EXECUTIVE ORDER NO. 04-2016

"SEXUAL HARASSMENT" Workplace Policy and Mandatory Training

THE NAVAJO NATION

August 1, 2016

WHEREAS:

1. The President of the Navajo Nation serves as the Chief Executive Officer for the Executive Branch of the Navajo Nation government with full authority to conduct, supervise, and coordinate personnel and program matters. 2 N.N.C. § 1005(A);

2. The President shall have the enumerated power of issuing an executive order for the purpose of interpreting, implementing or giving administrative effect to statutes of the Navajo Nation in the manner set forth in such statutes. 2 N.N.C. § 1005(C)(14); and

3. The Chief Justice serves as the Chief Executive Officer for the Judicial Branch with full authority to supervise and coordinate personnel matters. 2 N.N.C § 371 ; and

4. An executive order shall have the force of law upon the recipient.

THEREFORE:

I, Russell Begaye, President of the Navajo Nation, I, Jonathan M. Nez, Vice President of the Navajo Nation, and I, Allen Sloan, Acting Chief Justice by the authority vested in us, hereby order the heads of all of the Divisions and Departments of the Nation, all Chapter Service Coordinators, and the Judicial Branch to undertake the following actions:

1. Review, provide suggested updates on, and disseminate to all Division, Department, Chapter or Judicial staff, the Sexual Harassment Policy of the Nation found in Section XVI(F) of the April 12, 2016 version of the Nation's Personnel Policies Manual, which:

    a. Defines and prohibits sexual harassment in the workplace;
    b. Includes procedures that describe how the Division, Department, or Chapter should address concerns of employees who are affected by sexual harassment in the workplace; and
    c. Identifies appropriate sanctions and/or disciplinary actions.

2. Respond promptly and effectively to sexual harassment concerns raised by employees.

3. Require all Division, Department, Chapter or Judicial employees to attend an annual mandatory sexual harassment training to be provided by the Division of Human Resources.

The heads of all of the Divisions and Departments of the Nation, all Chapter Service Coordinators, and Judicial Branch are responsible for implementing and ensuring compliance with this order.

Consistency with other laws. The provisions of this order shall be implemented consistent with the laws of the Navajo Nation and in a manner that advances the highest welfare of the people.

EXECUTED this 1st day of August, 2016

Russell Begaye, *President*

Jonathan M. Nez, *Vice President*

Allen Sloan, *Acting Chief Justice*

ATTEST:

Ethel Branch, *Attorney General*