

TERMS FOR RULES OF ENGAGEMENT

CHOOSE RESPECT

We will

- Treat everyone with dignity and respect.
- Listen to others respectfully.
- Exercise self-discipline in speech and manner.
- Hear and consider all viewpoints and ideas.
- Focus on the issues and avoid personalizing debate.
- Embrace respectful disagreement and dissent as democratic rights — inherent components of an inclusive public process and tools for forging sound decisions.
- Listen to each other objectively and openly.
- Inspire public confidence in the Town of Vienna government.
- Be informed prior to public discussion or debate.
- Disagree with passion and respect.
- Stay focused on the overall and long range good of the community.
- Accept our action, lay aside our differences, and move forward for the greater good.
- Support the actions of the council even though we may continue to disagree on the point.
- Seek to build a culture of trust.
- Be professional at all times.
- Work with people with whom we disagree in order to come to future compromises that benefit our community.

- Humbly stretch our ability to accept criticism and to recognize the important nuggets within complaints.
- Accept that, as a public official, I don't always have all the answers.
- Not use divisive language.
- Agree that we each have the democratic right to peacefully dissent against that with which we disagree.
- Support the people of Vienna actively participating in their government, regardless of their position on issues.
- Acknowledge that the people's voices often help steer our decisions toward positive outcomes.
- Demonstrate honesty and integrity in every action and statement.
- Fully participate in relevant public meetings while demonstrating respect, kindness, consideration and courtesy to others.
- Be respectful of other people's time; stay focused and act efficiently during public meetings.