



Little River Band of Ottawa Indians

375 River Street
Manistee, MI 49660
(231) 723-8288

Resolution # 04-0908-363

*Adoption of Amendments to Government Operations Personnel Manual Regarding
Workplace Violence*

WHEREAS, the status of the *Gaá Čhíng Ziibi Daáwaa Aníshinaábek* (Little River Band of Ottawa Indians) as a sovereign and Treaty-making power is confirmed in numerous treaties, from agreements with the initial colonial powers on this land, to various treaties with the United States; and

WHEREAS, the Little River Band of Ottawa Indians (Tribe) is descended from, and is the political successor to, the Grand River Ottawa Bands, signatories of the 1836 Treaty of Washington (7 Stat. 491) with the United States, as reaffirmed by federal law in P.L. 103-324, enacted in 1994; and

WHEREAS, the Tribe adopted a new Constitution, pursuant to a vote of the membership on May 27, 1998, which Constitution became effective upon its approval by the Assistant Secretary-Indian Affairs on July 10, 1998; and

WHEREAS, the Tribe adopted amendments to the Constitution on April 26, 2004, which became effective upon approval by the Assistant Secretary-Indian Affairs on May 13, 2004; and

WHEREAS, the Tribal Council is authorized under Article IV, Section 7(a) to provide for the public health, peace, morals, education and general welfare of the Little River Band and its members; and

WHEREAS, the Tribal Council is authorized under Article IV, Section 7(j) to take legislative actions consistent with delegated powers; and

WHEREAS, the Tribal Council re-authorized the Government Operations Personnel Manual on August, 2002, and adopted amendments to the document on June 11, 2003, October 1, 2003, and October 29, 2003; and

WHEREAS, the Ogema has been placed in charge of the responsibility of reviewing the personnel manual, standard operating procedures and working with Tribal Council to present final documents and actions; and

WHEREAS, the Ogema has determined that a workplace violence policy of the Tribe should be brought forward for approval; and

WHEREAS, the Ogema has reviewed the submission to the Tribal Council regarding the *Workplace Violence Policy* of the Tribe and recommends its adoption;

NOW THEREFORE IT IS RESOLVED THAT the Tribal Council of the Little River Band of Ottawa Indians does hereby approve the attached *Workplace Violence Policy* for the Tribal government for immediate implementation.

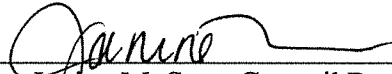
Section 9.13 Workplace Violence

Violence in the workplace will not be tolerated. Violence is defined as any act or threat of action to physically hurt another person. Any employee who is violent at any Little River Band facility or sponsored event will be subject to disciplinary action, up to and including termination. In addition, violence in the workplace will be reported to the appropriate authorities.

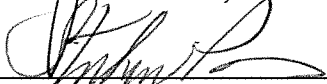
IT IS FURTHER RESOLVED THAT the Tribal Council directs the Ogema to set up at least one informational meeting to direct employees of the amendment to the Personnel Manual and to present forms as may be required under these amendments to the employees.

CERTIFICATE OF ADOPTION

I do hereby certify that the foregoing resolution was duly presented and adopted by the Tribal Council with 9 FOR, 0 AGAINST, 0 ABSTAINING, and 0 ABSENT, at a Regular Session of the Little River Band of Ottawa Indians Tribal Council held on September 8, 2004, at the Little River Band's Dome Room in Manistee, Michigan, with a quorum being present for such vote.



Janine M. Sam, Council Recorder



Stephen Parsons, Council Speaker

Attest:

Distribution: Council Records
Tribal Ogema
Tribal Court