



## NÀDĀMÌGÚTS'ÍSTÍNÍ ÒGHÀNÍHINÀ?Ó-HÍ SENIOR OPERATIONS OFFICER

P: 403-281-4455  
9911 CHIILA BLVD.  
TSUUT'INA NATION, AB  
T3T 0E1

## OFFICE MEMORANDUM

**TO:** Tsuut'ina Nation Departments, Programs, Schools, and Citizens

**FROM:** Sr Operations Officer, (SOO) Andrew JR Onespot

**DATE:** January 21, 2026

**RE:** Respectful Conduct Toward Nation Staff, Programs, and Schools.

This serves as a crucial reminder about respectful conduct when interacting with Tsuut'ina Nation staff across all departments, programs, services, and Nation schools.

Our staff and educators' shoulder significant responsibilities and heavy workloads, working daily to support our citizens, children, and families with professionalism, care, and dedication. It's essential that all interactions with staff, whether within administration, programs, services, or schools, are conducted respectfully.

The Nation has established policies and procedures addressing conduct toward employees. Disrespectful, aggressive, or inappropriate behavior is unacceptable. Continued or serious breaches of these standards may lead to corrective measures, including service limitations or, where permitted, suspension or denial of services.

If emotions or tensions rise, consider these appropriate steps:

- Pause the interaction and allow time to cool down.
- Request to speak with a supervisor, principal, or manager for clarification.
- Step away and arrange to continue the discussion at another time.
- Submit concerns respectfully in writing or through established channels.





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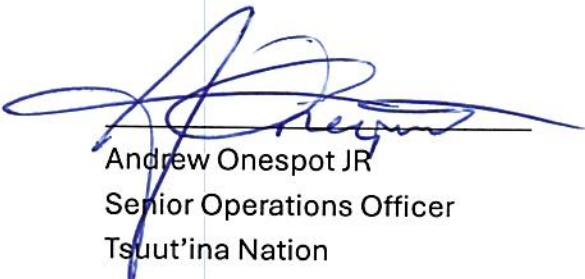
These approaches help ensure concerns are addressed constructively and maintain a safe and respectful environment for everyone.

We are all part of the same community, sharing a responsibility for how we treat one another and representing Tsuu T'ina Nation within our offices, schools, and community spaces. Respect and accountability strengthen our Nation and the services we provide.

We are here to work with and support our community, and we ask for the same respect and support in return.

Thank you for your understanding, cooperation, and continued commitment to a respectful community.

Sincerely,



Andrew Onespots JR  
Senior Operations Officer  
Tsuu T'ina Nation

