

THE NATIONAL CONGRESS OF AMERICAN INDIANS
Resolution #DEN-18-XXX

TITLE: Requesting the Executive Committee Place the Executive Director of the National Congress of American Indians on Administrative Leave Pending an External Evaluation to Ensure a Safe Working Environment at the Organization

WHEREAS, we, the members of the National Congress of American Indians of the United States, invoking the divine blessing of the Creator upon our efforts and purposes, in order to preserve for ourselves and our descendants the inherent sovereign rights of our Indian nations, rights secured under Indian treaties and agreements with the United States, and all other rights and benefits to which we are entitled under the laws and Constitution of the United States and the United Nations Declaration on the Rights of Indigenous Peoples, to enlighten the public toward a better understanding of the Indian people, to preserve Indian cultural values, and otherwise promote the health, safety and welfare of the Indian people, do hereby establish and submit the following resolution; and

WHEREAS, the National Congress of American Indians (NCAI) was established in 1944 and is the oldest and largest national organization of American Indian and Alaska Native tribal governments; and

WHEREAS, the National Congress of American Indians was created to be the voice of Tribal Nations in Washington, D.C. and, as such, its treatment of staff, many of whom are Native American, is of paramount importance to the membership; and

WHEREAS, recent reports indicate a culture of acceptance that has created a hostile work environment, especially by one member of the Senior Management team who has been reported to have received claims of sexually inappropriate behavior, along with exhibiting unprofessional behavior towards other staff including disrespectful, intimidating, demeaning, and threatening behavior; and

WHEREAS, the Executive Director has not adequately resolved this situation to the satisfaction of the General Membership to ensure that the organization is free from any harassment, inequality, and hostility; and

WHEREAS, Article II of the Constitution of the National Congress of Americans states that the “[t]he General and Supreme power of NCAI resides in its members meeting in General Assembly [and] The NCAI General Assembly reserves the authority to delegate specific duties and responsibilities to the Executive Council, Executive Committee, the Executive Director and/ or other NCAI officers; and

WHEREAS, the Article IV, Section G of the National Congress of American Indians Constitution & Bylaws, provides the Executive Committee with the sole authority to provide for the employment of the Executive Director and to dismiss the Executive Director; and

NOW THEREFORE BE IT RESOLVED, that the Executive Committee utilize its authority to hire an independent investigator to conduct a thorough investigation of current and former staff and suspend the Executive Director pending the result of an investigation, and make a determination about the continued employment of the Executive Director following the results of the investigation; and

BE IT FURTHER RESOLVED, that the Executive Committee be invested with the authority granted to it by the Membership to make any other personnel decisions necessary to ensure a safe, healthy and productive work environment in the Nation's leading advocacy organization for Tribal Governments and Native people.

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