

**RESOLUTION OF THE  
WHITE MOUNTAIN APACHE TRIBE OF THE  
FORT APACHE INDIAN RESERVATION**

**WHEREAS,** the Tribal Employment Rights Office Director advises the Tribal Council that he has received several complaints from Apache workers about racially hostile work environments in which Apache workers are subjected to disparate treatment and racially biased profane language and insults from non-members; and

**WHEREAS,** the Tribal Council's longstanding policy has been to prohibit any type of hostile work environment which would discourage tribal members from applying for work opportunities or developing work skills; and

**WHEREAS,** the Tribal Council concludes that the hostile free work environment policy should be formally added to the Tribal Personnel Code and in the mission statement of the Personnel Code prohibiting a hostile work environment, disparate treatment or profanity with a racial animus directed at Tribal Member workers.

**BE IT RESOLVED** by the Tribal Council of the White Mountain Apache Tribe that it hereby directs the Legal Department and the Human Resources Department to draft appropriate language for review and consideration by the Tribal Council that would prohibit a hostile work environment in which Apache workers are subject to profane or racial insults or other types of hostile work environments and treatments motivated by racial animus.

The foregoing resolution was on August 6, 1997 duly adopted by a vote of Eight for and Zero against by the Tribal Council of the White Mountain Apache Tribe, pursuant to authority vested in it by Article IV, Section 1 (a), (i), (q), (s), (t), and (u) of the Constitution of the Tribe, ratified by the Tribe September 30, 1993, and approved by the Secretary of the Interior on November 12, 1993, pursuant to Section 16 of the Act of June 18, 1934 (48 Stat. 984).

REC-11  
SEP 11 1997  
STATE OF ARIZONA  
WHITE MOUNTAIN APACHE TRIBE  
FORT APACHE, ARIZONA

  
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Chairman of the Tribal Council

  
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Secretary of the Tribal Council