

## Critical health notice

It is critical that anyone on the reservation who has been diagnosed with a positive case of Covid-19 complete at least the 14-day isolation period.

That means staying in a room separate from your family, and not having direct contact with anyone, as possible.

The tribal Public Health nurses will call to check on you and assist with resources.

For anyone who has had close contact with a positive case of Covid-19, but who has either not been tested or tested negative, you need to stay home for 14 days and take all precautions to keep others safe.

You may not have any symptoms during the 14-day incubation period; so it's best to stay home and isolate just in case.

Tribal members can learn more about the tribes' CARES Program, and download an application, at the tribal website. Applications are being processed in the order they are received.

## Latest employment numbers for Jefferson County

The second phase of the of Covid-19 reopening led to a notable increase in employment across Central Oregon.

Despite the improvement, the employment situation remains far below levels from before the crisis.

The region has recovered roughly 30 percent of all jobs lost in March and April.

**Jefferson County:** The seasonally adjusted unemployment rate was 13.1 percent in June, down from 17 percent in

May. The rate remains up significantly from this time last year when it was 5 percent.

Jefferson County added 250 jobs in June and roughly half of those jobs can be attributed to economic recovery. The largest monthly gains were in manufacturing (plus 90 jobs) and leisure and hospitality (plus 60 jobs).

Jefferson County posted the first improvement to the employment situation since the onset of the Covid crisis.

## Hiker dies in fall on Jefferson

A 65-year-old climber fell several hundred feet to his death high on an eastern slope of Mount Jefferson on Saturday. The man was with a group who hiked from the west side of the mountain to the east side, which includes the reservation of the Confederated Tribes.

The accident occurred at about 9,000 feet elevation. Because the climber fell on a steep and rugged part of the peak, the response team used a helicopter in the recovery effort.

The tribes are aware of, and strongly discourage hikers from trekking around the west side of the mountain to the reservation east side.

## A message from NativeHearts helpline

Men can be victims of domestic violence. Domestic violence can happen to anyone. Media and socialization may lead you to believe otherwise; but the truth is men, and people of all genders, can be and are victims of domestic violence.

Abuse against men can start at a very young age, and the effect carries on with them into adulthood.

When it comes to sexual violence, domestic violence, and dating violence, men who reported abuse have indicated that not only were they sexually assaulted both as a child and as an adult, but also their struggles with intimate partner violence continues indefinitely as victims and/or perpetrators.

### Increased rates of violence in Indian Country

According to the recent National Institute of Justice report:

Statistics show that there is an increased rate of violence among intimate partners in Indian Country.

In the male category alone, four out of five men have experienced violence in their lifetime; one in four has experienced sexual violence; one in three has endured physical violence by an intimate partner; and nearly three in four have experienced psychological aggression by an intimate partner.

Fortunately, there is work being done to reduce this rate of violence.

**Believe victim-survivors:** One of the most important things that we can do to support male victim-survivors is to simply believe. Listen without questioning the victim's experience.

**Document the abuse:** Suggest that they keep track of the abuse. **Reach out:** To explore your options for safety and healing, call 1-844-7NATIVE (1-844-762-8483) daily from 6 a.m. to 9 p.m.

Callers reaching out after hours may connect with the National Domestic Violence Hotline by selecting option one.

## Consider the risk of the activities you choose.

Here are some example activities categorized by risk levels. Use these examples to see where your favorite activities might fall.

Lowest Risk	Low Risk	Medium Risk	High Risk
 <p><b>Staying home alone or with housemates</b></p> <ul style="list-style-type: none"> <li>Playing games</li> <li>Talking to a friend on the phone</li> <li>Reading a book</li> <li>Gardening in your yard</li> </ul>	 <p><b>Outdoor activities away from crowds</b></p> <ul style="list-style-type: none"> <li>Riding a bike</li> <li>Going for a walk</li> <li>Kayaking</li> <li>Hiking</li> <li>Fishing</li> </ul>	 <p><b>Outdoor gatherings</b></p> <ul style="list-style-type: none"> <li>Backyard BBQ with neighbors</li> <li>Birthday parties</li> <li>Outdoor markets</li> <li>Going to a yard sale</li> </ul>	 <p><b>Indoor gatherings</b></p> <ul style="list-style-type: none"> <li>Get-togethers with a large group of friends</li> <li>Group singing</li> <li>Seeing a movie in the theater</li> <li>Cooking parties</li> </ul>

For more information visit [healthoregon.org/coronavirus](http://healthoregon.org/coronavirus) or call 211



## Tribal policy on confidentiality, social media

The Confederated Tribes Human Resources Department would like to remind members and employees of Personnel Policy 802: Confidentiality and social media:

**Policy:** The internal business affairs of the organization, particularly confidential information and trade secrets, represent proprietary assets of the Tribes that each employee has a continuing obligation to protect.

**Comments:** 1. Keep the organizations secrets and property safe. Information designated as confidential is not to be discussed with anyone outside the organization and only discussed within the organization on a "need to know" basis. In addition, employees have a responsibility to avoid unnecessary disclosure of non-confidential internal information about the organization, its employees, its customers, and its suppliers. This responsibility is not intended to impede normal business communications and relationships, but is intended to alert employees to their obligation to use discretion to safeguard internal affairs. This applies to any use of information through any means, such as sharing information in paper format, orally, via social media or email, etc.

**A.** Employees are prohibited from disclosing any information that could affect the Tribe's legal, financial, or competitive stance to anyone outside the organization until Secretary-Treasurer/CEO has made such information available

to the public.

**B.** Employees are prohibited from using such information for their own personal profit.

**C.** This policy applies broadly, to all forms of confidential information. That also includes, for example, personnel and protected health information. (Employees who handle medical information maybe be subject to additional requirements or policies to help ensure compliance with applicable law.)

**2.** Personal use of social media (such as Facebook, Twitter, Snapchat, etc.) on company time is not allowed. Business use of social media is allowed only if pre-approved by management. Employees should keep in mind that any internet-related or social media-related activity could have consequences for the Tribe and for their employment, regardless of when/where the activity occurs (on your personal time or otherwise). Disclosing of confidential information is not allowed. Use good judgment when posting online.

**A.** Employees may not use the Tribal name to endorse or promote any product, opinion, cause, or political candidate without written approval. For example, creating a blog where the employee shares confidential information about the organization or incorrectly purports to represent the views of the Tribe could also be in violation of this policy. The Tribe reserves the right to require removal or modifications of any media or content that re-

flects poorly on it or otherwise violates these policies.

**B.** Employees may not post any content that: is illegal, obscene, defamatory, harassing, or threatening; infringes on the intellectual property of others; is injurious or objectionable to the Tribe or its interests; or that otherwise violates these policies, including, without limitation, the Tribe's Productive Work Environment or anti-harassment policy. The employee is solely responsible for any legal implications or any actions for his or her personal social media site.

**C.** Employees may not engage in discussions about competitor's products or services without management approval. Employees may not disclose confidential Tribal information or trade secrets at any time. Publishing of any photographs, electronic media, and images must have the written consent of the Secretary-Treasurer/CEO or their designee.

**D.** If an employee finds any negative information about the organization in the course of doing Tribal business with social media, or if an employee learns of any violation of our social media guidelines by other employees, he or she is required to report it to the Human Resources Department. Nothing about this policy, however, is to prevent employees from engaging in any concerted activity; discussing terms and conditions of employment; or from acting together for mutual aid and protection, if and where such activity is protected by applicable

law.

**E.** Keep in mind that the organization has the right to monitor employee use of any company property, including the Tribe's computers and internet resources and any data storage device. Employees who violate this policy or the computer and e-mail use standards listed above, or otherwise misuse the Tribe's Internet, electronic mail, telephone and voicemail systems, or electronic equipment, facilities, or services can be subject to disciplinary action up to and including termination of employment.

**3.** Other requirements. Employees authorized to have access to confidential information may be required to sign special non-disclosure agreements and must treat the information as proprietary property of the organization for which they are personally responsible. Employees are prohibited from attempting to obtain confidential information for which they have not received access authorization. Employees violating this policy will be subject to discipline or legal action.

**4.** All media inquiries and other inquiries of a general nature should be referred to the Secretary-Treasurer/CEO. All press releases, publications, speeches, and other official declarations must be approved in advance by the Secretary-Treasurer/CEO.

**A.** Inquiries seeking information concerning current or former employees should be referred to the Human Resources Department.

### Around Indian Country

## BIA orders pipeline company to pay \$187 million

The Bureau of Indian Affairs has ordered a pipeline company to pay \$187 million for trespassing on the Fort Berthold Reservation in North Dakota, Buffalo's Fire reports.

Tesoro High Plains Pipeline Company LLC failed to secure permis-

sion from the owners of land, Jodi Rave writes in the report. Most of the tracts are owned by individual Indians though some portions are also owned by the Mandan, Hidatsa and Arikara Nation.

"The BIA has determined that a pipeline

owned and utilized by Andeavor/Tesoro Pipeline is encroaching on trust lands without an approved right of way, resulting in trespass," Great Plains Regional Director Timothy LaPointe wrote in the July 2 determination, Rave reports.

Rave owns an undi-

vided interest in two tracts of land being used by Tesoro's oil pipeline. The company has been using the property without permission since June 2013, she wrote.

The BIA's order requires payment within 30 days.