



THREE AFFILIATED TRIBES GRIEVANCE HEARING REQUEST FORM

Definition of a Grievance:

“Grievance” shall generally constitute any of the situations identified as a Complaint which has not been resolved through the Complaint Procedure as detailed in Section 8.2 below. In instances of suspension or termination only, an employee may bypass the Complaint Procedure and file a Grievance directly with the Human Resources Department if filed within twenty-four (24) hours of such suspension or termination:

- A. Application of Tribal policies, procedures, rules, or regulations which are deemed by the employee to be detrimental.
- B. Treatment deemed by the employee to be unfair, inequitable, unjustifiable, or unreasonable, such as intimidation, harassment, coercion, or reprisal.
- C. Action deemed by the employee to be discriminatory based on color, race, national origin, sex, age, religion, marital status, or any other protected class.
- D. Improper or unfair administration of employee benefits or other aspects of employment, such as salary, fringe benefits, leave, performance evaluation, or transfer

Name of Grievant: _____

Name of Respondent: _____

Nature of Grievance: _____

Relief Sought: _____

Employee Signature

Date