



NNAHRA
NATIONAL NATIVE AMERICAN HUMAN RESOURCES ASSOCIATION

27th Annual Conference

Gila River Resorts & Casinos
September 25-27, 2023

12 Recommendations for Discrimination, Harassment & Bullying Protocols

Agenda

12 recommendations to improve the protocols

Will you supply 13, 14 and 15?

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*Effective Practices for Addressing Discrimination & Harassment in the Tribal
Workplace (2022)*

101 Everyone Should Know About Tribal Employment (Xlibris 2020)

Drafting Tribal Employment Laws & Handbooks (Xlibris 2020)

A Guide to Tribal Employment (Xlibris 2008)

1. The meaning of Title VII's absence from the analysis

2. Clear protected class list

3. Definitions beyond the list

4. Reporting beyond the chain of command

5. Complaint form as the first 25% of the conversation

6. A separate bullying or professionalism policy

7. If you use Latin, explain it in English

8. Training plus

9. Consistency from policy to policy and policy to forms

10. Be clear regarding the preference discrimination intersection

11. Do not get too legalistic.

Two objectives: reduce legal liability and create a workplace that is respectful

12. Embrace a bullying policy that is not precise by enlisting your managers

13. Your observations

Q & A