



City of Belfast

Core Value Statement

The citizens of Belfast, Maine are entitled to have a fair, ethical, and accountable City Government that works to maintain the public's full confidence. The effective functioning of the City Government therefore requires the following core values by all City of Belfast elected officials, committee members, employees, and agents representing:

Maintain High Standards of Integrity

- In all actions, be guided by the highest standards of personal and professional integrity.
- Avoid interest or activity that may be in conflict with or lends to a perception of being in conflict with official City responsibilities.
- Avoid personal gain from the performance of official duties.
- Do not accept or seek undue credit for the work of others.
- Recognize that all City of Belfast elected officials, committee members, employees, and agents representing have no authority to speak on behalf of the City of Belfast unless specifically designated to do so. If there is no such designation, it should be clear that they are speaking in their individual capacity.

Be Courteous, Respectful and Promote Civility

- Support and maintain open communication, cooperation, and respectful disagreement.
- Appreciate the dedication in others and have compassion.
- Focus on issues and avoid personalizing debate.
- Exercise self-control.
- Address all citizens, elected officials, committee members, employees, and agents representing with equal respect.
- Encourage and promote a cooperative atmosphere free from fear, discrimination, all forms of harassment, intimidation, or unfair treatment.
- Respect the work done by others on behalf of the City.

Be Accountable

- Perform City related activity consistent with a high standard of responsibility.
- Serve with respect, concern, and courtesy.
- Act with professional competence and fairness.
- Respect privileged information obtained in the course of official City duties.
- Refrain from openly displaying discouragement, anger, frustration, or emotional displays that may discredit the City.

These City of Belfast Core Values were formally adopted by a vote of the Belfast City Council on February 16, 2021.