

# Oneida Tribe of Indians of Wisconsin

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Oneidas bringing several hundred bags of corn to Washington's starving army at Valley Forge, after the colonists had consistently refused to aid them.



UGWA DEMOLUM YATEHE  
Because of the help of this Oneida Chief in cementing a friendship between the six nations and the Colony of Pennsylvania, a new nation, the United States, was made possible.

## RESOLUTION # 9-28-90-A

- WHEREAS, the Oneida Tribe of Indians of Wisconsin is a federally recognized Indian government and a treaty tribe recognized by the laws of the United States, and
- WHEREAS, the Oneida General Tribal Council is the governing body of the Oneida Tribe of Indians of Wisconsin, and
- WHEREAS, the Oneida Business Committee has been delegated the authority of Article IV, Section 1 of the Oneida Tribal Constitution by the Oneida General Tribal Council, and
- WHEREAS, the Oneida Tribe desires that all employees, consultants, appointees, officials and all others who may have access to information or materials that are confidential or may be used by competitors of the Oneida Tribal enterprises or interests be subject to specific limitations to which such information and materials may be used in order to protect the interests of the Oneida Tribe, and
- WHEREAS, the Tribe should assert its proprietary rights to client lists, trade secrets and any other confidential data generated, developed or commissioned for the Tribe in the course of an employee's duties and responsibilities and that all employees, and prospective employees, be made aware of their obligation to uphold such rights, and
- WHEREAS, the Oneida Tribe should assert that no persons who work for the Tribe or are responsible for safe guarding its interests as has been defined above, nor their relatives, associates, partners, or anyone connected with such persons should in any way benefit against or in competition with the Tribe's interests without full and complete prior disclosure to the Tribe, and
- WHEREAS, the Tribe, in consideration of the foregoing statements, desires that the following actions be implemented.

NOW THEREFORE BE IT RESOLVED: that the following shall be the law of the Oneida Tribe regarding Conflicts of Interest:

### I. Conflicts of Interest

- A. Definition. Conflict of Interest shall mean any interest whether it be personal, financial, political, or otherwise, in which a tribal elected official, employee, consultant or appointed or elected member of any board, committee or commission, or their immediate relatives,

friends or associated, or any other person with whom they have contact, have that conflicts with any right of the Oneida Tribe to property, information, or any other right to own and operate its enterprises free from undisclosed competition or other violation of such rights of the Oneida Tribe.

- B. Purpose. This shall be designed to prevent the use of inside information by which such use would be to the detriment of the Oneida Tribe.
- C. Scope.
  - 1. This shall apply to employees, consultants, members of boards, commissions, and committees, officers of the Tribe or any other persons with whom they may be associated in personal, marital, business, financial or other relationships.
  - 2. Under the protection of this resolution are the resources of the Tribe, its enterprises, programs, business interests, financial information, trade secrets and any other information that could be used against the Oneida Tribe or those duly authorized to represent its interests.
  - 3. This shall be operative for a period of not less than one (1) year unless otherwise permitted by the Oneida Business Committee or General Tribal Council, except that certain specified information may be permanently prohibited from personal disclosure and use.

II. Publication: the following documents shall be amended as required in order to implement this resolution.

- A. Personnel Policies and Procedures for employees.
  - 1. Prospective employees will be asked whether or not they have any conflicts of interest as defined here.
  - 2. Employees will be asked to disclose existing conflicts of interest, if any.
- B. Consultant Agreements must include a provision reciting the prohibition against undisclosed conflicts of interest.
- C. All boards, committees and commissions shall be informed in writing by the Secretary of the existence of this resolution. Forms shall be prepared upon which disclosures of conflicts which exist may be listed and returned to the Business Committee for action as indicated.

III. Penalties

- A. Employees found to be in violation of conflicts of interest shall be suspended without pay pending a complete investigation and terminated where indicated. This action must be concluded within seven (7) days of the suspension after which the terminated employee shall have the same rights of appeal as all other employees pursuant to procedures set forth in the Personnel Policies and Procedures.
- B. Members of Boards, Committee and Commissions may be removed pursuant to the Legislatively Appointed Committee removal ordinances, or the Removal Ordinance as may be applicable.

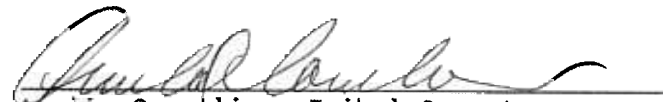
- C. Consultants who do not disclose conflicts may be subject to termination of their consultant contracts.

BE IT FURTHER RESOLVED: that this policy shall be published in the Kalihwisaks, and

BE IT FINALLY RESOLVED: that this policy may be amended only in writing by the Oneida Business Committee or the Oneida General Tribal Council.

C E R T I F I C A T I O N

I, the undersigned, as secretary of the Oneida Business Committee, hereby certify that the Oneida Business Committee is composed of 9 members of whom 5 members constitute a quorum. 8 members were present at a meeting duly called, noticed and held on the 28th day of September, 1990; that the foregoing resolution was duly adopted at such meeting by a vote of 7 members for; 0 members against, and 0 members not voting; and that said resolution has not been rescinded or amended in any way.

  
Amelia Cornelius, Tribal Secretary  
Oneida Business Committee