



Waganakising Odawak

Little Traverse Bay Bands of Odawa Indians

Regina Gasco Bentley, Tribal Chairperson

Stella Kay, Tribal Vice Chairperson

7500 Odawa Circle, Harbor Springs, Michigan 49740

Phone 231-242-1401 • Fax 231-242-1411

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Aanii LTBB Staff,

One of the goals of our Administration is to create a working environment that feels safe and welcoming for all Tribal citizens and employees. We feel strongly that our government is here to serve the Tribal citizens. Towards that goal, Stella and I would like to officially announce to all staff members that we have an open-door policy. At the last Directors Meeting it was pointed out to us, that while we assumed an open-door policy was a given, activities of some of the past Administrations has created our current working environment, where there is some confusion regarding the rules for passing of information up the government hierarchy.

If an employee or citizen wants to speak with us, the Tribal Chair or Vice-Chair, our doors are open for these conversations. It can be a quick, pleasant "hello" or it can be a citizen or employee who feels a department, program, director, manager, or employee is unresponsive to their needs. If this person feels it is important to be heard, we are willing to listen.

In the case of a complaint, naturally, our first question will be if this has been brought up with the department supervisor. It is not our intention to micro-manage the departments. Our preference is for most of the matters to be handled "in-house". However, in those instances where the supervisor, or another department, is thought to be handling an issue insensitively, unjustly or unfairly, the person with the complaint has every right to bring that matter to our attention; without fear of reprisal.

Stella and I will act as facilitators of the necessary conversations between citizens, departments, and supervisors. All issues brought to our attention will be discussed with the appropriate supervisors. It is our intention to handle all issues in a respectful, fair manner.

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Regina Gasco Bentley

LTBB Tribal Chairperson