

CSU Channel Islands Nursing Department  
Civility Statement

Professional nursing organizations such as the Tri-Council for Nursing, which includes the American Association of Colleges of Nursing (AACN), American Nurses Association (ANA), American Organization of Nurse Executives (AONE) and the National League for Nursing (NLN); and the International Council of Nurses (ICN) have developed civility statements for nursing practice including academia. The resolution from the Tri-Council of Nursing (2017) calls on “all nurses to recognize nursing civility and take steps to systematically eliminate all acts of incivility in their professional practice, workplace environments, and in our communities” (<https://tricouncilfornursing.org/>).

- 1) The Nursing Department at CSU Channel Islands embraces the idea that all members of our community have a right to expect that the program climate is safe, mutually supportive, academically encouraging, and empathetic towards of all its members. Faculty, staff and students take collective responsibility to reject anti-Blackness rhetoric and all forms of racism in our society, including structural and institutional racism against all people of color. To maintain a safe climate, students, faculty and staff agree to abide by the following agreed upon statements:
- 2) Value and respect each member of the community.
- 3) Create an environment that supports positive interactions between members of the community.
- 4) Demonstrate professional and collegial behavior at all times
- 5) Accept responsibility for one’s own actions and be accountable to the community.
- 6) Communicate clearly, both verbally and in writing, with community members by actively listening to others; being open to hearing the viewpoint of others; understanding that tone of voice matters as well as non-verbal forms of communication; and refraining from demeaning, disrespectful, insulting, dismissive or humiliating language or actions.
- 7) Understanding that conflict though inevitable is resolved by developing a trusting relationship that is fostered by mutual understanding among community members.
- 8) As a member of the community, be available to support and mentor others with kindness and commit to interpersonal growth that fosters an appreciation for our diversity.
- 9) Demonstrate a willingness to engage in the program by participation in shared-governance activities.
- 10) Commit to confronting acts of incivility and discrimination when they are observed in a positive, constructive manner.
- 11) Rely on facts not assumptions by avoiding gossip and spreading of untruths that can undermine the credibility of community members.
- 12) Provide praise in public and share constructive criticism in private.
- 13) Treat community members equitably and with respect regardless of their title, and place the same expectations for civility on all community members, regardless of rank, position or authority.
- 14) Celebrate our differences.
- 15) Address violation of civility or acts of incivility privately and tactfully, using the Civility Statement.