

# CUIMC CARES

CUIMC CARES is a code of values to guide all members of the CUIMC community in their interactions with each other. These values are important in creating a culture that encourages civility, acceptance of differences, respect for all, ethical behavior, and a supportive environment within our community. Through CUIMC CARES, we aspire to build a community where every individual feels welcome and accepted, and has opportunities for professional growth and success.



## Civility

- Civility means promoting professionalism and a climate of growth, learning, and teamwork.
- Civility means being accountable for your own professional conduct.

## Acceptance

- Acceptance of CUIMC policies and procedures shows your commitment to our core values.
- Acceptance of the importance of different perspectives and experiences fosters mutual respect for each member's contributions within the community and promotes an inclusive environment.
- Acceptance of the impact of biases on professional conduct will help you identify biases when they occur.



## Respect

- Respect encourages us to treat each person with courtesy and civility.
- Respect in the confidentiality and privacy of all community members is essential for collegiality.
- Respect enables you to listen and respond to diverse thoughts, opinions, and constructive feedback and model this behavior for others.

## Ethics

- Ethics is doing what's right, such as refraining from engaging in, supporting, or tolerating inappropriate, disruptive, or abusive behaviors.
- Ethics is reporting abuses of power in hierarchical relationships.
- Ethics is modeling professionalism by resolving conflicts in a spirit of cooperation and collaboration.



## Support

- Support is shown by creating and maintaining a culture in which reporting is safe and free of retaliation.
- Support is demonstrated through interactions that use words and actions that are thoughtful, constructive, and tolerant.
- Support is shown through awareness of your own well-being and the well-being of others.

Contact us to learn more about CUIMC Cares and the work happening in the Office of Professionalism:  
[professionalism@cumc.columbia.edu](mailto:professionalism@cumc.columbia.edu) (212) 305-1510