



# MASP

Maine Association of School Psychologists 

## MASP Commitment to Civility

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In this time of upheaval and unrest, the concepts of community and social justice are central to the mission and philosophy of the Maine Association of School Psychologists. We are committed to promoting a healthy and just environment that supports transformative integrity, open communication, and personal and professional growth among the diverse members of our organization. We believe that these commitments are grounded in intellectual openness, in personal and professional accountability, and in the democratic values of inclusivity and mutual respect which are guided by rational discourse and by a relational ethic of care.

We are grateful for the opportunities to learn and work with peoples of diverse ethnic, racial, religious, cultural, political, social, and economic backgrounds as well as with people who have disabilities, and people of different gender, sexual orientation, and age. Acknowledging the ethics and values that underlie our profession, it is our belief that these ethics and values should be recognized, practiced, and cultivated in our professional work, learning and collaborative environments. Our goal is to increase the awareness of the importance of civility, its implications, and the behaviors that are acceptable, and not acceptable, in our organization.

Civility is the art of treating others, as well as ourselves, with respect, dignity, and care. Civility is apparent when we are sensitive to the impact that our communications, practices, and behaviors have on others, and when we acknowledge each person's self-worth and unique contributions to the community as a whole.

As members of MASP, we are committed to learning and practicing in ways that support a caring and socially just organization. The following are examples of how we create and sustain civility.

1. Support the autonomy and just treatment of self and others by facilitating an open, respectful, and caring environment.
2. Accept responsibility and accountability for one's own behavior when interacting with others.
3. Respect and protect the rights and property of others.
4. Speak or behave in a manner that does not disrupt or interfere with the work, collaboration or learning of others.
5. Practice personal and professional integrity and expect it from others.

6. Demonstrate respect for others by actively discouraging discriminatory conduct, violence, coercion, or intimidation against any member of the organization or larger school psychology community.
7. Demonstrate a willingness to listen and be open to hearing the perspectives of others. This includes actively seeking to hear from and making a safe space for voices of dissent.
8. Explore controversial issues through open dialogue and respectful deliberation.

We will not tolerate harassing or discriminatory conduct of any form. Everyone has the responsibility to foster a safe and supportive environment. Collectively, members of the Maine Association of School Psychologists are responsible for ensuring a safe and supportive environment.

*Any concerns should be addressed to [maineasp@gmail.com](mailto:maineasp@gmail.com)*