

# Hashkééjí Nahat'á Bahane'

A Newsletter of the Judicial Branch of the Navajo Nation

Wóózhch'íid 2022



## Probation staff graduates from Academy

Despite the world-wide pandemic that has affected the Navajo Nation, Probation Services under the Judicial Branch has made a major accomplishment in getting six probation officers graduated from the Tribal Probation Academy out of the National Criminal Justice Training Center at Fox Valley Technical College.

Tribal Probation Academy graduates include probation officers Melody Honyumtewa of Window Rock Probation Services, Vinton Yazzie of Tuba City Probation Services and Geneva Salt of Kayenta Probation Services on May 23, 2021; Clorissa Thomas of Shiprock Probation Services on June 3, 2021; and Delvert Largo of Window Rock Probation Services and Aldrian Draper of Chinle Probation Services on December 17, 2021. Crownpoint Probation Officer Shawn Bodie is currently attending the Probation Academy and is expected to complete the program in May 2022.

The Academy helps students to build foundational skills to “examine traditional, evidence-based, victim-centered and trauma informed approaches to community supervision.”

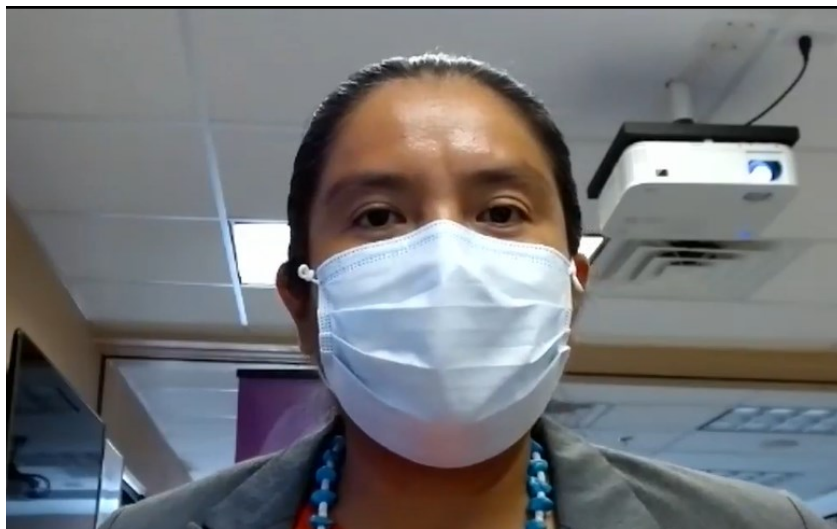
Delvert Largo is one of the most recent graduates of the Probation Academy. He took courses online, devoting

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Delvert Largo

## Peacemaking presents teachings on traditional marriage



Rosiene Charley

Peacemaking Program offers a variety of services including traditional Peacemaking, individual or group Life Value Engagement, Diné Family Group Conferencing, and other traditional teachings. Normally, the Program provides services on a walk-in basis or by referral. However, during the pandemic, the Program staff are available and provide services by telephone.

Rosiene Charley, Traditional Program Specialist for Tuba City Peacemaking Program, recently relayed the teachings related to Traditional Teaching of Marriage during a Facebook live session host-

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THE NAVAJO NATION

Proclamation

RECOGNIZING MARCH 17, 2022 AS "NAVAJO NATION DAY OF PRAYER" IN HONOR AND MEMORY OF ALL LIVES LOST TO COVID-19

THE NAVAJO NATION marks two years since the first confirmed case of COVID-19 was reported on March 17, 2020. Since the start of the pandemic, the Navajo Nation has had 52,754 total confirmed cases and sadly, we have lost 1,657 lives due to COVID-19. During this Day of Prayer, we call upon the Navajo people, from all faiths, to join in prayer to honor and remember all of the lives lost, to ask for strength and comfort for our grieving families, to ask for healing for our people suffering the effects of COVID-19, and to ask for strong physical and mental health and continued blessings for our communities, health care personnel, frontline workers, and our entire Nation during the COVID-19 pandemic.

WHEREAS, the Navajo Nation recognizes the hardships, sacrifices, and losses that our people continue to endure and we pray for protection and recovery from COVID-19, and we recognize and thank our health care personnel and frontline workers who put themselves in harm's way to save countless lives; and

WHEREAS, the Navajo people say, "Tsoodizin t'ei bee honit'i," to encourage all people, from all beliefs, to pray in earnest as their faith directs them as we seek guidance and spiritual well-being and pray for harmony, healing, and resiliency to overcome adversities, especially in our fight against COVID-19; and

WHEREAS, the Navajo people are grateful for those who have dedicated their lives to providing hope and vision for a healthy Nation; we pray for those in public service and we pray for wisdom, humility, and knowledge to move our Sovereign Nation forward; and

WHEREAS, the Navajo Nation encourages people of all faiths to participate in the Day of Prayer so we remain strong and resilient; and NOW THEREFORE, I, JONATHAN NEZ, President of the Navajo Nation; I, MYRON LIZER, Vice President of the Navajo Nation; I, SETH DAMON, Speaker of the Navajo Nation Council; and I, JOANN B. JAYNE, Chief Justice of the Navajo Nation do hereby proclaim March 17, 2022 as "Navajo Nation Day of Prayer" and hereby order all flags on the Navajo Nation to be flown at half-staff in honor and memory of the lives lost to COVID-19 on March 17, 2022.

PROCLAIMED THIS 17th DAY OF MARCH 2022

[Signature of Jonathan Nez]
Jonathan Nez, President
THE NAVAJO NATION

[Signature of Myron Lizer]
Myron Lizer, Vice President
THE NAVAJO NATION

[Signature of Seth Damon]
Seth Damon, Speaker
24th NAVAJO NATION COUNCIL

[Signature of JoAnn B. Jayne]
JoAnn B. Jayne, Chief Justice
NAVAJO NATION SUPREME COURT

# CELEBRATING JUSTICE DAY

The Navajo Nation's Justice Day is recognized on April 1 of each year and celebrates the creation of the Navajo Nation's own court system.

Before having its own court system, the Navajo Tribe had courts that were under federal government control. In the 1950s, a proposal was introduced in the state of Arizona to take over the Navajo courts using the then newly-enacted federal Public Law 280. The Navajo Tribal Council acted at that time to approve a resolution that abolished the Navajo Courts of Indian Offenses, which were courts of the Department of Interior, and declared the existing courts as courts of the Navajo Tribe. The resolution became effective April 1, 1959. The establishment of its own court system was an inherent exercise of sovereignty by the Navajo government.

Notably, the Navajo people had their own form of dispute resolution before a court system was in place where they talked things out with leaders who were

selected by community consensus. This process is recognized today through the Judicial Branch's Peacemaking Program. As part of its function, the Peacemaking Program provides education on traditional customs and Diné Fundamental Law.

Today there are 11 judicial districts with district and family courts and offices for the Peacemaking Program and Probation & Parole Services. The Navajo court system also has a Supreme Court established in 1985 that hears appeals. Within the Judicial Branch there is also the Administrative Office of the Courts and Judicial Conduct Commission.

The Navajo Nation courts have been called the flagship of indigenous courts and many look to them to protect the sovereignty of all American Indian courts. Justice Day gives the Judicial Branch and the public an opportunity to celebrate our justice system and to learn and educate about how the Navajo justice system works. ●

# HEALTH AND SAFETY ADVISOR

Dr. Lacie Tillman from Tohatchi, N.M., is the Health and Safety Advisor for the Navajo Nation Judicial Branch.

Dr. Tillman attended Chuska (now Chooshgai) Community School, Tohatchi High School, Navajo Preparatory School, New Mexico State University, University of Arizona, and Walden University. Most recently, Dr. Tillman received her Ph.D. in Epidemiology. She also has a Master's degree in Public Health Policy and Management and a bachelor's degree in Biology with a minor in Biochemistry. She was the valedictorian of her graduating class at Navajo Prep where she played basketball and volleyball.

As a Chief Manuelito and Gates Millennium Scholar, Dr. Tillman strongly believes and advocates for education and its continuation no matter what age.

While in undergrad, Dr. Tillman worked for a genetics lab on the New Mexico State University campus investigating the role of SPS in sucrose synthase among alfalfa, which had critical implications for future climate change research. At the University of Arizona, she helped establish Pima County's first food policy council and conducted public health-related analyses for schools.

Dr. Tillman grew up on the Navajo Nation herding sheep, playing basketball with her cousins, and looking forward to the summers among the Chooshgai Mountains with her grandmother. It is through her

grandmother (now 95 years old) that Dr. Tillman learned the core values of tenacity, strength, humbleness, and respect.

Prior to working with the Judicial Branch, Dr. Tillman helped manage the Navajo Head Start program. Early childhood education is often considered a fundamental tool in fighting social inequities and inequalities. Education begins in the home at very young ages. As a child, her parents instilled the importance of academia and remembering your roots. Dr. Tillman continues this awareness in her children, nieces and nephews. She has three children and a husband who keep her very busy, entertained, and loved.

In her spare time, Dr. Tillman enjoys travelling (prior to COVID-19 pandemic), reading (particularly Stephen King books), playing board games with her children, and watching National Geographic. She recently took up jogging and exercising. She hopes to continue this trend as it is a good form of stress-relief and maintaining a healthy lifestyle.

Dr. Tillman hopes to obtain a law degree one day and is excited to be working alongside the brightest legal minds on the Navajo Nation. She is always willing to answer questions or provide presentations. Her program cell number is 928-551-2100. Her email is [lacietillman@navajo-nsn.gov](mailto:lacietillman@navajo-nsn.gov). She appreciates this opportunity to serve as the branch's Health & Safety Advisor. ●

# CONTACT INFORMATION

\* Asterisk denotes that the Court has Drop Box for Document Drop-Off

## COURTS

### Window Rock District Court \*

P.O. Box 5520, Window Rock, AZ 86515  
Telephone: (928) 206-7469 or (928) 871-6626

Fax: (928) 871-7560

Email: [nnwrcourt@navajo-nsn.gov](mailto:nnwrcourt@navajo-nsn.gov)

### Chinle District Court \*

P.O. Box 547, Chinle, AZ 86503  
Telephone: (928) 674-2070

Fax: (928) 674-2089

Email: [nnchcourt@navajo-nsn.gov](mailto:nnchcourt@navajo-nsn.gov)

### Shiprock District Court\*

P.O. Box 1168, Shiprock, NM 87420  
Telephone: (505) 368-1270

Email: [nnsrcourt@navajo-nsn.gov](mailto:nnsrcourt@navajo-nsn.gov)

### Crownpoint District Court & Pueblo Pintado Circuit Court \*

P.O. Box 6, Crownpoint, NM 87313  
Telephone: (505) 786-2072

Fax: (505) 786-2086

Email: [nncpcourt@navajo-nsn.gov](mailto:nncpcourt@navajo-nsn.gov)

Email: [nnppcourt@navajo-nsn.gov](mailto:nnppcourt@navajo-nsn.gov)

### Kayenta District Court \*

P.O. Box 2700, Kayenta, AZ 86033  
Telephone: (928) 697-5541

Fax: (928) 697-5546

Email: [nnkycourt@navajo-nsn.gov](mailto:nnkycourt@navajo-nsn.gov)

### Tuba City District Court \*

P.O. Box 725, Tuba City, AZ 86045  
Telephone: (928) 283-3140 or (928) 283-3157

Fax: (928) 283-3158

Email: [nntccourt@navajo-nsn.gov](mailto:nntccourt@navajo-nsn.gov)

### Ramah District Court \*

P.O. Box 309, Ramah, NM 87321  
Telephone: (505) 775-3218

Fax: (505) 775-3399

Email: [nnrmcourt@navajo-nsn.gov](mailto:nnrmcourt@navajo-nsn.gov)

### Dilkon District Court \*

HC 63 Box 787, Winslow, AZ 86047  
Telephone: (928) 551-2385

Fax: 928-657-8146

Email: [nndkcourt@navajo-nsn.gov](mailto:nndkcourt@navajo-nsn.gov)

### Aneth District Court \*

P.O. Box 320, Montezuma Creek, UT 84534

Telephone: (435) 651-3545

Fax: (435) 651-3546

Email: [anethcourt@navajo-nsn.gov](mailto:anethcourt@navajo-nsn.gov)

### Alamo Court \*

P.O. Box 5458, Alamo, NM 87825  
Telephone: (575) 854-2668

Fax: (575) 854-2660

Email: [nnalcourt@navajo-nsn.gov](mailto:nnalcourt@navajo-nsn.gov)

### To'Hajiilee Court \*

P.O. Box 3101-A, To'Hajiilee, NM 87026  
Telephone: (505) 908-2817

Fax: (505) 908-2819

Email: [nntocourt@navajo-nsn.gov](mailto:nntocourt@navajo-nsn.gov)

### Dził Yijiin District Court \*

P.O. Box 129, Pinon, AZ 86510  
Telephone: (928) 725-3781

Fax: (928) 725-3786

Email: [nndycourt@navajo-nsn.gov](mailto:nndycourt@navajo-nsn.gov)

### Supreme Court

P.O. Box 1779, Window Rock, AZ 86515  
Telephone: (928) 871-6763

Fax: (928) 871-7016

Email: [nnsupremecourt@navajo-nsn.gov](mailto:nnsupremecourt@navajo-nsn.gov)

## ADMINISTRATION

### Judicial Branch Office of Human Resources

P.O. Box 520, Window Rock, AZ 86515  
Telephone: (928) 797-1493

Fax: (928) 871-6862

Email: [mllincoln@navajo-nsn.gov](mailto:mllincoln@navajo-nsn.gov)

Applications: [applyJBHR@navajo-nsn.gov](mailto:applyJBHR@navajo-nsn.gov)

## PROBATION SERVICES

Administration: (928) 871-6625, (623) 429-1208

Aneth: (435) 315-2038

Chinle: (505) 609-8693, (505) 609-8530, (505) 675-0766

Crownpoint: (505) 393-5481, (505) 862-9064, (505) 567-0563

Dilkon: (928) 657-8135, (505) 456-0655

Dził Yijiin: (928) 613-2114

Kayenta: (505) 787-0865

Ramah: (505) 862-9250

Pueblo Pintado (505) 398-5481

Shiprock: (505) 686-6330, (505) 609-8278, (505) 750-4640

To'Hajiilee/Alamo: (505) 280-2186

Tuba City: (928) 614-1409

Window Rock: (505) 901-9840, (505) 862-9747

## PEACEMAKING PROGRAM

Alamo Judicial District  
(928) 797-1329

Aneth Judicial District  
(928) 797-1371

Chinle Judicial District  
(928) 797-1367/1373

Crownpoint Judicial District  
(928) 797-1378

Dilkon Judicial District  
(928) 797-1379/1380

Dził Yijiin Judicial District  
(928) 797-1381

Kayenta Judicial District  
(928) 797-1368

Ramah Judicial District  
(928) 797-1316

Shiprock Judicial District  
(928) 797-1382/1317

To'Hajiilee Judicial District  
(928) 797-1321

Tuba City Judicial District  
(928) 797-1322

Window Rock Judicial District  
(928) 797-1325/1327

Peacemaking Administration  
(928) 797-1329

# JUDICIAL BRANCH SERVICES

The Judicial Branch courts and programs are operating during the COVID-19 pandemic.

Administrative Order 14-2020 has been in place since March 24, 2020, which our courts and programs are abiding by. This allows for the Judicial Branch to weigh the rights of each person and the collective rights of the people recognized under Dine Bi Beenhanaz'aanii providing essential services and maintaining the rule of law. The Judicial Branch has also adopted a Road Map to Full Capacity that is in place to ensure a phased approach to expanding services by our courts and programs. Our courts and programs must ensure that there are protocols in place to mitigate the spread of COVID-19 and ensure the health and safety of our employees and the public. These documents are providing the framework for the services that are being offered during the pandemic.

The Judicial Branch keeps the public informed of how to contact the courts and programs for services through our website, social media, newspaper ads and radio spots. Judicial districts and programs also work with the local communities to keep them informed.

## Navajo Nation Courts

Staff are in the court buildings daily to conduct business. Most are working in rotating shifts to mitigate COVID-19.

Navajo Nation Courts are accepting all case filings. These may be filed by U.S. mail, email, fax or drop box at most district courts. They may be accepted by U.S. mail, email or fax at the Supreme Court.

All courts have an email address for people to send documents.

All district courts have drop boxes where documents may be left. The court checks the drop boxes regularly

The Courts are holding hearings on all essential cases. Essential cases include:

- All criminal proceedings concerning an incarcerated defendant (i.e., arraignment, bail hearings, revocation hearings, etc.)
- All proceedings concerning detained juveniles, abused or neglected minors (i.e., shelter care hearings);
- Habeas corpus actions;
- Involuntary commitment hearings (i.e., mental health commitments, guardianships, and other civil commitments);
- Extraditions and federal detainees;

- Order to Show Cause proceedings;
- Applications for orders of protection and matters of enforcement;
- Applications for injunctive relief.

The courts will also hold proceedings that are essential to the public health state of emergency.

Some courts are also hearing cases beyond essential services, such as probate or all cases.

Hearings are being held by telephone or videoconference. No in-person hearings are being held.

Applications for Domestic Abuse Protection Order (Temporary Protection Order) are available on our website for download. Some of the courts make these available outside the courthouse or people may contact the court to obtain a copy.

Fines or fees may be paid by mailing a money order to the respective Court. The courts may accept credit card payments for civil traffic fines by phone.

The closure of a Judicial Branch facility is posted on the website at [www.courts.navajo-nsn.gov](http://www.courts.navajo-nsn.gov) along with any necessary instructions for contacting the court during the building closure.

If anyone has questions, they can call the court for more information.

## Peacemaking Program

Working with our people to respond to their situations during this pandemic has had challenges - abiding by our internal Administrative Orders yet providing our people direct services when they seek out resolutions. To comply with safety protocols program staff have adapted to using technology of cell phones and keep in-person contact with the public to the most minimum. The intake processes in request for services remain the same.

Peacemaking Program provides services in our Navajo language.

Peacemaking is providing the following services:

1. Promote a non-adversarial forum for dispute resolution;
2. Facilitate court-ordered peacemaking sessions through virtual telephonic means for users of peacemaking services;
3. Provide traditional life value engagements to court-ordered participants in detention facilities; and
4. Provide sentencing recommendations to the court using peacemaking engagements.

Staff go into the office on a schedule and work re-

## Peacemaking presents teachings on traditional marriage

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ed by the Navajo Nation Division of Behavioral and Mental Health Services. The presentation was titled, "Concepts and Principles of Healthy Diné Marriage."

Charley acknowledged that the teaching she shared is what she was taught; she mentioned that not all teachings are the same but the moral of the teachings are often similar in nature. This particular presentation was to bring awareness to the overall goal of preventing domestic violence and was conducted in both Navajo and English languages.

According to Charley, the first wedding was between White Shell Woman and the Sun. In a miraculous way, there was a whisper to White Shell Woman to tell her father to gather and prepare a brush arbor with corn meal inside. White Shell Woman sat with her father inside the arbor, until her father left later in the night when no one had arrived. When she had woken in the morning, someone had partaken from the cornmeal to the east. White Shell Woman went to her parents' home, and her father asked her if anyone had arrived at the arbor during the night. She said no one had come but when she awoke someone had ate some of the corn meal in the east. The next three nights White Shell Woman and her father continued to put out a basket of corn meal in the arbor; each night someone would partake of the cornmeal from all directions. The visitor was the Sun and this was the first wedding ceremony that took place in our traditional oral stories, Charley said.

This relationship shows commitment as Father Sky and Mother Earth have commitment to us as human beings to take care of us and bring us nourishment. For example, we plant and get food that is provided by Father Sky and Mother Earth.

A traditional wedding is a hozhooji, Beautyway, that is for the bride and groom to become one with their thoughts, plans and life. It's important to have similar background, values and goals to have a successful union.

There are all types of families but they have to have commitment, respect and trust. They have shared responsibilities. In traditional teachings female responsibilities are inside the home and for males, it's from the doorway out. However, both can take on the shared responsibilities. Decision making and communicating are also very important.

Communicating by talking things out is very important in a relationship. Sometimes there are problems with verbal abuse. However, in our culture, our language is very sacred. Saying the right things can heal a person but saying bad things can hurt someone, Charley explained. She also taught viewers that White Shell language is your thoughts; Turquoise language is your

plans; Abalone language is your life language; and Black Jet language is your hope or reflection language. There is also corn pollen language which is your prayers and songs.

Charley also gave the story of Stink Bug Man. Stink Bug Man had a traditional wedding. Before his wedding, his family talked to him and told him he will walk around the home and help the people who lived there. He took it literally and he would just walk around the house, not doing anything else. The wife went back to his family and said there was something wrong with him. His family had to go back and clarify to him that he was meant to help people, not just walk around the home. This story stresses the need to communicate.

With the telling of this story, Charley encouraged people to be open-minded and understanding because the other person comes from a different family. If you don't understand something, then clarify the subject and if you are not in agreement, talk about it and try to see if there is a compromise that you are both happy with, she said. She also said she was taught that a person does not have ownership over another person but that both are equal. Equality was the commitment made between Sun and White Shell Woman when he made a home for her in the West.

Charley said to only bring positive things into your home, things that will make your family happy, because a home is a sacred place with your sacred fire flickering. Nowadays there is jealousy in a home. There is positivity and negativity in jealousy. The positive jealousy is taking care of yourself and your family, for example, keeping the home warm, making a good meal, having good clothing for your children during winter months. Negative jealousy is being jealous of others for speaking to each other or looking at each other.

Generational trauma can be passed down but it can be broken, Charley said. In traditional prayers, it says, "harmony begins with me." This also means healing and self-improvement begin with you and you can seek professional help if needed, she said.

Cherelynn Howard, Prevention Specialist with DBHMS, encouraged viewers to share the teachings from the presentation with others. These teachings help guide people and encourage strong families, values and beliefs, she said. They also teach about how to solve problems. Howard also shared that the Division has counseling services available for clientele and that Peacemaking Program has services throughout the Navajo Nation.

The presentation can be accessed online on the DBHMS Facebook page at <https://www.facebook.com/nndbmhs/videos/906551150288486>. •

# Probation staff graduates from Academy

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about 20 hours a week to the 16-week program. This was on top of his normal caseload.

He said that the information he was provided through the program is very much needed in his job as a probation officer. "I enjoyed it. It did help me out with how to do my job and what is expected of me," Largo said.

Probation officers supervise and manage cases where individuals are placed on probation. Probation is a condition of or an alternative to incarceration. There are 30 staff members with Probation Services serving across the judicial districts of the Navajo Nation. In the first quarter of Fiscal Year 2022, Probation Services had a caseload of 3,674 cases and conditions.

Through the Academy, probation officers learn about their role and how their role can help to accomplish the goal of reducing recidivism for clients. The courses begin with defining the roles of probation officers and build on techniques that can be used in working with clients under their supervision.

Largo said it has helped his job to learn to take time to sit with the client and talk about how they got into their situation. Developing a professional relationship leads into addressing the issues of how they ended up on probation, he said.

"The outcome is to reduce recidivism to keep this person from revolving into a cycle, to keep them from reoffending," he said.

Largo explained that oftentimes, alcohol or substance abuse is involved with an offense and he talks to the clients to find out how that developed. In some

cases, the concepts of counseling, mental health, or alcohol/substance abuse assessment are brought up and eventually a treatment plan can be developed.

Largo uses a concept he learned called motivational interviewing that is often used by probation officers to effect change in behavior. In this evidence-based practice, interactions are focused on change and the responsibility of changing behavior is placed on the offender.

"It's to find a common ground to help the person and hold them accountable at the same time," Largo said. Each situation is different but with this type of practice, tools and resources are identified to help clients not to reoffend. "When you talk with them you can sense how they're starting to change. They find that motivation to move on," he said.

This practice also helps Probation Services with the responsibility outlined in its Plan of Operations to "ensure rehabilitation, accountability and personal responsibility by using all practical resources to encourage community re-integration, competence, self-worth and self-improvement."

With the coursework, Largo also had the opportunity to learn about the history of probation and how other agencies work

In addition to engaging in opportunities such as the Tribal Probation Academy, Probation Services has been working on developing curriculum for training for its probation officers, focusing on topics and issues probation officers need to know when managing cases, submitting reports and performing other duties.

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## Judicial Branch Services

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motely.

Peacemaking staff are attending community meetings and recruiting for peacemakers.

### Probation Services

Probation Services continue to telework. All duties and responsibilities of probation services continues. All communications are conducted virtually and staff have acclimated to working under teleworking conditions.

Probation Services is providing adult and juvenile supervision on court-referred cases including monitoring clients who are court-ordered to complete community service work; completing pre-sentence and pre-disposition investigations and reports; ac-

cepting and processing Applications for Legal Counsel and Indigency Assessment; participating in certain telephonic hearings as required; and providing services telephonically for services such as client report-in, resource referrals (i.e. counseling) and treatment case staffing.

Probation Officers are available by telephone for services. These numbers are provided to clients, service providers and agencies that probation officers work with regularly.

Probation Services holds weekly round table discussions with staff that help with consistency and to handle cases to ensure Probation Services provides adequate and efficient services for the people. ●



# APPLY TO BE A Navajo Nation Judge



## Seeking applicants for District Court Judge

Judicial District Court, Navajo Nation Wide. The District Court Judge is responsible for presiding over civil, criminal and family court cases; and provides policy direction and guidance in the operation of the Judicial District.

**For More Information, please call the Office of Human Resources at (928) 797-1493 or (928) 797-1525 or email [cswatchman@navajo-nsn.gov](mailto:cswatchman@navajo-nsn.gov), [mcolin@navajo-nsn.gov](mailto:mcolin@navajo-nsn.gov), or [vupshaw@navajo-nsn.gov](mailto:vupshaw@navajo-nsn.gov)**



### Education

Pursuant to 7 N.N.C. § 354. Qualifications for judicial appointment, A. District Courts. An applicant shall have earned, at a minimum, an Associate of Arts or Science degree from an accredited institution of higher education. An applicant who has earned a higher educational degree shall be preferred, with particular preference being given to a law degree; and, shall have at least four (4) years of direct work experience in a law related area. Must be a member in good standing with the Navajo Nation Bar Association.

### Minimum Qualifications

Pursuant to 7 N.N.C. § 354 applicant must produce a certificate of good health from a licensed physician, attest to the fact that they have no physical addictions, provide/submit a writing sample illustrating the ability to clearly show organization and communication skills, demonstrate there are no present or past conflicts of interests that would have the appearance of partiality or bias in cases brought to the courts, submit letters of reference that outline motivation, employment performance, character and capacity for honesty and impartiality, demonstrated managerial skills necessary for supervising staff, coordinating budget and personnel requirements, verbal communication and writing abilities. Applicant must be an enrolled member of the Navajo Nation, 30 years or older, no misdemeanor or felony convictions, able to successfully pass a criminal background check. Applicant must demonstrate fluency in both the Navajo and English languages.

### Probationary Status and Appointment

Pursuant to 7 N.N.C. § 355 Appointment; term of office, the selected applicant shall be appointed by the Navajo Nation President and serve a two (2) year probationary period in which the Law & Order Committee shall review the probationary status and recommend to the Navajo Nation Council for permanent appointment and confirmation.

[www.courts.navajo-nsn.gov](http://www.courts.navajo-nsn.gov)