

## AMENDMENT TO PERSONNEL POLICIES

Section XVI (A) of the Personnel Policies is deleted and replaced by the following new section XVI (A):

### XVI. HARASSMENT

#### A. Policy

LTBB shall not tolerate nor condone sexual, verbal or physical harassment, or harassment on the basis of race, color, religion, gender, national origin, age or disability, of any employee by any other employee, supervisor or Council member, which constitutes discrimination in the terms, conditions and privileges of employment. Any employee found engaging in such harassment will be subject to severe disciplinary action, up to and including dismissal. People alleging harassment should file a grievance in accordance with Section XIII. The standard is whether a reasonable person in the same or similar circumstances would find the challenged conduct intimidating, hostile or abusive. Consideration is to be given to the perspective of individuals of the grievant's race, color, religion, gender, national origin, age, or disability.

#### Certification

As Tribal Chairman and Tribal Secretary, the undersigned certify that this AMENDMENT TO THE PERSONNEL POLICIES was duly adopted by the Tribal Council of the Little Traverse Bay Bands of Odawa Indians at a regular meeting of the Tribal Council held on November 23, 1997, at which a quorum was present, by a vote of

6 in favor, 0 opposed, and 0 abstentions as recorded by this roll call.

	In Favor	Opposed	Abstained	Absent
George Anthony	<u>✓</u>	_____	_____	_____
Michelle Chingwa	_____	_____	_____	<u>✓</u>
Frank Ettawageshik	<u>✓</u>	_____	_____	_____
Barry Laughlin	<u>✓</u>	_____	_____	_____
Shirley Oldman	<u>✓</u>	_____	_____	_____
Rita Shananaquet	<u>✓</u>	_____	_____	_____
Alice Yellowbank	<u>✓</u>	_____	_____	_____

Date: 11-23-97

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Frank Ettawageshik, Tribal Chairman

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Barry Laughlin, Tribal Secretary