

CHAIRMAN  
MARSHALL PIERITE

VICE CHAIRMAN  
MARSHALL RAY SAMPSON, SR.

SECRETARY- TREASURER  
BEVERLY C. RACHAL

COUNCIL MEMBERS  
BRENDA W. LINTINGER  
BOBBY PIERITE, SR.  
HAROLD PIERITE, SR.  
JEREMY "CANARY" ZAHN

TUNICA-BILOXI  
TRIBE OF LOUISIANA



### Introduction of Amendment to Ethics Code January 31, 2018

In accordance with Section 12 of the Legislative Code, the Tribal Council is introducing an amendment to the Ethics Code for review and comment. The Ethics Code was passed on November 7, 2018, and trainings were conducted on November 26-27, 2018. During those trainings, several Paragon Casino management employees raised concerns that the Gifts standard of conduct prohibited them from attending business dinners frequently used by employees and vendors or consultants as times to discuss and handle business matters and from receiving gifts up to \$50, although the Paragon policy has allowed employees to receive gifts up to \$50 for many years. They believed that these prohibitions were not standard in the industry and were not necessary to maintain the integrity of the gaming operations.

In response to these concerns, the Tribal Council is considering whether to revise the exceptions to the Gifts standard of conduct to allow these activities. The language that would create exceptions for these activities is highlighted below:

#### SECTION 18 – SOLICITATIONS AND GIFTS

No employee or official of the Tribe shall solicit or accept, directly or indirectly, any gift from a person or organization who is seeking official action by, doing business or seeking to do business with, or is regulated by the Tribal government; or has interests that may be substantially affected by the performance or nonperformance of an employee's or official's professional duties.

(a) Exceptions.

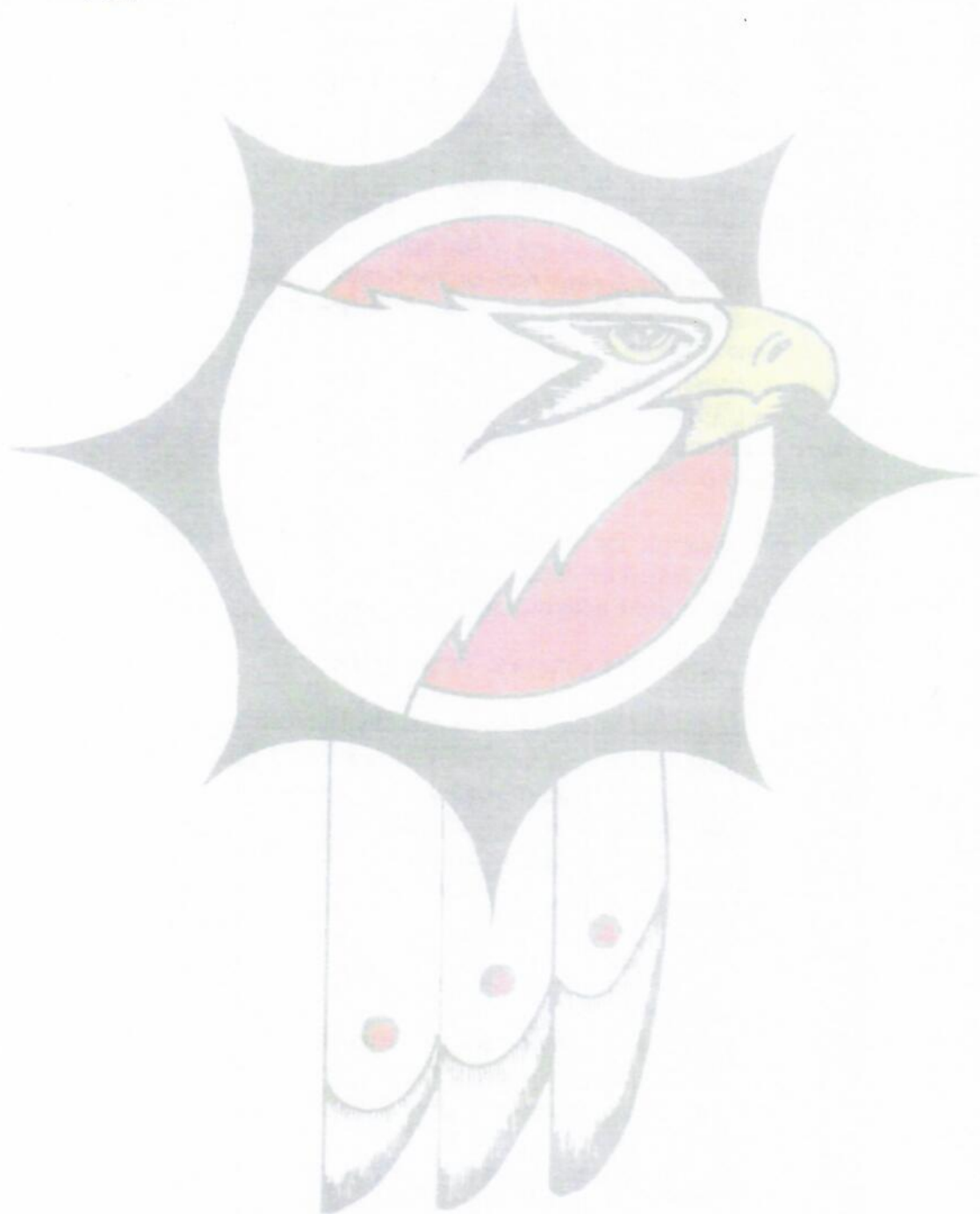
...

(5) Food and beverages consumed at banquets, receptions, conferences, business dinners, or similar events in which an employee or official is formally representing the Tribe or conducting Tribal business;  
or

...

(7) A gift of nominal value (\$50 or less) for entertainment, social events, or holidays.

Please email any of your Council members with comments or concerns by Monday, February 18, 2019.



**TUNICA-BILOXI TRIBE OF LOUISIANA  
TRIBAL COUNCIL ORDINANCE NO. TB-O-19-0001**

**Ordinance to Amend Ethics Code Regarding Gaming By Council Members**

WHEREAS, the Tunica-Biloxi Tribe of Louisiana is a federally recognized Indian tribe;

WHEREAS, the Tunica-Biloxi Tribal Council (“Tribal Council”) is the duly elected governing body of the Tribe, as authorized by Article VII, Section 1, of the Constitution of the Tribe (“Constitution”);

WHEREAS, the Tribal Council is empowered by Articles VII and VIII of its Constitution to enact codes necessary to fulfill its enumerated powers and any other codes necessary and incidental to the exercise of its enumerated powers;

WHEREAS, the Tribal Council wishes to ensure the spiritual and financial well-being of this Tribe and to instill and increase the trust and confidence of not only our tribal members but the public with whom the Tribe interacts;

WHEREAS, on November 7, 2018, the Tribal Council enacted an Ethics Code to provide the standards and expectations for the conduct of those individuals serving the Tribe and set forth the methods of enforcement for any violations of this Code; and

WHEREAS, the Tribal Council wishes to instill further trust and confidence in both tribal members and the public with respect to its gaming operations;

WHEREAS, on January 10, 2019, the Tribal Council passed a motion to prohibit Tribal Council and Board members from gaming at Paragon Casino, effective immediately, and Tribal Council wishes to include this prohibition within the Tribe’s Ethics Code;

NOW, THEREFORE BE IT ORDAINED, that the Tribal Council hereby amends Section 27 of the Ethics Code to add the gaming prohibition of Tribal Council and Board members as an example of Conduct Unbecoming (changes are italicized):

**SECTION 27 – CONDUCT UNBECOMING**

No employee or official shall engage in conduct or behavior that would disgrace the Tribe or a Tribal Entity or himself/herself or that would compromise his or her standing or ability to function in his or her professional or official capacity. Examples of conduct unbecoming, include, but are not limited to, the following:

- (a) Illegal use, possession, distribution, transportation, sale, purchase or transfer of controlled substances or drugs;
- (b) Intoxication or fighting while on the job or Tribal property or while traveling or otherwise representing the Tribe or a Tribal entity on official business;

- (c) Possession of unauthorized firearms;
- (d) Using rude, abusive or obscene language with or around tribal members, employees, or other third-parties who are conducting business with the Tribe or a Tribal Entity;
- (e) Making slanderous or libelous statements about a tribal member, employee, or official in front of others;
- (f) Conviction of theft, embezzlement, or any other crime that would cause tribal members, employees, or officials to question the honesty and integrity of the employee or official;
- (g) Failing without good cause to pay court-ordered support of a child or former spouse; *and/or*
- (h) *Engaging in gaming activity at a Tribally owned facility if he or she is a Tribal Council or Board member overseeing gaming operations.*
- (i) *Receipt, possession or transfer of any gaming credits for gaming activity at a Tribally owned facility if he or she is a Tribal Council or Board member overseeing gaming or operations.*

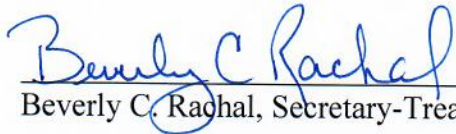
#### CERTIFICATION

We, the undersigned, as Chairman and Secretary-Treasurer of the Tunica-Biloxi Tribe of Louisiana, certify that the Tribal Council of said Tribe is composed of seven (7) members, of whom 5, constituting a quorum, were present at a meeting thereof, duly called, noted, convened and held this 24 day of January, 2019; and that the foregoing Resolution was duly adopted by a vote of 6 members in favor, 0 opposed, and 0 abstaining.

Dated this 24 day of January, 2019.



Marshall Pierite, Chairman



Beverly C. Rachal, Secretary-Treasurer