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CHEROKEE NATION
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Office of the Chief

Chuck Hoskin Jr.
Principal Chief

Bryan Warner
Deputy Principal Chief

EXECUTIVE ORDER 2021-08- CTH

1. **AUTHORITY:** The Constitution and laws of the Cherokee Nation.

2. **POLICY:** The Cherokee Nation recognizes that domestic violence is a crime that decimates the lives of our employees, their families, and our communities. Preventing domestic abuse, identifying and prosecuting abusers, and providing meaningful and robust support for victims of domestic violence and their families is essential to providing a safe workplace and communities throughout the Cherokee Nation Reservation. To address each of these safety measures, the creation of the following is warranted: 1) employee and participant self-disclosure requirement 2) domestic violence education, and 3) the Task Force to Protect Women and Families.

3. **DEFINITIONS:**
 - A. **Employees:** Individuals employed directly by Cherokee Nation, excluding those employed by Cherokee Nation entities and excluding employees supervised directly by the Cherokee Nation judicial and legislative branches, who commence employment on any date.
 - B. **Job Training Program Participants:** Individuals participating in any job training program administered by Cherokee Nation, utilizing any funding source and at any worksite, including work sites managed by third parties.
 - C. **Office of Evaluation and Compliance:** The Cherokee Nation office responsible for internal review and compliance reporting with Cherokee Nation laws and policies, federal laws/regulations, and any additional applicable funding requirements.

4. **REQUIREMENT TO SELF-DISCLOSE:** All Employees or Job Training Program Participants who:

- A. have an outstanding warrant issued for their arrest:
- B. are arrested or charged with a crime, other than a traffic offense, in any jurisdiction:
- C. have any court issue an emergency or permanent protective order against them:
- D. are the subject of a restraining order due to threats or acts of violence:
- E. are the subject of a "no contact" order issued by a court due to threats or acts of violence:
- F. are the subject of disciplinary action from a governing or licensure board:

have a duty to self-disclose this information and the circumstances surrounding these events to the Director of Human Resources and their Executive Director within 48 hours. Failure to self-disclose any of the events described herein will subject employee to disciplinary action up to and including termination. The requirement to self-disclose becomes effective upon execution of this Order.

5. **EDUCATION FOR EMPLOYEES:** Employees and Job Training Program Participants shall receive comprehensive workplace education and training to recognize, prevent and report domestic violence, promote healthy relationships for employees and their families, and offer appropriate referrals to resources for victims, offenders, and their families. Human Resources is ordered to create a mandatory, comprehensive domestic violence workplace education program. The Executive Director of Career Services is ordered to create or adopt similar comprehensive domestic violence training for Job Training Program Participants. All education programs described under this section of this Order shall be prepared and submitted to the Principal Chief for review and approval within 30 days of the date of this order, or in such extended time periods that the Principal Chief shall authorize in writing.

6. **TASK FORCE TO PROTECT WOMEN AND FAMILIES:
COMPOSITION, SCOPE AND GOALS:**

- A. The Task Force shall consist of:

- 1) Shawna Baker, Cherokee Nation Supreme Court Justice
- 2) Sara Hill, Cherokee Nation Attorney General
- 3) Chrissi Nimmo, Cherokee Nation Deputy Attorney General
- 4) Sandy Crosslin, Cherokee Nation Senior Assistant Attorney General
- 5) Shannon Buhl, Cherokee Nation Marshal
- 6) Kim Teehee, Cherokee Nation Delegate to Congress
- 7) Candessa Tehee, Cherokee Nation Councilor
- 8) Shawna Duch, One Fire Executive Director
- 9) January Hoskin, First Lady of the Cherokee Nation
- 10) Debra Proctor, BSN, RN, CPXP
- 11) Christy Shero Neuhoff, J.D., M.B.A. ~ Task Force Leader

B. The Scope of Review for the Task Force is:

- 1) Review the Cherokee Nation's protocol and practices related to domestic violence and child abuse.
- 2) Assess the efficacy of existing Cherokee Nation programs in the Attorney General's office, Marshal's office, Cherokee Nation Health Services and Human Resources.
- 3) Make recommendations to the Principal Chief to enhance the Nation's response to domestic and family violence to better protect women, girls and families.
- 4) Make recommendations to the Principal Chief as to appropriate engagement by Cherokee Nation with victims' services, law enforcement, health care entities and public schools to enhance safety across the Cherokee Nation reservation.

C. The Goals of the Task Force are to make recommendations to the Principal Chief regarding:

- 1) **Increase early reporting by victims.** Enhance or develop programs that will make it safer and easier for victims to report abuse to service providers or law enforcement.

- 2) **Improve response once abuse comes to the attention of the Cherokee Nation.** The Task Force will recommend protocols and strategies to encourage survivors to report abuse and improve services to victims and their families.
 - 3) **Increase Collaboration to Improve Prosecutorial Success.** The Task Force will recommend strategies to enhance collaboration with victims and their families, law enforcement, victims' advocates, health care professionals, investigators, and prosecutors to improve prosecution outcomes.
 - 4) **Develop strategies to improve the response by Cherokee Nation to reduce violence and support victims and their families.** The Task Force is charged with identifying ways to support victims and their families and increase their safety and prevent abusers from repeating abuse. This includes but is not limited to notifying victims of their rights, options and resources and the status of the prosecution of the abuser.
 - 5) **Make recommendations that relieve the burden from victims for holding their abuser accountable and place that onus on the criminal justice system.**
 - 6) **Make recommendations to reduce the occurrence of domestic violence in our communities and reduce the likelihood that convicted abusers will reoffend.**
7. **ORDER:** Employees and Job Training Program Participants are hereby required to self-disclose the acts described in this order, and required to participate in mandatory annual training regarding domestic violence provided by Cherokee Nation. Human Resources and Career Services shall create or update policies and procedures to effectuate this Executive Order.

Additionally, the Cherokee Nation Office of Evaluation and Compliance is hereby ordered to review all employment screening and credentialing practices, ensuring the screening practices provide a safe workforce and environment at all Cherokee

Nation work locations. A final report shall be delivered to the Principal Chief no later than December 1, 2021.

Finally, there is hereby established a Task Force to Protect Women and Families to review all related legislation, policies and resources in the Cherokee Nation to improve resources for the protection of women, girls and families. A final report shall be delivered to the Principal Chief no later than December 1, 2021.

8. **Task Force An Internal Staff Working Group; Report Made Public:** Although the Task Force is an internal executive branch working group and not a separate "public body" under Cherokee law, the report it issues under paragraph 7 of this order shall be made available for public inspection on or after the date of issuance of its final report.

9. **EFFECTIVE DATE:** This Order is effective on October 25, 2021.



Chuck Hoskin, Jr.
Cherokee Nation, Principal Chief

10/25/21

Date Signed: _____