

Collegiality at the Colorado Court of Appeals is a community culture that promotes shared responsibility for excellence and integrity in the pursuit of justice. It must be deliberately and continuously nurtured.

To preserve and promote this culture:

- ☞ We are generous with our time and expertise;
- ☞ We listen actively with an open mind;
- ☞ We collaborate and treat each other with respect and dignity, even when we disagree;
- ☞ We create an atmosphere of trust, kindness, and courtesy;
- ☞ We let the Court's mission guide our interactions and work;
- ☞ We recognize excellence in others and in the organization, and we celebrate individual and collective success;
- ☞ We embrace diversity;
- ☞ We accept our coworkers' differences, and we enable them to do their best work.

Excellence at the Court of Appeals means individually and collectively committing to surpass the general standards of expectation in our written work, our dealings with the public, and our interactions with each other.

To foster excellence:

- ☞ We become knowledgeable about the subject matters of our work, and we exercise rigor in our thinking.
- ☞ We are open to persuasion, are comfortable with disagreement, put our biases aside, and consider multiple ways of resolving problems.
- ☞ We seek to be thorough, competent, and diligent, and we strive to dig deeper.
- ☞ We learn from our mistakes and failures and use them to improve our future work through honest assessment and a willingness to accept constructive criticism.
- ☞ We work to make our opinions understandable to the parties, to lawyers, to judges, and to the public.
- ☞ We have high expectations of ourselves.
- ☞ We rely on the expertise of all court staff to improve our work.

Integrity at the Colorado Court of Appeals means individually and collectively acting morally and ethically. Acting with integrity extends beyond the court to the public, to litigants, to attorneys, and to all those who have contact with us. Trust flows from integrity: the public follows our opinions because it trusts us and is therefore willing to abide by our decisions.

To preserve and promote integrity:

- ✎ We do the right thing — even when no one is looking, even when it is hard, and even when it is different from what is clamored for in the marketplace of ideas.
- ✎ We are honest and upright and use transparent legal standards.
- ✎ We are candid, acknowledge our mistakes, accept constructive criticism, and change whenever it is appropriate.
- ✎ We follow the rule of law because we must, recognizing also that if we do not, we cannot expect anyone else to do so.
- ✎ We behave honorably, strive to do justice, and are incorruptible.

Service at the Court of Appeals means doing work that benefits others by providing assistance and a transparent system for the fair resolution of disputes.

To foster service:

☞ We recognize that we serve multiple communities, including the judiciary, the legal profession, the other branches of government, and the public.

☞ We put others' needs first and lead by example. We treat the public with dignity and respect, and we do our best to meet and exceed the public's expectations.

☞ We care for everyone who works at the Court of Appeals: we share our work; we cover for coworkers who are sick or absent; we volunteer our help without being asked; and we are forgiving when things don't go as planned.

☞ While our core work of deciding cases comes first, we serve in other capacities, such as sitting on committees, making presentations to the legal profession, educating the public about the court system, and mentoring new employees and attorneys.

☞ We strive to make the court's work transparent and accessible to everyone in Colorado by, for example, livestreaming oral arguments, providing remote participation in oral arguments, conducting oral arguments in communities throughout the state, providing electronic instructions and forms for appellate practice, and assisting self-represented litigants.