

**Quinault Indian Nation
Tribal Employment Rights Office
Complaint Form**

Name: _____	Employer: _____
Address: _____ _____	Address: _____ _____
Contact Phone: _____	Contact Phone: _____
Email: _____	Email: _____
Type of Charge: ☐ Employment ☐ Contracting ☐ Sub-Contracting ☐ EEOC	

I allege that the above named employer violated its obligations under the Quinault Indian Nation TERO Ordinance otherwise known as Title 97 by: (check all that apply)

- ☐ Failing to give preference in hiring
- ☐ Failing to give preference in promotion
- ☐ Failing to give preference in training opportunities
- ☐ Failing to give preference when laying off employees
- ☐ Failing to reassign after layoff or “downsizing”
- ☐ Using qualification criteria that are not justified by business necessity
- ☐ Failing to develop on the job training opportunities
- ☐ Failing to maintain a working environment free of harassment, intimidation, and coercion
- ☐ Failing to ensure that tribal employees are not retaliated against for exercising their TERO rights
- ☐ Failing to make reasonable accommodations for religious beliefs
- ☐ Terminating employment in violation of public policy
- ☐ Failing to comply with the rules, regulations, guidelines and orders of the TERO Commission
- ☐ Violating the intent of the Ordinance
- ☐ Violating its obligations under laws enforced by the EEOC
- ☐ Other, please specify: _____

Date of incident or occurrence: _____	Time of incident or occurrence: _____
Location of incident or occurrence: _____	
Who was present? List names and contact information for any witnesses: (attach separate sheet if needed)	

Statement of alleged violation:	
What are you seeking as a remedy to this complaint?	

I believe this to be a true and correct statement of an alleged violation of Title 97 to the best of my knowledge. I understand by signing this form, I authorize a TERO representative to initiate a good faith investigation. I further understand that information disclosed or revealed through the investigation will be held confidential to the extent that it does not pose conflict with any legal requirements, policies or provisions of the TERO Ordinance or other applicable law.

Signature of Complainant

Date signed

TERO Complaint Form Detailed Statement of Alleged Violation: (TERO USE ONLY)

Signature of Complainant

Date signed