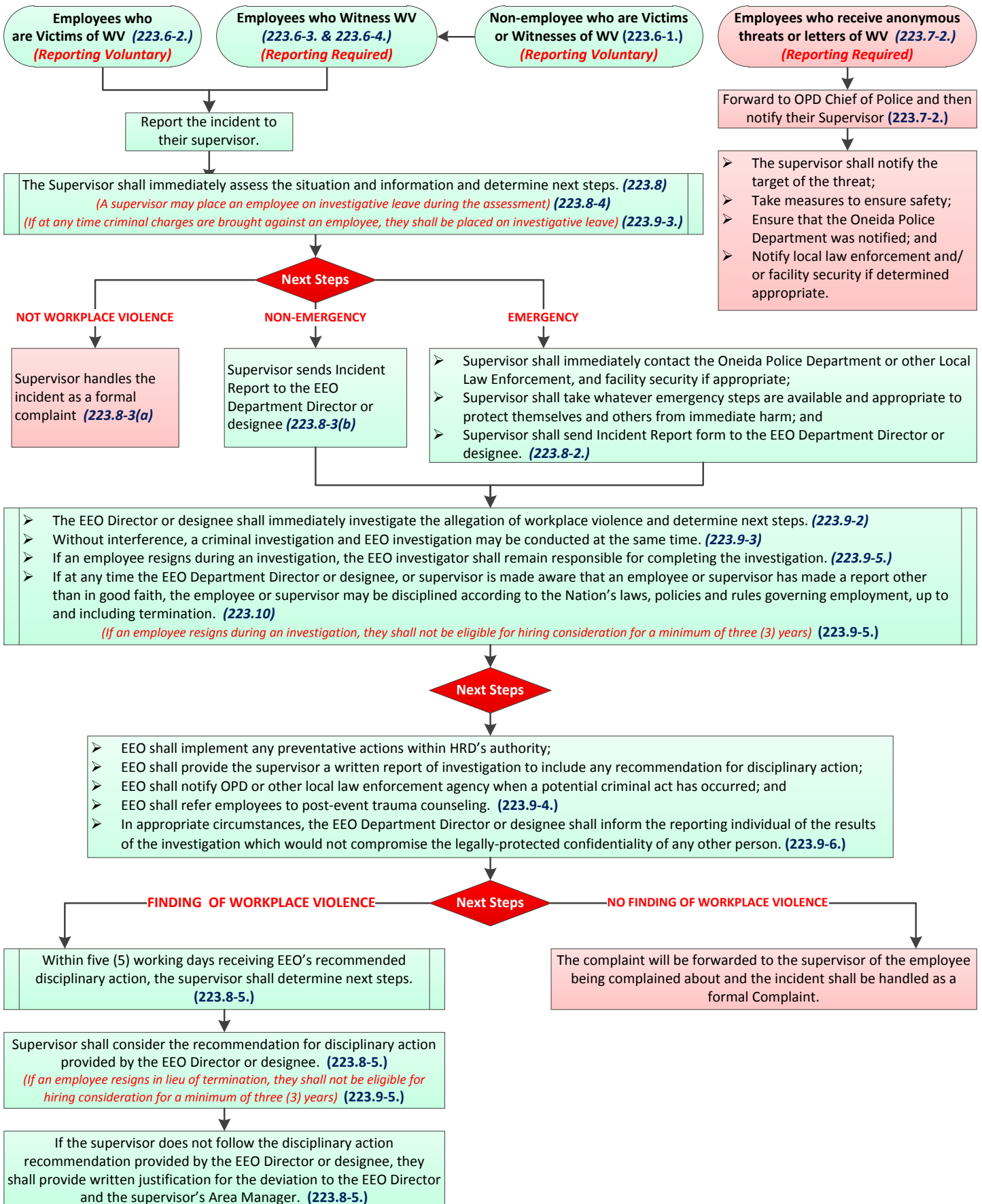


Workforce Violence Complaints and Investigations Flowchart



Workplace Violence Definitions

Workplace Violence

- Any intentional act committed by an employee in a workplace that:
 1. Inflicts, attempts to inflict, or threatens to inflict emotional or bodily harm on another person; or
 2. Inflicts, attempts to inflict, or threatens to inflict, damage to property.

Workplace

- Any location owned and operated by the Oneida Nation, and any location where an employee represents the Nation, including over-the-road travel in the Nation's owned or rented vehicles and circumstances where the employee is being reimbursed for expenses.

Employee

- Anyone employed by the Oneida Nation in one of the following employed capacities:
 1. Full-time;
 2. Part-time;
 3. Emergency temporary;
 4. Limited term; or
 5. On a contractual basis.