

**CHAPTER 1-6**  
**GOVERNMENT OFFICIAL**  
**AND EMPLOYEE ETHICS (12/09/1989)**

**GOVERNMENT OFFICIAL AND EMPLOYEE ETHICS**

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## TRIBAL OFFICIAL AND EMPLOYEE ETHICS

### § 1. General Provisions

#### 1.1. Citation

This Act shall be cited as the Forest County Potawatomi Tribal Official and Employee Ethics Ordinance Act of 1989.

#### 1.2. Purpose

The purpose of this Act is to provide standards of fairness and integrity for all officials and employees of the Forest County Potawatomi while conducting the business of the Tribe in their respective capacities. It shall be recognized that officials and employees are in positions of trust on behalf of the Tribe and must endeavor to exercise the highest qualities of conduct, integrity, and confidence on behalf of the Tribe and its citizenry. Also, it is the responsibility of each employer and official to conduct themselves in a polite and courteous manner with respect and consideration for others. The standards established herein are not to be considered in lieu of ethical standards imposed by Federal Law, Tribal law, or Personnel Policies and Procedures of the Tribe.

#### 1.3. Authority

The Forest County Potawatomi Community Executive Tribal Council is a duly constituted tribal government in accordance with all the provisions of the Forest County Potawatomi Constitution and By-Laws adopted on June 5, 1982, pursuant to the Indian Reorganization Act of June 18, 1934, Pub. L. 73-383, and is empowered to promulgate and enforce ordinances and codes on behalf of the Tribe.

#### 1.4. Definitions

“Official” means any person serving the Tribe by appointment or certified election.

“Employee” means any person engaged for his or her services to the Tribe part or full time and who receives compensation from the Tribe for his or her services.

“Conflict of Interest” means matters and issues for which a person may have an unfair advantage by virtue of his or her position and would receive more than significant value in money or items of worth by participating in the decisions of such matters and issues.

“Significant value” means things or money which would amount to more than reasonable costs or expenses incurred for conducting business.

“Coerce” means undue influence or intimidation using official capacity as leverage for or against another person.

## **§ 2. Ethical Standards**

Every official and employee of the Forest County Potawatomi Community of Wisconsin should endeavor to:

- 2.1. Put loyalty to the highest moral principles and to the Forest County Potawatomi Tribe above loyalty to other persons, parties, or governmental entities;
- 2.2. Uphold the laws and regulations of the Forest County Potawatomi Community and never be a party to their evasion;
- 2.3. Give a full day's labor for a full day's pay, giving earnest effort and best thoughts to performance of duties;
- 2.4. Seek to find and employ more efficient and economical ways of getting tasks accomplished;
- 2.5. Never dispense special favors or privileges to anyone, whether for remuneration or not and never sell influence to gain special favors for any person, business, or government entity;
- 2.6. Never accept, for himself or herself or for family members, favors or benefits under circumstances which might be construed by reasonable persons as influencing the performance of tribal duties;
- 2.7. Make no private promises of any kind, binding upon the duties of office, since a tribal employee has no private work which can be binding on public duty;
- 2.8. Engage in no business with the Tribe, either directly or indirectly, which is inconsistent with the conscientious performance of tribal duties and further make every effort in his or her private work to avoid conflicts of interest unless participation in the conduct of the business, personal and Tribal, is deemed to be of no substantial effect on his or her integrity and any other interests are deemed insignificant;
- 2.9. Never use any information gained confidentially in the performance of tribal duties as a means of making private profits to the detriment of the Forest County Potawatomi tribe;
- 2.10. Never use his or her position in any way to coerce or give the appearance of coercing anyone to provide a financial benefit to himself or herself or another person; and
- 2.11. Expose corruption wherever discovered.

## **§ 3. Review**

The Forest County Potawatomi Tribe may be entitled to administrative costs and attorney fees, should it be determined that action by an official or employee was frivolous, unreasonable, without foundation, or brought in bad faith.

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**Legislative History:**

- 11/6/1989 Executive Council approves motion to approve “Executive Directive” pertaining to “Chairman’s responsibility to seek permission to attend meetings and the Executive Council’s role as Supervisor to the Administrator.”
- 11/28/1989 Executive Council (special meeting) approves motion to adopt the “Tribal Official and Employee Ethics Ordinance,” stipulating that the Executive Directive passed on November 6, 1989 be kept in its entirety.”
- 12/09/1989 Enacted as the “Forest County Potawatomi Tribal Official and Employee Ethics Ordinance Act of 1989.” Per minutes of the December 9, 1989 GC meeting, “Arnold Wensaut moves to adopt this Ordinance and incorporate this into present policies now in place. Seconded by Jerome C. Biddell. VOTE: 20 FOR 0 OPPOSED 0 ABSTAINING. Motion carried.”