

# Oneida Nation

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Oneida, WI 54155

## **BC Resolution # 01-14-26-A Amendments to the 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") was adopted by the Oneida Business Committee through resolution BC-06-28-17-E; and
- WHEREAS,** the purpose of the Workplace Violence law is to provide all Oneida Nation employees and visitors an environment that is free of violence and the threat of violence. The Nation's Human Resources Department requested amendments to the Workplace Violence law to address investigative enforcement. Amendments are also being sought to delegate authority to investigators to put employees on investigative leave, discipline employees, and address employment eligibility and ineligibility; and
- WHEREAS,** the amendments to the Law require that the reporting and investigating of workplace violence be primarily handled by the Nation Equal Employment Opportunity Department, rather than the employee's supervisor; and
- WHEREAS,** the Legislative Operating Committee developed the proposed amendments to the Law through collaboration with representatives from the Oneida Human Resources Department and the Oneida Law Office; and
- WHEREAS,** in accordance with the Legislative Procedures Act a legislative analysis and fiscal impact statement were completed for the proposed amendments to the Law; and
- WHEREAS,** the Legislative Operating Committee held a public meeting on the proposed amendments to the Law on October 15, 2025, with no individuals providing oral comments, and the public comment period for the amendments to this Law was held open until October 22, 2025, with two (2) submissions of written comments received; and
- WHEREAS,** the Legislative Operating Committee accepted the public comments on November 5, 2025; and
- WHEREAS,** the Legislative Operating Committee reviewed and considered the public comments on November 14, 2025; and

**NOW THEREFORE BE IT RESOLVED**, the Oneida Business Committee hereby adopts the amendments to the Workplace Violence law, which shall become effective on January 28, 2026.

**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; 6 members were present at a meeting duly called, noticed and held on the 14<sup>th</sup> day of January, 2026; that the forgoing resolution was duly adopted at such meeting by a vote of 5 members for, 0 members against, and 0 members not voting\*; and that said resolution has not been rescinded or amended in any way.

  
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Lisa Liggins, Secretary  
Oneida Business Committee

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