

SOUTHERN ALLEGHENIES PLANNING AND DEVELOPMENT COMMISSION

CORE VALUES

SAP&DC will conduct its business ethically, with the highest level of integrity and in the best interests of its clients, suppliers, member counties and employees. The Commission is committed to ensuring that all are entitled to share in the economic good created by its concerted effort to enhance the quality of life for residents of the Alleghenies:

FOR ITS CLIENTS, SAP&DC WILL STRIVE TO:

- ◆ Provide services of high quality and true value;
- ◆ Work consistently and diligently to increase understanding of clients and their requirements;
- ◆ Give the best possible service to clients in prompt response to their requests; and,
- ◆ Conduct business consistently with honesty and integrity and without discrimination.

FOR CONTRACTORS, PARTNER AGENCIES AND SUPPLIERS, SAP&DC WILL STRIVE TO:

- ◆ Establish and maintain mutually beneficial long-term relationships that result in maximum value to the Commission and partners;
- ◆ Give prompt, courteous reception to representatives calling at the office;
- ◆ Honor and maintain any confidences disclosed;
- ◆ Conduct business with fairness and integrity; and
- ◆ Conduct business objectively and with independence, declining any gifts or favors that would affect independence of action.

FOR ITS MEMBER COUNTIES, SAP&DC WILL STRIVE TO:

- ◆ Support the economic climate of its member counties by purchasing materials and services locally whenever possible and economically feasible;
- ◆ Encourage the creation and retention of jobs;
- ◆ Encourage SAP&DC employees to meet their civic responsibilities; and
- ◆ Be a good neighbor by being mindful of ecological responsibilities.

FOR EMPLOYEES, SAP&DC WILL STRIVE TO:

- ◆ Recognize the intrinsic value of each employee as an individual;
- ◆ Provide working conditions and an environment that will maintain the dignity of the individual;
- ◆ Treat employees and applicants for employment without discrimination as to race, color, religion, gender, sexual orientation, national origin, age, veteran status, or handicap/disability;
- ◆ Provide training opportunities that permit employees to develop their abilities to perform their jobs in an efficient and more effective manner;
- ◆ Provide each employee with the opportunity for career growth and advancement within the organization based upon individual ability and performance;
- ◆ Recognize the value of employees who thoroughly understand their job responsibilities so that individual initiative and thought will be encouraged in the accomplishment of their tasks; and
- ◆ Provide opportunities commensurate with the Commission's goals and standards.