



<b>LEGISLATION AND COMMUNICATION</b>		
<b>Policy 1301.12 Tribal Governments</b>	<b>Effective</b>	<b>12/15/2017</b>
	<b>Replaces</b>	<b>1301.12</b>
	<b>Dated</b>	<b>08/04/2016</b>

The Arizona Department of Juvenile Corrections (ADJC) recognizes the unique status of tribal governments as being sovereign nations and is committed to the government-to-government relationships with Arizona’s tribal governments. In the pursuit of cooperation with tribes represented in our juvenile populations, ADJC shall not conduct any business activities within Indian country without the knowledge and expressed consent of appropriate tribal official(s).

**PROCEDURE**

1. The **ADJC TRIBAL LIAISON**, with oversight by the agency Director, shall act as the agency’s contact person with tribes represented in our juvenile populations. ADJC employees shall consult with the ADJC Tribal Liaison prior to conducting any business in Indian country.
2. **ADJC** shall:
  - a. Maintain and continue to cultivate a healthy organizational environment that positively impacts the juveniles, families, and communities we serve by protecting the public, ensuring youth safety, and rehabilitating youthful offenders;
  - b. Provide cultural awareness training for all employees to ensure cultural sensitivity/awareness in their interactions with juveniles, families, and employees of diverse cultural backgrounds;
  - c. Continue to allow juvenile corrections officers from Arizona tribes to participate in the ADJC Youth Corrections Officer Academy;
  - d. Ensure that all juveniles adjudicated to its jurisdiction have equal access to participate in programs, services, and activities which promote their rehabilitation; without regard to race, color, national origin, sex, sexual orientation, religion, or disability; and
  - e. Ensure that all its employees, prospective employees, contractors, interns, and volunteers are treated equitably and fairly with respect to employment, classification and compensation, benefits, terms and conditions of employment, assignments, promotions, grievances and disciplinary actions; without regard to race, color, national origin, sex, sexual orientation, religion, disability, age, or veteran status.
3. **ADJC** shall consider the provisions of the Indian Child Welfare Act (ICWA) and shall consult with tribes regarding placement of tribal juveniles.
4. **ADJC** shall continue to work with tribal governments and American Indian community service agencies to recruit qualified candidates for consideration to fill job vacancies.

<b>Effective Date</b>	<b>Approved by</b>
<u>12/15/2017</u>	<u>Original signature on file</u>
	Jeff Hood, Director