



OREGON YOUTH AUTHORITY

Policy Statement

Part 0 – Mission, Values, Principles



Subject:

Principles of Conduct

Section – Policy Number:

0-2.0

Supersedes:

0-2.0 (12/06)

Effective Date:

07/25/2011

Date of Last Review/Revision:

None

Related Standards and References:

- [ORS 163.452](#) (Custodial Sexual Misconduct)
- [ORS Chapter 244](#) (Government Standards and Practices)
- [ORS 419B.005 through 419B.050](#) (Reporting of Child Abuse)
- [ORS 659A.200 to 659A.224](#) (Whistle-blowing)
- [Public Law 107-79](#) (Prison Rape Elimination Act)
- Oregon Government Standards and Practices Commission, [Guide for Public Officials](#)
- American Correctional Association, *Standards for Juvenile Correctional Facilities*; 3-JTS-1A-03 (Purpose and Mission); 3-JTS-1C-23 (Code of Ethics)
- American Probation and Parole Association (APPA) *Code of Ethics*
- Performance-based Standards for Juvenile Correction and Detention Centers; Order
- [OYA Policy](#): 0-2.1 (Professional Standards)
0-2.2 (Relationships with Offenders and Their Families)
0-2.3 (Mandatory Child Abuse Reporting)
0-2.4 (Conflict of Interest)
0-3.0 (Harassment-free Workplace)
0-3.1 (Equal Employment Opportunity and Affirmative Action)
0-4.0 (Drug-free Workplace)
0-5.0 (Violence-free Workplace)
0-7.0 (Use of Electronic Information Assets and Systems)
I-C-7.4 (Firearms in the Workplace)

Related Procedures:

- None

Policy Owner:

Professional Standards Office
Administrator

Approved:

Colette S. Peters, Director

OYA's core values provide the foundation for the decisions, actions and practices that make up our daily work. Our core values guide and inform all that we do to protect public safety, reduce crime, hold offenders accountable, aid in their reformation, and keep them safe.

- **Integrity:** As stewards of the public trust, we display ethical and honest behavior in all that we do.
- **Professionalism:** We practice unwavering adherence to professional standards and perform our work competently and responsibly.
- **Accountability:** We conduct our jobs in an open and inclusive manner, and take responsibility for the outcomes of our performance.
- **Respect:** We treat others with fairness, dignity, and compassion, and are responsive to their needs.

OYA expects every staff member to adhere to and demonstrate these values and the standards expressed in the following Principles of Conduct:

- Be truthful and honor the ethics of our profession;
- Adhere to federal, state, and local laws;
- Encourage and follow OYA's mission, values, policies, rules, and directives;
- Report illegal and unethical on- and off-duty staff behavior, and ensure that a code of silence is never a part of OYA culture;
- Promote a transparent work environment where reports of illegal and unethical behavior are made without reproach or retaliation;
- Ensure and promote a safe work environment and be fit for duty;
- Respect the civil and legal rights of all individuals;
- Uphold the public trust and never use our positions for personal gain, privilege, or advantage;
- Interact with stakeholders and business associates respectfully, openly, and honestly;
- Interact with offenders in a manner that enhances offender reformation;
- Establish and maintain clear professional boundaries with offenders, former offenders, and their families; and
- Treat coworkers professionally and with respect.