

Code of Conduct

Adopted by the Nevada Faculty Alliance State Board on 8/29/2020

PURPOSE

The Nevada Faculty Alliance is committed to providing an environment free from discrimination and harassment, regardless of an individual's race, ethnicity, religion, color, sex, age, national origin, sexual orientation, gender identity or expression, ancestry, familial status including pregnancy, marital status, veteran status, disability, or any other characteristic prohibited by law. As such, the Nevada Faculty Alliance will not tolerate discriminatory, harassing or otherwise unacceptable behavior in the workplace or at any of its activities, events or meetings. It adopts the following code of conduct, and expects everyone in the organization and those who participate in any of its activities, events or meetings to abide by it. *This code of conduct does not apply to matters that are covered by the Nevada Faculty Alliance's anti-discrimination and anti-harassment policy and complaint procedure.*

DEFINITIONS

A. Discrimination

It is discrimination to subject another person to unjust or prejudicial treatment based on the person's race, ethnicity, religion, color, sex, age, national origin, sexual orientation, gender identity or expression, ancestry, familial status including pregnancy, marital status, veteran status, disability, or any other characteristic protected by law.

B. Harassment

Harassment consists of unwelcome verbal, visual or physical conduct that is based on another person's race, ethnicity, religion, color, sex, age, national origin, sexual orientation, gender identity or expression, ancestry, familial status including pregnancy, marital status, veteran status, disability, or any other characteristic protected by law. Harassment may include, but is not limited to, actions such as the use of epithets, slurs, negative stereotyping, jokes, or threatening, intimidating or hostile acts that relate to sex, race, age, sexual orientation, gender identity or expression, familial status including pregnancy, marital status, disability or other protected categories. Harassment also may include written or graphic material that denigrates or shows hostility toward an individual or group based on protected characteristics, whether that material is sent by email, or placed on walls, bulletin boards, computer screens or other devices, or elsewhere on the premises of an activity, event or meeting.

C. Sexual Harassment

Sexual harassment can involve unwelcome sexual advances, requests for sexual favors, and other verbal, visual or physical conduct of a sexual nature. It can involve conduct by a person of any gender toward a person of the same or different gender.

EXPECTED BEHAVIOR

The Nevada Faculty Alliance expects everyone in the organization and all participants in Nevada Faculty Alliance activities, events or meetings to conform to the following code of conduct:

- Respect others and their views
- Recognize and value individual differences
- Be sure you do not engage in aggressive, bullying or intimidating behavior
- Do not engage in discriminatory or harassing behavior
- To follow Robert's Rules of Order decorum in NFA meetings

UNACCEPTABLE BEHAVIOR

The Nevada Faculty Alliance is a democratic institution that values open and vigorous discussion of the issues facing working people and the labor movement. This code of conduct is not intended to restrict free and open debate, but rather is concerned with preventing unacceptable behavior, as detailed below. Unacceptable behavior includes, but is not limited to, the following:

- Discriminatory or harassing speech or actions, including cyberbullying or cyberharassment, in the workplace or by any participant at a Nevada Faculty Alliance, event or meeting, including all related activities or one-on-one communications surrounding the Nevada Faculty Alliance activity, event or meeting
- Harmful or offensive verbal or written comments or visual images related to race, ethnicity, religion, color, sex, age, national origin, sexual orientation, disability, gender identity or expression, ancestry, pregnancy, or any other characteristic protected by law
- Inappropriate use of nudity and/or sexual images in work or public spaces
- Bullying or stalking
- Harassing photography or recording
- Uninvited sexual attention or contact
- Physical assault (including uninvited touching or groping)
- Real or implied threat of physical harm
- Personal attacks, slanderous or profane remarks toward any members or guests of NFA

IF SUBJECT TO UNACCEPTABLE BEHAVIOR

Prior to the start of any Nevada Faculty Alliance activity, event or meeting, attendees will be informed of this code of conduct, and a Nevada Faculty Alliance state board member to whom complaints may be directed will be identified for all attendees. If the Nevada Faculty Alliance activity, event or meeting is reoccurring, notification of the code of conduct and identification of the designated staff person will occur yearly, or as necessary when the designated staff person changes.

If you are subject to what you believe is unacceptable behavior under this code of conduct, or witness such behavior, please inform the designated Nevada Faculty Alliance state board member immediately. If that person is not available, you may inform any other Nevada Faculty

Alliance leader, who will work with the designated Nevada Faculty Alliance state board member to respond to the complaint.

The Nevada Faculty Alliance takes these complaints seriously and may, at its discretion, take action that it deems appropriate upon assessing the situation. Possible responses may include a warning to or expulsion of the alleged offender from the Nevada Faculty Alliance activity, event or meeting. Additionally, where appropriate, the Nevada Faculty Alliance may inform the alleged offender's affiliate or employing entity of the offending behavior and complaint, or initiate disciplinary proceedings for those who hold a position subject to discipline by the Nevada Faculty Alliance or under its State Bylaws or disciplinary process. If needed or requested, Nevada Faculty Alliance state board members will help complainants contact security or local law enforcement, provide escorts, or otherwise assist complainants experiencing unacceptable behavior to feel safe for the duration of the activity, event or meeting.

Any Nevada Faculty Alliance employed person who is subject to unacceptable behavior has the right to file a complaint under the disciplinary process.

Any complaint brought to Nevada Faculty Alliance attention will be treated confidentially to the extent possible to properly assess the situation. The Nevada Faculty Alliance will take all appropriate steps to ensure that the complainant is no longer subject to the unacceptable behavior.

The Nevada Faculty Alliance will not tolerate retaliation against any individual who complains of unacceptable behavior under this code of conduct. It will take every step necessary and appropriate to ensure that retaliation does not occur, and if it believes that retaliation has occurred, the Nevada Faculty Alliance will take immediate action to stop the retaliation.

This code of conduct shall be binding upon each Nevada Faculty Alliance chapter and Nevada Faculty Alliance members.