



DEPARTMENT OF CORRECTIONS
Human Resources



Title:	Department Mission and Values	DOC Policy: 20.1.1
Effective:	4/3/26	Supersedes: 03/27/19
Applicability:	All employees, volunteers, and contract service providers	
Directives Cross-Reference:	None	

I. PURPOSE

To provide all employees, volunteers, and contractors with a clear department mission statement, and values that will provide the day-to-day governance and desired organizational culture for the department.

II. POLICY

The following department mission and values are adopted to enable a framework for employee decision-making and personal behavior in the daily conduct of business. All department employees are expected to support and be guided by them.

MISSION STATEMENT

The mission of the Oregon Department of Corrections is to protect communities, promote accountability, and transform lives.

VALUES

These values represent our beliefs as an organization and serve to set the tone and standard for everything we represent and do. The values listed below, should be considered and embedded in every decision we make. The values support our mission.

Dignity

We respect all people, see their potential, and believe they can change and grow.

Courage

We act ethically and justly, making decisions that are honest and fair.

Growth

We constantly strive to improve. We keep what is working and we change what is not.

Professionalism

We act with shared accountability and represent the highest standards of behavior.

Partnership

We work collaboratively because we are stronger together.

Safety

We foster environments that are safe and promote wellness for all.

III. PROCEDURE

The Department of Corrections will ensure that planning, budgeting, and management of all functional units under the department's control are directed toward fulfilling the department's mission while operating in alignment with the department's values.

A separate mission statement for a particular Department of Corrections facility, institution, or other functional unit will not be established without the authorization of the Director's Office.

IV. IMPLEMENTATION

This policy will be adopted immediately without further modification

Certified: _signature on file_____
Julie Vaughn, Rules Coordinator

Approved: _signature on file_____
Michael Reese, Director