

## **American Psychological Association (APA) Civility Statement and Operational Definitions**

**As psychologists, we seek to embrace and practice the ethical principle of “respecting the dignity and worth of all people” and create a climate of civility, respect and inclusion throughout the APA community.** We strive to accomplish this goal by interacting and communicating with others in a spirit of mutual respect and an openness to listen as well as to consider all points of view. While we may disagree on important issues, we debate and express our ideas in a collegial, civilized and professional manner. Corrective feedback will be provided constructively, respectfully and compassionately whenever members don’t behave civilly in order to maintain a comfortable, safe and professional environment in which to conduct the work of the Association. Finally, we understand that individuals from different cultures and groups may have varying customs and beliefs about what constitutes civil or uncivil behavior. We expect all to be respectful and mindful of these differences and norms.

### *Civility Operational Definitions*

1. Think carefully before speaking
2. Differentiate and articulate facts from opinions
3. Focus on the common good
4. Disagree with others respectfully
5. Be open to others without hostility
6. Respect diverse views and groups
7. Offer a spirit of collegiality
8. Offer productive and corrective feedback to those who behave in demeaning, insulting, disrespectful, and discriminatory ways
9. Create a welcoming environment for all
10. Focus corrective feedback on one’s best and most desirable behavior

### *Operational Definitions of Incivility*

1. Interrupting and talking over others who have the floor
2. Overgeneralizing and offering dispositional character criticisms and attributions
3. Using language that is perceived as being aggressive, sarcastic, or demeaning
4. Speaking too often or for too long
5. Engaging in disrespectful non-verbal behaviors (e.g., eye rolling, loud sighs)
6. Offering false praise or disingenuous comments (e.g., “With all due respect but...”)

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AMERICAN PSYCHOLOGICAL ASSOCIATION