employee has the proportionate responsibility to ensure their own civility.

II. Academic Freedom

Commitment to civility is not intended to limit freedom of speech, intellectual or academic freedom. The Board recognizes and will act to support traditional academic freedom as it
applies to members of the college community carrying out their assigned duties, responsibilities and obligations, including the professional presentation or study of what might be considered by some to be controversial. The inherent elements of learning include challenging ideas, debate and expression of thought. We accept the responsibility of challenging ideas, debate and expression of thought as part of our mission of learning.