



KALISPEL TRIBE OF INDIANS

Indian Preference Policy

POLICY STATEMENT

In an effort to assist Indian tribes to build better economies on their reservations and foster self-determination and self-governance for tribes, the Indian Gaming Regulatory Act (IGRA) was enacted into law by the United States Congress in 1988. This Act has enabled members of Indian tribes to become gainfully employed through the creation of new jobs on Indian reservations. The great majority of jobs in an Indian gaming facility and in its related amenities are entry-level positions, or they require minimal training to perform the required duties and responsibilities. As a result, self-esteem and personal pride are returning to the faces and hearts of Indian people.

Historically, American Indians have been denied equal opportunities to work and excel. Consequently, the United States Congress has allowed the Bureau of Indian Affairs (BIA) and Indian tribes throughout the United States to utilize Indian Preference in their employment practices. Therefore, in the human resources practices used **by the Kalispel Tribe of Indians and all its enterprises** will adhere to Indian Preference provisions of Title VII of the Civil Rights Act at 42 United States Code of Section 2000e(b).

The Kalispel Tribe of Indians specifically sets forth the following preference:

1. Applicants or team members who are enrolled Kalispel Tribal Members,
- 2. Spouse of an enrolled Kalispel Tribal Member,**
3. Applicants or team members who are enrolled members of other Indian Tribes and...
4. All other applicants or team members.

Preference in hiring, job transfers, promotions, choice of shifts and any reductions in the labor force is given to American Indians when all applicants or team members are equally able to perform the duties and responsibilities. Preference will be especially emphasized for enrolled Kalispel members who meet minimum requirements for entry level and Shift Manager positions.

PROCEDURE TO CLAIM PREFERENCE

To claim Indian Preference an enrolled tribal member must be able to provide verifiable documentation. This can be in the form of a document bearing either:

1. The enrollment number issued by the Bureau of Indian Affairs, or
2. The enrollment number issued by the Tribal Government.

To claim Indian Preference as a spouse of a Kalispel Tribal Member, the spouse must present at the time of submitting an application or transfer request a copy of the Kalispel Tribal Members enrollment card and marriage certificate.

In the event that no documentation bearing the enrollment number is available, the applicant or team member must provide a notarized letter or resolution from the Government of the enrolled tribal member's tribe attesting that the individual is a member of their tribe. This requirement must be complied **and on file in Human Resources** before an applicant, spouse or team member may receive Indian preference in the human resources process. Providing proof of Indian Preference is the responsibility of the tribal member and must be received prior to the use of such Indian preference.