

Legislative Branch Code of Conduct

Audience: This Code of Conduct applies to “WE”: all councilmembers, district staff, central staff, interns, independent agency officers, independent agency staff, agents, contractors, and participants of the Legislative Branch and its activities.

Note: The audience has been adapted from the [2022 Legislative Branch Organizational Motion](#).

Moral Compass: *“Whatever affects one directly, affects all indirectly.”*

~Reverend Dr. Martin Luther King, Jr

Values: We are dedicated to having a culture that sustains and serves both us and those who come after us, and to achieve the goal of serving the residents of King County by holding the following values:

- P**rofessional development and positive encouragement.
- E**quitable treatment regardless of status or position.
- A**wareness of the individual and their life and work circumstances.
- C**ommunication and action guided by understanding privilege and power.
- E**ffort to practice empathy.

Our Responsibility to Each Other:

1. We strive to recognize our biases and embrace and celebrate diversity of different backgrounds, workstyles, personalities, ideas, approaches, and solutions.
2. We value everyone’s time and are dedicated to being proactive and communicating in a timely manner on assignments and requests.
3. We facilitate an environment and space that creates opportunities, promotes openness, and access for staff’s professional journey.
4. We recognize and value all individual work contributions.
5. We strive to communicate with each other with recognition of privilege and power and understanding its impact with each situation.
6. We are mindful of physical, mental, and emotional health, including non-visible disabilities of each individual.
7. We embrace opportunities to learn from mistakes and allow room for growth and reevaluation.

8. We pursue thoughtful resolutions through curiosity, mindfulness, and patience.
9. We conduct ourselves with self-awareness and professionalism at all times.
10. We celebrate excellence and reward successes and accomplishments.
11. We treat others with respect, dignity, and civility.
12. We provide constructive feedback.
13. We are active listeners.

Resources: Legislative Branch Employee, Equipment and Facilities Policies: Updated Jan 11, 2022 (as included in the 2022 Legislative Branch Organizational Motion)

Addressing Concerns in the Workplace: Contact Legislative Branch Human Resources Manager.

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