

<p style="text-align: center;">STATE OF VERMONT AGENCY OF HUMAN SERVICES DEPARTMENT OF CORRECTIONS</p>	<p style="text-align: center;">Vision, Mission, and Values</p>		<p style="text-align: center;">Page 1 of 2</p>						
<p style="text-align: center;">CHAPTER: COMMISSIONER – GENERAL</p>	<p style="text-align: center;">#01</p>	<p>Supersedes: #01, Mission and Philosophy, dated 06/14/2016</p>							
<p>Local Procedure(s) Required: No Applicability: All staff (including contractors and volunteers) Security Level: “B” – Anyone may have access to this document.</p>									
<p>Approved:</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 33%; border: none;"><u>SIGNED</u></td> <td style="width: 33%; border: none;"><u>04/05/2023</u></td> <td style="width: 33%; border: none;"><u>04/05/2023</u></td> </tr> <tr> <td style="border: none;">Nicholas J. Deml, Commissioner</td> <td style="border: none;">Date Signed</td> <td style="border: none;">Date Effective</td> </tr> </table>				<u>SIGNED</u>	<u>04/05/2023</u>	<u>04/05/2023</u>	Nicholas J. Deml, Commissioner	Date Signed	Date Effective
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PURPOSE

This policy sets forth the vision, mission, and values of the Vermont Department of Corrections (DOC). The vision, mission, and values shall inform every aspect of the DOC’s policies, procedures, practices, and programs, and serve as both, a guiding principle and the foundation of DOC culture for staff and individuals they serve.

AUTHORITY

28 V.S.A. § 1; 28 V.S.A. § 2a

POLICY

The DOC’s Vision:

We create safety and equity by seeing potential, supporting change, and serving communities.

The DOC's Mission:

The Vermont Department of Corrections:

- Leads through innovation;
- Supports staff wellness;
- Creates rewarding career opportunities;
- Ensures our facilities and field offices are safe, secure, and healthy;
- Provides justice-involved individuals with opportunities for self-improvement;
- Cultivates meaningful partnerships; and
- Advances restorative justice practices.

The DOC's Values:

Our values drive the mission and vision.

- **Accountability:** We, individually and collectively, act in accordance with our mission and values in service to our vision.
- **Collaboration:** We succeed when we have diverse and equitable partnerships that include our communities and the people in our care and custody.
- **Compassion:** We treat everyone with respect and dignity and respond empathetically to people's lived experience.
- **Equity:** We address systemic barriers that hinder opportunity and use fair and impartial decision-making.
- **Innovation:** We use evolving research, data analysis, and expertise from diverse communities to identify, develop, and implement effective practices.
- **Integrity:** We practice our values in an honest and transparent way.
- **Safety:** We create an equitable culture of physical, emotional, and material wholeness.