



# MILLE LACS BAND OF OJIBWE

*Executive Branch of Tribal Government*

## EXECUTIVE ORDER 2024-01

### **AN EXECUTIVE ORDER CONVENING AN EXECUTIVE INQUIRY AND APPOINTING A HEARING OFFICER REGARDING LAWS, PROCESSES, POLICIES AND PROCEDURES FOR MANAGEMENT OF MISCONDUCT ALLEGATIONS AGAINST EMPLOYEES, APPOINTED AND ELECTED OFFICIALS**

#### **Section 1. Purpose**

The purpose of this Executive Order is to conduct an official Executive Inquiry into the Non-Removable Mille Lacs Band of Ojibwe's laws, processes, policies, and procedures regarding misconduct allegations against employees and appointed and elected officials and for recommendations as to the same.

#### **Section 2. Policy**

It is crucial for the Non-Removable Mille Lacs Band of Ojibwe to handle allegations against employees, elected and appointed officials appropriately to foster a safe and respectful workplace environment for all employees and Band members. By addressing these allegations seriously and impartially, the Band can demonstrate a commitment to upholding ethical standards and protecting the well-being and dignity of all. Failing to handle such allegations properly can lead to a toxic work culture, decreased morale, increased turnover, damage to the Band's reputation, and risks to the receipt of federal funding.

#### **Section 3. Sources of Authority**

The following statutory provisions serve as the basis for this Executive Order:

- (a) 4 MLBS §12(a)(3) – the Chief Executive's authority to hold executive hearings for the purpose of inquiring into "matters affecting the general welfare of the Band or its organs of government."
- (b) 4 MLBS §13(a) - the Chief Executive's authority to appoint a suitable person as Hearing Officer to conduct Executive Hearings.
- (c) 4 MLBS §12(c) – the powers of subpoena available to a Hearing Officer.

#### **Section 4. Appointment of Hearing Officer**

**In accordance with 4 MLBS §13(a)**, this Executive Order appoints Joshua Jay Kanassataga, Esq. d/b//a Institute for Development of Culturally Focused Governance Policies for Indigenous People as Hearing Officer based on his professional education and experience as an attorney-at-law, former Solicitor General of the Mille Lacs Band of Ojibwe and retired law professor.

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#### **URBAN OFFICE**

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**Section 5. Expiration**

This Executive Order will effectuate upon issuance and remain in effect until delivery of the decision of the Hearing Officer, or June 30, 2024, whichever occurs first.

Issued on June 4, 2024:



*Melanie Benjamin*

Melanie Benjamin  
Chief Executive

As to form and numbering according to 25 MLBS § 4(f)

*Hanna Valento*  
Hanna Valento  
Revisor of Statutes

6/5/2024  
Date