



disABILITYsa operates on the Core Values of Respect, Integrity, Diversity, Abundance, and Resolve to accomplish its mission to educate, advance, and engage individuals with disabilities by sharing information, creating opportunities, and strengthening the organizations that serve them. Every effort and decision of a disABILITYsa team member participates in is first vetted against these values and determined to be in line with the mission and vision for the organization.

**RESPECT: AN ACT OF GIVING PARTICULAR ATTENTION AND CONSIDERATION**

- We use people first language and always create and/or advocate for a disability-friendly environment.
- We value the opinions of others.
- We ask for assistance from staff and volunteers and emphatically demonstrate an appreciation for the contributions of others no matter how big or how small.
- We do not judge others or assume that to know or understand their circumstance. We do not gossip or participate in the gossip of others.
- We act with the professionalism, skill, and expertise that enables us to provide quality services to the children, adults, families, and other organizations we are privileged to serve.

**INTEGRITY: FIRM ADHERENCE TO A CODE OF VALUES**

- We promote ethical decisions relevant to our core mission.
- Our decisions reflect what is best for our stakeholders including program participants and their families, customers, volunteers, and disABILITYsa.
- We complete our tasks, assignments, and commitments, even when others around us are not.
- We are honest in our efforts and are bold in admitting our mistakes.

**DIVERSITY: THE CONDITION OF HAVING OR BEING COMPOSED OF DIFFERING ELEMENTS OR QUALITIES**

- True diversity can not be achieved without equitable treatment and inclusion of others.
- We believe that there is value in diversity and celebrate the uniqueness of each person.
- We understand that diversity brings strength to our organization, even though we might struggle with personal differences at times.

**ABUNDANCE: RELATIVE DEGREE OF PLENTIFULNESS**

- We embrace a CULTURE OF GIVING. We are willing to take necessary measures to support the organization, making connections that are tied to disABILITYsa and its mission and not to ourselves.
- We don't take shortcuts, but look for ways work effectively and efficiently to be exceptional stewards of the resources we do have.
- We give our very best to each project, request, and task.
- We don't look for the ways in which we can offer the minimum, but look at how we can be the most helpful, offer the best quality, and exceed the expectations of others.

**RESOLVE: TO DEAL WITH SUCCESSFULLY; TO FIND AN ANSWER TO**

- If at first we don't succeed, we will try, try again.
- We operate from a solution-focused point of view and incorporate the training, education, and collaborations that allow us to do so.
- When we face a door that seems to have closed, we look around for a window.
- We understand the fact that "no" could possibly mean "not right now".
- Work, that is a true reflection of disABILITYsa, is rarely achieved by taking the easy way out.

As a member of the disABILITYsa team, I understand the expectations and agree to conduct myself and make my decisions around the 5 core values of Respect, Integrity, Diversity, Abundance, and Resolve.

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Signed by

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Date

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Printed Name