

OUR SCHOOL OF VETERINARY SCIENCE CULTURE CHARTER

UQ Values



CREATIVITY



EXCELLENCE



INTEGRITY



COURAGE



INCLUSIVITY



TRUTH

We stand for...

Being dynamic and adaptable to change

Seeking and welcoming input

Being open to new ways of doing things

Seeking continuous improvement

Sharing knowledge, experience and expertise

Teamwork – working together to achieve goals

Doing the right thing

Leading by example

Being kind to ourselves and to others

Acknowledging our limitations and asking for help

Holding ourselves, and each other, accountable for behaviours and actions

Speaking up

Frank and fearless exchanges of opinion

Having hard conversations early

Stepping out of our comfort zone

Being open and 'owning' mistakes and valuing the personal courage this takes

Valuing diversity of culture, education and experience

Respecting the opinions, values, perspectives and vulnerabilities of others

Involving staff at all career levels in decision making

Promoting inclusive behaviours

Providing and receiving respectful constructive feedback

Being true to your values

We won't stand for...

Roadblocking change

Stagnation – 'We've always done it this way!'

Disengagement

Non-receptiveness to constructive feedback

Self-serving behaviours that hurt others

Not taking responsibility for mistakes or poor behaviours

Bystander apathy – when we see something, we do something

Ignoring or avoiding problems, issues & difficult conversations

Exclusion, bullying, harassment and discrimination

Closed & non-transparent discussions

Disfranchising the values, thoughts, feelings and beliefs of others

'Cherry picking' information to support a particular view

Spreading misinformation

These are cultural standards we commit to and expect our colleagues to demonstrate in our workplace