

ONEIDA TRIBE OF INDIANS OF WISCONSIN
Human Resources Department

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Interpretation of Pregnancy in Employment and Labor Related Matters

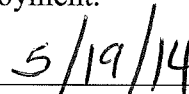
May 16, 2014

Personnel Policies and Procedures state, “*The Oneida Tribe of Indians of Wisconsin is an equal employment opportunity employer and follows non-discriminatory policies and procedures in personnel decisions. However, the Oneida Tribe exists to serve the needs of the Oneida people and therefore accords Oneida Preference to enrolled Oneida Tribal Members where such preference is not otherwise prohibited.*”

The Oneida Tribe of Indians of Wisconsin is an equal employment opportunity employer and is a **firm advocate** of the 1964 Civil Rights Act (Title VII). The terms listed in Title VII because of sex or on the basis of sex include, but are not limited to, because of or on the basis of pregnancy, childbirth, or related medical conditions.

The Oneida Tribe of Indians prohibits discrimination based on pregnancy when it comes to any aspect of employment, including hiring, firing, pay, job assignments, promotions, layoff, training, fringe benefits, such as leave and health insurance, and any other term or condition of employment.


Geraldine R. Danforth, HR Manager


Date