NEVADA LETR- Code of Conduct

As members of the Law Enforcement Torch Run for Special Olympics Nevada (SONV) we commit to adhere to the highest professional standards, to demonstrate moral strength and courage, and to behave with honor and impartiality in all of our actions.

SONV and LETR Missions -

I will act in support of, and in furtherance of, the SONV and LETR missions at all times while participating in SONV and LETR events.

Show Respect for Others -

At all times, and in all situations, I will act appropriately and refrain from behaviors that may be deemed abusive, disrespectful, or offensive to SONV. Inappropriate behavior that are considered disrespectful include, but are not limited to, the following:

- Not respecting the rights, dignity and worth of all people because of their sex, ethnic origin, religion or ability
- Making unwanted sexual advances to SONV staff, athletes or volunteers
- Making slanderous or derogatory statements publicly or otherwise about a SONV athlete, staff member or volunteer; to include comments and posts on social media, emails or other written statements and verbal comments while engaged at SONV events or activities
- Bullying or being physical or emotionally abusive to others

Ensure a positive experience -

I will help to ensure that SONV and LETR events are a positive experience for all by displaying control, respect, dignity, professionalism and communication that is honest, clear and respectful. Acts that are considered to lead to negative experiences at SONV/LETR events and activities include but are not limited to the following:

- Not being punctual or prepared for assigned activities for SONV/LETR events
- Being dressed inappropriately for SONV/LETR events
- Bringing down the morale of SONV staff, athletes, and volunteers by being divisive or demeaning

Act professionally and take responsibility for my actions and set an example for others -
I will be a positive role model and encourage all members/volunteers/athletes to demonstrate the same qualities. I will show commitment, and maintain high personal standards. Actions that are deemed unprofessional and irresponsible include but are not limited to the following:

- Not reporting any unlawful acts or violations of this Code, which I observe or which are brought to my attention, to the LETR Nevada Executive Committee (at torchrun@sonv.org) and to SONV's Executive Director (at terrencet@sonv.org)
- Not reporting any emergencies to the appropriate authorities or refraining from first taking immediate action to help ensure the health and safety of all citizens engaged at SONV/LETR events
- Engaging in any unlawful behavior

Procedures and Consequences of Code of Conduct Violation

The LETR Nevada Executive Committee will investigate all reported or observed violations of law or of the Code of Conduct. A meeting attended by at least two thirds of the Executive Committee members must take place before a determination can be made regarding a purported violation. A finding of a violation, and its severity level, requires agreement by two thirds of the Executive Committee members. Consequences for violations are at the discretion of the LETR Nevada Executive Committee. Consequences may include, but are not limited to the following:

Violation Level 1- Warning letter listing details of violation issued, and individual asked to sign and return the LETR Nevada Code of Conduct.

Violation Level 2- Warning letter listing details of violation issued, individual asked to sign and return the LETR Nevada Code of Conduct, and a suspension from LETR Nevada activities imposed for a minimum of three (3) months to a maximum of nine (9) months.

Violation Level 3- Individual will be required to cease and desist all SONV/LETR involvement and volunteering. Any follow-up actions needed to enforce this will be taken.