

**Code of Conduct**  
**Utah Forest Restoration Working Group**  
**Approved 4-20-09**

*A Working Group member will:*

- *Help create a respectful and productive working climate.* We will speak our minds freely, but be brief and to the point so others may also speak. We will not rant or get on a soapbox. We will respect and comply with the behavior directions given by the facilitator. We will use a good faith effort to resolve differences through a peaceful process.
- *Decisions on recommendations will be made by consensus* of all named Collaborative members. Consensus means the willingness to go along with the decision either in active support of it or in not opposing it.
  - Tentative agreements may be made at meetings pending the opportunity for members to consult with their necessary constituencies. This will be done on a timely basis.
  - The commitment to work for consensus means that members will:
    - Participate in the give and take of the process in a way that seeks to understand the interests of all
    - Actively generate proposals thought to be workable for all, and
    - Work together to reach consensus.
  - If the group is in general agreement on an issue with the exception of one or two members, the dissenting members are responsible for proposing alternatives they believe might achieve group consensus.
- *Endeavor to attend all meetings of the Working Group and assigned committees.* Recognizing that there are inevitable conflicts in scheduling that may prevent full attendance, the member will seek to be informed of actions taken at meetings at which the member is absent.
- *Come prepared to all meetings.* The member will read materials submitted in advance of meetings and complete assignments accepted. We all value the importance of time well-spent in meetings.
- *Participate actively in meetings.* Only through constructive dialogue among diverse stakeholders can we achieve our purpose.
- *Participate in and commit to complete committee work.* It's where the rubber meets the road.
- *Speak with candor.* We need to be forthright with each other, avoiding the creation of false expectations, even as we strive to find points of agreement.
- *Treat others with respect.* We each bring different perspectives and histories to the Working Group. No member and no viewpoint is less deserving than another to be heard.

- *Value one another's experiences.* We will actively seek out differences of opinion. Disagreement can improve the group's opportunity to create better decisions.
- *Support the decisions of the Working Group.* Each member will report faithfully to third parties about the activities of the Working Group and support the decisions of the Working Group among colleagues and the public, even (especially) when it involves risk-taking beyond the comfort zone of one's core constituency.
- *Hold oneself and other members accountable to adherence to the purpose, convening values and goals of the Working Group.*