**Background Check Policy**

**WHEREAS**, the Northwest Portland Area Indian Health Board (hereinafter “NPAIHB” or the “Board”) was established in 1972 to assist Tribal governments to improve the health status and quality of life of Indian people; and

**WHEREAS**, the Northwest Portland Area Indian Health Board is a “tribal organization” as defined by the Indian Self-Determination and Education Assistance Act (P.L. 93-638 seq. et al) that represents forty-three federally recognized tribes in the states of Idaho, Oregon, and Washington; and

**WHEREAS**, in accordance with the definitions of the Indian Self-Determination and Education Assistance Act at 25 USCS § 450b, a tribal organization is recognized as a governing body of any Indian tribe and includes any legally established organization of Indians which is controlled, sanctioned, or chartered by such governing body or which is democratically elected by the adult members of the Indian community to be served by such organization and which includes the maximum participation of Indians in all phases of its activities; and

**WHEREAS**, the Northwest Portland Area Indian Health Board is dedicated to assisting and promoting the health needs and concerns of Indian people; and

**WHEREAS**, the primary goal of the NPAIHB is to improve the health and quality of life of its member Tribes; and

**WHEREAS**, the work of Northwest Portland Area Indian Health Board is accomplished though the work of dedicated employees of the Northwest Portland Area Indian Health Board; and

**WHEREAS**, the Northwest Portland Area Indian Health Board makes efforts to recognize the work of and years of service of the dedicated the employees of the Northwest Portland Area Indian Health Board; and

**WHEREAS**, the Northwest Portland Area Indian Health Board’s policies and procedures should reflect the efforts that Health Board makes to recognize the work and years of service of the employees of the Northwest Portland Area Indian Health Board;

**NOW THEREFORE BE IT RESOLVED** that the Northwest Portland Area Indian Health Board recommends that the Employee Recognition Policy be incorporated into the Program Operations Manual of the Northwest Portland Area Indian Health Board.