1	WAGANAKISING ODAWAK STATUTE			
2	PROTECTION OF VULNERABLE PEOPLE IN EMPLOYMENT STATUTE			
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5	SECTION I. PURPOSE			
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7	The purpose of this statute is to protect vulnerable people in employment. The Tribe recognizes			
8	that Elders, woman, children and people with disabilities are working for the Tribal government			
9	or enterprise and that they may be harmed from certain persons in management or supervisory			
10	positions.			
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12				
13	SECTION II. DEFINITIONS			
14				
15	A. "Child" means a person who is younger than eighteen years of age.			
16				
17	B. "Elder" means a Tribal Citizen who is at least fifty-five years of age or older.			
18				
19	C. "Enterprise or Business" means an economic enterprise, including related ancillary			
20	enterprises and activities that is wholly owned by the Little Traverse Bay Bands of Odawa			
21 22	Indians.			
23	D. "Tribal Cayammant" many the Evacutive Locialative and Indicial branches of the			
24	D. "Tribal Government" means the Executive, Legislative and Judicial branches of the			
25	Little Traverse Bay Bands of Odawa Indians government.			
26	E. "Tribe" or "LTBB" shall mean the Little Traverse Bay Bands of Odawa Indians.			
27	E. Tribe of LTBB shall mean the Little Traverse Bay Bands of Odawa indians.			
28				
28 29	SECTION III. APPLICATION			
30	SECTION III. ATTEICATION			
30				

 $\hbox{PAGE 1 OF 3} \ \hbox{Protection of Vulnerable People in Employment Statute Sponsored by Legislative Leader Fred Harrington, Jr. } \\$

1	Recognizing the traditional Odawak value of respect and economic interests of all people and in			
2	accordance with the Little Traverse Bay Bands of Odawa Indians Tribal Constitution's Directive			
3	Principles, the Tribe will "Promote with special care the health, educational and economic			
4	interests of all the people, especially our children and elders, and shall protect them from social			
5	injustice and all forms of exploitation;".			
6				
7	A. Any person who has been convicted of a crime against an Elder, woman, child or a			
8	person with disabilities shall be prohibited from being hired or holding a position of manager or			
9	supervisor, or be employed in a position that has managerial or supervisory duties over other			
10	persons within the Tribal government or enterprises.			
11				
12	B. Any person who has been held responsible for sexual harassment by either a formal			
13	proceeding which may include an agency hearing, mediation or arbitration, or in a court of			
14	competent jurisdiction shall be prohibited from being hired or holding a position of manager or			
15	supervisor, or be employed in a position that has managerial or supervisory duties over other			
16	people within Tribal government or enterprises.			
17				
18				
19	SECTION IV. BACKGROUND CHECKS			
20				
21	Any person or department who in has the authority or duty to hire, assess, promote, investigate			
22	or license an employee, shall immediate complete a background check of all persons who are			
23	either a manager or supervisor to determine whether or not they are prohibited from holding such			
24	position in accordance with this Statute and shall take necessary actions to comply with this			
25	Statute.			
26				
27				
28	SECTION V. REGULATIONS			
29				
30	Any regulations promulgated or required in accordance with this Statute shall follow the			
31	Administrative Procedures Act and be submitted to Tribal Council for approval.			
32				

 $\hbox{PAGE 2 OF 3} \ \hbox{Protection of Vulnerable People in Employment Statute Sponsored by Legislative Leader Fred Harrington, Jr. } \\$

33

1	SECTION VI.	SEVERABILITY		
2				
3	If any section, subsection, paragraph, sentence, phrase or portion of this Statute is, for any			
4	reason, held invalid or unconstitutional by any court of competent jurisdiction, such portion shall			
5	be deemed a separate, distinct and independent provision and such holding shall not affect the			
6	validity of the remaining portions thereof.			
7				
8				
9	SECTION VII.	EFFECTIVE DATE		
10				
11	Effective upon signature of the Executive or thirty (30) days from Tribal Council approval			
12	whichever comes first or if the Executive vetoes the legislation, then upon Tribal Council			
13	override of the veto.			
14				
15				
16	SECTION VIII.	OTHER RELATED STATUTES		
17				
18	See Waganakising Odawak Statute (WOS) 2015-007 Tribal Government Human Resources			
19	Department, Waganakising Odawak Statute (WOS) 2011-005 Gaming Regulatory Statute, WOS			
20	2014-005 Ziibimijwang, Inc. Statute, WOS 2009-018 Tribal Traditional Burial Board Statute,			
21	WOS 2018-014 Odawa Construction Corporation Statute, WOS 2009-024 Odawa Economic			
22	Development Mana	agement Inc. Statute, or as may be amended.		
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