



## State of Delaware Office of Management and Budget Human Resource Management

### BELIEFS AND PRINCIPLES

<b>Effective Date:</b> 10/1/2016	<b>Supersedes:</b> 9-16-2014
<b>Application:</b> All State Agencies, All State Employees	
<b>Authority:</b> Federal and State Laws	

The State of Delaware (The State) promotes an environment of mutual respect for all people so that everyone, both employees and citizens, has the ability to achieve his or her very best. This is predicated on the belief that each individual has value. The State celebrates and promotes the value of inclusiveness in an effort to build trust, harmony and understanding among all who are employed by or come in contact with the State and its programs.

In valuing people, there are diverse views; and through openness, awareness and sensitivity, we can begin to understand how our words and actions are perceived by others. Achieving excellence in human relations is simply a matter of respect for the individual regardless of their [protected class](#). Behaviors which demean or offend people are not acceptable and will not be tolerated. These include, but are not limited to:

- Slurs or jokes that reflect negatively on any group or individual;
- Harassment in any form (including sexual harassment), in accordance with the State of Delaware's harassment policy;
- Displays of pictures, posters, calendars, flyers, or other material that denigrates (belittles/ridicules) or shows hostility or aversion (dislike) toward another individual or group.
- Offensive treatment through vindictive, cruel, malicious or humiliating attempts to undermine an individual employee or groups of employees.
- Persistent unpredictable, irrational negative attacks on personal and professional performance.

An employee, applicant or client/consumer reporting violations of these principles or testifying in cases involving bullying, harassment or discrimination will not be subject to retaliation.

The State encourages and supports our employees and citizens to participate in activities which promote knowledge, understanding and respect for every person regardless of cultural or other individual differences.

The State believes that these efforts will create a more productive, efficient and effective government.

The State is committed to the equal enforcement of all employment/personnel practices as specified by State and Federal laws, regulations and policies.

A comprehensive list of [Federal and State EEO/AA regulations and protected classes](#) to maintain compliance with Executive Order 8 can be found at [OMB/HRM EEO and Diversity resources](#).

*This is not intended to create any individual right or cause of action  
not already existing and recognized under state or federal law.*