



CODE OF CONDUCT

Sin City Fire Department Sports

Effective Date: January 1, 2026

Policy Version: 1.0

Approved By: Board of Directors

1. PURPOSE AND MISSION ALIGNMENT

This Code of Conduct establishes behavioral expectations and standards for all members, participants, board members, and representatives of Sin City Fire Department Sports.

Organizational Mission: To promote mental and physical wellness among Las Vegas Valley first responders through competitive sports, camaraderie, and community support.

Core Values:

- **Integrity:** Honesty, transparency, and ethical behavior in all activities
- **Respect:** Treating all individuals with dignity and professionalism
- **Excellence:** Striving for high performance while maintaining sportsmanship
- **Community:** Supporting fellow first responders and building lasting connections
- **Accountability:** Taking responsibility for actions and upholding organizational standards

Governing Authority: This Code operates under the organization's Bylaws and is enforceable through the disciplinary procedures outlined herein.

2. SCOPE AND APPLICABILITY

2.1 Who This Code Applies To

This Code of Conduct applies to:

- All primary and secondary members
- Board members and officers
- Tournament participants
- Volunteers and representatives
- Guests attending organization-sponsored events

2.2 When This Code Applies

This Code applies during:

- All organization-sponsored tournaments and competitions
- Travel to and from events
- Board meetings and organizational functions
- Online interactions on behalf of the organization
- Any situation where individuals represent Sin City Fire Department Sports



2.3 Representation

Members understand that their conduct reflects on the entire organization, the fire service community, and first responder professions. Professional behavior is expected at all times when representing the organization.

3. GENERAL CONDUCT EXPECTATIONS

3.1 Professional Behavior

All members shall:

- Conduct themselves with professionalism and integrity
- Treat all individuals with respect and courtesy
- Communicate in a constructive and respectful manner
- Represent the organization positively in public and online
- Follow all applicable laws, regulations, and venue rules

3.2 Sportsmanship

During competitions and tournaments, members shall:

- Compete fairly and within the rules of the sport
- Respect opponents, officials, and event organizers
- Accept victory with humility and defeat with grace
- Support teammates and encourage positive team dynamics
- Avoid trash talk, taunting, or unsportsmanlike conduct

3.3 Respect for Others

Members shall demonstrate respect by:

- Valuing diversity and treating all individuals equally
- Avoiding discriminatory, harassing, or offensive behavior
- Listening to others' perspectives and opinions
- Resolving conflicts constructively and professionally
- Supporting the mental health and wellness of fellow members

3.4 Organizational Loyalty

Members shall:

- Support the organization's mission and values
- Protect confidential organizational information
- Avoid conflicts of interest that harm the organization
- Report policy violations or concerns to the board
- Participate constructively in organizational activities

4. PROHIBITED CONDUCT

The following behaviors are strictly prohibited and subject to disciplinary action:

4.1 Harassment and Discrimination



Prohibited:

- Harassment based on race, color, religion, sex, national origin, age, disability, sexual orientation, gender identity, or any protected characteristic
- Sexual harassment, including unwelcome advances, requests for favors, or offensive comments
- Bullying, intimidation, or threatening behavior
- Creating a hostile or offensive environment

4.2 Violence and Threats

Prohibited:

- Physical violence or assault of any kind
- Threats of violence or harm to individuals or property
- Aggressive or menacing behavior
- Possession of weapons at organization events (unless legally authorized and disclosed)

4.3 Substance Abuse

Prohibited:

- Illegal drug use or possession at organization events
- Excessive alcohol consumption that impairs judgment or behavior
- Providing alcohol to minors
- Attending events under the influence of illegal substances
- Driving under the influence while representing the organization

Note: Responsible alcohol consumption by adults in appropriate settings is permitted, but intoxication and impaired/disorderly behavior are not tolerated.

4.4 Dishonesty and Fraud

Prohibited:

- Providing false information on applications or forms
- Misrepresenting qualifications, eligibility, or participation history
- Fraudulent use of organization funds or resources
- Falsifying receipts, expenses, or financial documentation
- Misappropriation of organization property or funds

4.5 Unsportsmanlike Conduct

Prohibited:

- Cheating or rule violations in competitions
- Intentional injury or dangerous play
- Abuse of officials, referees, or event staff
- Excessive arguing, profanity, or disruptive behavior
- Actions that bring disrepute to the organization

4.6 Misuse of Organization Resources

Prohibited:

- Using organization funds for personal benefit
- Unauthorized use of organization property or equipment
- Misusing organization name, logo, or branding
- Conducting personal business using organization resources
- Failing to return organization property upon request

4.7 Social Media and Online Misconduct

Prohibited:

- Posting offensive, discriminatory, or harassing content
- Misrepresenting the organization's positions or policies
- Sharing confidential organizational information publicly
- Cyberbullying or online harassment of members
- Damaging the organization's reputation through online behavior

4.8 Conflict of Interest

Prohibited:

- Engaging in activities that compete with or harm the organization
- Using organizational position for personal gain
- Accepting gifts or benefits that create obligations
- Failing to disclose conflicts of interest to the board
- Making decisions that benefit personal interests over organizational interests

5. SPECIFIC CONDUCT STANDARDS

5.1 Tournament and Competition Conduct

During tournaments, participants shall:

Required:

- Arrive on time and prepared for competition
- Wear appropriate athletic attire and team identification
- Follow all tournament rules and event guidelines
- Respect venue property and facilities
- Represent the organization with pride and professionalism

Prohibited:

- Arguing with officials or event organizers
- Damaging venue property or equipment
- Leaving events early without permission
- Engaging in conduct that results in ejection or disqualification
- Behavior that reflects poorly on the organization

5.2 Travel Conduct

During organization-sponsored travel, participants shall:

Required:

- Follow all Travel Policy guidelines
- Maintain professional behavior in hotels and public spaces
- Respect roommates and shared accommodations
- Attend scheduled team activities and meetings
- Communicate itinerary changes to team leadership

Prohibited:

- Excessive noise or disruptive behavior in hotels
- Damaging hotel property or incurring excessive charges
- Missing flights, transportation, or scheduled events
- Engaging in illegal activities while traveling
- Behavior that results in complaints from venues or vendors

5.3 Board Member and Officer Conduct

Board members and officers shall:

Required:

- Uphold fiduciary duties and act in the organization's best interest
- Maintain confidentiality of board discussions and sensitive information
- Attend meetings and fulfill assigned responsibilities
- Disclose conflicts of interest promptly
- Model exemplary conduct for general members

Prohibited:

- Using position for personal gain or favoritism
- Sharing confidential information without authorization
- Making unauthorized commitments on behalf of the organization
- Engaging in conduct that undermines board authority
- Failing to fulfill duties or responsibilities

5.4 Financial and Administrative Conduct

All members handling organization funds or resources shall:

Required:

- Follow all financial policies and procedures
- Maintain accurate records and documentation
- Submit receipts and expense reports promptly
- Use organization funds only for approved purposes
- Report suspected fraud or misuse immediately

Prohibited:

- Commingling personal and organization funds
- Making unauthorized purchases or commitments

- Falsifying financial records or documentation
- Failing to return unused funds or resources
- Accepting kickbacks or improper payments

6. REPORTING VIOLATIONS

6.1 Duty to Report

All members have a duty to report suspected violations of this Code of Conduct, organizational policies, or applicable laws.

Reporting is encouraged for:

- Harassment or discrimination
- Violence or threats
- Fraud or financial misconduct
- Safety concerns
- Any conduct that harms the organization or its members

6.2 How to Report

Report violations to:

- Any board member (President, Vice President, Treasurer, Secretary)
- Via email to the organization's official contact
- In writing to the board (confidential)
- Anonymously if necessary (though follow-up may be limited)

6.3 Confidentiality

Reports will be handled with discretion and confidentiality to the extent possible. Information will be shared only with individuals who need to know for investigation and resolution purposes.

6.4 Non-Retaliation

The organization prohibits retaliation against individuals who report violations in good faith.

Retaliation includes:

- Threats, intimidation, or harassment
- Exclusion from activities or opportunities
- Negative treatment or consequences
- Any adverse action taken because of a report

Retaliation is itself a violation subject to disciplinary action up to and including membership termination.

7. INVESTIGATION AND DISCIPLINARY PROCESS

7.1 Investigation

Upon receiving a report of a Code violation, the board shall:

1. **Acknowledge receipt** of the report within 3 business days
2. **Conduct a prompt investigation** (typically within 14 days)
3. **Interview relevant parties** and gather evidence

4. **Maintain confidentiality** throughout the process
5. **Document findings** and recommendations

Serious Violations: Immediate interim measures may be taken (suspension, removal from events) pending investigation.

7.2 Disciplinary Actions

Based on investigation findings, the board may impose the following disciplinary actions:

Level 1: Minor Violations

- Verbal warning
- Written warning
- Mandatory counseling or education
- Temporary restriction from specific activities

Level 2: Moderate Violations

- Formal written reprimand (placed in member file)
- Probation (3-12 months)
- Suspension from tournaments or travel (3-12 months)
- Loss of voting privileges (if applicable)
- Mandatory restitution or repayment

Level 3: Serious Violations

- Suspension from all organization activities (6-24 months)
- Removal from board or officer position
- Permanent ban from specific activities
- Required repayment of organization funds
- Referral to law enforcement (if criminal conduct)

Level 4: Severe Violations

- Immediate termination of membership (per Bylaws Article IV)
- Permanent ban from all organization activities
- Legal action for fraud, theft, or misappropriation
- Public statement (if necessary to protect organization)

7.3 Factors Considered

When determining appropriate discipline, the board shall consider:

- Severity and nature of the violation
- Intent (willful vs. negligent)
- Prior disciplinary history
- Impact on individuals and the organization
- Cooperation during investigation
- Remedial actions taken by the member
- Likelihood of future violations



7.4 Progressive Discipline

The organization generally follows progressive discipline (warning, probation, suspension, termination), but **reserves the right to skip steps for serious violations.**

Immediate termination may result from:

- Violence or threats of violence
- Theft or fraud
- Illegal activity
- Severe harassment or discrimination
- Conduct causing significant harm to the organization

8. APPEALS PROCESS

8.1 Right to Appeal

Members subject to Level 2 or higher disciplinary action have the right to appeal the decision.

8.2 Appeal Procedure

To appeal:

1. Submit written appeal to the board within **14 days** of receiving disciplinary notice
2. Include specific grounds for appeal and supporting evidence
3. Request hearing before the full board (optional)

The board shall:

1. Review appeal within 30 days
2. Conduct hearing if requested
3. Issue final written decision
4. Uphold, modify, or reverse the original decision

8.3 Final Decision

The board's decision on appeal is **final and binding**. No further appeals are available within the organization.

External Options: Members may pursue external legal remedies if they believe their rights have been violated under applicable law.

9. ACKNOWLEDGMENT AND AGREEMENT

9.1 Membership Requirement

All members must acknowledge receipt and understanding of this Code of Conduct as a condition of membership.

Acknowledgment includes agreement to:

- Read and understand the Code
- Comply with all provisions
- Report violations when observed
- Cooperate with investigations
- Accept disciplinary consequences for violations



9.2 Annual Acknowledgment

Members shall re-acknowledge the Code annually or when significant updates are made.

9.3 New Member Orientation

New members shall receive Code of Conduct training during onboarding and must sign acknowledgment before participating in organization activities.

10. SPECIAL PROVISIONS

10.1 Minors and Vulnerable Populations

If the organization sponsors youth programs or serves vulnerable populations in the future, additional safeguarding policies shall be adopted, including:

- Background checks for volunteers
- Two-adult rule for supervision
- Mandatory reporter training
- Enhanced safety protocols

10.2 Mandatory Reporting

Members who are mandatory reporters under Nevada law (due to professional licensure) must comply with their legal reporting obligations.

10.3 Criminal Conduct

The organization will cooperate fully with law enforcement in cases involving criminal conduct.

Criminal investigations do not preclude organizational disciplinary action.

10.4 Insurance and Liability

Members are responsible for their own conduct. The organization's insurance may not cover intentional misconduct, illegal activity, or violations of this Code.

11. POLICY MAINTENANCE

11.1 Amendments

This Code may be amended by majority vote of the board of directors. Members shall be notified of amendments within 14 days of approval.

11.2 Annual Review

The board shall review this Code annually and update as needed to reflect best practices, legal requirements, and organizational needs.

11.3 Questions and Interpretation

Questions about this Code should be directed to the President or any board member. The board has final authority to interpret Code provisions.



12. COMPLIANCE WITH LAWS AND POLICIES

12.1 Governing Framework

This Code operates within the framework of:

- **Organizational Bylaws** (supreme governing document)
- **Federal, state, and local laws**
- **Tournament Reimbursement and Payment Policy**
- **Travel Policy**
- **Other organizational policies**

12.2 Hierarchy

In case of conflict:

1. Applicable laws supersede all policies
2. Bylaws supersede this Code
3. This Code supersedes informal practices

13. EFFECTIVE DATE AND TRANSITION

Effective Date: January 1, 2026

Transition Period: Members have 30 days from the effective date to review and acknowledge this Code.

Retroactive Application: This Code does not apply retroactively to conduct occurring before the effective date, except for ongoing violations.

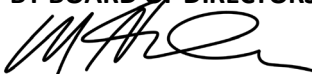
ACKNOWLEDGMENT STATEMENT:

I, _____ (Print Name), acknowledge that I have received, read, and understand the Sin City Fire Department Sports Code of Conduct. I agree to comply with all provisions and understand that violations may result in disciplinary action up to and including termination of membership.

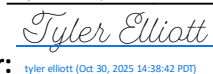
Signature: _____ **Date:** _____

Department: _____

APPROVED BY BOARD OF DIRECTORS:

President:  Matt Wilson **Date:** 10/30/2025

Vice President:  stephen barris **Date:** 30/10/2025

Board Member:  tyler elliott **Date:** 30/10/2025

Board Member:  connor nicholas **Date:** 01/11/2025

CODE OF CONDUCT

Final Audit Report

2025-11-01

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