

**ONEIDA TRIBE OF INDIANS OF WISCONSIN**  
*Human Resources Department*

**Location:**

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HR Interpretation: Defining Misconduct  
November 13, 2012

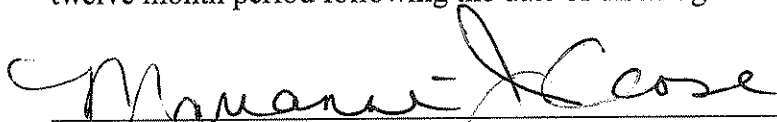
In Personnel Policies and Procedures Section II, B. 3. a. it states:

3. The Human Resources Department will accept all job applications and verify that each applicant is qualified according to the established job description. All qualified applicants will then be placed in a pool according to the Tribe's Oneida and Indian Preference Policy and the date the application was received. All applicants will be notified of acceptance into or rejection from the pool.

a. **PRESCREENING OF LABOR POOL POSITIONS**

Applicants who were previously employed by the Oneida Tribe and were terminated for reasons of misconduct or performance issues will be screened out for a period of twelve (12) months following the date of discharge.

Terminated for reasons of misconduct or performance issues is interpreted as any previous employee who was terminated for any violation, which includes, but is not limited to Personnel Policies and Procedures Section V D. c. I – V. or BC Resolution 01-29-93-A (employee theft) will be screened out of pool position for a period of twelve month period following the date of discharge.

  
Marianne J. Close, Compensation and Employment Director

11/13/2012  
Date

  
Geraldine R. Danforth, HR Area Manager

11/13/12  
Date