



Pawnee Nation of Oklahoma

RESOLUTION # 15-100
DECEMBER 2, 2015

RESOLUTION

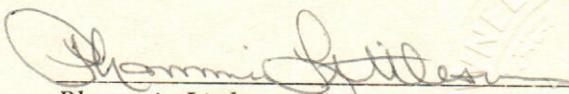
- Whereas,** The Pawnee Business Council is the supreme governing body of the Pawnee Nation and is authorized to conduct business on behalf of the Pawnee Nation in accordance with Articles IV, Sections 1 and 2 of the Pawnee Nation Constitution and By-Laws; and
- Whereas,** The Pawnee Business Council met in special session on December 2, 2015, at the Pawnee Nation Roam Chief Event Center, duly authorized, with a quorum present; and
- Whereas,** The Pawnee Nation Office of Human Resources Policies and Procedures Manual requires revision to protect the victims of domestic violence and provide policies and procedures for perpetrators of domestic violence; and
- Whereas,** The Human Resources Policies and Procedures Manual Chapter 8. Employee Benefits, Section O. shall be revised and renamed "Victims of Domestic Violence Leave" and shall provide two (2) weeks of unpaid leave to victims of domestic violence; and
- Whereas,** Chapter 9. Section U. shall be included and provide policies and procedures for Protective Order Enforcement; and
- Whereas,** Chapter 9. Section R. General Harassment shall be hereby revised to include updated language and specifics on stalking; and
- Whereas,** Chapter 9. Section S. Sexual Harassment shall be hereby revised to include language regarding assistance available and provided by the Tribal Domestic Violence Program.

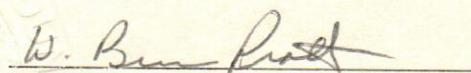
NOW, THEREFORE BE IT RESOLVED the Pawnee Business Council does hereby approve the revision of Pawnee Nation's Office of Human Resources Policies and Procedures Manual's **Chapters 8 and 9** which shall replace previous versions and become effective on the date of approval by the Pawnee Business Council.

CERTIFICATION

I, Phammie Little Sun, Secretary of the Pawnee Business Council, certify that a Special Meeting of the Pawnee Business Council was held on the 2nd day of December 2015 and that the Pawnee Business Council is composed of seven members of whom 7 were present, 1 absent, comprising a quorum, and the foregoing resolution was duly adopted by a vote of 5 for, 0 against, 0 abstaining, and 1 not voting.

Signed this 2nd day of December 2015
ATTEST:


Phammie Little Sun, Secretary
Pawnee Nation Business Council


W. Bruce Pratt, President
Pawnee Nation Business Council