



UNITED SOUTH AND EASTERN TRIBES, INC.
711 Stewarts Ferry Pike • Suite 100 • Nashville, TN 37214
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UNITED SOUTH AND EASTERN TRIBES, INC.

Resolution No. 05/95-21LA

CIVIL RIGHTS POLICY

WHEREAS, the United South and Eastern Tribes, Inc. (USET), a Council of Governments from Maine to Florida, is a representative of the Tribal Governments of twenty-one (21) federally recognized tribes; and

WHEREAS, USET is governed by a Board of Directors constituted of two delegates from each member tribe and the actions taken by the Board of Directors officially represent the intentions of each member tribe; and

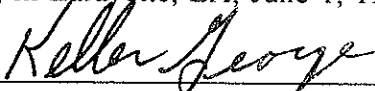
WHEREAS, the Administrative Operations Committee (AOC) recognizes the inadequacy of the existent Personnel Policies and Procedures Manual and the need for a civil rights policy to guide the activities of the USET staff.

NOW, THEREFORE BE IT RESOLVED that the AOC recommends the following be observed:

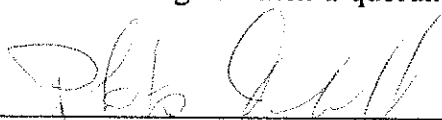
1. The Executive Director is responsible for administering the nondiscrimination policy and is designated to oversee civil rights compliance.
2. The Executive Director shall ensure that the required EEOC annual report is correctly prepared and submitted, if required.
3. The Executive Director shall immediately notify the AOC of any formal complaint alleging discrimination on the grounds of sex, religion, race, color, national origin, age, handicap or exclusion from participation.
4. The Executive Director is responsible for ensuring that all facilities are in compliance with handicap requirements.
5. The Executive Director shall notify the AOC of violations involving existing facilities.
6. The Executive Director shall review all facility plans being proposed for construction to ensure that they are in compliance with all handicap requirements.

CERTIFICATION

This resolution was duly passed at the Board of Directors meeting at which a quorum was present, in Lafayette, LA, June 1, 1995.



Keller George, President
United South and Eastern Tribes, Inc.



Philip Tarbell, Secretary
United South and Eastern Tribes, Inc.

“Because there is strength in Unity”