

# 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.

## RESOLUTION # 7-19-95-A

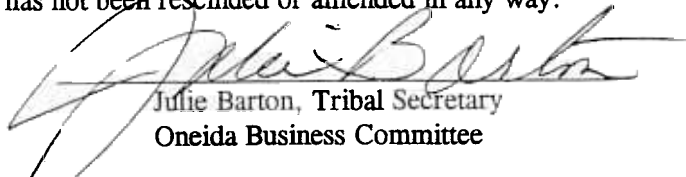
- WHEREAS, the Oneida Tribe of Indians of Wisconsin is a federally recognized Indian government and a treaty tribe recognized by the laws of the United States, and
- WHEREAS, the Oneida General Tribal Council is the governing body of the Oneida Tribe of Indians of Wisconsin, and
- WHEREAS, the Oneida 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 attached Anonymous Letters Policy was originally adopted by the Oneida Business Committee on an interim basis to allow time to observe the process outlined in the policy and to establish minimum criteria for protected employee statements as defined within the policy, and
- WHEREAS, the policy has been in effect for sufficient time to gauge the effectiveness of the policy and for Public Hearings to be held, and
- WHEREAS, no adverse statements were made at the Public Hearing or regarding the policy during the interim period,

NOW THEREFORE BE IT RESOLVED, that the Anonymous Letters Policy is hereby adopted by the Oneida Business Committee for immediate implementation having followed the required processes under the Administrative Procedures Act, and

NOW THEREFORE BE IT FURTHER RESOLVED, that the Human Resources Department is directed to place this policy in the Oneida Personnel Policies and Procedures Manual within 30 days, and place this policy in any subsequent revisions to that Manual.

## 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. 8 members were present at a meeting duly called, noticed and held on the 19th day of July, 1995; that the foregoing resolution was duly adopted at such meeting by a vote of 7 members for; 0 members against, and 0 members not voting; and that said resolution has not been rescinded or amended in any way.

  
Julie Barton, Tribal Secretary  
Oneida Business Committee

# ONEIDA TRIBAL LAW OFFICE

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## STATEMENT OF EFFECT

### Resolution Regarding Anonymous Letters Policy

#### Summary

This resolution adopts the Anonymous Letters Policy on a permanent basis.

#### Analysis

This resolution makes permanent the adoption of the Anonymous Letters Policy and directs the Human Resources Department to place the policy in the Personnel Policy and Procedures Manual.

This policy was originally adopted in October of 1994 on an interim basis to judge the effectiveness of the policy. Since that time, comments were directed to be addressed to the Chief of the Oneida Police Department regarding the effectiveness of the policy, and the policy has had a Public Hearing. No adverse comments were received. Further, this policy does not conflict with the Employee Protection Law recently adopted by the Oneida Business Committee.

There are no legal issues which would bar adoption of this policy.

#### Conclusion

There are no legal issues which would bar adoption of this policy. Further, it does not conflict with existing law or policy of the Tribe.

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## **Anonymous Letters Policy**

### **Article I. Purpose and Policy**

1-1. Purpose. Anonymous letters and phone calls are a sensitive issue, however, they must be addressed, though not encouraged. The purpose of this policy is to set in place a system where anonymous information is forwarded to a location best able to verify its reliability and to act on the source or the accusation.

1-2. Policy. It is the policy of the Oneida Tribe of Indians of Wisconsin to discourage the use of anonymous letters and phone calls through protections available to the employee or other persons who wish to come forward with information that would protect Tribal assets, whether those assets be objects or people.

### **Article II. Adoption, Amendment, Repeal**

2-1. This policy is adopted by the Oneida Business Committee under authority delegated by the Oneida General Tribal Council.

2-2. This policy may be amended pursuant to the procedures set out in the Oneida Administrative Procedures Act by the Oneida Business Committee or the Oneida General Tribal Council.

2-3. Should a provision of this policy or the application thereof to any person or circumstances be held as invalid, such invalidity shall not affect other provisions of this policy which are considered to have legal force without the invalid portions.

2-4. All other Oneida laws, policies, regulations, rules, resolutions, motions and all other similar actions which are inconsistent with this policy are hereby repealed unless specifically re-enacted after adoption of this policy.

### **Article III. Definitions**

3-1. This article shall govern the definitions of words as phrases as used herein. All words not defined herein shall be used in their ordinary and everyday sense.

3-2. "Anonymous" means information received which does not contain the name of the author of such information, whether received by inter-tribal mail, post office, or telephone.

3-3. "Chief of the Oneida Police Department" means the Chief of the Oneida Police Department or a designated agent of that person.

3-4. "Employee" as used herein means persons working for the Oneida Tribe of Indians of Wisconsin including a political representative, a board, committee or commission member, or other type of employment, i.e. emergency temporary, consultant or limited term employee.

### **Article IV. Procedures for Handling Anonymous Information**

4-1. Employees receiving anonymous information will forward a summary of such information in a confidential manner to the Chief of the Oneida Police Department.

4-2. Information forwarded will contain information identifying who received the information, the day, date, and time of receipt, and the information received.

4-3. The Chief of the Oneida Police Department will be responsible to maintain files on anonymous information and taking appropriate action on such information in a manner consistent with police investigatory procedures.

4-4. Employees, identified as having submitted anonymous information, will not be allowed to invoke the employee protection law of the Tribe, but shall maintain their access to the grievance process.

4-5. Employees, identified as having submitted false or malicious statements anonymously, will be subject to Disciplinary Action in accordance with the Oneida Tribe's Personnel Policies and Procedures Manual.

4-6. The Human Resources Department is delegated the responsibility of placing in the Personnel Policies and Procedures Manual a notice of this policy and any other information as needed.