

## Orange County Sanitation District's Core Values

### **Integrity, Inclusion, Honesty, Trust and Respect**

We aspire to the highest degree of integrity, inclusion, honesty, ~~trust~~, and respect in our interaction with each other, our suppliers, our customers, and our community. We strive to demonstrate these values in our actions, commitments, and service.

### **Leadership, Teamwork, and Problem Solving**

We lead by example, acknowledging the value of our resources and using them wisely to achieve our mission. We strive to reach OC San goals through cooperative efforts and collaboration with each other and our constituencies. We work to solve problems in a creative, cost-effective, and safe manner, and we acknowledge team and individual efforts.

### **Customer Service, Transparency, and Accountability ~~Leadership and Commitment~~**

We are committed to acting in a timely, accurate, accessible, and transparent manner through excellent customer service. ~~lead by example, acknowledging the value of our resources and using them wisely and safely to achieve our objectives and goals.~~ We are committed to act in the best interest of our internal and external stakeholders ~~employees, our organization, and our community.~~

### **Resiliency, Innovation, and Learning ~~Teaching~~ ~~Talents, Skills and Abilities~~**

We continuously develop ourselves, enhancing our talents, skills, and abilities. We recognize that, ~~knowing that~~ only through personal growth and development will we ~~continue to~~ progress as an agency and as individuals.

### **Recognition/Rewards**

~~We seek to recognize, acknowledge and reward contributions to OC San by our many talented employees.~~

### **Safety**

We are committed to providing a safe work environment. We will demonstrate leadership, promote individual accountability, and participate actively in the advancement of our health and safety practices.