



ADK Core Values

ADK Fundamentals

Any activity, action, or gathering associated with ADK embraces these values, no matter the location.

Stewardship: ADK inspires people to protect public lands. We offer exciting opportunities to explore wild and natural places safely and with care.

Community: ADK is a welcoming and supportive community of outdoor recreators, educators, and enthusiasts who work to give back to outdoor spaces. We are supportive and engage with people regardless of background and ability.

Responsibility: ADK can protect public lands while we explore them by making decisions that reduce impacts. We actively take care of natural spaces and the environment. We are committed to carrying out work that creates a healthier environment for our community and the world.

Everyone treats everyone with respect.

Everyone is welcome.

Everyone is responsible for creating safe and caring spaces for all.

ADK Expectations and Core Values

ADK expects everyone (staff, volunteers, members, chapters, and more) to create an environment in any situation that is a) welcoming, b) respectful, c) openly accepting of everyone, and d) safe.

ADK, its chapters, and all associated with ADK are committed to the highest standards of safety.

Visitor, volunteer, member, and chapter conduct is conduct that maintains a healthy, safe, and caring environment in every situation.

ADK values all people. We pay special attention to ensure people who were historically underrepresented -- women, people of color, LGBTQIA+, veterans, Native Americans, people with disabilities -- are valued and treated with respect.

All who work with, for, and beside ADK express gratitude and appreciation for the many contributions made to ADK's mission. We always assume great effort has been made, even if the effort isn't always visible.

ADK works hard, and we share a strong work ethic.

ADK offers, serves, and fosters excellence in its work, activities, and outcomes.



We always assume the best intentions. We know that mistakes happen, and we maintain an environment that appreciates how excellence, not perfection, is our goal.

ADK encourages questions, comments, and constructive feedback. We offer solutions when we present problems.

We learn from our mistakes and value those who openly share lessons learned when things go wrong. We take responsibility for our actions.

We celebrate change and are patient with ourselves and others during times of transition or change.

ADK encourages ideas for new projects and approaches.

Aggressive verbal behavior, aggressive questioning, aggressive mistrust, harsh criticism, harassment, unwelcome advances, and consistent negativity are not tolerated.

ADK has a zero-tolerance policy for racism, discrimination, sexual harassment, and bullying of any kind.