



**DEPARTMENT OF CORRECTIONS**  
**Human Resources**



<b>Title:</b>	<b>Department Mission, Vision, and Values</b>	<b>DOC Policy: 20.1.1</b>
<b>Effective:</b>	<b>03/27/19</b>	<b>Supersedes: 09/01/98</b>
<b>Applicability:</b>	<b>All employees, volunteers, and contract service providers</b>	
<b>Directives Cross-Reference:</b>	<b>None</b>	

**I. PURPOSE**

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

**II. POLICY**

The following department mission, vision, 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 promote public safety by holding offenders accountable for their actions and reducing the risk of future criminal behavior.

**VISION**

**Valuing Employee Wellness**

Employee wellness is supported at every level. We continuously encourage a high standard of overall health. A balance between work and personal life is maintained. These values are reflected in our practices.

**Engaging Employees**

We work in a culture of respect and diversity, and our team communicates positively and openly. We are dedicated, empowered, supported, and have built a strong organization.

**Operating Safe Facilities**

We are innovative leaders who take pride in the work we do and the service we provide. We use proven practices to encourage and maintain a positive, safe, and healthy workplace.

## **Implementing Innovative Business Practices**

We are a dynamic organization that is data-driven and achieves outcomes using innovation, evidence-based practices, and progressive technologies.

## **Preparing Offenders for Reentry**

We provide meaningful work experiences, education, programs, and opportunities for offenders to develop pro-social life skills to become productive citizens. We continue to focus on lowering the recidivism rate. We recognize offenders can change. We promote healthy relationships that play an important role in an offender's incarceration, successful reentry, and community supervision.

## **Partnering with Our Stakeholders**

We build relationships with our stakeholders by fostering communication through an open exchange of information. We work together to return offenders as law-abiding, productive community members, and to reduce future victimization.

## **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 and vision.

Integrity & Professionalism

Dignity & Respect

Safety & Wellness

Fact Based Decision Making

Positive Change

Honoring Our History

Stewardship

## **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, vision, and values.

A separate mission statement for a particular DOC 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\_\_\_\_\_

Michelle Mooney, Rules Coordinator

Approved: \_signature on file\_\_\_\_\_

Brian Belleque, Deputy Director