

A DECLARATION OF CIVILITY FOR A LEARNING COLLEGE

We affirm that all members of a learning college ought to be held in mutual respect; that they aspire to achieve and belong as do all people regardless of their title, job classification, or degree; that all members of the CAC community--student and teacher, manager and employee--are engaged in a common endeavor: the creation of an environment dedicated to learning.

We further affirm that the vitality of a learning college depends on a community where dialogues are both honest and civil, where tough questions are raised and we can disagree without being disagreeable. Thus, it is the duty of every member of the community to actively and consciously help make this possible, committing each of us to personally uphold the virtues that lead to such a culture and to hold others accountable as well, both privately and publicly. We should all be role models and hold each other to a consistent standard.

To achieve these ends, a behavior, which we shall call civility, must not only be practiced but form the basis for a new era of respect and trust among the members of this community. For without this civility--this respect and trust--the goal of becoming a place where learning is cherished will never be achieved. Civility as we understand it flows from these basic virtues:

I. **Integrity**, including

Honesty

Fairness

Sincerity

II. **Fidelity**, including

Faithfulness to the spirit of a learning college

Allegiance to the public trust

III. **Charity**, including

Kindness

Caring

Goodwill

Tolerance

Compassion

IV. **Responsibility**, including

Reliability

Accountability

Trustworthiness

V. **Self-discipline**, including

Acting with reasonable restraint

Not indulging in excessive behavior

Finally, we affirm that these virtues must be modeled first and foremost by those members who wear the mantle of leadership. It must be modeled foremost by the leaders within the student body, faculty, staff, and administration because it is to them that the rest of the community looks for direction, for support, and for wisdom in our common endeavor to make this a place of learning.

THE CAC BILL OF RIGHTS

- ◆ All members of this community shall be free from
 - a. Intimidation,
 - b. Retaliation,
 - c. Abuse,
 - d. Humiliation,
 - e. Harassment,
 - f. Interference that hinders the proper execution of their roles.
- ◆ All members of this community ought to be entitled to
 - a. Due process,
 - b. Adequate feedback and information to carry out their roles,
 - c. Timely responses to requests and recommendations,
 - d. Respectful consideration of their concerns,
 - e. The opportunity and responsibility for participation in the processes that determine the welfare of the community.
- ◆ An ombudsperson, appointed by the College, will oversee the protection of these rights in coordination with a staff liaison from each campus, and in partnership with Human Resources.