



OREGON YOUTH AUTHORITY

Policy Statement

Part 0 – Mission, Values, Principles



Subject:

Principles of Conduct

Section – Policy Number:

0: Mission, Values, Principles - 2.0

Supersedes:

0-2.0 (04/16)

0-2.0 (07/11)

0-2.0 (12/06)

Effective Date:

10/29/2024

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](#)
- Performance-based Standards for Juvenile Correction and Detention Centers; Order
- [OYA Policy:](#)
 - 0-2.1 (Professional Standards)
 - 0-2.2 (Relationships with Youth and Their Families)
 - 0-2.3 (Mandatory Reporting of Abuse)
 - 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)
 - 0-6.0 (Firearms in the Workplace)
 - 0-7.0 (Use of Electronic Information Assets and Systems)

Related Procedures:

- None

Policy Owner:

Deputy Director

Approved:

Joseph O'Leary, 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 youth 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 learn and adhere to best practices of juvenile justice, OYA's professional standards and principles of conduct, 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 unique strengths and needs with mindful consideration for equity and cultural responsiveness. We foster relationships with internal and external partners. We prioritize and value diversity, equity, and inclusion as best practice.

The culture of the Oregon Youth Authority is one of Positive Human Development and inclusivity. We reflect, demonstrate, model and support this culture for both youth and our coworkers by performing our duties in alignment with the five levels of the Positive Human Development pyramid, which support:

- Safety and security;
- Caring and supportive relationships;
- High expectations and accountability;
- Meaningful participation; and
- Community connection.

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

- Display behavior consistent with our values of integrity, professionalism, accountability, and respect;
- Uphold OYA's mission and policies, and follow federal, state, and local laws;
- Report illegal on- and off-duty behavior;
- Respect the civil and legal rights of all people;
- Support and create an inclusive environment, and strive to understand and be responsive to the diversity and contributions of OYA youth, staff, and partners;
- Maintain high expectations of ourselves and others;
- Support a transparent work environment where concerns and opinions can be expressed without fear of retaliation, and ensure a code of silence is not part of our culture;
- Promote a physically, psychologically, and emotionally safe work environment free of harassment and discrimination, and be ready to perform our job duties; and
- Interact with youth, families, coworkers, crime victims, stakeholders, and others in a way that supports Positive Human Development and never use our positions for personal gain, benefit, or advantage.