

# Oneida Tribe of Indians of Wisconsin

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



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 # 04-07-99A

### *Resolution Adopting Investigative Leave Policy*

WHEREAS, the Oneida General Tribal Council is the duly recognized governing body of the Oneida Tribe of Indians of the 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 Investigative Leave Policy has been developed by the Human Resources Department to set forth the processes for placing an employee on leave in the event of interference with an investigation, and

WHEREAS, the Investigative Leave Policy has been presented at numerous Public Hearings to gather the greatest level of input which has been addressed by the Human Resources Department and the Legislative Operating Committee,

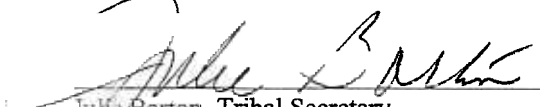
NOW THEREFORE BE IT RESOLVED, that the Investigative Leave Policy is adopted by the Oneida Business Committee for implementation 30 days from the date of adoption, and

NOW THEREFORE BE IT FURTHER RESOLVED, that the Human Resources Department shall notify employees as it deems appropriate, which may include GroupWise or memorandum of the adoption of a policy and a summary of that policy, and

NOW THEREFORE BE IT FURTHER RESOLVED, that the Human Resources Department shall identify any necessary training that should take place regarding 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

## Investigative Leave Policy

**Purpose:** This policy addresses investigative leave without pay for employees undergoing work related investigations.

**Policy:** Investigative leave is utilized only when a work-related investigation must be conducted and an employee's presence would influence the outcome. Any employee allegedly committing an act which would preclude them from meeting employment eligibility including required Licenses, the Tribal Fidelity Bond, or Background Investigation requirements shall be subject to investigative leave without pay.

**Scope:** Investigative leave does not apply to investigations regarding appeals of disciplinary actions or to complaint investigations.

### Standard

#### Procedures: I. Authorization

- A. This leave is used only with prior approval of the employee's chain of command to their Division Director, and the HRD Manager.
- B. Management may authorize alternative work assignments whenever possible, in lieu of investigative leave, if the alleged action does not preclude the employee from working elsewhere in the organization.

#### II. Pay and Benefits

- A. Paid leaves shall not be authorized in accordance with Blue Book Section IV.D.3-4, the Oneida Gaming Ordinance, and Resolution #BC-4-5-95-D.
- B. Investigative Leaves include no wages or benefits.

#### IV. Duration

- A. This leave ends upon employment termination or when the investigation is completed as officially documented by the official investigative body. This includes, but is not limited to Police Departments, District Attorneys, Oneida Security, HRD Background Investigations, and the Oneida Gaming Commission.

#### V. Employee Responsibilities:

- A. Employees shall not report to work or the worksite without prior supervisory approval.
- B. All employment policies, including prohibited gaming activities, remain in effect while the employee is on leave.
- C. Employees shall provide all information and documentation helpful to the investigation.
- D. Employees shall keep all information confidential, and discuss the investigation only with those having a legitimate need to know.