

Curtis Campbell Sr.
President

Byron White
Secretary



Darelynn Lehto
Vice-President

Alan W. Childs Sr.
Treasurer

Michael J. Childs Sr.
Assistant Secretary/Treasurer

PRAIRIE ISLAND INDIAN COMMUNITY
EQUAL EMPLOYMENT AND
INDIAN PREFERENCE ORDINANCE

ORDINANCE NO.94-8-16- 1

BE IT ENACTED; by the Prairie Island Indian Community of the Prairie Island Indian Reservation in Minnesota, by Resolution No. 94-8-16-135 at an executive meeting in accordance with the Constitution and Bylaws of the Prairie Island Indian Community Article V (i) an Ordinance to provide "Affirmative Action" "Equal Employment" and "Indian Preference" in all personnel and management decisions which shall be adhered to in all areas of employment, construction, services, or goods, whether they be the Tribal Government itself or any one of its enterprises, projects, programs, departments, consultants, professional services, either through direct employment, contracts or subcontracts.

BE IT FURTHER ENACTED: pursuant to Federal Law the Prairie Island Indian Community Council hereby adopts the following Indian Preference, Equal Employment Opportunity and Affirmative Action policy;

POLICY:

The Prairie Island Indian Community and its enterprises shall not consider any person's race, color, religion, gender, age, or national origin in any personnel or management decisions.

Indian Preference shall be applied in the implementation of this policy which shall include preference to members of the Prairie Island Indian Community



and an affirmative action policy to provide Equal Employment Opportunity including;

A.) recruiting, advertising, interviewing, hiring, training, transfers, and promotions for all job classifications shall be done without regard to race, color, religion, gender, age, or national origin.

B.) Equal Employment principles shall be applied to all other not mentioned above personnel and management actions such as job requirements, compensation, benefits, layoffs or reductions in force, seminars and workshops, return from layoffs and reduction in force, without regard to race, color, religion, gender, age or national origin.

Included in all personnel and management decisions and actions shall be the adherence to Indian Preference as authorized and allowed by the Civil Rights Act of 1964 and the Equal Employment Opportunities Commission as codified under federal law at 42 U.S.C. 2000e-2, subsection i.

Enacted August 16, 1994 by Prairie Island Indian Community Council
Resolution No. 94-8-16-135