LITTLE SHUSWAP LAKE INDIAN BAND ELECTION REGULATIONS 2012



Little Shuswap Lake Indian Band

ELECTION REGULATIONS

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Little Shuswap Lake Indian Band

ELECTION REGULATIONS

1.0 Interpretation

1.1 In these regulations

"BAND" means the Little Shuswap Lake Band of Indians.

"BAND ADMINISTRATOR" means the person designated by the Band Council to deal with administrative matters of the Band or Council.

"BAND MEMBERSHIP CLERK" means the person designated by the Band Council to be responsible for membership lists of the Little Shuswap Lake Band of Indians.

"COUNCIL" OR "BAND COUNCIL" means the Electors elected to the Band Council of the Little Shuswap Lake Band of Indians in accordance with these Regulations.

"ELECTION" means a band election held pursuant to these Regulations and in accordance with the customs of the Little Shuswap Lake Band of Indians.

"ELECTIONEERING" means to take an active part in an election campaign, especially as, or on behalf of, a candidate for political office or to attempt to win votes in an election by being insincere and unscrupulous.

"ELECTOR" means a person who:

- a) Is a member of the Little Shuswap Lake Band of Indians;
- b) Is registered on the Band List;
- c) Is the full age of eighteen years of age on the day of the election; and
- d) Is not disqualified from voting in Elections.

"ELECTORAL OFFICER" means a person appointed by the Band Council for the purpose of holding an election in accordance with the customs of the Band and includes deputies appointed by him.

"ELECTORAL SECTION" means a Reserve of Little Shuswap Lake Indian Band of Indians, including Reserves No's 1, 2, 3, 4 and 5.

"WILFUL OR WANTON MISCONDUCT" means knowingly committing an act which

- a) Fundamentally breaches the trust and confidence that the Band members have in the Chief or Council Member;
- b) Is a universal wrongdoing;
- c) Goes against the respect of Little Shuswap Lake Indian Band Culture and Traditions; or

d) Is defined as Wilful or Wanton Misconduct pursuant to Appendix "I" of these regulations.

"RESIDENT ELECTOR" means an Elector who:

- a) Ordinarily resides on the Electoral Section or any other territorial holdings lawfully under the jurisdiction of the Little Shuswap Lake Band of Indians; and
- b) Has resided on the Electoral Section or any other territorial holdings lawfully under the jurisdiction of the Little Shuswap Lake Band of Indians for at least five consecutive years prior to the nomination meeting outlined in Section 8.

"RESIDENT ELECTORAL SECTION" means any of the Electoral Sections being Quaaout Indian Reserve No. 1, Chum Creek Indian Reserve No. 2 and North Bay Indian Reserve No. 5.

1.2 In these regulations reference to the masculine gender includes the feminine.

2.0 Eligibility to Hold Office

- 2.1 No person shall stand for election to more than one office.
- 2.2 Subject to section 5.3, a Band Member cannot hold office he:
 - Is an administrative employee or salaried official of the Band unless he is a candidate who is receiving a salary for being a Chief or Councillor and is seeking re-election; or
 - b) Is a debtor of the Band and has not agreed to a payment schedule as agreed to by Chief and Council 12 calendar months prior to an Election and has faithfully made such payments as necessary; or
 - c) Ceases to have the qualifications necessary to entitle him to have his name entered on a list of Electors pursuant to these regulations; or
 - d) Has directly or indirectly, any contract or interest in any contract with the Band by which he receives financial gain
 - e) Has been convicted of an indictable offence, unless
 - (i) He has been pardoned;
 - (ii) Five years has elapsed since completion of the sentence for the indictable offence; or
 - (iii) A simple majority of Electors in its discretion decides that he can hold office even though he has been convicted of an indictable offence; or
 - f) Has been declared mentally incompetent under the *Indian Act* or by Federal or Provincial law; or
 - g) Is an un-discharged bankrupt as defined in the Bankruptcy Act.

3.0 Composition of Council of Little Shuswap Lake Indian Band

3.1 There shall be one Chief Councillor and two Band Councillors who shall be Resident Electors.

4.0 Terms of Office

- 4.1 The term of office for Chief Councillor is four (4) years.
- 4.2 The term of office for First Councillor is four (4) years.
- 4.3 The term of office for Second Councillor is four (4) years.
- 4.4 The term of office of every Council position begins at 8:00 a.m. the first business day of April following the taking of the oath of office before a gathering of Band Membership unless an event described in section 5.3 of these Regulations has occurred.

5.0 <u>Time of Elections</u>

- 5.1 Elections for any Council position becoming vacant because of the expiry of the term of office as provided for by Section 4 shall be held on the last Friday in the month of February.
- 5.2 Notwithstanding subsection 5.1, in the event of a vacancy as defined by subsection 5.3, an Election shall be held within sixty (60) days after the vacancy, and a nomination meeting shall be held five (5) days prior to the date set for the election by the Band Council.
- 5.3 The position of Councillor or Chief Councillor becomes vacant when the person holding the office:
 - a) Is convicted of an indictable offence unless a simple majority of Electors decide, within thirty (30) days of the conviction, that he can continue to hold office even though he has been convicted of the indictable offence;
 - b) Dies;
 - c) Resigns his position;
 - d) Is absent without notice to the Band Manager for three (3) consecutive Band Council meetings.
 - e) Is found guilty of wilful or wanton misconduct as defined in Appendix "I" to these regulations;
 - f) Is diagnosed with a chronic illness or health condition which keeps him from performing his duties without further risk to his health;
 - g) Becomes ineligible to stand for or hold office for any other reason outlined by these Regulations.

6.0 Appointment of Electoral Officer

- At least sixty (60) days prior to the expiry of the term of office of any council member, or upon the vacancy of any council position as defined in section 5.3, or upon receipt of a petition as described in section 15.1, an Electoral Officer shall be appointed by Band Council Resolution.
- An Electoral Officer shall take an oath in the form prescribed in Appendix 'A' and attached to these regulations.
- 6.3 A deputy Electoral Officer shall take an oath as prescribed in section 6.2.

7.0 Preparation of List of Electors

- 7.1 The Band Membership Clerk shall, at the direction of the Band Council, prepare a list of Electors from the Band Membership records held in the Band Administration Office and cause it to be delivered to the Band Administrator for presentation to Council.
- 7.2 The list of Electors shall contain the names of all Electors in alphabetical order and the name, address and telephone number of the Electoral Officer.
- 7.3 After presentation to Council the Band Membership Clerk shall immediately produce sufficient copies of the list of Electors and post them in conspicuous places within each Electoral Section including the Band Administration Building.
- 7.4 The list of Electors shall be posted not later than ten (10) days before the date for the nomination meeting.
- 7.5 A list of Electors need not be prepared if such a list has been prepared within the previous twelve (12) months and the Band Membership Clerk determines that there are no additions or deletions required to be made to it.
- 7.6 Any Elector may, up to seven (7) days prior to the election date apply to the Chief and Council to have added to the list of Electors the name of any Elector that has been omitted or to have removed the name of a person not qualified to vote.
- 7.7 If the Chief and Council are satisfied that the list of Electors is incorrect, they shall make the necessary correction.



8.0 Nomination Meeting

- 8.1 A nomination meeting shall be held five (5) days prior to the date set by these Regulations for an Election.
- 8.2 The Electoral Officer shall post a notice in the form prescribed in Appendix "B" to these regulations, of a meeting of the Electors for the purpose of nominating candidates.
- 8.3 The notice of the nomination meeting shall include:
 - a) The date, time and place of the meeting;
 - b) The name, signature, address and telephone number of the Electoral Officer.
- 8.4 The Electoral Officer shall at least ten (10) days prior to the date of the proposed nomination meeting post the notice in each Resident Electoral Section; and on the bulletin board in the Band Administration Building.
- 8.5 The Electoral Officer shall, concurrently with the posting of the notice of nomination meeting;
 - Send to every Elector a copy of the notice of nomination meeting by regular mail to their last known address;
 - b) Cause to be broadcast at least once on three (3) consecutive days, the information in paragraph 8.3(a) over the community announcement program of a local radio station based in Chase, Salmon Arm, or Kamloops, British Columbia.
- At the time and place specified in the notice, the Electoral Officer shall chair the meeting and declare it open for the purpose of receiving nominations.
- 8.7 The nomination meeting shall continue for not less than two (2) consecutive hours after it is declared open.
- 8.8 Nominations of candidates shall be by a mover and seconder.
- 8.9 Electors may move or second a nomination.
- Where only one position is vacant, any single Resident shall be entitled to only one nomination and one seconder for the vacant position.
- 8.11 Only Resident Electors who are not disqualified from seeking election pursuant to section 2.2 of these regulations can be nominated for the office of Chief or Councillor.
- 8.12 If, upon the expiry of two (2) hours after the meeting has commenced, the total number of persons nominated do not exceed the number of vacant positions, the Electoral Officer shall declare the person(s) so nominated as duly elected.

- 8.13 If, upon expiry of the two (2) hours the total number of persons nominated exceeds the number of vacant positions the Electoral Officer shall
 - a) Declare that an election will be held

9.0 Notice of Poll

- 9.1 Whenever a poll is to be held, the Electoral Officer shall, immediately after the nomination meeting, post a notice of poll in the form prescribed in Appendix ``C`` to these regulations.
- 9.2 The notice of poll shall include:
 - a) The date of the election;
 - b) The locations of the polling stations;
 - c) The times of day that each of the polling stations will be open;
 - d) The name, signature, address and telephone number of the Electoral Officer; and
 - e) A statement that a list of Electors is posted in the Band Administration Building.
- At a minimum, the notice of poll will indicate in respect of paragraphs 9.2(b) and (c) there will be a polling station at Squilax and a polling station at Tappen. The polling station at Squilax will be kept open from eight o'clock in the morning (8:00 AM) until eight o'clock in the evening (8:00 PM) of the same day. The polling station at Tappen will be kept open from eight o'clock in the morning (8:00 AM) until seven o'clock in the evening (7:00 PM) of the same day.
- 9.4 The notice of poll shall be posted in conspicuous places in each Resident Electoral Section and on the bulletin board in the Band Administration Building.

10.0 Withdrawal of a Candidate

- 10.1 Any candidate who has been nominated may withdraw not later than forty-eight (48) hours before the opening of the election poll by filing with the Electoral Officer a written withdrawal of his nomination, which shall be signed by him in the presence of either the Electoral Officer, a Notary Public, or a Commissioner for the taking of Affidavits.
- 10.2 Should the withdrawal of a candidate as described in subsection 10.1 result in only one (1) candidate remaining for the position, the Electoral Officer shall declare the remaining candidate to be deemed elected.



Should the withdrawal of a candidate as described in subsection 10.1 result in no candidate standing for election, the Electoral Officer shall call a new nomination meeting upon the proper notice being given to the Electors and shall set a new date for an election poll for the vacant position within forty eight (48) hours.

11.0 Ballots

- The Electoral Officer shall prepare ballot papers for the office of Chief or the office of Councillor in the form prescribed in Appendix "D" to these regulations.
- The ballot paper shall list the candidates in alphabetical order and a commonly used alias may be included at the request of a candidate.

12.0 Manner of Voting

- 12.1 The Electoral Officer shall provide one ballot box to each polling station described in the notice of poll.
- 12.2 The Electoral Officer shall provide as many ballot boxes as there are polling places and a sufficient number of ballot papers.
- 12.3 The Electoral Officer shall, before the election polls open, deliver to the election poll at Squilax the ballot papers, materials for marking the ballot papers and post in conspicuous places directions for voting as may be prescribed.
- The Deputy Electoral Officer shall, before the election polls open, deliver to the election poll at Tappen the ballot papers, materials for marking the ballot papers and post in conspicuous places directions for voting as may be prescribed.
- 12.5 A candidate is entitled to not more than two (2) scrutineers in a polling station at any one time who may observe the proceedings on behalf of the candidate.
- 12.6 Each candidate shall provide to the Electoral Officer a letter naming his scrutineers.
- 12.7 The Electoral Officer shall open the Squilax polling station at the time indicated in the notice of poll and shall close the polling station at the time indicated in the notice of poll.

- 12.8 The Deputy Electoral Officer shall open the Tappen polling station at the time indicated in the notice of poll and shall close the polling station at the time indicated in the notice of poll.
- 12.9 Voting at all election polls is by secret ballot.
- 12.10 The Electoral Officer or the Deputy Electoral Officer shall, immediately before the commencement of the election poll, open the ballot box and call such persons as may be present to witness that it is empty.
- 12.11 The Electoral Officer or Deputy Electoral Officer shall then lock and properly seal the box and place it in view for the reception of the ballots and have two (2) witnesses sign a statement as follows:

l,	do s	olemnly declare	that, prior to the sealing o	of the ballot
box(s) at		_ for the 20	election of Chief and/or C	ouncillor(s),
I inspected the	ballot box(s) a	and am satisfied	that it/they were complete	ely empty.
Witness:				
	Signature		Name	
**		th Marian in a drawn and a		
	Signature		Name	

- 12.12 The seal shall not be broken nor the box unlocked during the time appointed for the taking the election poll.
- 12.13 Any Elector properly qualified to vote but whose name does not appear on the list of Electors may exercise his right to vote upon swearing or affirming before the Electoral Officer a statement in the form provided in Appendix "E" to these regulations.
- 12.14 No electioneering or influencing of Electors in any form by the candidate, their nominators, seconders or scrutineers is allowed in, at, or near any polling station on Election Day. Should the Electoral Officer witness an offence of section 12.14, he shall declare that Elector ineligible to hold office and shall remove the offending Electors name from the ballot.
- 12.15 Upon an Elector presenting himself for voting, the Electoral Officer or the Deputy Electoral Officer shall, if satisfied that the name of that person is entered on the list of Electors at the polling place, provide him with a ballot paper on which to register his vote.
- 12.16 The Electoral Officer or Deputy Electoral Officer shall place his initials on the back of the ballot so that he may verify that the ballot paper was issued by him.



- 12.17 The Electoral Officer or Deputy Electoral Officer shall place on the list of Electors a mark opposite the name of every Elector receiving a ballot paper.
- 12.18 Electors must present themselves at a prescribed polling station and at the prescribed time and date of the poll as set out in the notice of poll in order to be able to vote.
- 12.19 The Electoral Officer or Deputy Electoral Officer may request proof of identification of an Elector. This proof may be demonstrated by a valid status card, a valid driver's license or other identification as may be required by the Electoral Officer or Deputy Electoral Officer.
- 12.20 The Electoral Officer or Deputy Electoral Officer shall, upon reasonable request, explain the method of voting to an Elector.
- Each person receiving a ballot paper shall mark his ballot paper by placing a cross x or checkmark √ opposite the name of the candidate or candidates for whom he desires to vote. He shall then fold the ballot paper so as to conceal the names of the candidates and the marks and deliver the same to the Electoral Officer or Deputy Electoral Officer who shall, without unfolding the ballot paper, verify his initials and at once deposit it in the ballot box in the presence of the Elector.
- 12.22 The Electoral Officer or Deputy Electoral Officer may, at the request of any Elector who is unable to read or who is incapacitated by blindness or other physical cause from voting in the normal manner, assist the Elector by marking his ballot paper in the manner directed by the Elector.
- 12.23 The Electoral Officer or Deputy Electoral Officer shall state on the list of Electors, opposite the name of an Elector described subsection 12.22, the fact that the ballot paper was marked by him at the request of the Elector and the reason.
- 12.24 Immediately upon the closing of the Tappen poll, the Deputy Electoral Officer shall present himself and the ballot box to the Electoral Officer.
- 12.25 Immediately upon the closing of the Squilax poll, the Electoral Officer shall, in the presence of Band Members, count the ballots cast in both the Squilax and Tappen election polls, and shall declare elected the candidate receiving the highest number of votes for each vacant position.
- Where it appears that two or more candidates have an equal number of votes, the Electoral Officer shall declare a run off Election to be conducted within seven (7) days.
- 12.27 Immediately upon determining the winner of the election the Electoral Officer shall prepare in triplicate and sign the statement attached as Appendix "F" to these regulations.

- 12.28 The Electoral Officer shall file the statement prepared in accordance with subsection 12.27 in the following manner:
 - First copy to the Regional Director of Indian and Northern Affairs Canada after the candidate is declared elected and after he has been sworn into office;
 - b) Second copy to the Little Shuswap Lake Band Administration Office;
 - c) Third copy to be posted in three conspicuous places in the Resident Electoral Section for the information of Band Members.
- 12.29 The Electoral Officer shall, in the presence of scrutineers appointed by the candidates and in the presence of Band Members, place all ballots in an envelope to be sealed and kept by him for a period of eight (8) weeks.
- 12.30 Upon the expiry of eight (8) weeks from the date of close of the poll the ballots sealed in accordance with subsection 12.29, shall be destroyed by the Electoral Officer in the presence of two (2) witnesses, who shall in writing attest to such destruction as shown in Appendix ``G`` to these regulations.

13.0 Election Appeals

- Within ten (10) days of a candidate being declared elected any ten (10)
 Electors may present a written, signed petition to the Electoral Officer asking that the election of a member of the Band Council be declared invalid.
- 13.2 Immediately following the receipt of an election appeal, the Electoral Officer shall appoint an Election Appeals Committee which will be comprised of the Election Regulations Committee.
- 13.3 The only grounds for requesting the removal of a member of Band Council shall be that the election was not conducted in accordance with these regulations.
- 13.4 The Appeals Committee, in hearing an appeal under subsection 13.1 shall have complete discretion as to the conduct of or necessity for any hearing, including;
 - a) Confirming the validity of the election;
 - b) Disqualifying a Chief or Band Councillor from holding office;
 - c) Appointing another Elector who was a candidate to the council position;
 - d) Calling for a new election for one or all Band Council positions.



14.0 Oath of Office

- 14.1 At a gathering of Band Members a person who has been elected Chief or Councillor shall, before taking office, make a sworn declaration as shown in Appendix "H" to these regulations before the Electoral Officer, a Notary Public, or a Commissioner for the taking Affidavits.
- 14.2 The completed declaration shall be filed with the Band Administrator.

15.0 Removal from Office

- Upon the happening of any event in section 5.3(a), (c),(d),(e),(f) or (g), any ten (10) Electors may present in writing a signed petition to the Electoral Officer asking that a hearing be held and a declaration be made that a vacancy on the Band Council exists. Prior to hearing a petition for any such event, the Electoral Officer will advise the Band Council of the petition and will afford sufficient time for the Appeals Committee to consider the petition and to exercise any discretion provided to the Appeals Committee by these Regulations.
- 15.2 The provision of section 13.3 shall apply to any hearing under section 15.1.
- 15.3 The Appeals Committee, in hearing an application under section 15.1 may make any declaration it deems appropriate including;
 - a) That a vacancy exists and an election shall be held;
 - b) That no vacancy exists.
- Upon a declaration being made by the Appeals Committee that a vacancy exists, the Council Member against whom the declaration is made shall immediately cease to hold office and an Election shall be held within sixty (60) days and the provisions as to the conduct of nomination meetings and elections contained in these regulations shall apply.
- 15.5 A Council Member may resign his position by submitting his resignation in writing to the Band Administrator, at which time a vacancy on the Band Council shall exist.
- Upon the resignation or death of a Council Member an election shall be held within sixty (60) days, unless a regularly scheduled election is to take place within sixty (60) days of the vacated position, and the provisions as to conduct of nomination meetings and elections contained in these regulations shall apply.

16.0 Amendments

- 16.1 Amendments may be made to these regulations by a majority of Electors present at a General Band Meeting provided that:
 - a) The Band Council or any ten (10) Electors give notice of the meeting by posting the proposed amendment along with their signatures in at least two (2) conspicuous places on the reserve;
 - b) A copy of the proposed amendment(s) is filed with the Band Administrator for Band Member viewing;
 - c) A copy is made available to each Elector upon the commencement of the General Band Meeting.

Authorized as Band Council Resolution # 3191 dated the 15 of October 2013
Chief Julie Censone
Councillor Councillor Councillor

APPENDIX "A"

LITTLE SHUSWAP LAKE INDIAN BAND

OATH OF ELECTORAL OFFICER (OR DEPUTY ELECTORAL OFFICER)

I,	do solemnly swe	ar (c	or affirm) that I will fulfill the office of Electoral
Officer (or Deputy) to th	e best of my abilities, t	hat	I will follow the Election Regulations of the Little
Shuswap Lake Indian Ba	and of Indians, and that	Iw	rill not show favour to any candidate or group of
persons.			
So halmma Cod			
So help me God.			
I solemnly affirm			
SWORN BEFORE ME	in the City of	_)	
in the Province of British	n Columbia , this		
day of, 2	0)	
)	
)	PRINT Name – Electoral Officer (or Deputy)
)	
)	
)	Signature – Electoral Officer (or Deputy)
)	
A Notary Public in and f	or the Province)	
of British Columbia)	
)	
A Commissioner for taki	ing Affidavits within)	Date
British Columbia)	

APPENDIX "B"

LITTLE SHUSWAP LAKE INDIAN BAND

NOTICE OF NOMINATION OF CANDIDATES

will be held at	on	, the	day of
, from			
purpose of nominating candidates			
A copy of the list of Electors is po	sted in the Band Administr	ation Building located at	
	, B.C.		
Given under my hand at	this	day of	,
			Electoral Officer
			Address
		-	Telephone

APPENDIX "C"

LITTLE SHUSWAP LAKE INDIAN BAND

NOTICE OF POLL

be held for the election of		The poll will	be open on the _	
day of,	from the hour	of 8 o'clock in the	morning until	o'clock in the
evening at	•			
A copy of the List of Electors	is posted in the Bar	nd Administration I	Building located at	
	, B.C.			
And that I will at		on the _	day of	
,	, immediately	after the close of t	he poll count the	votes and declare
the result of the election.				
Given under my hand at		this	day of	,
·				
	* .			
e .				El . 1050
				Electoral Office
				Addres
				1 13 31 33

APPENDIX "D"

LITTLE SHUSWAP LAKE INDIAN BAND

BALLOT

CHOICE(S) TO BE MARKED "X" OR BY CHECK "V" Election of Councillors of the Little Shuswap Lake Indian Band,	, 20 .
FOR COUNCILLORS	
(number) to be elected	William Park

LITTLE SHUSWAP LAKE INDIAN BAND

BALLOT

APPENDIX "E"

LITTLE SHUSWAP LAKE INDIAN BAND

OATH OF ENTITLEMENT TO VOTE

To be administered by the Electoral Officer.

Y011	swear	(or	SO	emn	v	affirm	١.
1 Uu	SWCai	(OI	SU.		Ly	allilli	J.

- a) That you are legally entitled to vote at this election;
- b) That you have not voted before in this election;
- c) That you are of the full age of eighteen years;
- d) That you are a member of the Little Shuswap Lake Indian Band of Indians.

So help you God. I solemnly affirm		
Print Name – Elector		Print Name – Electoral Officer (or Deputy)
Signature – Elector		Signature – Electoral Officer (or Deputy)
Date	*	Date

APPENDIX "F"

LITTLE SHUSWAP LAKE INDIAN BAND

ELECTORAL OFFICER STATEMENT

Election for		(position)	
Total votes cas			
Total votes cas	t for:		
(#)		(candidate)
(#)		(candidate)
(#			
#	ejected and/or cancelled.		
Name(s) of car	ndidates elected:		
			(name)
Flectoral Officer	-	 Date	,

APPENDIX "G"

LITTLE SHUSWAP LAKE INDIAN BAND

DECLARATION OF DESTRUCTION OF BALLOTS

1.	Date of election:	 	
2.	Position(s) to be filled:		
3.	Names of elected person(s):		
	¥		
T			
	election, and that this event took p		
Print N	ame	Print Name	
Date		Date	
Signatu	ure	Signature	

APPENDIX "H"

LITTLE SHUSWAP LAKE INDIAN BAND

OATH OF OFFICE

Elected	[(position) by the people of the Little Shuswap Lake Indian
Band,	[(person elected) swear:
1.	To work as a team with the existing Chief and Council.
2.	To faithfully perform the duties of my office with dignity and respect for others and strive to
	earn the respect of others.
3.	To always consider the best interests of the community when making decisions and will not
	allow my business or personal affairs to influence my decision making.
4.	To promote unity amongst the Secwepemc Nation and other First Nations.
5.	To strive to preserve and enhance our Little Shuswap Lake Indian Band Community Standards
6.	To encourage and continue the traditions, culture and language of our people.
7.	Not to miss three (3) or more consecutive Band Council meetings without cause.
8.	Not to abuse the consumption of alcohol or drugs while a member of the Little Shuswap Lake
	Indian Band Council.
SWOI	RN at Squilax, BC on
	Electoral Officer

(person elected)

APPENDIX "I"

LITTLE SHUSWAP LAKE INDIAN BAND

WILFUL OR WANTON MISCONDUCT

The following are considered acts of Wilful or Wanton Misconduct:

- 1. Illegal Drug Use
- 2. Misuse of Alcohol
- 3. Swearing
- 4. Physical Abuse
- 5. Verbal Abuse
- 6. Selling Fish Illegally
- 7. Criminal Intent
- 8. Fraud
- 9. Sexual Harassment
- 10. Embezzlement
- 11. Abuse of position for personal gain
- 12. Conflict of Interest
- 13. Greed resulting in gaining monies from position
- 14. Knowingly breaching Little Shuswap Lake Indian Band policy.