



10,000 years in our Traditional Homeland, Prince William Sound, the Copper River Delta, and the Gulf of Alaska

## **NATIVE VILLAGE OF EYAK TRIBAL COUNCIL CODE OF CONDUCT**

### **01. TITLE AND PURPOSE**

This Code shall be known as the "Native Village of Eyak Tribal Council Code of Conduct." The Native Village of Eyak Tribal Council enacts this Code.

- A. The purpose of this Code is to set forth standards by which Tribal government officials will conduct themselves to protect and promote Tribal integrity and to enhance the ability of the Tribe to achieve its objectives in a manner consistent with all applicable laws and regulations.
- B. The Code of Conduct is intended to guide and direct all Tribal government officials in dealing with situations they may encounter while in office. This Code assists in making the right choices when confronted with difficult decisions.
- C. This Code of Conduct applies to all Tribal government officials and management-level employees, unless it is explicitly stated otherwise.

### **02. ADOPTION, AMENDMENT, REPEAL, SEVERABILITY**

This Code was authorized and adopted on September 29, 2025.

- A. Amendment. The Tribal Council may amend this Code in accordance with the Constitution and any rules set forth governing the amendment of laws of the Native Village of Eyak.
- B. Severability Clause. If any provision of this Code or its application to any person or circumstance is held invalid, the invalidity does not affect other provisions or applications of this Code which can be given effect without the invalid provision or application, and to this end, the provisions of this Code are severable.

### **03. TRIBAL COUNCIL ROLE, SIZE, TERMS, & PRINCIPLES**

#### **Role**

- A. Competence
  - 1. Tribal government officials shall perform their duties by making informed decisions in good faith and in a manner believed to be in the best interests of the Tribe.
  - 2. To maintain confidence in the Tribal government, such officials shall:

Dedicated to exercising our sovereignty to enhance the well-being of our people, culture, and homelands.

# Native Village of Eyak

PO Box 1388  
110 Nicholoff Way  
Cordova, AK 99574  
eyak-nsn.gov



10,000 years in our Traditional Homeland, Prince William Sound, the Copper River Delta, and the Gulf of Alaska

1. Deal openly, effectively, and honestly with fellow Tribal government officials, employees, Tribal members, contractors, government agencies, and others.
2. Conduct business dealings in such a manner that the Tribe shall be the beneficiary of such dealings.
3. Make educated decisions based on sufficient inquiry and accurate information.
4. Set the strategic direction for the Native Village of Eyak while upholding the mission, vision, and values of the Tribe.
5. Approve NVE Codes, Resolutions, and Policies.
6. The actions of Tribal Council members reflect their commitment to conducting all the Tribe's activities in an honest, ethical, and professional manner in compliance with all applicable laws and regulations, and with Tribal policies.
7. Tribal Council members shall always conduct themselves to reflect credit upon the Tribal members and government and comply with all applicable laws of the Native Village of Eyak concerning their conduct in the performance of the duties of their respective office or employment.

## B. Equal Representation

1. Tribal government officials shall represent the interests of all members of the Native Village of Eyak and not serve special interests inside or outside of the Tribe.
2. To fully represent the interests of the Tribe, Tribal government officials shall:
  - i. Not engage in any business activity that they believe is unethical or illegal.
  - ii. Refuse any illegal offers, solicitations, payments, or other remuneration to induce business opportunities.
  - iii. Refuse any offer that has the appearance of being an illegal or inappropriate offer, solicitation, payment, or remuneration.

## C. Expectations

1. Time Commitment of a minimum of 15 hours per week, including weekly workshops and other meetings, signing checks and documents, phone polls, etc.
2. Attendance at Special Tribal Council Meetings as called
3. Attendance at Regular Tribal Council Meetings as scheduled for the 3<sup>rd</sup> Tuesday of every month
4. Attendance at Council Workshops
5. Attendance at Tribal Member Talking Circles
6. Attendance at Tribal Member Focus Sessions and Consultations

Dedicated to exercising our sovereignty to enhance the well-being of our people, culture, and homelands.



10,000 years in our Traditional Homeland, Prince William Sound, the Copper River Delta, and the Gulf of Alaska

7. Meetings and events may be scheduled during daytime, evenings, and/or weekends
8. Travel may be required for events, gatherings, conferences, meetings, training, etc.
9. Consistent communication by email and/or phone
10. To exhibit the NVE Core Values while representing the Native Village of Eyak
  - i. Respect, Humility, Accountability, Integrity, and Kinship
11. To advance NVE's Mission & Vision
  - i. Mission – Dedicated to exercising our sovereignty to enhance the well-being of our people, culture, and homelands.
  - ii. Vision – To cultivate a resilient and thriving community where our people are healthy and empowered, our culture is alive, and we honor our lands and waters. Through our relationships, education, healing, and leadership, we uphold our sovereignty and empower current and future generations to sustain our way of life.

D. Authority – No member of the Tribal Council shall have the authority to sign resolutions, contracts, waivers of sovereign immunity, leases, or major commitments of tribal resources without a majority vote of the Tribal Council. Provided, however, that a higher number of affirmative votes may be required.

#### Size

The Native Village of Eyak Tribal Council shall consist of 7 members who shall be elected by a majority vote of the qualified tribal voters casting their ballots in such an election.

#### Terms

The Native Village of Eyak Tribal Council members shall hold office for terms of three years, provided that shorter term lengths may be used to initiate or re-initiate staggered terms. Staggering shall result in voting for 2 seats in one year, 3 seats the following year, and 2 seats the year after that. An election for Council members shall be held annually. A record shall be kept in the Native Village of Eyak Main Office of when each person was elected and when each person's term expires.

A. Term Limits – There shall be a limit of 2 consecutive full terms for serving on the Tribal Council. Former Council Members may run for election after at least a 1-year waiting period.

- i. Temporary Filling in an Open Seat – Temporarily filling in for an open seat for less than one year would not count against a Council Member's term limit.

Dedicated to exercising our sovereignty to enhance the well-being of our people, culture, and homelands.

**Native Village of Eyak**

PO Box 1388  
110 Nicholoff Way  
Cordova, AK 99574  
eyak-nsn.gov



10,000 years in our Traditional Homeland, Prince William Sound, the Copper River Delta, and the Gulf of Alaska

B. Officers – The officers of the Tribal Council shall be a Chair, Vice-Chair, and Secretary/Treasurer. The officers shall be determined by the Tribal Council annually.

i. Chair – The Chair shall be the first in command to preside over meetings of the Tribal Council and of the Tribe. The Chair may vote in Tribal Council meetings only in case of a tie or when a supermajority vote is required for an action. The Chair shall provide general supervision over the affairs of the Tribal Council, with the assistance of the Vice Chair and Secretary/Treasurer, subject to any limitations imposed by tribal law. Additional Chair Duties:

1. Responsible for working with staff to prepare meeting agendas and ensuring they are advertised
2. Responsible for ensuring the annual NVE Business Meeting, annual Tribal Member Appreciation Dinner, bi-annual NVE-ANGS joint meetings, and bi-annual NVE-ICHB joint meetings are called as required.
3. Written updates to NVE Tribal Members in the Eyak Echo
4. NVE Executive Director Meetings
5. Tribal Council Executive Assistant Meetings
6. Special Projects Director Meetings
7. ANGS Chair Meetings
8. ICHB Chair Meetings
9. Lead representative on behalf of NVE and the Tribal Council with Tribal Members, agencies, and government-to-government relations.
10. Represent, advocate, and communicate for NVE with Federal, State, and Local governments and agencies. Establish/maintain working relationships with these organizations, and report back to the NVE Tribal Council on the results of such meetings.
11. Build a strong relationship with and provide supervisory oversight of Tribal Council staff and Ilanka Community Health Board.
12. Serves as an ex-official member of all NVE committees
13. Understanding of NVE's governance documents
14. Official agent of NVE, signs all actions, resolutions, ordinances/codes, budgets, letters of support, and any contracts, agreements, leases over the Executive Director's authority.
15. Participate in planning professional development, board training, and strategic planning.
16. Stays informed on all major NVE problems
17. Provides necessary leadership to help NVE develop its maximum potential as a sovereign government

Dedicated to exercising our sovereignty to enhance the well-being of our people, culture, and homelands.

# Native Village of Eyak

PO Box 1388  
110 Nicholoff Way  
Cordova, AK 99574  
eyak-nsn.gov



10,000 years in our Traditional Homeland, Prince William Sound, the Copper River Delta, and the Gulf of Alaska

18. Be responsible to NVE Tribal Members and their needs.
19. Represent NVE at public relations functions
20. Performs other duties that the NVE Tribal Council may assign

- ii. Vice Chair – The Vice Chair shall preside over meetings of the Tribal Council and of the Tribe in the absence of the Chair. The Vice Chair shall provide general supervision over the affairs of the Tribe in the absence of the Chair, subject to any limitation provided by tribal law.
- iii. Secretary/Treasurer – In the absence of the Chair and Vice Chair, the Secretary/Treasurer shall preside over meetings and the general affairs of the Tribe, subject to any limitation provided by tribal law. The Secretary/Treasurer shall be generally familiar with tribal finances and may be required to give or delegate the duty of providing financial reports to the Tribal Council. The Secretary/Treasurer shall issue or delegate the duty of issuing notices for all meetings and elections. The Secretary/Treasurer shall take or delegate the taking of minutes for all meetings. The Secretary/Treasurer is responsible for overseeing and preserving the care of Tribal Council documents. The Secretary/Treasurer may choose to delegate the duty of serving as the Financial Committee Chair to another Tribal Council Member, with the approval of the Tribal Council.
- iv. Chain of Command – The chain of command for chairing Tribal Council meetings shall be the Chair, vice-Chair, and Secretary/Treasurer. When the Council is not meeting, the Chair shall generally represent the Tribe, subject to any limitations that may be provided by the Constitution, Tribal Codes/Ordinances, or by Council resolution. In the absence of the Chair, the Vice Chair shall undertake this responsibility. In the absence of the Chair and Vice-Chair, the Secretary/Treasurer shall undertake this responsibility.

## C. Assuming Duties

1. Special Meeting for Certification & Oath of Offices
  - a. Oath of Offices - Newly elected Tribal Council members shall assume their duties upon certification of election results and being sworn in.
  - b. Officers
  - c. Boards & Committees
  - d. Onboarding

Dedicated to exercising our sovereignty to enhance the well-being of our people, culture, and homelands.



---

10,000 years in our Traditional Homeland, Prince William Sound, the Copper River Delta, and the Gulf of Alaska

---

- e. Equipment
- f. Council Calendar
- 3. Meetings, Workshops, and Tribal Member Meetings
  - i. Meetings are set by the NVE Constitution in Article 8
    - 1. Minutes shall be taken at all regular and special meetings of the Tribal Council, except with Tribal Council is in executive session, and shall be available for Tribal Members to see.
    - 2. Tribal Council members may be present virtually or telephonically for Tribal Council meetings with approval of the Chair.
    - 3. All meetings shall be open to Tribal membership except when the Tribal Council is in executive session.
    - 4. Consensus, Voting, Chair Voting – During meetings, the Tribal Council shall make decisions by consensus when possible and by majority vote when consensus is not possible. The Chair may vote in the event of a tie vote or when an affirmative vote of at least a majority plus one council member is required.
    - 5. Quorum – The majority of Native Village of Eyak Tribal Council members shall constitute a quorum for the transaction of business at any meeting of the Council unless a larger number is specifically required.
  - ii. Regular Council Meetings
    - 1. Regular meetings of the Tribal Council shall be held monthly. Notice shall be posted at least 3 business days before the regular meeting and may be otherwise advertised.
  - iii. Special Council Meetings
    - 1. The Chair, or Vice-Chair, in the absence of the Chair, may call a special Tribal Council meeting upon posting notice in Cordova at least 24 hours prior. The notice shall contain information about the topics to be addressed at the special meeting. Amendments to the draft special meeting agenda may be made.
  - iv. Emergency Council Meetings
    - 1. The Tribal Council may meet for an emergency meeting without notice when emergency circumstances warrant such a meeting. Only emergency business may be taken up at emergency meetings, and decisions of a temporary nature may be made.
  - v. Tribal Membership Meetings
    - 1. The native Village of Eyak Tribal Council shall host tribal membership meetings at least annually (Tribal Member Business

Dedicated to exercising our sovereignty to enhance the well-being of our people, culture, and homelands.



10,000 years in our Traditional Homeland, Prince William Sound, the Copper River Delta, and the Gulf of Alaska

meeting). By an affirmative vote of a majority plus one of the Tribal Council, the date, time, and place for Tribal membership meetings shall be determined. The meetings may be used to inform Tribal Members about the goals, accomplishments, and business of the Tribe, including a financial report.

vi. Meeting Information

1. Regular Meetings – Information is due to the Tribal Council 7 days before the meeting, unless otherwise approved by the Chair.
2. Special meetings – Information is due to the Tribal Council 3 days before the meeting, unless otherwise approved by the Chair.
3. Workshops & Committee Meetings – Information is due to the Tribal Council 3 days before the meeting, unless otherwise approved by the Chair.

vii. Meeting Reporting

1. Monthly – Executive Staff, ICHB, ANGS, Monthly Committees
2. Quarterly – All Directors, Consortium Representatives, Tribal Court Judges

viii. Workshops

1. Workshops are meetings of the Tribal Council, called to review and discuss a matter under consideration by the Tribal Council. Workshops are not official meetings of the Tribal Council, and no quorum is required.
2. Workshops are scheduled by the Tribal Council on an as-needed basis to permit detailed discussion of Codes, policies, or other matters under consideration and, if appropriate, to obtain public comment on such matters.

ix. Tribal Council Removal Meeting Procedures

1. General
2. Constitutional Grounds for Removal
  - a. Gross Misconduct- Article 7, Section 1 of NVE Constitution
  - b. Conviction of Felony
  - c. Inability to fulfill the duties of office due to mental or physical disability.
  - d. Unprofessional Conduct
    - i. Berating staff, sharing confidential information, not acting in NVE's best interests, excessive interference in operational matters, causing divisions or breeding dysfunction within the Council.

Dedicated to exercising our sovereignty to enhance the well-being of our people, culture, and homelands.



10,000 years in our Traditional Homeland, Prince William Sound, the Copper River Delta, and the Gulf of Alaska

- x. Talking Circles – Tribal Member Talking Circles will be held the day before a Regular Tribal Council meeting at 6 pm.
  - 1. Tribal Council may vote to change the date of the monthly Tribal Member Talking Circle.
- xi. Tribal Member Consultations – Tribal Member Consultations are required for the Tribal Council to hold before approving new NVE Codes. These provide space for formal discussion on NVE's Codes or laws.
- xii. Tribal Member Focus Sessions – Tribal Member Focus Sessions may be scheduled for focused discussion on specific topics or programs.

4. Professional Development

- i. Tribal Council will hold an annual 3-day onboarding session each October, between the Special Meeting for seating new Tribal Council members, and the regular October Tribal Council Meeting.
  - 1. This training will focus on NVE's history and self-determination, NVE's current programs and agreements, and NVE's strategic future goals, in addition to board communication and team building.
  - 2. Tribal Council onboarding will also include training on meeting and communication platforms, as well as team building between the Tribal Council members and between the Tribal Council and the Executive Leadership.
- ii. Tribal Council may hold additional trainings throughout the year on topics such as How to Read Financial Reports, Audit Review, Indirect Rate Training, Professional Tribal Council Development, Communication Training, etc.

5. Drug & Alcohol Use

- i. No Tribal Council member shall attend or report to a Tribal Governmental meeting or conduct any business or travel on behalf of the Tribal Governmental while under the influence of any controlled substance or alcoholic beverage, unless medically prescribed and proof of prescription is provided upon Tribal Council request.

6. Compensation

- i. A Tribal Council member shall receive a monthly stipend of \$4000 (four thousand) per month, attributable to the performance of duties as a Tribal Council Member.

Dedicated to exercising our sovereignty to enhance the well-being of our people, culture, and homelands.



---

10,000 years in our Traditional Homeland, Prince William Sound, the Copper River Delta, and the Gulf of Alaska

ii. The Tribal Council Chair, Ilanka Community Health Board Chair, and the ANGS Board Chair shall receive an additional Chair monthly stipend of \$2000 (two thousand) per month, attributable to the extra duties they hold as Chair.

iii. Tribal Council members who sit on a board or committee due to their position on the Native Village of Eyak Tribal Council are unable to keep the additional funds unless they report the board fees to the NVE Finance Department to have their monthly stipend reduced by accepting any additional amounts.

7. Integrity

i. Tribal Council members shall not use their position and/or Tribal resources to serve their own personal, financial, or business interests.

ii. Responsibility

1. Tribal government officials shall respect the laws that govern the operation of the Tribe and the treatment of Tribal members.

2. The actions of Tribal government officials reflect their commitment to conduct Tribal activities in an honest, ethical, and professional manner. In carrying out their responsibilities, Tribal government officials shall:

3. Adhere to both the letter and the spirit of applicable Tribal, federal, and state laws and regulations.

4. Maintain high standards of business and ethical conduct following applicable federal, Tribal, and state laws and regulations, including laws and regulations dealing with fraud, waste, and abuse.

5. Be truthful and straightforward in dealing with other government agencies.

6. Maintain a workplace free of discrimination, harassment, violence, and intimidation, and that is drug-free, as required by law. Tribal government officials shall not tolerate any form of threatening or abusive behavior, adhering to a zero-tolerance policy.

7. Follow Tribal Member and AN/AI preference in employment and contracting, as allowed by law per Tribal policies.

8. No Tribal Council member shall attempt or act beyond the scope and extent of his/her delegated authority as an Official.

iii. Relationships

1. ANGS Board

Dedicated to exercising our sovereignty to enhance the well-being of our people, culture, and homelands.



---

10,000 years in our Traditional Homeland, Prince William Sound, the Copper River Delta, and the Gulf of Alaska

---

- a. The Tribal Council and the ANGS Board will hold two bi-annual meetings each calendar year to review financials. It is the NVE Tribal Council's responsibility to schedule the joint meetings.
- b. The ANGS Board Chair and Copper River CEO have the responsibility to report monthly to the Tribal Council at the regular meetings.
2. Ilanka Community Health Board
  - a. The ICHB has the authority to supervise the ICHC Executive Director.
  - b. The NVE Tribal Council and the ICHB will jointly hold two bi-annual joint meetings each year to review financials each calendar year. It is the NVE Tribal Council's responsibility to schedule the joint meetings.
  - c. The ICHB Chair and ICHC Executive Director have the responsibility to report monthly to the NVE Tribal Council at the regular meetings.
3. Consortium Representation
  - a. The Tribal Council will choose representatives and alternate representatives for Chugachmiut, Chugach Regional Resources Commission, North Pacific Rim Housing Authority, and Chugach Tribal Services RAC from the Council members, who have the responsibility of reporting quarterly back to the Tribe.
4. UANTHC (Unaffiliated Alaska Native Tribal Health Committee) Representative
  - a. The NVE Tribal Council Chair will be the representative on the UANTHC Board and report to the ICHB quarterly.
5. Other Boards, Committees, & Representatives
  - a. The NVE Tribal Council may seat itself on other boards and committees, but has the responsibility to report to the Tribe the month after its meetings are held.
6. Supervisory Responsibility
  - a. NVE Executive Director
  - b. Special Projects Director
  - c. Tribal Council Executive Assistant

Dedicated to exercising our sovereignty to enhance the well-being of our people, culture, and homelands.



10,000 years in our Traditional Homeland, Prince William Sound, the Copper River Delta, and the Gulf of Alaska

## 8. CONFIDENTIALITY

**Confidentiality.** Tribal Council members shall keep information always imparted to them in strict confidence during the term of their service to the Tribe. Such information includes, but is not limited to:

- i. Business or strategy plans of the Tribe.
- ii. Financial information about and/or negotiations involving the Tribe or prospective business arrangements.
- iii. Personal or employee information and data involving Tribal Members, employees, or contractors working for the Tribe.
- iv. Legal and litigation matters involving the Tribe; and
- v. Governmental or commercial matters discussed in executive or closed session meetings of the Tribal Council, including, but not limited to, subject matter of discussion, decisions, and actions taken by individual Officials or by the Tribal Council.

2. **Confidentiality Agreement.** Tribal Council members shall sign a confidentiality agreement to obligate themselves in their capacity to maintain the confidentiality and proprietary information of the Tribe, Tribal Council, Tribal Government, or Tribal Members.
3. **Consent to Disclose.** Tribal Council Members shall not disclose confidential or proprietary information of the Tribe, Tribal Council, Tribal Government, or Tribal Members unless the Tribal Council consents in advance of the disclosure by the Official at a meeting of the same at which a quorum is present. An Official may divulge confidential and proprietary information of the Tribe, Tribal Council, Tribal Government, or Tribal Members with other people of the Tribal Government on a need-to-know basis to facilitate the routine operation of the Tribal Government.

## 9. CONFLICT OF INTEREST

- A. **Disclosure:** It is the premise that all Tribal Officials who are elected or selected and Tribal employees who have interests that might conflict with their duties should divulge those interests. Disclosure shall also extend to those interests held by his/her immediate family.
  - a. No Tribal Council member shall vote on any matter, including but not limited to employment hiring and termination, contracts, project funding, distribution of tribal services, and appointments to tribal committees, in

Dedicated to exercising our sovereignty to enhance the well-being of our people, culture, and homelands.



10,000 years in our Traditional Homeland, Prince William Sound, the Copper River Delta, and the Gulf of Alaska

which he or she has a direct, significant personal interest and cannot be fair for any reason. A personal interest includes matters involving his or her spouse or partner, parents and parent-in-laws, siblings, children, people living in the same household, or with whom romantic relationships exist. Tribal Council Members present when such a matter is decided shall disclose any conflict of interest prior to any vote. They may discuss the matter, but shall abstain from voting.

- b. When a Tribal government official or a management employee is required to take official action on a matter in which such Tribal government official has a personal economic interest, they should first consider eliminating that interest. If that is not feasible nor required under this Code, such Tribal government official shall:
  1. Prepare and sign a written statement describing the matter requiring action and the nature of the potential conflict, as soon as such Tribal government official is aware of the party responsible for inclusion in the official record of any vote or other decision or determination.
  2. Abstain from voting, sponsoring, influencing, or in any manner attempting to influence any vote, official decision, or determination which would favor or advance such person's personal economic interest in such matter.
  3. Abstain from voting or otherwise participating in the official decision or determination of such matter, unless otherwise legally required by law, or unless such person's vote, position, recommendation, or participation is contrary to their personal economic interest.
- c. Unless otherwise provided by applicable law, the abstention by such a person from voting or otherwise participating in the official determination or decision shall not affect the presence of such person for purposes of establishing a quorum necessary for a governmental body.

#### 10. FIDUCIARY DUTY

- i. Tribal government officials shall not engage in, directly or indirectly, financial or other economic transactions as a result of, or primarily depending upon, information obtained through their public office or employment; nor acquire any monetary or other financial property,



10,000 years in our Traditional Homeland, Prince William Sound, the Copper River Delta, and the Gulf of Alaska

contractual or other economic interest at a time when they believe or have reason to believe, that it will directly and substantially affect or be so affected by their official actions or duties.

## 11. TRANSACTIONS WITH TRIBAL COUNCIL MEMBERS

1. No Tribal Council member shall accept employment with the Tribe, or with any companies or enterprises owned by NVE while serving in office. A Tribal Council member may resign their service, without prejudice, to be eligible for employment with the Tribal Government. In the event of a natural or man-made disaster or other emergency, the entire Tribal Council shall determine the suitability and extent of a Tribal Council member's ability to perform or oversee emergency work, provided that no other person is available or capable of accomplishing the job.
2. Tribal Council members, their businesses, or businesses owned by their spouse may respond to an RFP to be an independent contractor if they do not contract more than \$2500 in a fiscal year.
3. RFP must be for a job that ties to NVE's mission, such as sharing cultural knowledge or providing food for the community.
4. In their proposal, they must clearly declare a conflict of interest.
5. Additional information on the process can be found in Section 5.3 of NVE's Code of Ethics.

## 12. VIOLATIONS OF LAW

- i. Any Tribal Council member convicted of a felony, by a court of competent jurisdiction, shall resign and/or be immediately removed from office by operation of Tribal Law without further action by the Tribal Council. In the case of a vacancy with the Tribal Council, the Tribal Chair, or Acting Tribal Chair, shall declare a vacancy and call for a special election via the Constitution and Election Code.

## 13. ENFORCEMENT & APPEALS

- i. A Tribal Member may file a complaint regarding the terms of implementation and enforcement of this Code or an appeal from any decision concerning alleged violations of this Code. The Tribal Council, in the first instance, shall have the authority to adjudicate any claim arising under or relating to this, and shall be empowered to require evidence in support of the claims brought before them. The Tribal Court may hear an



10,000 years in our Traditional Homeland, Prince William Sound, the Copper River Delta, and the Gulf of Alaska

appeal of any decision of the Tribal Council, provided that the claim was brought by a Tribal Member, and provided further that any remedy of the Tribal Court awarded to a Tribal Member shall be exclusively limited to legal and equitable relief; no incidental, consequential, or punitive damages are permitted under this Code.

#### 14. SANCTIONS AND PENALTIES

1. Upon finding that there has been a violation of any provisions of this Code, the Tribal Council may impose any or all of the following penalties or sanctions:
  - a. Issuance of a private reprimand to such a person, with or without suspension of any or all other sanctions provided herein.
  - b. Issuance of a written public reprimand, which shall be entered into such a person's permanent record of employment or office and upon the permanent record of the public office or entity of which such person is a member or employee, according to provisions of applicable Native Village of Eyak Tribal laws and procedures.
  - c. Suspension from public office or employment and forfeiture of all compensation and benefits accruing therefrom, for not less than one (1) month nor for more than one (1) year.
  - d. Removal, discharge, or termination from public office or employment by applicable Tribal law and procedure.
2. No sanctions or penalties provided herein shall limit any other powers of the Tribal Council or Tribal Courts of the Native Village of Eyak, nor any other entity or administrative officials or employees under other applicable law, rules, regulations, or procedures.
3. Suspension. No person accused of violations under the provisions of this chapter shall be removed from his/her office or position until those allegations have been proven beyond a reasonable doubt in a court of competent jurisdiction within the parameters of due process as mandated by the Indian Civil Rights Act of 1968.
4. Temporary Suspension. A person so accused may be suspended from his/her position with or without pay until such time guilt or innocence has been established. If the allegations are not substantiated, the person/defendant should be restored to their full official duties and responsibilities. In those cases where allegations have resulted in prosecution and conviction, and after exhaustion of



10,000 years in our Traditional Homeland, Prince William Sound, the Copper River Delta, and the Gulf of Alaska

all appeals, the person/defendant shall, upon conviction, immediately forfeit his/her position. Elected or selected officials of the Native Village of Eyak, who have been convicted under the provisions of this chapter, may be subjected to the provisions of Vacancies, Removal and Recall as outlined in the Election Code and NVE Constitution, if they do not voluntarily relinquish their positions.

#### 15. SOVEREIGN IMMUNITY

- i. Nothing in this Code waives, expressly or impliedly, the sovereign immunity of the Tribe or any Official from unconsented suit.

#### CERTIFICATION:

I, hereby certify that I, Brooke Mallory, am Chair of the Native Village of Eyak Traditional Tribal Council, consisting of 7 duly elected members and that this **NVE Tribal Council Code** were considered and Approved by the council on September 29, 2025 and that the vote was 5 For, 0 Against, 0 Abstaining, and 1 Absent and that the foregoing minutes have not been rescinded or amended in any way.

Brooke Mallory, Chair

9/29/25

Date

Diane Ujioka, Vice Chair

10/20/2025

Date

Angela Butler, Secretary-Treasurer

Date

10/1/25

Darrel Olsen, Member

Date

10.6.2025

Jim Smith, Member

Date

10/20/25

Kanisha Tiedeman, Member

Date

10/8/2025

Kelsey Hawley, Member

Date

10/18/25