

## *Sierra Club Standards of Conduct*

Individuals who want to preserve, protect, and enjoy the environment are motivated to work actively with the Sierra Club when they find satisfaction through a SENSE OF ACCOMPLISHMENT, and of RECOGNITION and BELONGING.

Collegiality and teamwork build such motivation, and are qualities recognized to be of fundamental importance throughout the Sierra Club.

The following standards of conduct have been adopted as consistent with these concepts:

1. **WORK AS A TEAM:** Collegial cooperation invites participation and nurtures success; antagonistic rivalry has the opposite effect.

2. **DELEGATE:** Learn, and respond to, the interests and capabilities of each 'team' member; provide opportunities for accomplishment and satisfaction.

3. **BE COLLEGIAL:** Show courtesy and respect; be kind, not caustic. Recognize and

acknowledge those who help, and rejoice in their successes. Never belittle, either publicly or privately.

4. **COMMUNICATE OPENLY:** LISTEN and EXPLAIN patiently and thoughtfully and ask the same of others.

Be as persuasive, clear and concise as you can be; strive to understand and consider the ideas, viewpoints, motivations, and goals of others.

Don't expect decisions or actions based on "too little information, presented too late."

5. **SHOW TRUST:** Trust has many facets. It implies mutual openness and accepting shared responsibility. It implies accepting delegated decisions and majority decisions properly arrived at through an accepted decision-making process. It implies honoring confidences.

Adopted by the Sierra Club Board of Directors March 17-18, 1990.