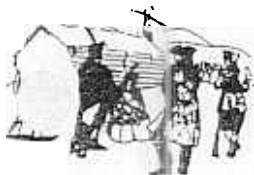


Oneida Tribe of Indians of Wisconsin

Post Office Box 365



Oneidas bringing several hundred bags of corn to Washington's starving army at Valley Forge, after the colonists had consistently refused to aid them.

Phone: (414) 869-2214



Oneida, WI 54155



UGWA DEMOLUM YATEHE
Because of the help of this Oneida Chief in cementing a friendship between the six nations and the colony of Pennsylvania, a new nation, the United States was made possible.

BC Resolution 04-07-99D

Emergency Adoption of Workplace Violence Policy

WHEREAS, the Oneida General Council is the duly recognized body of the Oneida Tribe of Indians of Wisconsin, and

WHEREAS, the General Tribal Council has been delegated the authority of the Constitution of the Oneida Tribe of Indians of Wisconsin, and

WHEREAS, the Oneida Business Committee may be delegated duties and responsibilities by the Oneida General Tribal Council and is at all times subject to the review powers of the Oneida General Tribal Council, and

WHEREAS, the Workplace Violence policy was developed by the Human Resource Department in Cooperation with Risk Management, Oneida Safety, Oneida Police Department and the Oneida Social Services Department to protect employees of the Oneida Tribe as an employer by providing a process for identification and process for the organization to minimize the potential for workplace violence, and

WHEREAS, there has been an increase in the incidents of work place violence in the past six months which have been reported to the Human Resource Department,

WHEREAS, the preservation of safety for the Oneida Tribe's employees and customers is a high priority

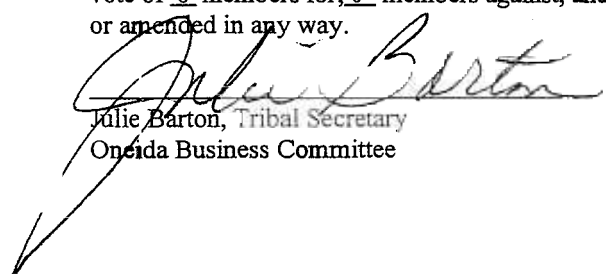
NOW THEREFORE BE IT RESOLVED, that the attached Workplace Violence Policy is hereby adopted as emergency rule adoption for six months to be implemented immediately and the Legislative Operating Committee is directed to forward for Public Hearing, and

NOW THEREFORE BE IT FURTHER RESOLVED, that all supervisors be trained in preventing workplace violence in the workplace, and

NOW THEREFORE BE IT FINALLY RESOLVED, that the Oneida Business Committee hereby directs the Human Resource Department to approve standard operating procedures for implementation of this policy and as well as any further actions necessary to implement this policy.

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. 7 members were present at a meeting duly called, noticed and held on the 7th day of April, 1999; that the foregoing resolution was duly adopted at such meeting by a vote of 6 members for; 0 members against, and 0 members not voting; and that said resolution has not be rescinded or amended in any way.


Julie Barton, Tribal Secretary
Oneida Business Committee