



8/11/21 –Emergency Meeting – Disciplinary Action + Google Meets

Call to Order 8:01pm

Attendance	Lucas		
Present	Absent	Associate	Additional
Brady			
Lucas			
Lyndon			
Joslyn			
Steve			
Clair			
Freddy			
JC Lopez			
Trevor			
Brock			
Chris			

Explanation of Procedure & Order of Business	Brock	5 min
<ul style="list-style-type: none"> - Brock - Explanation of Procedure & Order of Business <ul style="list-style-type: none"> o IAW SOP 2, <ul style="list-style-type: none"> Disciplinary sessions may be called in the manner prescribed in the Southern Nevada Association of Pride, Inc. By-Laws and the Order of Business shall be as follows: <ol style="list-style-type: none"> 1. Call To Order (Chair) 2. Announcement of Closed, Special Session & Obligations of Secretary (Chair) 3. Explanation of Procedure & Order of Business (parliamentarian) 4. Reading of Citation from Minutes (secretary) 5. Presentation of Citation Letter & Receipt to Chair (secretary) 6. Appointment of Managers (Chair) 7. Inquiry As To Council for Accused - Appoint if Needed (Chair) 8. Reading of Charges & Specifications (Secretary) 9. Plea for Each Specification & Charge (Accused) 10. If Guilty Plea, Skip to #14, Otherwise <ol style="list-style-type: none"> a. Statement from SNAPI Chair b. Statement from Accused c. SNAPI Manager Questions Accused & Witnesses & Presents Case d. Accused Manager Questions Witnesses & Presents Defense 11. Debate (Board of Directors) 12. Chair Puts Forth the Question, "Is Mr./Mrs/Ms XXXXX guilty of the specifications and charges brought against them?" 13. Vote (each charge separately) 		



14. Penalty Request (SNAPI Manager) 15. Penalty Debate (Board of Directors) & Vote 16. Verdict (Chair) 17. Adjourn

Plea for Each Specification & Charge	Chris	2 min
- Chris plead Not Guilty on all charges.		

Statement from Accused	Accused	5 min
Chris does not present a statement on his behalf, he only wishes to present evidence to show that he did not do a breach of our email system.		

Statement from Chair	Brady	10 min
- Freddy - review of reporting o		

	Questions	10 min
- Freddy, If Chris can please review what you we're presenting since he was driving. Asking for more clarification.		

Debate	Board Member	10 min
<ul style="list-style-type: none"> - Josyln, to clarify PR & Marketing firms must follow the same guidelines. But firms don't just send out mass emails. - Lucas, If I was on their email list why wouldn't I have received an email campaign before 8/4. I only received an email after he did a manual input entry after an event. - Brock, Chris just showed the whole board that the email in question were actually in his database. - JC, he never answered clearly how the emails were sent them out. - Freddy, 		

Presentes the Question	Brady	5min
<ul style="list-style-type: none"> - Brady - <ul style="list-style-type: none"> o Misfeasance (Bylaws – Section 7.1) – Chris Davin accessed proprietary PRIDE information and without any authorization or permission, repurposed PRIDE data and assets for use at Henderson Equality Center. o Conflict of Interest (Bylaws – Section 7.2) – Chris Davin breached conflict of interest by his actions in taking PRIDE assets and using them for Henderson Equality Center without authorization or permission. 		



<ul style="list-style-type: none"> o Code of Conduct (Bylaws – Section 7.5) – Chris Davin’s actions in misuse of system access and sharing of proprietary data violated Code of Conduct items 1, 2, 3, 4, 5, 6, 8, and 10. o Vote of No Confidence (Bylaws – Section 7.4) – The Board of Directors voted on 8/13/21, no confidence in Chris Davin’s ability to represent the organization with integrity or to serve as a Director on the Board of Directors. 		
Voting	Brady	5 min
<ul style="list-style-type: none"> - Chair Puts Forth the Questions, Is Mr.Davin guilty of the specifications and charges brought against them; <ul style="list-style-type: none"> o 1- Misfeasance (Bylaws – Section 7.1), Guilty o 2- Conflict of Interest (Bylaws – Section 7.2), Guilty o 3- Code of Conduct (Bylaws – Section 7.5), Guilty o 4- Vote of No Confidence (Bylaws – Section 7.4), Guilty 		
Penalty Request	Brady	10 min
<ul style="list-style-type: none"> - Steve, we should offer up to Chris the option of resigning rather than be removed from the Board. - Josyln, also agrees with this method - Brady, - Brock, does anyone else have any recommendations to offer. - Brock, would like to motion for Chris to be given the opportunity to resign, if he does not follow through with that then he will be removed from the Board. Clair 2nds, Motion passes unanimously. 		
Verdict and Penalty	Brady	5 min
<ul style="list-style-type: none"> - Brady, reads the verdicts of the 4 charges to Chris and to the board. - Brady, the board has offered the option of a resignation in lieu of a removal. 		
Empty row for additional notes or actions		