

CORE VALUES AND OPERATING PRINCIPLES

STRIVE FOR EXCELLENCE

- ✦ Support ASTRO's Mission by providing outstanding member service and highlighting the value of radiation therapy.
- ✦ Execute high quality work and continually strive for growth in learning that contributes to the organization.
- ✦ Operate with integrity to uphold ASTRO's credibility.
- ✦ Inspire and empower teammates to initiate action, practice accountability and achieve meaningful results.

INNOVATE TO SUPPORT MEMBERS, PATIENTS, AND COLLEAGUES

- ✦ Drive change and cultivate continuous improvement, creativity, and forward thinking.
- ✦ Embrace new ideas and perspectives and promote creative problem solving.
- ✦ Encourage experimentation and risk-taking to develop new/improved member products and services.
- ✦ Create and support opportunities that promote high-quality patient care.

ENCOURAGE COLLABORATION, INCLUSION, AND INTEGRITY

- ✦ Support ASTRO's commitment to DEI by fostering a culture of belonging.
- ✦ Demonstrate our commitment to staff well-being and work-life balance.
- ✦ Cultivate an equitable workplace that values diversity of perspectives, experiences, and abilities.
- ✦ Acknowledge our own biases and establish clear communication pathways.

ASTRO STAFF DEI STATEMENT

ASTRO believes in and empowers our staff to promote a workplace where everyone feels welcomed, valued, and respected.

- ✦ We encourage belonging for all our colleagues and strive to achieve inclusion through intentional efforts.
- ✦ We commit to engaging in open and honest communication, with a curious mindset focused on listening and mutual respect.
- ✦ We are responsible for understanding the impact of our words and actions, and for acknowledging the importance of all perspectives.

By working together, we can create a more inclusive and equitable workplace and support ASTRO's mission to advance the practice of radiation oncology for the benefit of people with cancer worldwide.