



Institute on
Governance

LEADING EXPERTISE

Institut sur
la gouvernance

EXPERTISE DE POINTE

Wellness and Civility Charter

Who We Are

Respect and Civility

We are a team of dedicated professionals who practice and encourage respect for each other and ourselves by being considerate, committed, collegial, polite, trusting, supportive, discrete, collaborative, by acting with integrity and by celebrating each other's successes.

We endeavour to align responsibilities with expertise in recognition that this is crucial to the success and core mission of the IOG.

We value and recognize each colleague's contributions, time, capacity, perspective and skills.

We seek first to understand.

We say "Thanks."

How We Work Together

Diversity and Inclusion

I will support diversity at all levels of the IOG workplace.

I respect and value differences that support inclusiveness in the workplace.

Health and Wellness

To promote and support a workplace culture that encourages health and wellness, I will:

- understand the need for mutual care and self care;
- motivate myself and others through recognition, purpose and growth;
- practice work/life balance that is sustainable;
- foster a social community; and
- value physical and mental health.

Accountability

I will be accountable to my colleagues and the IOG by:

- being reliable and delivering on my commitments;
- following IOG business processes;
- supporting the IOG's mission and values; and
- collaborating and helping out where needed.

Expertise

I will value and recognize the breadth and depth of my colleagues' expertise.

Where necessary, I will offer to take on tasks not related to my professional expertise and current responsibilities in the spirit of teamwork and in support of our collective mission.

Security

I will follow the IOG office security protocols.

I will encourage and value a variety of ideas and perspectives and ensure a safe space to raise ideas and have discussions.

Acceptance

I will uphold the principles and values of the Charter.

June 8, 2018