

FOND DU LAC BAND OF LAKE SUPERIOR CHIPPEWA

ORDINANCE # 02/04, As Amended

LICENSING OF MENTAL HEALTH PROFESSIONALS

Adopted by Resolution #1073/04 of the Fond du Lac Reservation Business Committee, dated March 11, 2004.

Amended by Resolution #1189/04 of the Fond du Lac Reservation Business Committee on August 3, 2004.

Amended by Resolution #1258/15 of the Fond du Lac Reservation Business Committee on August 18, 2015.

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CHAPTER 1

AUTHORITY, PURPOSE AND SCOPE

Section 101 Authority

This Ordinance is enacted pursuant to the inherent sovereign authority of the Fond du Lac Reservation Business Committee, as the governing body of the Fond du Lac Band of Lake Superior Chippewa, as recognized under Section 16 of the Indian Reorganization Act, 25 U.S.C. § 476, the Indian Self-Determination and Education Assistance Act, 25 U.S.C. § 450 et seq., the Indian Health Care Improvement Act, 25 U.S.C. § 1601 et seq., the Tribal Self-Governance Act of 1994, 25 U.S.C. § 458aa et al., and Article VI of the Revised Constitution of the Minnesota Chippewa Tribe.

Section 102 Purpose

The purpose of this Ordinance is to establish a system for licensing Mental Health Professionals as Licensed Psychologists (LP), Licensed Psychology Practitioners (LPP) and the Licensed Independent Clinical Social Worker (LICSW) in order to foster excellent patient care on the Fond du Lac Reservation through the following:

- a. Establishment of uniform competency of mental health practitioners who serve the Fond du Lac Band through the adoption of the Standards of Practice and LP/LPP/LICSW qualifications employed by Fond du Lac Human Services;
- b. Definition of the scope of practice of LP/LPP/LICSW in the total therapeutic management of the patient;
- c. Definition of LP/LPP/LICSW as Mental Health Care Providers through the adoption of qualifications, standards, and the establishment of procedures, terms and limitations of licensure; and
- d. Establishing the credentials of LP/LPP/LICSW practitioners who are qualified under the standards established by this Ordinance to serve as vendors of mental health services under the authority of the Fond du Lac RBC.

Section 103 Scope

The requirements and standards established by this Ordinance apply to mental health practitioners who are seeking licensure as LP/LPP/LICSW while in the employment or in the exclusive service of the Fond du Lac Band.

Section 104 Reservation of Rights

The Reservation Business Committee reserves the right to amend or repeal all or any part of this Ordinance at any time. There shall be no vested private right of any kind created by this Ordinance. All the rights, privileges, or immunities conferred by this Ordinance or by acts done pursuant thereto shall exist subject to the power of the Reservation Business Committee. Nothing in this Ordinance shall be construed to constitute a waiver of the sovereign immunity of the Fond du Lac Band or a consent to jurisdiction by any government or forum not expressly authorized to exercise jurisdiction under this Ordinance.

CHAPTER 2

DEFINITIONS AND INTERPRETATION

Section 201 General Definitions

- a. **“Behavioral Health Coordinator”** shall mean the Behavioral Health Coordinator of the Fond du Lac Human Services Division, as designated by the Reservation Business Committee.
- b. **“Compliance Coordinator”** shall mean the position assigned by the Reservation Business Committee to review and monitor the professional credentials of staff employed in the Human Services Division.
- c. **“Fond du Lac Band”** shall mean the Fond du Lac Band of Lake Superior Chippewa.
- d. **“Fond du Lac Reservation”** shall mean all land owned by the Fond du Lac Band or lying within the boundaries of the Fond du Lac Reservation, regardless of the fee status of such land.
- e. **“Health and Human Services Examination Board”** for the purposes of the Fond du Lac Mental Health Licensing Ordinance #02/04, shall consist of the Behavioral Health Coordinator (or the Division Director should the Behavioral Health Coordinator be the one seeking the license), the Fond du Lac Human Services Division Compliance Coordinator, and a Fond du Lac employed Mental Health Professional.
- f. **“Human Services Division”** shall mean the Fond du Lac Human Services Division, through which the Reservation Business committee administers the health care and social services provided by the Fond du Lac Band.
- g. **“Human Services Division Director”** shall mean the Director of the Human Services Division as designated by the Reservation Business Committee.
- h. **“Indian Health Service”** or **“IHS”** shall mean the United States Department of Health and Human Services, Indian Health Service, with which the Fond du Lac Band entered into a Compact of Self-Governance on September 30, 1994 pursuant to the Tribal Self-Governance Act of 1994, 25 U.S.C. § 458aa et al.
- i. **“Licensed Professional Counselor”** or **“LPC”** shall mean a mental health professional who is licensed under this Ordinance to provide mental health services to eligible individuals.
- j. **“Licensed Professional Clinical Counselor”** or **“LPCC”** shall mean a mental health professional who is licensed under this Ordinance to provide mental health services to eligible individuals.
- k. **“Licensed Marriage and Family Therapist”** or **“LMFT”** means a mental health professional who is licensed under this Ordinance to provide mental health services to eligible individuals.

- l. **“Licensed Psychologist”** or **“LP”** shall mean a mental health professional who is licensed under this Ordinance to provide mental health services to eligible individuals.
- m. **“Licensed Psychology Provider”** or **“LPP”** shall mean a mental health professional who is licensed under this Ordinance to provide mental health services to eligible individuals.
- n. **“Licensed Independent Clinical Social Worker”** or **“LICSW”** shall mean a mental health professional who is licensed under this Ordinance to provide mental health services to eligible individuals.
- o. **“Licensing Board”** shall mean the Fond du Lac Reservation Mental Health Professional Licensing Board, as established under Chapter 3 of this Ordinance.
- p. **“Reservation Business Committee”** shall mean the governing body of the Fond du Lac Band.

Section 202 Interpretation

The provisions of this Ordinance shall be interpreted and administered in a manner, which is intended to improve the quality of mental health services provided by the Fond du Lac Band through its Human Services Division.

CHAPTER 3

**ESTABLISHMENT OF THE FOND DU LAC RESERVATION
BEHAVIORAL HEALTH LICENSING BOARD**

**Section 301 Establishment and Composition of the Fond du Lac Reservation
Mental Health Licensing Board**

The Fond du Lac Reservation Mental Health Licensing Board is hereby established, and shall be comprised of the incumbent members of the Reservation Business Committee. There shall be no proxy members of the Licensing Board.

Section 302 Meetings of the Licensing Board

- a. The Licensing Board shall hold meetings in the same manner as the Reservation Business Committee in Executive Session, except that such meetings shall be specifically convened as a meeting of the Licensing Board, and minutes of the Licensing Board shall be taken and maintained separately from those of the Reservation Business Committee.
- b. At least five (5) days prior to each meeting of the Licensing board, copies of all application materials to be considered shall be distributed to the Board members by the Behavioral Health Coordinator of the Human Services Division, who shall maintain all records required under this Ordinance.

**Section 303 Consultation with Human Services Director and Behavioral Health
Coordinator**

- a. The Licensing Board shall consult with the Human Services Director and Behavioral Health Coordinator of the Fond du Lac Human Services Divisions in its determination of qualifications of any applicant who is licensed under this Ordinance.
- b. The Human Services Director shall receive all license applications submitted pursuant to Chapter 4 of this Ordinance, and shall review each application package as to its completeness prior to its submission to the Board. Each application package shall be accompanied by written confirmation from the Human Services Director and Behavioral Health Coordinator that the applicant meets or exceeds the standards required for licensure under Chapter 4. The consultation functions of this section shall not include the Behavioral Health Coordinator when he or she is the applicant under consideration.

CHAPTER 4

REQUIREMENTS FOR LICENSURE; APPLICATION PROCESS; LICENSING DECISIONS; CONDITIONS OF LICENSURE

Section 401 Licensure Requirements

The level of licensure depends on academic degree and appropriately supervised psychology practice. All applicants will need to take the licensing examination. These requirements are illustrated in the following table:

Level Of Licensure	Degree/License	Tribal Exam	Supervised Practice
Licensed Psychologist	MP or equivalent DP	Advanced written or oral	50 hours per 4000 hours of practice
Licensed Psychology Practitioner	MP or equivalent, LPC, LPCC, LMFT	Advanced written or oral	50 hours per 4000 hours of practice
Licensed Independent Clinical Social Worker (LICSW)	MSW/DSW	Advanced written or oral	50 hours per 4000 hours of practice

Section 402 Explanation of the Initial Licensure Requirements

- a. **Psychology Degree** – A candidate must have a master's degree from a program of psychology accredited by the American Psychology Association (APA) or a doctoral degree in Psychology. This requirement also applies to persons applying for licensure by reciprocity.
- b. **Social Work Degree** – A candidate must have a master's degree from a program of social work accredited by the Council on Social Work Education (CSWE) or a doctoral degree in Social Work. The program must show evidence of adequate clinical counseling training. This requirement also applies to persons applying for licensure by reciprocity.
- c. **Fond du Lac Tribal Licensing Exam** – The candidate must pass or have passed the national, multiple-choice examination provided by the Minnesota State Board of Psychology, the Minnesota State Board of Social Work or a comparable oral examination as determined by the Fond du Lac Health and Human Services Exam Board. If the candidate has passed the Minnesota State Board of Psychology or Social Work examination, the passing score will be acceptable in lieu of the Fond du Lac Health and Human Services Exam (LP/LPP/LICSW). Candidates will be notified of the specific date of the exam as well as how to register for the examination, when the Board notifies them that they are approved to take the examination.

- d. **** Supervised Practice Requirement** - Candidates applying for licensure as a LP LPP, or LICSW, will need to submit verification of supervised practice as part of the application process.
- e. **Ethical Practice** – Candidates will be required to demonstrate that they have "not engaged in conduct warranting disciplinary action against a licensee" by answering ethical questions on the Application for Licensure and by completing a Criminal Background Check, conducted by the Bureau of Criminal Apprehension.

Section 403 Temporary Licenses

- a. The board may issue a temporary license to perform as a mental health professional to a person who has:
 - (1) Applied for a license under Section 402;
 - (2) Applied for a temporary license on a form approved by the board;
 - (3) Is currently employed by the Fond du Lac Band of Lake Superior Chippewa; and
 - (4) Attested on a form provided by the board that the applicant has completed the requirements for a baccalaureate or graduate degree in social work from a program accredited by the Council on Social Work Education, or a similar accrediting body designated by the board, or a doctorate in social work from an accredited university.
- b. A temporary license issued under this subdivision expires after six months.

Section 404 Supervised Practice Requirement

- a. **Applicability** - All LPs, LPPs and LICSWs must meet the applicable supervised practice requirement, either at the time of initial licensure or after licensure.
- b. **Definitions and Required Content of Supervision; Types of Supervision**
 - (1) **Supervisee** means an applicant or licensee who is engaged in psychological practice under the supervision of a supervisor for the purpose of meeting the licensure requirements.
 - (2) A **supervisor** may be a licensee, a person practicing psychology without a license as permitted by law; or, a qualified professional or a qualified mental health professional authorized to provide supervision.
 - (3) **Supervision** is defined as the professional relationship between a supervisor and a supervisee in which the supervisor provides evaluation of and direction over the supervisee's practice, for the purpose of the supervisee's professional development.
 - (4) The **content of supervision** must include: 1) the transmission of psychological knowledge, skills, values, and ethics with specific application to the practice issues faced by the supervisee; 2) the standards of practice and ethical conduct, with particular emphasis given to the social worker's role and appropriate

responsibilities, professional boundaries, and power dynamics; and 3) the supervisee's permissible scope of practice.

(5) **Types of supervision.** The required supervision may consist of individual and group supervision.

(A) **Individual supervision** means one supervisor and one supervisee.

(B) **Group supervision** means 1) one supervisor and more than one supervisee (licensed psychologist) or 2) one supervisor and at least one supervisee and other health professionals in related professions. Group supervision is facilitated by the supervisor and involves an exchange among all group members. The size of any group shall be limited to seven, including the supervisor. Group supervision may not constitute more than one-half of the required number of supervision hours.

(C) Individual or Group supervision may be 1) in-person, or 2) by telephone, or by audio or audiovisual electronic device, so long as there is a direct, interactive, live exchange between the supervisor and the supervisee. At least two-thirds of the total required number of supervision hours must be in-person supervision; also, at least two-thirds of the number of individual supervision hours completed and at least two-thirds of the number of group supervision hours completed must be in-person supervision.

c. **Supervision Plan Required** - Supervisees must submit a Supervision Plan Form to the Behavioral Health Coordinator no more than 30 days after beginning a LP, LPP or LICSW position. If the Supervision Plan meets the requirements, then completion of the supervised practice will apply toward the supervised practice requirement, provided that there is no substantial change from the approved supervision plan.

Supervisees must submit a *revised* Supervision Plan Form, within 30 days of any of the following changes: 1) the supervisee secures a new supervisor; 2) a substantial change in the scope or content of the supervisee's practice occurs; or 3) the supervisee begins a new LP, LPP or LICSW position.

d. **Verification of supervised practice** - A Supervision Verification Form must be used to document completion of the supervised practice requirement. This form consists of a written confirmation by the supervisee's supervisor of the number of hours of supervision, the number of psychological practice hours completed under supervision, and the type and frequency of supervision. The supervisor must also address the supervisee's performance, competence, and adherence to the standards of practice and ethical conduct, and address whether the position description submitted by the supervisee is an accurate description of the supervisee's psychology practice. In addition, a supervisor verifying a supervisee's practice of *clinical* psychology shall provide a *detailed description* of the practice. This will be signed off on by the Behavioral Health Coordinator and the Director of Health and Human Services for Fond du Lac Reservation.

If a supervisee cannot locate the supervisor for the purpose of verifying supervised practice obtained, the board shall accept "alternative verification of supervised

practice," which is satisfactory evidence that an applicant cannot locate a former supervisor and that provides verification of supervised practice.

- e. **Unacceptable Supervision** - Verification of supervised practice shall be unacceptable if the supervisor attests that the supervisee's performance, competence, or adherence to the standards of practice and ethical conduct has been unsatisfactory.

Section 405 Supervised Practice Requirements by Level of Licensure

Level of Licensure	Requirement *A*	Documentation *B*	Who May Supervise *C*
Licensed Psychologist	<i>One-time requirement:</i> 50 hours of supervision for one year of full-time or 2,000 hours of part-time practice	Supervision documented with the Application for Licensure.	LP or DP <i>(Once licensed as a LP, supervision required by a LP if practicing Psychology)</i>
Licensed Psychology Practitioner	<i>One-time requirement:</i> 50 hours of supervision for one year of full-time or 2,000 hours of part-time <i>clinical</i> practice	Supervision documented with the Application for Licensure.	LP LICSW LPCC LMFT
Licensed Independent Clinical Social Worker	<i>One-time requirement:</i> 50 hours of supervision for one year of full-time or 2,000 hours of part-time <i>clinical</i> practice	Supervision documented with the Application for Licensure.	LP LICSW LPCC LMFT

A - The supervision must be *continuous* for all psychological practice, and the 50 hours must be *evenly distributed* over the course of the supervised psychological practice, with at least three hours of supervision per calendar month for full-time practice or, for part-time practice, a prorated number of hours of supervision per calendar month corresponding to the number of part-time practice hours.

The supervision must be obtained while employed in a paid Psychology position, or in an unpaid psychology position which was not part of the academic degree

program used to qualify for a psychology license and that meets all other supervision requirements.

***B*-** The required supervised practice must be **completed under an approved Supervision Plan.**

***C*-** If the Board finds that Psychologic supervision was unobtainable, then supervision from a qualified professional or a qualified mental health professional will be acceptable. For the practice of *clinical* psychology, supervision must be provided by a qualified mental health professional.

Section 406 Reciprocity

a. Conditions of Reciprocity for Tribal Licensure

(1) If a candidate for tribal licensure is currently licensed by a state, the board may grant the candidate a tribal license of equivalent level as described in Section 401.

(2) The candidate must maintain the continued education requirements for tribal licensure and must apply for re-licensure every three (3) years from the date that the tribal license was issued.

b. An employee licensed under this provision will be subject to all rules and regulations of this Ordinance.

Section 407 Continuing Education Requirements

a. **Requirement: Report at License Renewal**

Licensees must obtain and report **30 hours of acceptable continuing education** at each license renewal. Hours must be obtained during the licensee's current renewal cycle, which is from the effective date of the initial or renewed license to the expiration date of the license; hours obtained during one renewal cycle may not be applied during another renewal cycle.

Proration: If a licensee's initial renewal cycle is prorated to be less or greater than 24 months, then the required number of hours of acceptable continuing education will be prorated accordingly.

b. **Acceptable Content Areas for Continuing Education Programs.**

Licensee may attend/complete continuing education programs or activities which have been pre-approved by the board, or other programs or activities that have not been pre-approved but that address at least one of the following content areas:

(1) theory and concepts of human behavior and the social environment as used in the practice of psychology;

- (2) psychology knowledge and skills;
- (3) psychology research, program evaluation, or practice evaluation;
- (4) management and administrative skills related to the provision of psychology services;
- (5) social policy related to psychology practice or services provided to clients; or
- (6) psychology ethics.
- (7) Tribal medicine and ethics

In determining whether the content of a program or activity is acceptable continuing education, the **Fond du Lac Health and Human Services Exam Board**, may consider the presenter's qualifications and knowledge of the practice of psychology and the intended audience for the program or activity.

c. Acceptable Types of Continuing Education Programs and Activities.

Continuing education may be obtained through the following programs or activities that meet the above content requirements:

- (1) Academic course work:
 - (A) Graduate and undergraduate courses which are part of an accredited psychology program;
 - (B) graduate and undergraduate courses from a university, college, or other institution of higher education accredited by a national or regional accrediting body; and
 - (C) up to ten hours of self-study, including correspondence work, distance learning, televised or audiovisual courses.
- (2) Educational workshops or institutes at conferences or association meetings.
- (3) Public or private agency staff training programs.
- (4) Individual activities such as publications of professional articles, course or conference presentations, or research leading to publication or presentation, or independent study (e.g. books and video/audio tapes). No more than ten hours from this category are acceptable as continuing education for each renewal cycle.

d. Continuing Education Hours

A continuing education hour (CEH) is defined as 60 minutes containing a minimum of 50 minutes of uninterrupted learning.

For **academic course work**, one semester credit equals 15 **CEHs**, and one-quarter credit equals 10 **CEHs**. Credit for auditing a course is awarded up to the actual clock hours attended not to exceed academic credit.

Licensees **presenting a continuing education program** to a professional audience will be credited with two **CEHs** of research time for every hour of a presentation. Research time may apply only once regardless of the number of times the

presentation is made. The actual presentation of the continuing education program is not counted.

e. **Documentation of Continuing Education Hours**

(1) **License Renewal / Reactivation:** A licensee must report completion of continuing education requirements at the time of application for license renewal or at the time of application for reactivation of a license on Inactive Status or of an Emeritus License by recording the following information on the Application for License Renewal form:

- (A) the title and topic of the program or activity;
- (B) the number of continuing education hours for the program or activity;
- (C) the name of the sponsor of the program or activity, if applicable;
- (D) the date or dates the licensee attended or completed the program or activity;
and
- (E) a copy of the continuing education certificate, if applicable.

(2) **Maintaining Documentation: Licensees must maintain the following** documentation of their CEHs for one year following the expiration date of a license:

- (A) for academic course work, a copy of the transcript demonstrating successful completion;
- (B) for workshops, institutes, and public or private agency staff development programs, a copy of a signed certificate of attendance which states the name, date, and number of hours of the workshop, institute, or program and the name of the licensee, or an affidavit signed by the presenter or sponsor verifying the same information;
- (C) for individual activities, a copy of the program for the lecture or presentation, a notice of publication of the written material, or other material that may be requested by the board; and
- (D) for independent study, a written summary of the study, including the topic studied and the title and author of resources or books used; a statement as to the applicability of the study to the acceptable content areas; the time spent in informal study; and the time period during which the study was done.

f. **Audit**

The **Fond du Lac Health and Human Services Exam Board** may audit a sample of applications for license renewal for compliance with the continuing education requirements. A licensee being audited must provide verification of the required

number of acceptable CEHs, by submitting the documentation of the programs or activities reported.

A completed application (see Application for FDL LP/LPP/LICSW) must be submitted to the Behavioral Health Coordinator. All required documents must be on file with the Behavioral Health Coordinator to be considered, and no application will be submitted for recommendation to the Board until all documentation required is on file.

Section 408 Application Requirements

The following documents must be submitted by an applicant to the Behavioral Health Coordinator before an application package is complete:

- a. A completed, signed, and dated Application for Fond du Lac Reservation LP/LPP/LICSW licensure;
- b. A letter of attestation from the Behavioral Health Coordinator stating how the applicant meets the criteria for LP/LPP/LICSW licensure under this Ordinances and certifying that verification of credentials has been obtained;
- c. A letter of attestation from the Human Services Director verifying the applicant's qualifications as a health care provider; and
- d. A copy of any specialty board certifications or other certifications relative to licensure.

Section 409 Retention of Applications

A file containing the completed application and any related documents of a behavioral health practitioner seeking licensure under this Ordinance will be retained for the period of at least 2 years after termination of services by the applicant for the Fond du Lac Band. There shall be an individual file for each applicant, and all files shall be kept in a lockable filing cabinet with the Compliance Coordinator of the Fond du Lac Human Service Division. An unofficial file will also be kept by the Behavioral Health Coordinator. All application materials will be treated as confidential under the Fond du Lac Data Privacy and Record Management Policy. An applicant must notify the Behavioral Health Coordinator if his or her qualification status changes.

Section 410 Verification of Applicant Credentials

Each application, upon presentation to the Licensing Board, shall be accompanied by the following:

- a. A Letter of Attestation from the Behavioral Health Coordinator stating that the applicant meets the criteria for LP/LPP/LICSW licensure as required under this Ordinance.
- b. A Letter of Attestation from the Human Services Director verifying the applicant's qualifications as a health care provider.

Section 411 Licensing Decisions by the Licensing Board

- a. Completed applications by the behavioral health practitioner seeking licensure under this Ordinance shall be presented to the Licensing Board as soon as possible.
- b. Notification of the Board’s decision shall be given within 30 days of the board meeting.
- c. The Licensing Board shall issue a license to each behavioral health practitioner that has applied for and successfully met the requirements for licensure as a LP/LPP/LICSW.
- d. The license shall be valid for a period of three years, and the applicant may apply for relicensure at that time.
- e. Applicants denied licensure by the Board will receive a detailed explanation of the denial from the Behavioral Health Coordinator.

Section 412 Duration of License and Relicensing Requirements

Each license issued under this Ordinance shall be valid for a period not to exceed three (3) years from its issuance. Within three years following the initial issuance of a license, the applicant shall submit to the Licensing Board:

- a. Letters of Attestation from the Behavioral Health Coordinator and Human Services Director certifying that the applicant is locally credentialed, privileged, and functioning as an LP/LPP/LICSW in accordance with the standards established under this Ordinance;
- b. A copy of active state and/or tribal licensure.

Section 413 Revocation of License

The board may immediately revoke the license of any licensee who violates any requirements of this Ordinance and/or who violates professional ethical guidelines and the Fond du Lac Human Services Division Code of Ethics. The revocation must be made for cause, without notice or opportunity to be heard. A licensee whose license is revoked must immediately return the license to the board.

Section 414 Licensure Limitations

Licensure granted under this Ordinance is limited and shall be used solely for the purposed of providing the delivery of behavioral health services through the Fond du Lac Human Services Division to the populations entitled to services from the Fond du Lac Band. A license shall automatically be revoked upon the termination of the behavioral health practitioner’s employment of service with the Band.

When a license holder terminates employment at Fond du Lac, he/she must return their Fond du Lac License to the Human Services Division Director before their last payroll check is released.

Section 415 License Display

Each behavioral health practitioner who is issued a license under this Ordinance shall display the license at the behavioral health practitioner's principal place of business clearly visible to the public.

Section 416 Appeals

- a. An applicant who is denied licensure under this Ordinance may address a written appeal of the decision to the Chairman of the Reservation Business Committee. The appeal should set forth the specific error that was made in his or her licensing determination, and should include as attachments the documentation demonstrating such error.
- b. Following the receipt of an appeal, the Chairman shall convene a meeting of the Licensing Board for a reconsideration of the initial licensing decision. The Behavioral Health Coordinator and Human Services Director shall provide opinions to the Licensing Board as to whether the initial denial of licensure should be reversed.


CHAPTER 5
AMMENDMENT OR REPEAL

Section 501 Amendment or Repeal

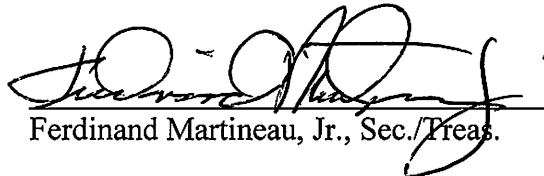
This Ordinance, and any provision herein, may be amended or repealed by resolution of the Reservation Business Committee.

CERTIFICATION

We do hereby certify that the foregoing Ordinance # 02/04 was duly presented and adopted by Resolution #1073/04 by a vote of 2 for, 0 against, 0 silent, with a quorum of 3 being present at a Special Meeting of the Fond du Lac Reservation Business Committee held on March 11, 2004 on the Fond du Lac Reservation, and subsequently amended by Resolution #1189/04 on August 3, 2004, and by Resolution #1258/15 on August 18, 2015.



Karen R. Diver, Chairwoman



Ferdinand Martineau, Jr., Sec./Treas.