

---

## Code of Civility Form

A healthy democracy respects the people's right to debate issues with passion. A healthy democracy not only tolerates disagreement but welcomes it in order to refine ideas and create policies that benefit the greater good.

The deterioration of civility across the country and within our community poses a threat to our democracy and our civic well-being. This deterioration:

- Compromises the integrity of a healthy, representative democracy.
- Closes the door on depth of thought, reducing complex problems to harmful oversimplification.
- Deters potential leaders from running for office or serving in government.
- Poisons the civic well and discourages citizens from engaging on pressing community issues.
- Casts the spotlight on poor behavior rather than shining a light on possible solutions.
- Sets a poor example for our children.

We have crafted this Code of Civility as a promise to each other, and to the people and institutions we serve, that we will always strive to conduct our debates - whether in person, online, or in written communication - in ways that allow for the widest range of opinions on ideas and policies, yet also respect the dignity, integrity and rights of those with whom we might disagree. With our individual and collective commitment to this code, we welcome our elected colleagues, the press and the public to hold us accountable.

In our deliberations we pledge to:

### **Listen First**

We will make an honest effort to understand views and reasoning of others by listening to understand, not listening to find fault, allowing thoughtful discussion to lead to the best possible outcomes.

### **Respect Different Opinions**

We will invite and consider different perspectives, allowing space for ideas to be expressed, opposed and clarified in a constructive manner.

### **Be Courteous**

We will treat all colleagues, staff and members of the public in a professional and courteous manner whether in person, online, or in written communication, especially when we disagree.

### **Disagree Constructively**

We strive to advance solutions to community issues; when faced with disagreement, we do more than simply share our concerns with differing positions, we work to propose a course of action of mutual benefit.

### **Debate the Policy Not the Person**

We will focus on the issues, and not personalize debate or use other tactics that divert attention from the issue.

### **ACKNOWLEDGEMENT OF RECEIPT**

I, THOMAS J THOMAS with the signature below hereby acknowledge receipt of the Code of Civility.  
(printed name)

Signature



Date

5-17-2024