



OKIMAHKAN OTY'AMIWIN FROM THE CHIEF **Recognizing Safe** Travel due to Covid-19

COMMUNITY School Zones 30 km

KITITAHWINAOW ACHIMOWIN

**Speed Limits** 

**PUSIKONISOWINI ACHIMOWIN** 

**BUSINESS** What Your Community Has To Offer

AUGUST/SEPTEMBER 2020

# 

# Hunters: Responsible Moose Harvest

In 2015, The Wildlife Society declared that Manitoba's moose population was about 20,000. That's less than half of what it once was. Many experts suggest that number is even lower now.

There are many reasons for this decline in population. Diseases like bovine tuberculosis and chronic wasting disease

"It's up to every one of us to ensure there will always be a moose population to enjoy," Councillor

Ron D. Spence says.

methods and poor harvesting practices.

are increasing, as are winter tick and brain worm, which is fatal for moose.

Their habitat is under threat too, losing land base to development, increased roads, more traffic and more recreational vehicles off-roading.

But many Elders, locals and officials say the real problem is non-traditional hunting

"It's up to every one of us to ensure there will always be a moose population to enjoy," Councillor Ron D. Spence says. "The moose hunt was an essential part of survival for generations past, and it's an important tradition for us now. We have to make sure it is available for our future generations, too."



It is disrespectful to our ancestors, to the land, and to the Creator when we waste these precious animals.

It is important to take only what we need and to share the bounty of the hunt with others to ensure nothing is wasted. Killing for sport is not a concept our ancestors would appreciate, nor will our children and grandchildren.

It is important to use safe, proper techniques to ensure the preservation of the herds. If you have friends or family who invite you to hunt at night, use spotlighting, kill cows or calves, or bag more than can be used, you have a responsibility to speak up. All NCN Citizens are responsible for proper moose conservation and management.

"It is disrespectful to our ancestors, to the land, and to the Creator when we waste these precious animals. It is not the Nehetho way," says Spence. "Please remember that cows produce the herds. If you take the cow, you're affecting the moose population for decades into the future. Take only what you need, make a quick clean kill, and above all, stay safe."

### **How to Protect** the Moose **Population**

- don't kill moose cows
- don't kill for sport
- don't take more than you need
- ask an Elder for guidance and wisdom
- use all parts of the animal
- butcher without waste
- learn how to prepare moose
- report poor hunting techniques
- teach children proper hunting skills



Tansi! I hope everyone had a good summer. By now we all know that the situation in Manitoba has changed dramatically since early July when there was only one active case left in the province. As restrictions were eased across the country, case numbers have increased. As of Aug. 23, 2020 in Manitoba there have been 1,632 total cases, 380 active cases, 1,234 recovered, 8 in hospital and a total of 18 deaths. There are zero active cases in the northern region of the province. The Province has a new colour coded system for determining the response required to the Pandemic in a particular health region. NCN will be applying it for our community as follows:

**Red** – no travel; Orange – travel not recommended but if travel to that region is essential, upon return must isolate at a designated isolation unit for 14 days; Yellow/Green – think about whether travel is essential. **SEE THE MAP BELOW FOR** THE CURRENT COLOURS **BY HEALTH** REGION. Lynn Lake If there Fort Nelson are any Northern active cases in Thompson York Landing no travel will Thompson be allowed except Oxford Lake Snow Lake for essential workers or with permission of Wabowden Gods Lake Narrows NCN's Executive Director St. Theresa Point **Grand Rapids CRITICAL LEVEL** 53rd Parallel Community spread of Covid-19 is not contained and/or there are significant strains on our health Swan River care system. **RESTRICTED LEVEL** Peguis \ Community transmission of Dauphin Covid-19 is occurring. Interlake-Eastern **CAUTION LEVEL Prairie** Mountain

of Justice and Public Safety in consultation with NCN's Health Director.

NCN Order in Council 313-2020-17 dated August 28, 2020 is in effect with the following changes:

- The NCN State of Emergency will remain in effect until September 30, 2020;
- Gatherings remain at 50 people indoors and 100 people outdoors subject to following all the physical distancing, sanitizing, mask wearing and other public health requirements;
- The ATEC dormatories will remain available as an isolation unit in case it is needed on short notice and additional isolation units can be added at Duncan Wood and other locations in the community if needed.

Please review the OIC and the information we have developed to assist you understand the rules or have someone review them with you. Failure to comply with the rules will result in fines and other penalties.

I again want to stress that our team really appreciates how difficult this pandemic is on all of us. If you are feeling anxious or depressed or are suffering from the effects of an addiction, please contact our counsellors or health workers.

All of us need to be very, very cautious as this deadly virus is expected to be with us for a long time yet, so we must remain vigilant.

If you have any of the COVID-19 symptoms then please STAY HOME and arrange to get tested. In the meantime:

- wash your hands frequently;
- clean your homes and vehicles frequently with sanitizing solutions;
- do not share masks, utensils, cigarettes, cannabis or drinks; and
- maintain a safe distance (six feet or 2 metres) from you and other people who do not live in the same household.

We all must do our part to keep each other safe. Please have hand sanitizer and masks with you at all times. Be careful who you visit. By working together, we can continue to keep our community safe.

Ekosani.

nemovo **Chief Marcel Moody** Nisichawayasihk Cree Nation

Community transmission is at low levels.

### **LIMITED RISK LEVEL**

The spread of Covid-19 is broadly contained. Vaccine and/or effective treatment for Covid-19 is available.

Southern

Altona

Brandon

Melita

Winnipeg Beausejour



# Notice of NCN School Zone 30km/hr Speed Limits

Please be advised, NCN Chief and Council Council has passed a motion to support NNCEA school board's request to establish a 30km speed limit in the school zone.

Signs are in place to reduce the speed limit to 30 km/ hr on the school road. Public works have put up signs and RCMP law enforcement will be monitoring the area. The limit is in place on school days, from 8:00 am to 4:30 pm, between September and June. The fines for speeding in a reduced-speed school zone are the same as other speeding offences.

Help us ensure that the areas around our school remain safe for everyone.



# NCN's Bluesky and Kobliski Run for Thompson City Councillor

Nisichawayasihk Cree Nation has enjoyed leadership from many incredible Citizens. Now, two of them are hoping to make a difference beyond NCN.

Former NCN CEO Kathleen Bluesky and long-time Nelson House Development Corporation Manager David Kobliski have both put their names forward in the upcoming Thompson municipal by-election.

"I am asking for the support of my community to



Former NCN CEO Kathleen Bluesky is seeking election as City Councillor for the upcoming Thompson municipal by-election on October 12, 2020.

contribute my skillset to enhance our local government," Bluesky says. "In the face of economic, social and health challenges, now is the time to strengthen our partnerships and take a collaborative approach to keeping Thompson strong."

If elected, Bluesky would aim to advance the Thompson Aboriginal Accord, of which NCN is a signatory partner.

In addition, she sees opportunity to diversify the Northern economy, expand wellness and recreation opportunities, and collaborate with other governments to improve health, housing and infrastructure systems.

Bluesky served as the NCN CEO from July 2017 to March 2020. She has a Masters in Business Administration and now owns Seven Feathers Consulting. Previously, she owned a consulting firm and worked with Nanaandawewigamig-First Nations Health and Social Secretariat of Manitoba.

"I value and cherish your support," she says. "I am committed to working hard for our diverse community!"

Kobliski has served as the Nelson House Development Corporation Manager for 23 years, and manages several NCN businesses in Thompson and its outlying areas.

If elected, Kobliski will use his skills of building capacity, creating employment and generating revenue to focus on economic development and creating a healthy environment in the North.

"I want to represent the voices of the Citizens, the businesses, the employees of the North," says Kobliski. "I'm ready to help make decisions based on the best interests of the whole."

Kobliski and his late wife, Sharon, have raised six daughters and one son here.

"I want to ensure this remains a place where our kids can be safe and healthy," Kobliski says. "You don't want people to leave, you want them to stay and build a life."

The Thompson municipal by-election is on Tuesday, October 13, from 8 am to 8 pm, at the Bill Comaskey Wellness Centre, TRCC.

### Advanced voting is Monday, September 28th.

Good luck, Kathleen and David! Your NCN community is cheering you on.



David Kobliski is running as a candidate for Thompson City Council.



# COVID-19 Screening Tool for Entry into the Community

As a precautionary measure to ensure the safety of our community members, the NCN Checkstop will be conducting Covid-19 symptom screening for all drivers and passengers entering the community. We ask for your honesty, patience and cooperation.

The following are the questions to be conducted by check stop officers to all people entering the community:

- 1. Do you have any of these symptoms?
  Cough, sore throat, fever (greater than 38°C), shortness of breath, breathing difficulties, loss of taste or smell, runny nose, muscle aches, fatigue, conjunctivitis, headache, skin rash, nausea, loss of appetite, vomiting or diarrhea?
- 2. In the last 14 days, have you been in contact with a person who has tested positive for COVID-19?
- 3. Have you traveled outside of Manitoba in the last 14 days?
- 4. Have you had close contact with anyone (within 2 meters/6 feet for more than 15 mins)

that has travelled outside of Manitoba in the last 14 days?

If all of the questions are answered 'NO' (entry into the community is permitted),

### however:

- Maintain distance of 2 metres/6 feet.
- Wash hands frequently, practice cough etiquette, use sanitizer.

### If any of the questions are answered 'YES':

Traveler(s) will be provided a self-isolation fact sheet, COVID-19 fact sheet, and OIC information package.

- Non-residents are required to submit a formal letter of request into community to bmlinklater@ncncree.ca prior to entry.
- Out of province travelers are required to:
  - Wear a provided mask and you must maintain physical distancing of 2 meters/6 feet
  - Teachers, contract workers, out-of-province travelers are required to self-isolate and selfmonitor for 14 days.
  - Contact of out-of-province travelers must self-isolate and self-monitor for 14 days.
  - Self-isolation units are available at ATEC if traveler(s) can not properly self-isolate at home or a residence.
  - If symptomatic: Call the Nursing Station for direction (call: 204-484 -2031)

**NOTE:** A record of names must be reported immediately to Bonnie M. Linklater by phone 204-679-0115, and Public Health Department (204-679-0279)

Everyone must abide the Order in Council-State of Emergency at https://www.ncncree.com/news/coronavirus-updates/#state-of-emergency.



FAMILY AND COMMUNITY

Wellness Centre



# lour Path to Wellness

See how the FCWC can help you Programs, support, education, and more



### **The Canadian Prenatal Nutrition Program (CPNP)**

The Canadian Prenatal Nutrition Program (CPNP) is available at the NCN Family and Community Wellness Centre for all pregnant women and new moms. Through weekly group sessions, it provides support, resources and education to all moms-to-be, with a focus on maternal nutrition. Individual meetings are also available.

Some of our clients are referred to us by other NCN social services and programs, but you are welcome to call anytime for an appointment. CPNP participants often enjoy group activities and games that incorporate information they will need to have a healthy pregnancy and healthy baby.

All pregnant women receive a Food and Milk coupon after each visit on a weekly basis.

#### CPNP topics of education include:

- Common changes and discomforts in pregnancy
- Warning signs and complications
- Domestic and substance abuse
- Prenatal visits and tests
- Nutrition and exercise
- Labour and delivery
- Newborn care
- Immunizations
- Baby's development
- Breastfeeding

Pregnant women and new moms! Be prepared. Be educated. Be confident.



### **The Aboriginal Diabetes Initiative (ADI)**

The Aboriginal Diabetes Initiative (ADI) delivers education, activities and clinics to help NCN Citizens manage their diabetes and to help reduce the prevalence of diabetes in our community.

Diabetes affects blood sugars in the body, and can cause many difficulties, including heart and eye diseases, stroke, foot complications, and kidney and nerve damage. It is managed through a healthy lifestyle and, sometimes, medication. It's often possible to avoid diabetes in the first place with nutritious food, active habits and stress management.

Through workshops, group activities, contests, challenges, and one-on-one counselling, ADI participants learn about what's happening in their bodies and how to maintain healthy blood sugar levels.

#### Signs and symptoms of diabetes:

- Blurred vision
- Lack of energy
- Excessive thirst
- Frequent urination
- Weight loss

#### ADI services include:

- Nutrition, exercise and wellness advice
- · Foot care referrals and retinal screening
- Telehealth services
- Home visits

Act on diabetes today to change tomorrow

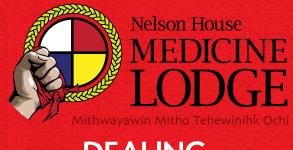


Phone: 204-484-2341 Ext. 132

Address 14 Bay Road Drive, Nelson House, MB ROB 1A0







DEALING WITH ADDICTIONS? call (204) 484-2256

### Nelson House Medicine Lodge Intake Dates

The current residential intake program is for women and the next program starting is for men. Referrals and registration are being accepted now for alcohol and drug treatment, prevention and aftercare services. Intake dates and administration weeks are as follows:

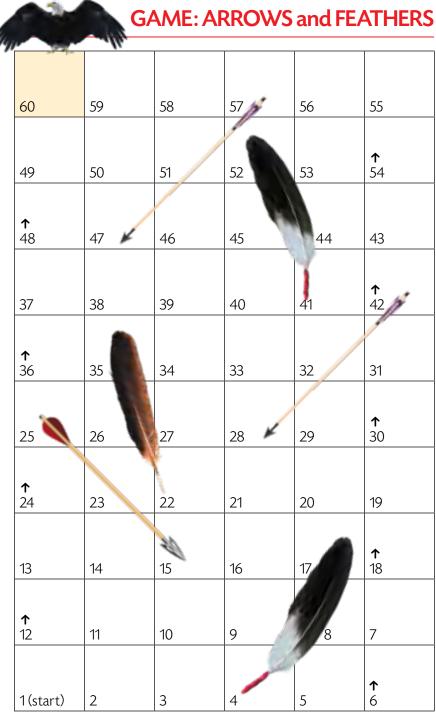
#### **2020 INTAKE SCHEDULE**

August 24 – August 28, 2020 Admin Week Women: August 31 – October 23, 2020 Men: October 26 – December 18, 2020

### 2021 INTAKE SCHEDULE

Women: January 4 – February 26, 2021 Men: March 1 – April 23, 2021 April 26 – April 30, 2021 Admin Week Women: May 3 – June 25, 2021 Men: June 28 – August 20, 2021 August 23 – August 27, 2021 Admin Week Women: August 30 – October 22, 2021 Men: October 25 – December 17, 2021





Here's a fun game to try (like Snakes and Ladders). Roll a die and move your game piece forward up the numbers (back and forth). If you land on the quill of a feather move to the tip of the feather (top). If you land on the nock of an arrow, move down to the tip of the arrow. If you don't have a die (dice), you can always use a deck of cards (using only Ace through 6, Ace = 1, and drawing a card to move your piece). Play with 2 to 4 players. First one to reach the "eagle" wins! Have fun!

### **WORDSEARCH:**

o マ 「ト d Δ・イ Δ・α nīyo mithikowisiwina Four components of one's self

จฯ ๋ Þ∩๔ · ` nīyō kanaci apacitawina Four directions จฯ ๋ ๒๔ Ր ๔ < Ր С ∆ · ๔ nīyo mithikowisiwina Four elements

M	P	F	W	Ν	W	Α	S	K	Α	W	Ī	W	I	N
M	Ā	Н	S	Ā	ı	S	Т	D	F	Α	N	ı	Ā	R
0	0	М	Y	Ν	Р	Р	I	K	Α	1	R	Р	Н	S
N	M	S	I	S	М	Α	I	S	L	F	٧	Α	C	Н
N	I	ō	0	T	I	E	Ν	Υ	K	I	E	K	Ā	K
0	E	K	S	U	0	С	Ν	ō	Н	R	Α	ı	Н	I
R	I	М	Α	I	T	Ν	Α	Т	Н	E	R	T	K	W
Т	S	F	0	Р	Н	Н	I	L	Α	Κ	Т	Α	0	I
Н	Κ	W	Α	Т	Α	0	L	C	E	L	Н	Т	W	Т
E	0	Α	S	W	I	Ν	W	Α	I	Κ	X	Α	I	I
Α	Т	T	K	E	٧	0	Ō	I	L	Κ	Q	М	Ν	Ν
S	I	Ε	I	S	٧	Н	Ν	Н	Ν	D	I	0	Z	ō
Т	W	R	U	Т	٧	L	F	Α	K	Υ	G	W	W	Н
R	S	Р	I	R	I	Т	U	Α	L	D	T	I	I	K
C	F	Y	Ε	S	Ā	W	Α	Ν	ō	Н	K	Ν	U	Ν

 $Adapted \ from \ the \ NNCEA \ nisicawayasihk \ asiniskaw \ \bar{i}thiniwak \ \bar{i}twiw\bar{i}na (NNCEA \ Rocky \ Cree \ Wordlist)$ 

WASKAWĪWIN	WĀPANŌHK	ISKOTIW
(Physical)	(East)	(Fire)
MŌSIHOWIN	SĀWANŌHK	PAKITATAMOWIN
(Emotional)	(South)	(Air)
ĀHCĀHKOWIN	NIKAPANŌHK	ASKI
(Spiritual)	(West)	(Earth)
MĀMITONICIKIWIN	KIWITINŌHK	NIPIY
(Mental)	(North)	(Water)

For this month's wordsearch, find the Cree words as well as the English words in the puzzle above.

### **FALL ACTIVITIES**

- 1. Trace leaves on a piece of paper
- paper
  2. Search for feathers outside
- 3. Read a fall book
- 4. Go on a nature walk
- 5. Bake sugar cookies
- 6. Try sweetgrass weaving
- 7. Eat corn on the cob
- 8. Visit an NCN historic site
- 9. Jump in a pile of leaves
- 10. Make warm soup
- 11. Paint a pumpkin
- 12. Have a bonfire
- 13. Rake leaves for a friend
- 14. Bake an apple pie
- 15. Have a fall photoshoot
- 16. Visit a fisher or trapper
- 17. Have a family game night
- 18. Gather animal fur/find tracks 24. Photograph birds
- 19. Watch a fall movie with family
- 20. Build a shelter in the woods 26. Play a game of messy
- 21. Make s'mores
- 22. Go dancing or jigging
- 23. Weave a tallgrass bracelet
- 24. Photograph bird25. Analyze leaves
- twister 27. Visit an island
  - 28. Make a bucket list
  - 29. Bake banana bread
  - 30. Have an outdoor picnic



Their futures are worth it.

Wechitotan Kita Mithwayachik Kichawasimisinanak

Find out more: 204-484-2585







## Bootlegged Booze Seized, 11 Fined

On September 1, NCN First Nations Safety Officers received a tip about a large, illegal alcohol drop off.

The NCN FNSO were joined by RCMP and drove to the Footprint Bridge, which is on NCN lands, for observation.

Two vehicles arrived, and 11 NCN Citizens were involved in the bootlegging operation, all

of whom were fined under the Community Protection Law.

"It's been estimated that the street value of this contraband was close to \$25,000," says Councillor J. Spence. "The bootleggers transfer the alcohol from the original bottles and dilute them with water, and then they sell them for \$100 a bottle."

FNSO and RCMP seized 74 bottles in total:

- 28 bottles @ 1.75L (66oz)
- 12 bottles @ 1.14L (40oz)
- 5 bottles @ 750ml (26oz)
- 29 bottles @ 375ml (mickeys)
- 1 case of 24 beer cans

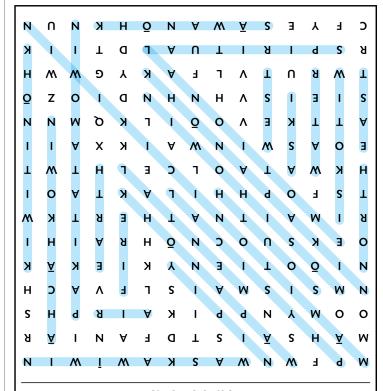
There are so many benefits to keeping this illegal alcohol out of NCN:

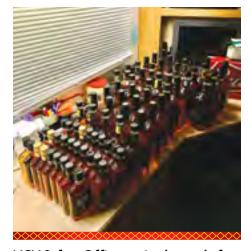
- There is less public intoxication, noise complaints, violence, injuries and abuse.
- Our children and Elders are taken care of, and able to sleep safely in their own beds, without disruptive, dangerous parties.
- Our FNSO, RCMP, community patrol and emergency services can be used for true emergencies.
- Our entire community is happier, healthier and able to dream about a hopeful future.

Chief and Council are thankful that responsible NCN Citizens made the choice to keep our community safe by informing the FNSO about this recent contraband.

If you hear about illegal activity, call the RCMP at 204-484-2288, or NCN First Nation Safety Officers at 204-307-0912 or 204-307-0465.

### Solutions below to puzzle on previous page





NCN Safety Officers seized a total of over \$25,000 worth of bootleg alcohol including 74 bottles and 1 case of beer.



# Jour Path to Wellness

See how the FCWC can help you Programs, support, education, and more



### **Wecihitowin Project**

This program uses traditional and cultural activities to help strengthen families. By embracing Indigenous culture, wisdom and traditions, all parents can be supportive and loving, and all children can be nurtured and fulfilled. The Wecihitowin Project will help transform your family life from crisis and trauma to peace and contentment.

Participation in this program will reduce your stress, improve your connection to the land, protect your children, and enhance relationships. You will explore themes such as addictions, parenting, goal setting, and grief and loss.

Get help with:

- home visits
- court support and advocacy
- transportation services
- links to other resources
- administrative assistance

### Activities such as:

- youth culture camp
- Rites of Passage ceremony
- Role of the Man workshop
- Moon Time teachings

Helping Each Other with Indigenous Teachings



### **Family Therapy Services**

Family and Community Wellness Centre professionals offer individual, couples and family therapy in single or group sessions. They combine Indigenous wisdom with western practices to help NCN Citizens who are worried about their mental health.

If you believe you or a family member could be more calm, content and productive, or if you believe that past trauma is still hurting you, FCWC counsellors can help. Our professionals will give you the skills to strengthen your mental health, move past trauma and abuse, start healthy traditions, and believe in a better life.

### Get help with:

- mental health (anger, sadness, apathy)
- loss, grief and bereavement
- addictions
- self-harm
- generational abuse and neglect

### Activities such as:

- grief support group
- shake tent ceremony
- traditional arts and crafts
- culture camp
- sundance



Enhancing Mental Health and Families

Phone: 204-484-2341 Ext. 132

Address 14 Bay Road Drive, Nelson House, MB ROB 1A0

# NCN Public Works Strives to Improve Services for Citizen's



In August 2020, the Public Works department had a staff meeting attended also by Vice Chief Cheryl Moore, Councillor Jeremiah Spence and HR management. The meeting was held was to resolve housing issues and find out ways to improve Public Works, Water and Sewer in the community.

Training was a main topic of the meeting and the NCN Staff policies were communicated by NCN's Human resources, Kim Linklater to the Public Works staff.

"With improved training, we hope to improve overall services for Citizens," said Public works Portfolio holder, Jeremiah Spence.

During the meetings, many questions and concerns were addressed from staff.

Safety was another issue that was mentioned by Wayne Spence and efforts to improve have been addressed, and will continually be reviewed to ensure workplace safety. Additional topics covered included hours worked, roles and responsibilities for staff and accountability for each of the supervisor's departments.

Regular vehicle maintenance will be conducted for work and service vehicles to ensure they are reliable and safe for work.

Public works will now also attend meetings each morning to coordinate tasks and keep staff informed of work to be completed.

It is expected that future projects such as roads work, ditch grading, installation of community signs and other improvements will be conducted in the near future.



In case of emergency please contact RCMP at

204-484-2288





Nisichawayasihk Cree Nation Chief and Council are pleased to announce the new initiative called Community Land Use Planning

Nisichawayasihk Cree Nation is currently in the process of developing a Community Land Use Plan (CLUP) for the community reserve lands IR 170. The development of this plan is an important step in implementing the Nisichawayasi Aski Pumenikewin (Land Code).

This plan will build upon the Community Master Plan that



was completed for the community in 2018. The Community Land Use Plan will be inform land use, governance, and management decisions.

### What is a Community Land Use Plan?

The CLUP will help us to:

- Protect our lands and resources;
- Create a better business environment with coordinated and planned services;
- Plan for future generations including population growth, housing development, environmental conditions, and community infrastructure (water, waste, roads).

Overall this will improve decision making. NCN will coordinate our community plan with the activities that we do so we can successfully achieve the goals and objectives set by NCN Citizens. Our community identified the following Four

Continued on page 12



Strategic Goals in the 2015 Strategic Plan which include:

- Improving Standard of Living;
- Creating a Strong Nehetho Government;
- Enhance Economic Development and Local Economy;
- Improving Finance and Administration. The Land Use Plan will address archeology and environmental protection, housing, health, culture, recreation and parks, infrastructure, community facilities, food security, and economic development.

The Land Use Plan will apply to the lands as shown in the attached map.



Through the planning process, it is our goal to map out and zone all land parcels on IR 170 for the following uses:

- Residential (low-density, mediumdensity housing);
- Commercial (business, service);
- Mixed Use (commercial, residential, industrial in same building or property);
- Community Use;
- Culturally Protected Areas;
- Agriculture and Forestry Resources;
- Wetlands;
- Environmentally Sensitive Areas;
- Industrial (warehousing, manufacturing, production of goods);
- Parks, Recreation, and Cultural Spaces;
- Institutional and Administrative Buildings (education, medical, health, community protection, emergency services).

### Why do a land use plan?

The land use plan is necessary for us to properly plan how we should use the land

# ATTENTION

**Effective immediately, MASKS are** to be worn by NCN employees and visitors in all NCN businesses, entities, and public vehicles.



Wearing a mask protects your loved ones, your community and yourself... Authorized by Chief and Council and the Local Public Health Department.















that we have remaining. By creating a Land Use Plan we will be able to:

- 1. Exercise self-governance and self-determination in managing our own lands;
- 2. Integrate economic development plans with our community's vision and strong land management principles;
- 3. Protect the cultural importance of our community lands and resources;
- 4. Plan for the housing and home ownership of our future generations;
- 5. Plan for community protection, emergency preparedness, and emergency services.

### Community Input and Feedback

Beginning on Monday, September 21, there will be community consultants coming door-to-door in NCN. The consultants will be completing a community land use survey as well as a

housing inventory. We want your input and feedback.

The community voice is very important to determining how we will use our lands as we grow into the future. This will become a living document that will be reviewed with NCN Citizens on a regular basis. In addition, it's very important to know who lives in our NCN homes and how many people live in each home, as we plan for future neighbourhoods and housing construction.

There are other important topics that need your input such as climate change, environmental concerns, and food security.

### **Protection of Privacy**

NCN is committed to protecting the privacy of all our Citizens. The Housing Inventory will be entered into the NCN Housing Database and this will not be shared publicly. All other information collected will be used for community planning based on the summary of all responses. Individual responses will not be made public to protect the privacy of each NCN Citizen.

### Community Meetings and Focus Groups

The Lands, Environment, Resources Department will be coordinating community meetings and focus groups in the next couple of weeks. Please come out and participate in these important discussions around Community Land Use Planning:

Meeting/ Workshop	Date and Time	Location
Community Meeting – Introduction to Community Land Use Planning	September 22nd 6:00 pm – 8:00 pm	NLM Multiplex
Focus Group with	October 6th	NLM
Women	4:30 pm - 6:30 pm	Multiplex
Focus Group with	October 7th	NLM
Men	4:30 pm - 6:30 pm	Multiplex
Focus Group with Elders	October 8th 1:00 pm – 3:00 pm	Family and Community Wellness Centre
Focus Group with	October 8th	NLM
Youth	3:30 pm – 6:00 pm	Multiplex



# NCN Sports League Summer Winners

Bv: Jon Walker

This summer the NCNWSA put together two programs and got one league going. The two programs were soccer and basketball. These

were put into place to teach the youth about team work, discipline, communication and being able to dedicate themselves towards a team goal. We had a goal to start a league for the youth, but the number of participants we had were not enough to create a

league this summer. Instead we had practices for soccer and basketball, for kids 4+. It was good turn out for each practice, and it was a great time for the youth as well as the NCNWSA coaching staff and we will continue this moving forward. We did get a league going this summer and it was the adult basketball league. We had three teams going (Team: Last Second, For Three, and the The Storm) and this league was competitive, and intense – plus it got our men, women and youth to come out and showcase their talent. We just finished our summer league with "For Three" winning the first annual NCNWSA league championship against "The Storm" as it was a neck and neck battle throughout the whole game as Michael Brightnose and Craig Swanson both put up 33 points in 40 minutes of play. The final score was 72-69

The NCNWSA will continue moving forward as we are going to get the basketball league up and running, plus start up soccer again with the intention to get a soccer league going.



### NCNWSA Basketball League Standings

with "For Three" winning by 3.

Team	Win	Loss	Points for	Points against
The Storm	11	3	966	925
For Three	8	6	1006	955
Last Second	3	11	808	911

# Get your infant immunized!

Starting July 1, 2020 the Family & Community Wellness Centre will give out a great prize package to all babies that complete their vaccination series from birth up to 18 months of age.

PARENTS: Contact the Public Health Department at the Family Community Wellness Centre to schedule an appointment for your child.

Vaccines don't just protect the people getting vaccinated; they protect everyone around them too. The more people in a community who are vaccinated, the harder it is for a disease to spread.

For more information and to book immunizations drop in to the Family Community Wellness Centre or contact:

Krystal Bayer Public Health Nurse

Phone: 204-484-2341 Fax: 204-484-2344





Kids and coaches enjoyed summer soccer practices held by the NCN Family and Community Wellness Centre this summer.



# Ok School Adjusts to Covid-19 Planning

By: Principal, Matilda Gibb



It is my pleasure to welcome back all students, school staff and community members to the 2020-2021 school year at Otetiskiwin Kiskinwamahtowekamik. It is my hope that everyone had a restful and safe summer holiday. It has been a challenge to remain safe and in good health when the world is experiencing the COVID-19

pandemic. It is understandable that parents and caregivers are reluctant to send their children to school. However, we have been working hard to develop safety plans for a safe re-entry to our school when classes start in the week of September 8th-11th.

Regular schooling for students resumed on Tuesday, September 8, 2020 in Nisichawayasihk Cree Nation.

As of Monday September 14, 2020 students will attend school Monday through Friday.

- OK School Start Time: 8:30 am
- OK School Lunch: 12:00 pm 1:00 pm
- Ok School End Time: 3:30 pm

All students in grades 4-12 are required to wear a mask. NNCEA will provide masks to staff and students if they do not have their own masks.

#### NNCEA Return to School Plan

The below levels of how NNCEA implements education in Nisichawayasihk Cree Nation will be followed. The level that is implemented will be determined by school administration, based on the suggestions and guidelines, from Manitoba Education, NCN Chief and Council, and NCN Public Health. Levels are subject to change throughout the year.

Domain	Level Green	Level Yellow	Level Orange	Level Red
Classroom Learning	In class full time instruction occurs with social distancing in class	Blended learning occurs within classroom instruction part time and online learning part time	Blended learning occurs within classroom instruction part time and online learning part time	Only online learning occurs
Cleaning	Daily cleaning occurs and sanitation of classrooms and facilities occurs throughout the day and evenings	Daily cleaning occurs and sanitation of classrooms and facilities occurs throughout the day. An extended lunch hour occurs (2 hours) for student so staff can contribute to a more thorough cleaning	Daily cleaning occurs and sanitation of classrooms and facilities occurs throughout the day. An extended lunch hour occurs (2 hours) for student so staff can contribute to a more thorough cleaning	Custodians and maintenance continue to maintain and clean school
Students	Students are involved in daily in class instruction. Students are placed in groups if needed. If class sizes exceed 25 then students are put into alternate cycles	Students are put into AM and PM groups alternating half time classroom learning throughout the week. Online learning is provided to supplement classroom learning	Students are put into 2 groups that alternate days. Students either attend day 1,3, and 5 OR day 2, 4, and 6. Online learning is provided to supplement classroom learning.	Students are engaged in online learning. Work packages are provided biweekly for students.
Staff	Staff are involved in full time classroom instruction	Staff are involved in classroom instruction and provide online supplementary material	Staff are involved in classroom instruction and provide online supplementary material	Staff are involved in online learning and prepare work packages on a bi-weekly basis
Transportation	Students are picked up daily. Buses are sanitized and fogged after each use. Students temperatures are checked prior to riding the bus. Social distancing occurs on the buses. Restrictions in place to area and grades that can utilize the bus (see map)	Students in each group are picked up on their cycle of in class instruction. Buses are sanitized and fogged after each use. Social distancing and other practices occur on the bus (temperature checks). Restrictions in place to area and grades that can utilize the bus (see map)	Students in each group are picked up on their day of in class instruction. Buses are sanitized and fogged after each use. Social distancing and other practices occur on the bus (temperature checks). Restrictions in place to area and grades that can utilize the bus (see map)	Transportation of students is not applicable
Physical Education	Regular classes with social distancing. Minimal use of equipment. If equipment is used sanitization will occur. Activities that do not involve close interaction.	Groups will be split into halves again to reduce sizes. Each group will take part in their physical education class at a time.	Groups will be split into halves again to reduce sizes. Each group will take part in their physical education class at a time.	Online learning

Continued on page 16

Domain	Level Green	Level Yellow	Level Orange	Level Red
Sports and clubs	Social distancing will occur, and equipment will be sanitized following use. No contact sports will be permitted	No sports will be permitted	No sports will be permitted	No sports will be permitted
Screening	Staff and students will be screened upon entry at school with temperature reader. Staff should self-monitor and parents should assess their student daily.	Staff and students will be screened upon entry at school with temperature reader. Staff should self-monitor and parents should assess their student daily.	Staff and students will be screened upon entry at school with temperature reader. Staff should self-monitor and parents should assess their student daily.	Online learning. No students will be at the school facilities. Staff who are at the school will have their temperature checked. Anyone who is feeling ill will not be permitted at NNCEA facilities
Inclusive Education	Classes and pull out groups will occur with social distancing. Groups will be no larger than 4 students	Classes and pull out groups will occur with social distancing. Groups will be no larger than 2 students	Classes and pull out groups will occur with social distancing. Groups will be no larger than 2 students	Online learning will occur for supplementation.
Curriculum	Focus on all subjects	A focus on English and Mathematics with some other subjects (80/20)	A focus on English and Mathematics with some other subjects (80/20)	Focus will only be on English and Math related concepts
Lunch	Hot lunch program will occur in room 101 on an alternating basis for grades N-2 and 3-7. Bagged lunch will be housed in the 400 wing.	No hot lunch program will occur. Bagged lunches will be provided for students to take home who participate in the program	No hot lunch program will occur. Bagged lunches will be provided for students to take home who participate in the program	Not applicable
PPE	Masks will be provided for students in grades 4-12 and staff. Sanitization units will be used throughout the school and temperature checks. Signage will be provided around the schools for social distancing	Masks will be required for all students and staff. Sanitation units will be use throughout the school and temperature checks. Signage will be provided around the schools for social distancing	Masks will be required for all students and staff. Sanitation units will be use throughout the school and temperature checks. Signage will be provided around the schools for social distancing	If any staff do enter the building (custodians, maintenance, etc.) masks will be required and sanitization upon entry and exit.
Entrances	Early years and middle years use their own entrance. Nursery and kindergarten use their own entrance. Grade 8 students use their own entrance at NNOC. Senior years use their own entrance at NNOC.	Early years and middle years use their own entrance. Nursery and kindergarten use their own entrance. Grade 8 students use their own entrance at NNOC. Senior years use their own entrance at NNOC.	Early years and middle years use their own entrance. Nursery and kindergarten use their own entrance. Grade 8 students use their own entrance at NNOC. Senior years use their own entrance at NNOC.	Not applicable. Online learning
If you are feeling ill	Staff and students should stay home if they're feeling ill. Parents should assess students prior to school and staff should self-assess prior to coming to work.	Staff and students should stay home if they're feeling ill. Parents should assess students prior to school and staff should self-assess prior to coming to work.	Staff and students should stay home if they're feeling ill. Parents should assess students prior to school and staff should self-assess prior to coming to work.	Not applicable
School Start Times	OK will start at 8:30 am and end at 3:30 pm. NNOC will start at 9:00 am and end at 4:00 pm. Lunch will be from 12-1 pm for OK and 12:38-1:38 pm for NNOC.	OK will start at 8:30 am and end at 3:30 pm. NNOC will start at 9:00 am and end at 4:00 pm. Lunch will be from 11:30-1:30 pm for OK	OK will start at 8:30 am and end at 3:30 pm. NNOC will start at 9:00 am and end at 4:00 pm. Lunch will be from 11:30-1:30 pm for OK and 12:08-2:08 pm for NNOC	Not applicable. Online learning.



Domain	Level Green	Level Yellow	Level Orange	Level Red
Communications	Information will be communicated to the community via telephone, Facebook, NNCEA Facebook, NCN Facebook, letters, and radio.	Information will be communicated to the community via telephone, Facebook, NNCEA Facebook, NCN Facebook, letters, and radio.	Information will be communicated to the community via telephone, Facebook, NNCEA Facebook, NCN Facebook, letters, and radio.	Information will be communicated to the community via telephone, Facebook, NNCEA Facebook, NCN Facebook, letters, and radio.
Home Schooling	NNCEA does not receive funding for this. The cost and coordination of home schooling is the responsibility of the parent if they choose to do so.	NNCEA does not receive funding for this. The cost and coordination of home schooling is the responsibility of the parent if they choose to do so.	NNCEA does not receive funding for this. The cost and coordination of home schooling is the responsibility of the parent if they choose to do so.	NNCEA does not receive funding for this. The cost and coordination of home schooling is the responsibility of the parent if they choose to do so.
School Closures	In the event there is not adequate staffing at our schools we will have to close the school for the day or until enough staff are able to work.	In the event there is not adequate staffing at our schools we will have to close the school for the day or until enough staff are able to work.	In the event there is not adequate staffing at our schools we will have to close the school for the day or until enough staff are able to work.	Not applicable, staff work from home.
School Visitors	Visitors must make an appointment prior to entering and adhere to COVID-19 guidelines	Visitors must make an appointment prior to entering and adhere to COVID-19 guidelines	Visitors must make an appointment prior to entering and adhere to COVID-19 guidelines	Not applicable





### **Bus Zones**

Any students living within the red zones will not be able to utilize the buses if they are in grade 2 or above. Please arrange to transport your student to school if this applies to you. When winter weather arrives, we will reassess this map. The areas in the red zone are hillside, part of

Spence, Westwood, and part of Bay road.

### Welcome to New Staff ...

It is my pleasure to welcome our new teachers to Nisichawayasi Cree Nation.

- 1. Grade 3A Deborah Onagorawa
- 2. Grade 3C Fiona Brown-Harmer
- 3. Grade 4B Matthew Ramm

- 4. Grade 5B Beatrix Volgyi
- 5. Grade 5C Sage McKay
- 6. Grade 6A Ruth Gibeault
- 7. Grade 6B Ashley Buck
- 8. Grade 7B Jamila Butt
- 9. Guidance Counsellor Patrick Miller
- 10. Early Years Gym Substitute Eric Billard

Continued on page 18



Ruth Gibeault, Julie Flett, Patrick Miller, Ashley Buck, Jamila Butt, Katie Crate.

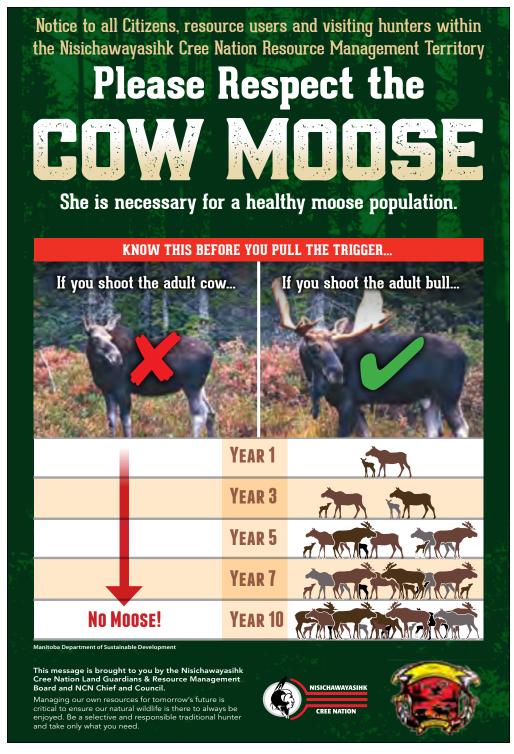


Matthew Ramm, Sage McKay, Beatrix Volgyi, Fiona Brown-Harmer, Eric Billard.

### 2020-2021 Administrative Team ...

Name	AM Duty	PM Duty
Natalie Tays	Vice-Principal – Gr. N-7	Literacy Coach – NNOC
Loretta Francois	Resource Teacher	Gr. N-3 Vice- Principal
Theresa Hartley	Resource Administrator N-12	Resource Administrator N-12
Matilda Gibb	Principal – Gr. N-7	Principal – Gr. N-7

Please note that two members of our administrative team have not returned this year, William Spence and Nadine Yetman.



- William Spence made the decision to retire this year after thirty-nine years of service as an administrator at our school;
- We thank you for your many years of dedication and service to our students;
- Nadine Yetman, after twenty years as an educator in our community has decided to accept an administrative position in Thompson. We wish her the best in her new role, continuing on her educational journey.

#### Resource Team Members ...

- Theresa Hartley, Resource Administrator
- Loretta Francois
- Ashley Boutin

Tammy LongFredrica Prince

In closing, I would like to wish everyone a safe school year. I am excited to welcome our students and staff to a very dynamic school year. Ekosani

Matilda Gibb, Principal

To view the complete return to school plan, please visit NCNCREE.com or check with your child's school.



## **NNCEA School Board** Meeting Dates for 2020-21

Regular meetings of the Board will be held on the third Tuesday of the month at 5:00 p.m. at the AMEC Boardroom unless modified by Board motion. Special **Board meetings** to be held as needed. Public welcome. Meeting protocol to be in place.

- Tuesday, September 15, 2020 (Wed., Sept. 16, 2020) meeting where dates reverted to these)
- Tuesday, October 20, 2020
- Tuesday, November 17, 2020
- Tuesday, December 15, 2020
- Tuesday, January 19, 2021
- Tuesday, February 16, 2021
- Tuesday, March 16, 2021

- Tuesday, April 20, 2021
- Tuesday, May 18, 2021
- Tuesday, June 15, 2021
- \*Tuesday, July 20, 2021
- Tuesday, August 17, 2021
- \*The NNCEA Annual General Assembly (AGA) date is tentatively set for Tuesday, July 20th, 2021.

FYI: School Board meeting dates are decided on in August each year.

### **Important Announcement** from NNCEA

NNNCEA welcomes back to employment Elvis Thomas, who will be working in our new position of Language and Culture Director. Mr. Thomas was employed with the NNCEA as Assistant Director of Education, until May 4,

NNCEA is very happy to have Mr. Thomas back in his new role which will started August 10, 2020.



### NNCEA'S PROTOCOL FOR SCHOOL BOARD MEETINGS

Once a month, a regular school board meeting is held on the third Wednesday of the month at the AMEC Boardroom at 5 p.m. when NNCEA educational business is conducted. An agenda will be provided.

The meeting is open to the community to observe and listen to the school board meetings. Your interest/involvement on educational business/matters will be educational and informative.

This protocol has been developed so the meeting(s) can be positive and productive.

Please sign in as the statistics will be needed. Everyone in attendance must adhere to the

Medical people and security are not on hand for monthly meetings.

Due to budgetary constraints, please bring your own snacks or beverages as these will not be available.

- 1. The School Board Chair will ensure the meeting progresses and all agenda items are completed.
- 2. Participants need to be respectful.
- 3. When someone is speaking, please listen.
- 4. Complaints which involve school system students/personnel and topics dealing with salaries, negotiations, teacherages and legal matters will not be discussed publicly. Complaints, as such, can be directed to School/ Senior Administration.
- 5. Attendees may offer objective comments on NNCEA operations and programs when delegations have been booked with the Director of Education.

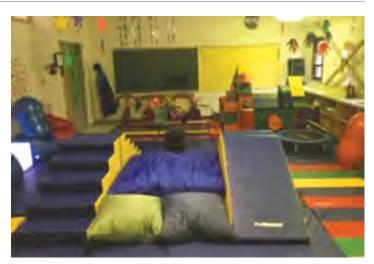
- 6. Cell phones are to be silenced.
- 7. After a break, please return promptly.
- 8. For fire safety reasons, smokers must be 20 ft. from the school building.
- 9. Children are to be accompanied by an adult who will oversee them.
- 10. Due to time constraints, comments are to be reasonable, and limited.
- 11. No one under the influence of drugs and/or alcohol will be allowed at the meetings.
- 12. Anyone whose conduct is unbecoming, will be asked to leave the meeting. If needed, RCMP will be called to assist.
- 13. Your anticipated cooperation is totally appreciated! It is hoped that your presence will be enjoyable and keep you informed. Thank you, please attend!

# School Sensory Room Set to Help Children

NNCEA is pleased to announce their new setup sensory room. The sensory equipment creates a controlled sensoryfocused environment for children with special sensory needs. These environments allow sensory experiences to be individually tailored to meet the specific needs of students and can be used for individuals with FASD, autism, and other attention and behavioural disabilities.

### What is the purpose of a school sensory room?

These rooms can serve multiple purposes. They can promote self-organization, be a calming area, provide



Continued on page 20

leisure, help with sensory integration, or act as skill training centers. It can help children of all ages, multiple disabilities, as well as facilitators, teachers, parents, caregivers, and therapists. By controlling sensory input in the room, it is possible to eliminate distractions and assist people to attend to specific tasks that may help them make sense of their external environment. A sensory room can also provide these additional benefits:

- Modulate the environment so that you can reduce the opportunity for over-stimulation;
- Creates a safe space with tools students can use to self regulate and

- manage anger, over-stimulation and stress;
- Create a controlled space to assess the type of environment a student is most comfortable in and the sensory activities a person is most responsive to;
- You can create a comfortable space for students to relax in to help them interact with others;
- Provide a safe area.

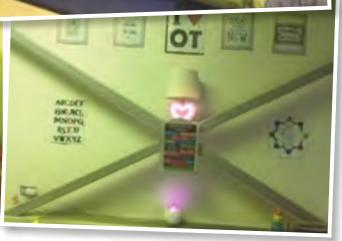
### How do schools use sensory rooms?

- 1. Reduce stress
- 2. Reduce stereotyped/repetitive behaviours
- 3. Reduce Aggression
- 4. Increase focus

- 5. Motivate learning
- 6. Increase interaction
- 7. Assist with sensory integration therapy.









Vern Anderson has dedicated his life to helping others gain ground, move forward and succeed. On September 21, he received the Sovereign's Medal for Volunteers, part of

# NCN Citizen Recognized by Manitoba's Lieutenant Governor

the Canadian Honours System, to celebrate his hard work. It was presented by the Honourable Janice C. Filmon.

"I am so proud to have these Manitobans recognized nationally for their voluntary contributions within their communities and beyond," said Lt.-Gov. Filmon. "From the smallest community to the heart of our largest city, Manitobans are known for giving so much of their time, talent and creativity to make a difference in the world around them."

Anderson has raised funds for many organizations including Siloam Mission and Rossbrook House in Winnipeg. As a member of the Indigenous Advisory Council, he played an important role in Booth University College becoming culturally competent with Indigenous culture. Closer to home, he has served as a community consultant for NCN, and has been

especially helpful in delivering communications to off-reserve Citizens.

"It is wonderful to see someone like Vern recognized in this way," says Chief Marcel Moodie. "He has always supported NCN Citizens and helped our Nation grow stronger. We are lucky to have his support and enthusiasm."

Anderson grew up in South Indian Lake, and later moved to Cranberry Portage, and graduated from Frontier Collegiate in 1984. He attended Brandon University through the PENT Program.

Anderson has been recognized in the past for his hard work. In 2019, he was the recipient of the Frontier School Board's achievement award.

Congratulations Vern, on this well deserved honour!







### See what your community has to offer...

**BUSINESSES, SERVICES, ACTIVITIES AND MORE...** 

### **NCN Parks and Recreation**

This department is managed through NCN and receives its \$4 million annual budget from the NCN Trust Office. It organizes recreation, events and activities year-round for Citizens of all ages, with a focus on children and families. It attempts to keep activities free or lowcost so the fun is accessible to all.

Parks and Rec organizes recreation and competitive sports including hockey, slo-pitch, basketball, volleyball and more, and often funds teams to play in away competitions and tournaments. It also coordinates annual NCN cultural activities, such as Grandparents week, and summer and winter festivals.

Lou Moodie and Terry Linklater lead an enthusiastic team of employees and volunteers to make the fun happen. Get involved! New participants and exciting ideas are welcome.

Activities include:

- open gym nights;
- movies and munchies;
- field trips;
- air bands, singing and dance competitions;
- fishing derby.





Have fun with Parks and Rec! Bring your whole family.

Phone Terry at (204) 307-2246 or Lou at (204) 307-2243 Follow us on Facebook!

### **Nisichawayasihk Trust Office**

This NCN-managed office manages The Taskinigahp Trust (created with funds from the Wuskwatim Project), and The Nisichawayasihk Trust (created as part of the Nelson House First Nation NFA Implementation Agreement between NCN, the Governments of Canada and Manitoba, and Manitoba Hydro).

In total, these trusts allocate more than \$70 million to local programs and organizations every year. These monies are not intended to be the only source of funding, but should supplement other sources of financial support.

NCN departments, agencies, corporations and individual Citizens may submit applications to the Trust Office, in July and August, for funds to be used in the following year. This is known as the CAP/ CIP process. Some applications will proceed to interviews with committee members.

Beneficiaries that successfully receive funding prove their:

- benefits to community (social and economic needs, infrastructure, etc.);
- job creation;
- management capability;
- innovation.



IISICHAWAYASIHK CREE NATION IRUST OFFICE



An Investment for Success

Phone: (204) 484-2604 info@trustoffice.ca 10 Bay Road, Nelson House ROB 1A0

# Sundance Brings Healing and Health to NCN Community

The Two Suns Prayer Sundance Lodge was held August 1 to 5th at Mile 33. It was hosted by Jackie and Felix Walker, who've coordinated the last four sundances in NCN.

The Chief Sundance Leaders were Wilfred Buck and his wife Connie West.

There are remnants of traditional dancing circles at Wuskwatim and Leftrook to this day, and after so many years without traditional ceremonies due to government interference, it is a joy to see the Sundance come back to NCN.

"The dancers These sundance are shut rituals bring healing, off from the world health and welland are left being to the dancers, with just their families and all themselves, of Nisichawayasihk fasting, Cree Nation. dancing, praying and dreaming

for forgiveness, commitment, healing, direction, understanding, humility, kindness," says Buck. "In this way, energies and spirits are recharged, hurt is healed, confusion is focused, dreams are fulfilled, anger is released."

Preparations began on July 30 with the smoking of the four thunderbird pipes to get Okimowatik prepared. The sun dancers arrived the next day with prints and tobacco. On August 1, they began in prayer in the pledge ceremony at sunrise, and had a sweat lodge the following morning. Over the next two days, some of the dancers pierced, and others walked with the spirit of buffalo by dragging skulls as they danced.

They enjoyed a full moon ceremony on the second night of dancing, and invited the public in on the third day, when the dancers' energy was at its highest.

These rituals bring healing, health and well-being to the dancers, their families and all of Nisichawayasihk Cree Nation.

"I am thankful for the sundancers, drummers, sundance chiefs, elders, singers, helpers and hosts," says Angela Levasseur, who attended the event. "I'm

thankful for the tremendous sacrifices these people make for all of us so everyone can heal and be well. They deprive their bodies of food and water, and dance all day in the blazing hot sun for four days. It was an honour to be a part of the feast and giveaway ceremonies. Much love and respect to all. Kinanaskomitinawaw."

Four days after the sundance, the Walkers led another sweat lodge after the burning



The Two Suns Prayer Sundance Lodge was held August 1 to 5th at Mile 33.





ceremony of flags, structure, ribbons, red road willows and medicines.

The more Citizens participate at sacred ceremonies, the more beneficial they are to our entire community. Thank you to our knowledge keepers who helped to educate participants and viewers, to everyone who came out to offer support and to learn our traditions again, and of course to the dancers, who bettered themselves and NCN with their efforts.











## Public Notice – NCN Social Media Policy

## FACT: Your Behaviour Online Could Put You at Risk of Losing Your Job.

#### WHY THE POLICY?

NCN Chief and Council created and passed its social media policy in 2014. It is now part of its personnel policy manual and protects both NCN and employees. NCN employees must conduct themselves properly on social media.

### WHAT IS SOCIAL MEDIA?

Social media refers to web and mobile based applications that include Facebook, Twitter, YouTube, Snapchat, WhatsApp, Instagram, Google, forums, blogs, podcasts, email, text messaging and more.





#### WHAT DOES THE POLICY MEAN FOR ME?

NCN employees must transmit their information for the community through normal NCN communication channels, not social media. And without prior approval, on social media, NCN employees can't:

- Disclose confidential information;
- Discuss issues related to work;
- Violate copyright laws;
- Post photos of NCN employees;
- Respond to customer service requests or questions.

### HOW DO I ENSURE PROPER SOCIAL MEDIA USE?

If you see a negative conversation about an NCN workplace happening online, don't get involved. Tell management or NCN HR as soon as you can.

When using any social media, whether work-related or not, NCN employees have the right to freedom of expression, but this right is not unlimited. Everyone is entitled to their opinions, but they must be balanced by being responsible to your employer. You should always use good judgment, and err on the side of caution.

### WHAT ABOUT WHEN I'M NOT AT WORK?

Even in your off-hours, when you are away from work, remember that people see you as a representative of NCN. Saying things that might damage the reputation of NCN or its businesses could put you at risk of losing your job. This includes harassment, bullying, abusive remarks, and inappropriate language, posts or memes.

#### When interacting online, ask yourself:

- Would I say this in person?
- How will I feel about this tomorrow?
- What would my boss want me to do?

And remember, if you are unsure ... step away from your device!

Read the full NCN Social Media Policy.



Nisichawayasihk Cree Nation General Delivery Nelson House, Manitoba R0B 1A0 Phone: (204) 484-2332 Fax: (204) 484-2392

www.ncncree.com

## Do you have a suggestion or an Achimowina story idea?

We would like your comments, feedback or news stories. Please contact achimowina@gmail.com

### NCN on Facebook!

Stay current with NCN's latest news, events and updates on your computer, smartphone or device from our official NCN Facebook page @nisichawayasihk.

