



ONE TRUCKEE RIVER - EXPECTED BEHAVIOR BY ALL

Anti-Harassment Policy: Harassment will not be tolerated by Employees, Volunteers, Contractors, members of Partnership Organizations, or any member of the Board of Directors at One Truckee River's (OTR) public events, meetings, public social media, or at any other time representing OTR or working with OTR. This includes, but is not limited to, use of abusive, profane, racist or demeaning language and sexual harassment. This also includes slandering language regarding others that may be heard by partner organizations or others who have relationships with OTR.

Ethics Code: OTR's Board believes that a code of ethics is basic to the conduct of OTR. All Employees, Volunteers, Contractors, and any member of the Board shall conduct their professional lives in accordance with the ethics standards stated below:

"Be civil and respectful in professional interactions, avoiding discrimination based on race, gender, sexual orientation, religion, or age. Treat everyone fairly and with respect."

Standard of Conduct: When attending public functions and meetings, all Employees, Volunteers, Contractors, and Members of the Board must:

- Be courteous, professional and conduct themselves in an appropriate manner.
- Be honest and conduct themselves in a courteous and business-like manner at all times.
- Treat others, including Employees, Volunteers, Contractors, members of Partnership Organizations, Board Members, and Officials, with respect.
- Make any complaints about Employees, Volunteers, Contractors, or any Member of the Board to OTR's Executive Director.
- Refrain from using any slanderous or defamatory remarks about anyone. These will be subject to legal liability for damages caused.