



NVOTA Pioneers in Practice

Ethical Leadership

Navigating Complexity with
Integrity and Professional
Standards





Objectives

1. Recognize behaviors and values necessary for ethical leadership
2. Review the AOTA core values and ethical principles that guide professional and moral conduct
3. Review the purpose of the Nevada NRS 640A in protecting public health and safety
4. Apply a structured process to resolve ethical dilemmas in practice



The Moral Bedrock

AOTA 2025 Core Values



Equity



Advocacy



Altruism



Dignity



**Justice,
Prudence,
Truth,&
Freedom**

Enforceable Principles & Standards of Conduct

**Professional Integrity,
Responsibility, and Accountability**

Therapeutic Relationships

**Documentation, Reimbursement,
and Financial Matters**

Service Delivery

**Professional Competence,
Education, Supervision, and
Training**

Communication

Legal Framework

NRS 640A

CHAPTER 640A - OCCUPATIONAL THERAPISTS AND OCCUPATIONAL THERAPY ASSISTANTS

GENERAL PROVISIONS

NRS 640A.010	Legislative declaration.
NRS 640A.020	Definitions.
NRS 640A.030	“Board” defined.
NRS 640A.040	“Occupational therapist” defined.
NRS 640A.050	“Occupational therapy” defined.
NRS 640A.060	“Occupational therapy assistant” defined.
NRS 640A.070	Applicability of chapter.

BOARD OF OCCUPATIONAL THERAPY

NRS 640A.080	Creation; qualifications, appointment and terms of members; vacancies.
NRS 640A.090	Meetings; Chair; compliance with Open Meeting Law; quorum.
NRS 640A.100	Salary, per diem allowance and travel expenses of members; employment, duties and salaries of Executive Director and other employees; payment of expenses
NRS 640A.110	Powers and duties; regulations.
NRS 640A.115	Inspection of premises by Board.

LICENSES

NRS 640A.120	Qualifications for license.
NRS 640A.140	Application for license.
NRS 640A.145	Payment of child support: Submission of certain information by applicant; grounds for denial of license; duty of Board. [Effective until the date of the repeal of the law requiring each state to establish procedures for withholding, suspending and restricting the professional, occupational and recreational licenses for child support noncompliance with certain processes relating to paternity or child support proceedings.]
NRS 640A.145	Payment of child support: Submission of certain information by applicant; grounds for denial of license; duty of Board. [Effective on the date of the repeal of the law requiring each state to establish procedures for withholding, suspending and restricting the professional, occupational and recreational licenses for child support noncompliance with certain processes relating to paternity or child support proceedings and expires by limitation 2 years after that date.]
NRS 640A.150	Examination for license.

<https://www.leg.state.nv.us/nrs/nrs-640a.html>

Strategies for Ethical Leadership



Role Modeling



**Psychological
Safety**



The Ethic of Care



**The Ethic of
Justice**

Approaching Ethical Dilemmas

The Reflective Process

Mindfulness & Recognition

Analysis & Sense-making

Evaluation

**Intention, Reflection, &
Growth**

Resolving Dilemmas

The 4-Stage Process

**Recognition & Moral
Sensitivity**

Evaluation

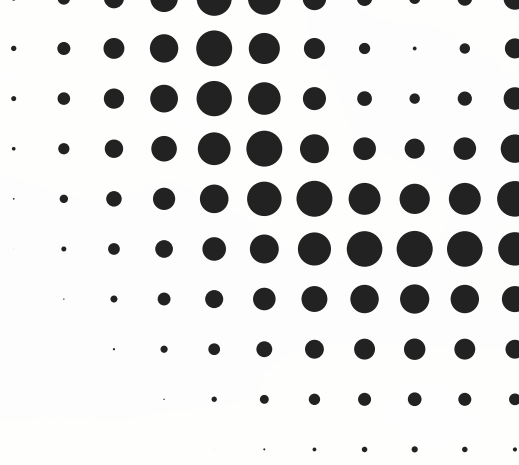
Intention

Behavior



“Let whoever is in charge keep this simple question in her head – not, how can I always do this right thing myself, but how can I provide for this right things to be always done.”

-Florence Nightingale



References

American Occupational Therapy Association. (2025). AOTA 2025 occupational therapy code of ethics. *American Journal of Occupational Therapy*, 79(Suppl. 3), 7913060400. <https://doi.org/10.5014/ajot.2025.79S302>

Arar, K., & Saiti, A. (2022). Ethical leadership, ethical dilemmas and decision making among school administrators. *Equity in Education & Society*, 1(1), 126–141. <https://doi.org/10.1177/27526461211070828>

Bryden, D. C. (2025). Ethical leadership in healthcare. *Medicine*. [Note: Source provides author/title/content for 2025; full journal details pending official publication].

Nevada Revised Statutes. (2026). *Chapter 640A: Occupational therapists and occupational therapy assistants*. <https://www.leg.state.nv.us/nrs/nrs-640a.html>

Spanos, S., Leask, E., Patel, R., Datyner, M., Loh, E., & Braithwaite, J. (2024). Healthcare leaders navigating complexity: A scoping review of key trends in future roles and competencies. *BMC Medical Education*, 24(720). <https://doi.org/10.1186/s12909-024-05689-4>

