

# Oneida Nation

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Oneida, WI 54155

## **BC Resolution # 06-28-17-E Workplace Violence Law**

- WHEREAS,** the Oneida Nation is a federally recognized Indian government and a treaty tribe recognized by the laws of the United States of America; and
- WHEREAS,** the Oneida General Tribal Council is the governing body of the Oneida Nation; 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 Workplace Violence law (“the Law”) provides all Oneida Nation employees and visitors a safe and secure environment free of violence and the threat of violence by establishing the procedures by which incidents of workplace violence shall be addressed; and
- WHEREAS,** the Law applies to all employees in any of the Nation’s workplaces, whether or not the employee is operating within the course of his or her employment at the time the incident of workplace violence occurs; and
- WHEREAS,** the Law provides examples of what behaviors and actions by an employee may constitute workplace violence so an employee is aware of the standards he or she will be held to; and
- WHEREAS,** the Law provides the processes and requirements for reporting workplace violence by a non-employee, permissive reporting by an employee, mandatory reporting by an employee, reporting the behavior of a supervisor, and reporting restraining orders; and
- WHEREAS,** the Law sets forth how the potential for instances of future workplace violence will be addressed; and
- WHEREAS,** the Law describes the responsibilities of the supervisor and the Equal Employment Opportunity Department Director when addressing and investigating incidents of workplace violence; and
- WHEREAS,** the Law discusses confidentiality requirements, and how fraudulent reports of workplace violence will be addressed; and

**WHEREAS,** the Law establishes the means by which the Law shall be enforced; and

**WHEREAS,** a public meeting on the proposed law was held on May 18, 2017, in accordance with the Legislative Procedures Act, and comments received were reviewed and accepted by the Legislative Operating Committee on June 7, 2017; and

**NOW THEREFORE BE IT RESOLVED,** that the Workplace Violence law is hereby adopted and shall become effective immediately.

#### **CERTIFICATION**

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; 9 members were present at a meeting duly called, noticed and held on the 28<sup>th</sup> day of June, 2017; that the forgoing resolution was duly adopted at such meeting by a vote of 7 members for, 0 members against, and 1 members not voting; and that said resolution has not been rescinded or amended in any way.



Lisa Summers, Tribal Secretary  
Oneida Business Committee

\*According to the By-Laws, Article I, Section 1, the Chair votes "only in the case of a tie."