

# Champaign Health District

## Organizational Values

Public health professionals are expected to adhere to standards of individual professional performance and to the rules and regulations imposed on them by their agencies, public policies, and laws. In order to meet the mission of the board of Health and to secure and promote an ethical workplace, members of the Board of Health and staff shall uphold the following organizational values that serve as standards of conduct.

### Competence

The maintenance of high standards of competence is a responsibility shared by all Board and staff members. They will perform only those services for which they are qualified by training or experience , follow and promote standards of conduct in accord with the best current practices, gather, tabulate, interpret and report data honestly and conscientiously, and maintain knowledge of current scientific and professional information related to the mission of the Board of Health.

### Trust & Honesty

To protect the integrity of this agency, we must uphold the public's trust in all of our professional interactions. The Board of Health and staff are therefore committed to honest, accurate, and timely professional and organizational communication and to avoid misleading or deceptive information.

### Fairness

As a public agency, the board of health is accountable to the public. Members of the board of Health and staff must be impartial in the quality of service delivered, implementation of rules and regulations, and in the exercise of public health authority and policy powers.

### Respect

Members of the board of Health and staff shall treat those with whom they have a professional relationship in a respectful, dignified, honest, and fair manner, accept other's right to hold values and beliefs that differ from one's own, accurately represent other's qualifications and professional opinions, treat respectfully all persons regardless of race, religion, sex sexual orientation, age, or national origin, and recognize the prerogatives and obligations of the Board of Health.

### Professional Integrity

Professionals play the very important role of delivering services that are essential for protecting and promoting vital social values. It is therefore imperative that the management and staff of the board of Health conduct themselves in accordance with the highest levels of professional standards in the



discharge of their official duties, in relations among each other, and particularly with the public. They should recognize and avoid undue influence of any interest on their professional obligations.

### **Collegiality**

Staff recognizes that an ethical workplace requires us to act with proper consideration to the competencies and obligations of our professional colleagues and in relations between staff and management, and that we accurately and fairly represent the qualifications, views, and findings of colleagues.

### **Teamwork**

The Board of Health and staff are committed to continuous organizational improvement focused on satisfying stakeholder and client expectations, problem-solving and improving business processes through management-staff teamwork and collaboration with other community organizations.

### **Conflict of Interest**

A conflict of interest occurs whenever a professional has a private or personal interest sufficient to influence, or that can potentially influence or appear to influence, her or his professional objectivity in the exercise of official duties. Staff will avoid such conflicts and disclose them to their immediate supervisors. Whenever there is doubt that such a conflict exists, staff should request the opinion of their supervisor.

