

LEGISLATIVE SUMMARY SHEET

Tracking No. 0208-22

DATE: October 28, 2022

TITLE OF RESOLUTION: AN ACTION RELATING TO THE NAABIK'ÍYÁTI' COMMITTEE AND NAVAJO NATION COUNCIL; PLACING THE SPEAKER OF THE 24TH NAVAJO NATION COUNCIL ON ADMINISTRATIVE LEAVE WITHOUT PAY; ESTABLISHING SPEAKER(S) PRO TEM FOR THE 24TH NAVAJO NATION COUNCIL

PURPOSE: The purpose of this legislation is to place the Speaker of the Navajo Nation Council on Administrative Leave without pay until rescinded by the Naabik'íyáti' Committee; and to select Speaker(s) *Pro Tem* to lead the Council while the Speaker is on Administrative Leave.

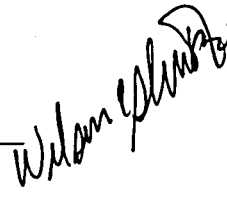
This written summary does not address recommended amendments as may be provided by the standing committees. The Office of Legislative Counsel requests each Council Delegate to review each proposed resolution in detail.

5-DAY BILL HOLD PERIOD: Johnson
Website Posting Time/Date: 8:27pm; 10-28-22
Posting End Date: 11-02-22
Eligible for Action: 11-03-22

Naabik'iyáti' Committee
Thence
Navajo Nation Council

PROPOSED NAVAJO NATION COUNCIL RESOLUTION
24th NAVAJO NATION COUNCIL – Fourth Year, 2022

INTRODUCED BY


OTTO TSO
(Prime Sponsor) 

TRACKING NO. 0208-22

AN ACTION
RELATING TO THE NAABIK'ÍYÁTI' COMMITTEE AND NAVAJO NATION
COUNCIL; PLACING THE SPEAKER OF THE 24TH NAVAJO NATION
COUNCIL ON ADMINISTRATIVE LEAVE WITHOUT PAY; ESTABLISHING
SPEAKER(S) *PRO TEM* FOR THE 24TH NAVAJO NATION COUNCIL

BE IT ENACTED:

SECTION ONE. AUTHORITY

- A. The Navajo Nation Council is the governing body of the Navajo Nation. 2 N.N.C. § 102(A).
- B. The Navajo Nation Council has all powers to discipline and/or regulate the conduct of its members. 2 N.N.C. § 102(D).
- C. The Speaker of the Navajo Nation Council is selected by and serves at the pleasure of the Navajo Nation Council. *See* 2 N.N.C. §§ 282 (A) and (C).
- D. The Naabik'iyáti' Committee is a standing committee of the Navajo Nation Council with responsibility to recommend resolutions to the Navajo Nation Council. 2 N.N.C. §§ 700 (A) and 701 (A)(3).

1 **SECTION TWO. FINDINGS**

- 2 A. When the members of the Navajo Nation Council select and confirm their Speaker,
3 they do so with the expectation that the selected Speaker can be trusted to be their
4 Natahnii' and lead the Council by example with honor, integrity, veracity and reliability
5 at all times; they do not expect their leader, the Speaker, to violate their trust and bring
6 disrepute on the Council.
- 7 B. The Speaker of the 24th Navajo Nation Council, Seth Damon, has informed the
8 members of the Navajo Nation Council that he brought disrepute to the body by
9 appearing in public while intoxicated during a personal vacation with his family. *See*
10 **Exhibit A.**
- 11 C. While Speaker Damon complied with the Diné Navajo fundamental law or principle of
12 Bee K'éndzísdljì' and accepted personal responsibility by reporting his actions to the
13 Navajo Nation Council, as well as issuing a public apology to the Navajo People,
14 Speaker Damon must still face the consequences and repercussions of his conduct.
- 15 D. Speaker Damon has committed to the Navajo Nation Council that he will work with
16 his traditional and spiritual healers and behavioral health advisors to heal himself, his
17 family, and his communities from the burdens of his alcohol use.
- 18 E. After much deliberation and discussion with Speaker Damon, the Navajo Nation
19 Council has determined that placing Speaker Damon on Administrative Leave without
20 pay for an indeterminate time is the appropriate path to restore Hózhó within the Navajo
21 Nation Council and with the Navajo People.
- 22 F. The Navajo Nation Council recognizes that alcohol abuse is a disease affecting all too
23 many Diné, but it is a disease that can be treated with long-term recovery being a proven
24 possibility. The Council supports Speaker Damon to take all actions necessary to begin
25 the recovery and healing process while on Administrative Leave.
- 26 G. K'é imposes a duty on all Diné to instruct and guide one another through times of
27 healing and the restoration of harmony.
- 28

29 **SECTION THREE. PLACING THE SPEAKER OF THE 24TH NAVAJO NATION**
30 **COUNCIL ON ADMINISTRATIVE LEAVE**

- 1 A. The 24th Navajo Nation Council hereby places Speaker Seth Damon on Administrative
2 Leave without pay beginning November 5, 2022, at 8:00 a.m. and extending until
3 rescinded by the Naabik'íyáti' Committee.
- 4 B. During the Administrative Leave period, Speaker Damon shall forfeit and not receive
5 the additional salary he receives as Speaker pursuant to 2 N.N.C. § 284.
- 6 C. The Administrative Leave shall not apply to nor effect his position or authorities as an
7 elected Council Delegate, including the compensation he receives pursuant to 2 N.N.C.
8 § 106.
- 9 F. The terms of the Administrative Leave may be amended by the Naabik'íyáti'
10 Committee through resolution.

11

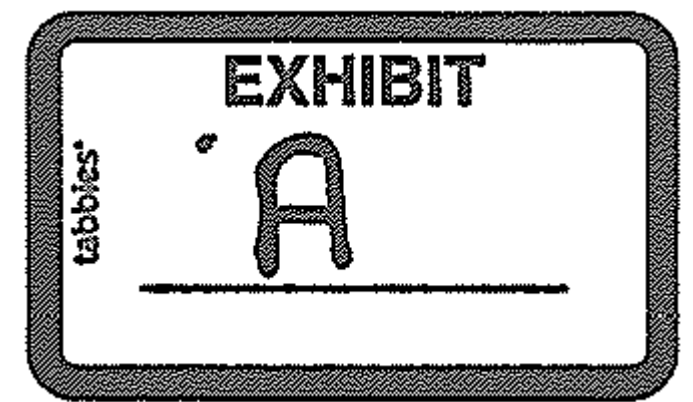
12 **SECTION FOUR. APPOINTMENT OF SPEAKER(S) *PRO TEM***

- 13 A. During the period that Speaker Damon is on Administrative Leave, the Speaker *Pro*
14 *Tem* shall rotate in fifteen (15) days increments in the following order:
- 15 1. Chairperson of the Health Education and Human Services Committee;
16 2. Chairperson of the Budget and Finance Committee;
17 3. Chairperson of the Resources and Development Committee; and
18 4. Chairperson of the Law and Order Committee.
- 19 B. Each of the standing committees listed above may designate a committee member other
20 than the Chairperson to act as Speaker *Pro Tem* during the time period assigned to the
21 committee.
- 22 C. Each Speaker *Pro Tem* shall be deemed appointed pursuant to 2 N.N.C. §§ 287 (C) and
23 (D).
- 24 D. Each Speaker *Pro Tem* shall exercise all authorities and responsibilities of the Speaker
25 of the Navajo Nation Council, except that a Speaker *Pro Tem* shall not hire nor dismiss
26 any Office of the Speaker staff.

27

28 **SECTION FIVE. EFFECTIVE DATE**

29 This Action shall be effective pursuant to 2 N.N.C. § 221 (A).
30



October 27, 2022

**STATEMENT FROM SPEAKER SETH DAMON REGARDING
UNAUTHORIZED PHOTOGRAPH IN NEVEDA**

Shik'éei dóó shidlne'ée,

Accountability and transparency are important leadership values I uphold as Speaker of the 24th Navajo Nation Council. Taking ownership for your actions is important to me.

While on a private vacation in Nevada last week, an unauthorized photo was taken of me. Let me be clear, no Navajo Nation funding was spent for this trip. My family and I were attending the Indian National Finals Rodeo to support our Diné athletes - just like many of our families do every October.

Our leaders should be held accountable and I accept responsibility for this incident. I made a mistake as an elected leader and it will not happen again.

As a father and grandfather, I learned the importance of truth and acknowledging wrongdoing. I send my apologies to the Navajo people and the communities I represent for any ill-will or embarrassment this photograph caused.

In the coming days, I will be working with the 24th Navajo Nation Council to further discuss corrective actions in the best interest of the Navajo Nation to begin the healing of our Nation and myself.

It is with sincerity that I send prayers to the Holy People and our Creator to always protect our people and for the Navajo Nation to remain strong.

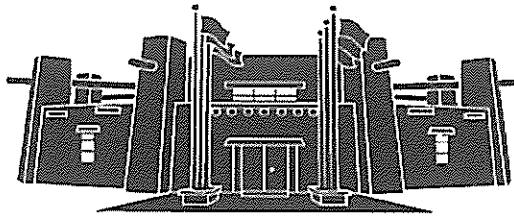
Sincerely,

A handwritten signature in black ink, consisting of a large, stylized "S" followed by a series of loops and a final horizontal stroke.

Hon. Seth Damon, Speaker
24th NAVAJO NATION COUNCIL

LEGISLATIVE BRANCH

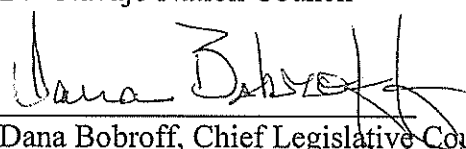
Office of the Speaker - Post Office Box 3390 - Window Rock, Arizona 86515 - Ph: (928) 871-7160 - Fax: (928) 871-7255



MEMORANDUM

To : Hon. Otto Tso (Sponsor)
24th Navajo Nation Council

Hon. Seth Damon, Speaker (Co-Sponsor)
24th Navajo Nation Council

From : 
Dana Bobroff, Chief Legislative Counsel
Office of Legislative Counsel

Date : October 28, 2022

Re : **AN ACTION RELATING TO THE NAABIK'ÍYÁTI' COMMITTEE AND
NAVAJO NATION COUNCIL; PLACING THE SPEAKER OF THE 24TH
NAVAJO NATION COUNCIL ON ADMINISTRATIVE LEAVE WITHOUT
PAY; ESTABLISHING SPEAKER(S) *PRO TEM* FOR THE 24TH NAVAJO
NATION COUNCIL**

As requested, I have prepared the above-referenced proposed resolution and associated legislative summary sheet pursuant to your request for legislative drafting. The resolution drafted is legally sufficient, although, as with all legislation, challenges are possible in the courts. You are advised and encouraged to review the proposed resolution to ensure that it is drafted to your satisfaction. If you are satisfied with the proposed resolution, please sign it as "sponsor" and submit it to the Office of Legislative Services where it will be given a tracking number and sent to the Office of the Speaker for assignment. As you may be aware, the Speaker is authorized to refer this proposed resolution to other committees than those stated in the title.

If the proposed resolution is unacceptable to you, please contact me at the Office of Legislative Counsel and advise me of the changes you would like made to the proposed resolution. Ahéhee'.

OLC No. 22-390-1

THE NAVAJO NATION
LEGISLATIVE BRANCH
INTERNET PUBLIC REVIEW PUBLICATION



LEGISLATION NO: _0208-22_

SPONSOR: Otto Tso

TITLE: An Action Relating to the Naabik'iyáti' Committee and Navajo Nation Council; Placing the Speaker of the 24th Navajo Nation Council on Administrative Leave Without Pay; Establishing Speaker(s) Pro Tem for the 24th Navajo Nation Council

Date posted: October 28, 2022 at 8:27PM

Digital comments may be e-mailed to comments@navajo-nsn.gov

Written comments may be mailed to:

Executive Director
Office of Legislative Services
P.O. Box 3390
Window Rock, AZ 86515
(928) 871-7586

Comments may be made in the form of chapter resolutions, letters, position papers, etc. Please include your name, position title, address for written comments; a valid e-mail address is required. Anonymous comments will not be included in the Legislation packet.

Please note: This digital copy is being provided for the benefit of the Navajo Nation chapters and public use. Any political use is prohibited. All written comments received become the property of the Navajo Nation and will be forwarded to the assigned Navajo Nation Council standing committee(s) and/or the Navajo Nation Council for review. Any tampering with public records are punishable by Navajo Nation law pursuant to 17 N.N.C. §374 *et. seq.*

**THE NAVAJO NATION
LEGISLATIVE BRANCH
INTERNET PUBLIC REVIEW SUMMARY**

LEGISLATION NO.: 0208-22

SPONSOR: Honorable Otto Tso

TITLE: An Action Relating to the Naabik'íyáti' Committee and Navajo Nation Council; Placing the Speaker of the 24th Navajo Nation Council on Administrative Leave Without Pay; Establishing Speaker(s) Pro Tem for the 24th Navajo Nation Council

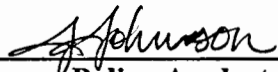
Posted: October 28, 2022 at 8:27 PM

5 DAY Comment Period Ended: November 2, 2022

Digital Comments received:

Comments Supporting	1) Al Henderson 2) Graylynn Hudson 3) Jarvis Williams 4) Jolena Palau 5) Kymon Greyhorse 6) Lou H. Benally 7) Anita Benally 8) Lois Watts 9) Dr. Rosanna Jumbo-Fitch 10) Jean Crawford
Comments Opposing	1) Dan Herder 2) Tyrone J. Begay 3) Tommy Tsosie 4) Sarphina Blackgoat
Comments/Recommendations	1) Lawrence A. Ruzow 2) Bernie Edsitty 3) Tilfred T. Benally 4) Bessie Johns 5) Marlynda Bidtah 6) Bessie Lameman 7) Fannie LookingGlass 8) Elouise Brown 9) Marsha Greyeyes 10) Dianna Y. Nez 11) Julie Smith 12) Emily Ellison

	13) Robert D. Hunter 14) Christina Morris 15) Linda Onesalt 16) Ernie C'edBaca 17) Raymond Willie 18) Sharon Tsaipi 19) Dellard Curley 20) Rannita Henderson 21) Samantha Barrales
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Policy Analyst
Office of Legislative Services

November 03, 2022; 7:35 AM
Date/Time

Fwd: Legislation number 0208-22

legislation

Sun 10/30/2022 9:06 AM

To: comments <comments@navajo-nsn.gov>;

Tracking Section
Office of Legislative Services

From: Al Henderson <ahec01@gmail.com>
Sent: Saturday, October 29, 2022 9:16:27 AM
To: legislation@navajo-nsn.gov <legislation@navajo-nsn.gov>
Subject: Legislation number 0208-22

I am in support of the aforementioned Legislation sponsored by council delegate Otto Tso. This is a healthy and wise Legislation that should encourage the Speaker time to seek and receive contemporary and traditional medical assistance to restore himself back to a much better health.

Thank you.

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Legislation _0208-22

Graylynn Hudson <dr.graylynn.hudson@gmail.com>

Mon 10/31/2022 11:56 AM

To: comments <comments@navajo-nsn.gov>;

Hello,

I am in support of Legislation _0208-22 to place the Speaker of the 24th Navajo Nation Council on Administrative Leave Without Pay for the following reasons:

- 1.) For the decision making on behalf of the Navajo People to continue with integrity and soundness.
- 2,) To provide the current Speaker the time and opportunity to focus on addressing his alcohol use/misuse.

Graylynn Hudson
Community Member
PO Box

Kaibeto, AZ 86045

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Legislation 0208-22

Jarvis Williams <williamsjarvis73@gmail.com>

Mon 10/31/2022 12:04 PM

To: comments <comments@navajo-nsn.gov>;

Good morning,

I would like offer my comments on Legislation 0208-22 regarding the placement of Speaker Damon Administrative Leave without pay.

This legislation is appropriate given the gravity of the incident, prior incidents and the missed opportunity to take responsibility for the incident.

Speaker Damon has the ability to be a good Speaker however it's the repeated instances of inebriation that halt his movement forward.

And as the Speaker of the Navajo Nation, Damon is held to a different standard. It is a high standard.

In the end, I would like to see Speaker Damon seek the help he needs. His communities would be better served after he receives the help he needs.

I support Legislation 0208-22 and support the placement of Speaker Damon on Administrative Leave without pay.

Thanks,

Jarvis Williams

Kayenta, AZ

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Legislation 0208-22

Deja M <deja8228@gmail.com>

Mon 10/31/2022 12:05 PM

To: comments <comments@navajo-nsn.gov>;

My name is Jolena Palau and I'm registered with the Nenahnezad Chapter.

I agree with the legislation that was brought forth by Delegate Otto Tso. Speaker Seth Damon's actions, whether on or off duty, is a direct reflection of the Navajo Tribe. He should always act as a representation of the Tribe and his behavior should be punished. Starting with administrative leave and eventually removed from his position.

Thanks for letting me comment about this and his removal is necessary.

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Legislation 0208-22

Kymon <kkymonn@gmail.com>

Mon 10/31/2022 12:05 PM

To: comments <comments@navajo-nsn.gov>;

My name is Kymon Greyhorse and I'm registered with the Nenahnezad Chapter.

I agree with the legislation that was brought forth by delegate Otto Tso. Speaker Seth Damon's actions, whether on or off duty, represent and reflect the Navajo Tribe and everything we stand for. The world is watching our every move and Speaker Seth Damon is a disservice to our people and his behavior should be met with punishment. Starting with administrative leave and eventually removed from his position.

Ahéhéé for listening and letting me comment about how his removal is absolutely necessary to put our people first.

Best,

Kymon

Kymon Greyhorse

Pronouns: he / him / his

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Legislation 0208-22

Comment:

I am a registered voter and voted for the past forty (40) years in our state and tribal elections. I strongly believe that the person that I am voting for will represent me, my Dine people and government with strong values, morals, ethics, honesty, faithfulness, fidelity, dependability, accountability, self-discipline, responsibility, respect, compassion, virtues, and transparency. As a Council Delegate, we address them as Honorable. Honor defines you as having honor or bringing honor to others. You are depicted to having known quantity and trust. Honor is an important component to leadership and leading your Nation and people.

All Elected Officials and Supervisors are held to a higher standard than that of a regular Navajo Nation employee. Elected officials are representatives of Navajo Nation and therefore required to conduct themselves in a manner that reflects credibility upon the Navajo Nation Government and its people. This is to ensure that the elected officials meet the high standards which are supported by these expectations by the Navajo Nation Government and Dine people.

Navajo Nation currently has a policy on Drugs and Alcohol that also applies to all Navajo Nation Employees and Elected officials. The Navajo Nation Council Delegates represent the Dine people at all times, whether they are in their course of tour of duty or not. Their public conduct is to be accountable to the Dine people and should discharge their duties with utmost responsibility, integrity, competence, and loyalty and uphold public interest over their own personal interest.

Navajo Nation Elected Officials and Supervisors should treat their position as a public trust. They should always use their position to promote and advance the public interest while in office. They should conduct themselves in a manner that justifies the confidence that was place in them by our Dine people by maintaining the integrity of public office. They should be mindful of their responsibilities to pay strict heed and ethically discharging the high responsibilities of the public office.

As per Speaker Damon's comment regarding unauthorized photo, taking photographs and video that are plainly visible in public spaces is a constitutional right. When he decided to go to a casino and be out in the public, anyone can take a photo of people because they elected to place themselves in a public location and therefore have no reasonable expectation of any degree of privacy. That includes Speaker Damon slouching in the chair, playing the slot machine where you can plainly see that he has urinated in his pants. Speaker Damon is a public servant and when he decided to run for office, he made the choice to be in the public eye. That includes being under public scrutiny regarding behavior. As to his private family vacation, does this mean public intoxication is a family activity? He not only represents the Navajo Nation, and the Dine People. He represents the Bit'ahnii, Naaneesht'ezhi, Ashiihi and Tse' Nabhbilnii clan families. He has disrespected his family and my children's clan one too many times. How many times have we heard instances that involved him and intoxication. Not including possible domestic violence. And each time, he was given a pass.

Regarding his public intoxication behavior, he must seek treatment for his alcoholism. Alcoholism cause downstream mental health and physical health issues as well as social issues. Alcoholism is believed to stem from genetics, family history of alcoholism, parental drinking patterns, exposure to trauma and stress, and drinking alcohol at an early age according to medical society. If this is the case, then Speaker Damon needs to seek medical and rehabilitation treatment. Rehabilitation does not happen overnight. A long-term treatment plan and maintenance is needed for the individual and his family.

Navajo Nation Council Delegates may not receive compensation for representing Navajo Nation and its Dine people 24/7 when in public, but they should be ethically and morally conscience of their behavior when they act or speak in an official and unofficial capacity.

I, therefore, respectfully demand that you release Council Delegate Seth Damon of his Speaker position because he has disrespected, dishonor and humiliated the Nation and its people by this unacceptable behavior that is unbecoming of a High Official of the Navajo Nation. Allow Council Delegate Seth Damon to seek medical and rehabilitation treatment for his alcohol abuse and health issues and on his completion of his treatment, can return to his regular Council Delegate position.

Respectfully submitted,

Lou H Benally
Navajo Nation Voter – Newcomb Chapter
Farmington, NM
Azzsani.Tabaaha@gmail.com

Legislation 0208-22

A Haspah Benally <ad_benally@yahoo.com>

Mon 10/31/2022 5:19 PM

To: comments <comments@navajo-nsn.gov>;

Name: Anita Benally
Chapter: Thoreau Chapter
Registered Voter

I witnessed Mr. Seth Damon taking his oath as The Speaker at the Navajo Nation Council Chambers. This legislation has no teeth and no backbone. Mr. Seth Damon did not uphold his duties and responsibility by law and the Navajo Nation as a Speaker. His role as presiding officer is an impartial one and his job is to maintain order of the Navajo Nation Council. Mr. Damon's action has bestowed shame upon his long line of relatives who served as leaders. Is this how he pays them back by peeing on himself in public. This is a disgrace for all of his constituents. If he cannot resign he needs to voluntarily step down as a Navajo Nation Council and as a Speaker. He has proved he is unfit to fulfilled his obligations as a leader for the Navajo Nation and people. Lastly, he did not pay any restitution for damaging a tribal vehicle in the past. I strongly agree with this legislation.

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0208-22

Lois Watts <cloud852@icloud.com>

Tue 11/1/2022 1:01 PM

To: comments <comments@navajo-nsn.gov>;

Comments may be made in the form of chapter resolutions, letters, position papers, etc. Please include your name, position title, address for written comments; a valid e-mail address is required. Anonymous comments will not be included in the Legislation packet.

RE: Digital comments relating to Administrative Leave Without Pay, Speaker Pro Tem, Seth Damon.

1. I recommend administrative leave without pay for Speaker Damon. This would be to seek treatment. The best treatment is as an inpatient where total concentration would be on self and outpatient appointments after discharge. I believe the only way to stay in control is to abstain from alcohol, it is critical in being healthy from now on.
2. I say this with the utmost concern for anyone dealing with an alcoholic life with out-of-control incidences. I am speaking from experience.
3. Thank you for the opportunity to comment on this legislation.

-Signed-

Lois Watts
Navajo Nation Member/Retired Veteran
PO Box
Sanders AZ 86512

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Comment on NNC legislation 0208-22

Rosanna Jumbo <rosanna.jumbo@naataanii.org>

Wed 11/2/2022 9:13 AM

To:comments <comments@navajo-nsn.gov>;

I am in favor of this proposed legislation. I believe all Officials, especially a member of the Navajo Nation Council, should be held accountable for their actions. The Nation has many titles in place, in which, many state the roles of each official. Each official needs to be ethical, honest, and respectful of the Navajo Nation and its people at all times. Thank you!

Dr. Rosanna Jumbo-Fitch

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Legislation 0208-22

Jean Crawford <jcrawford@navajochapters.org>

Wed 11/2/2022 2:23 PM

To: comments <comments@navajo-nsn.gov>;

My name is Jean Crawford, secretary/treasurer for Tohatchi Chapter. I am writing to say I agree with this legislation. This is a huge embarrassment for our great Nation and this is not the only time Speaker Damon has been in the news regarding his public intoxication. We have tribes who look up to us for guidance and direction and this is what we have to offer? It is humiliating and a disgrace to see Mr. Damon behaving in this manner while holding the title of "Speaker of the Navajo Nation." If he were working with a private company or the government, he would have been terminated immediately. I hope he will also be taken off the ballot for the 25th Navajo Nation Council Delegate as well. Speaker Damon is not fit to hold the office of the Speaker, he needs to get some help and I hope the Council Delegates will be of assistance to him.

The Navajo Nation has laws and policies regarding the conduct of employees. I hope they will follow these procedures to the fullest extent.

*Thank you,
Jean Crawford
Secretary/Treasurer
Tohatchi Chapter*

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Seth Damon's legislation

Dan Herder <sheepherder.dan@gmail.com>

Sun 10/30/2022 7:15 AM

To: comments <comments@navajo-nsn.gov>;

Mr.Damon needs to be removed from the council really embarrassing to the nation as to what he did. He maybe on his own time there but the nation paid him. So I do not support his legislation.

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October 30, 2022

Attention: Executive Director
Office of Legislative Services – Navajo Nation
PO Box 3390
Window Rock, AZ 86515

RE: Comment on Legislation 0208-22

Members of the 24th Navajo Nation Council,

I submit my concern and opinion on the matter of Legislation 0208-22, which would place the Speaker of the Navajo Nation Council on Administrative Leave without pay. Given the circumstances that surround the actions taken by Speaker Damon, the notion of Administrative Leave without Pay does not do justice. As the Speaker of the Navajo Nation Council, he is put into the limelight and represents us as Navajos in his dealings whether on a business or personal level. When he ran for the seat of Council Delegate, he knew that he would be representing his communities and in doing so, he would uphold the honor and prestige of being a Navajo Nation Council Delegate. This was not the case and as a member of the Navajo Nation, I expect our leaders to take account for there actions and just placing him on Administrative Leave is not enough, instead he should resign as the Speaker of the Navajo Nation as well as the Council Delegate and withdraw his name from running again for the Council Delegate position. As Council Delegates, you each represent the constitutes that voted you into office and don't think that you are above anyone else.

Mr. Damon needs help and his recent actions show it, he is not fit to be the Speaker of the Navajo Nation nor a Council Delegate. He needs to seek out treatment and begin to address his demons and get himself back into a Hozho state of mind. As his peers on the 24th Navajo Nation Council, you are not doing him any justice by just placing him on Administrative Leave without Pay, instead you are all enabling him to continue his actions with this slap on the wrist.

In closing, I oppose this legislation and think that requesting for his resignation is the best course of action and making sure he seeks out treatment for his demons.

Signed,



Tyrone J Begay, Navajo Nation Member
PO Box
Crownpoint NM 87313

Support of Speaker Damon

Tommy Tsosie <tonson49@hotmail.com>

Wed 11/2/2022 2:23 PM

To: comments <comments@navajo-nsn.gov>;

Good morning 24th Navajo Nation Delegates and members of the Navajo Nation,

I steadfastly support Speaker Damon to acknowledge fault in his actions, however, I don't support this action to place him on administrative leave. He admitted that he was on travel and on personal business, there is not anybody that has claimed to be the source of the alleged photo. We all live in a world where convenience is less than an arm length away. We've all seen photos being doctored that have endangered the integrity of our public officials, we are all human and make mistakes and I believe these actions are extreme for one alleged photo that nobody has claimed to be the source. Mr. Damon has proven to be a very respectable individual and I truly believe these actions to be a bit extreme. I hope that you will take this into consideration when deciding the future of Speaker Damon. I support Speaker Seth Damon and he has proven himself as a person of honesty and integrity while serving as Speaker of the Navajo Nation.

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Legislation to place Speaker on Admin. Leave.

Sarphina Blackgoat <teenah505@gmail.com>

Wed 11/2/2022 5:39 PM

To: comments <comments@navajo-nsn.gov>;

Good afternoon,

I am reaching to express my thoughts and also support my Council Delegate Seth Damon. I am from Tsayatoh Chapter, former Secretary Treasurer. I have worked with Speaker Damon during my term. I know Speaker is a very hard worker. A go getter also has a big heart for his chapters and all NN. I don't think this legislation should be passed. Please allow him to finish his term as Speaker. I feel you fellow delegates are taking this as judgement. Nobody is perfect and he is only human. Imagine how you would feel to be judged and attack by your own. I still see him as a leader. He has done a lot for his communities. I asked the council to think about this before you go discriminating and attacking. Thank you.

Sarphina Blackgoat

Tsayatoh resident.

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Re: 02-9-22-- Speaker Seth Damon-- Las Vegas Incident

Lawrence Ruzow <laruzow@gmail.com>

Sun 10/30/2022 1:43 PM

To: comments <comments@navajo-nsn.gov>;

Legislation 0208-22

On Sun, Oct 30, 2022 at 12:31 PM Lawrence Ruzow <laruzow@gmail.com> wrote:

These are just my personal comments and not those of any entity I am or was part of or affiliated with.

If the Navajo Nation Council is to take adverse action against Speaker Seth Damon, then the thoughtful proposal of Delegate Otto Tso who embodies what I have been taught is the Navajo Way of dealing with issues seems very thoughtful and appropriate.

But that assumes that the Council ought to take any action, and I think that is a mistake.

No one questions that Speaker Damon was on a private visit to Las Vegas--as were, I am sure, hundreds of other Navajo Rodeo fans. He was in a casino and had been drinking, both of which were legal not only in Las Vegas but also at Navajo venues such as Twin Arrows.

To be sure it is foolish to overindulge in alcoholic beverages, but Speaker Damon was gambling, not driving, not presiding over the Council and not, apparently, with any minor children.

At some point if the Navajo Nation is going to have and retain highly qualified leaders, it needs to respect their right to a private life like other Navajos and other Americans.

Surely the Navajo Nation has more important matters to deal with.

Lawrence A. Ruzow
P.O. Box

Flagstaff, AZ 86002

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Legislation No. 0208-22

bedsitty@frontiernet.net

Mon 10/31/2022 12:04 PM

To: comments <comments@navajo-nsn.gov>;

My Name is Bernie Edsitty, I was employed with the Great Navajo Nation Government for 38 years. I worked with 5 Honorable Speakers: Nelson Gorman, late Kelsey Begaye, Lawrence Morgan, late Edward T. Begay and Johnny Naize.

They had integrity, humbled, strong Ethics, the people they represented had respect. The former Speakers showed Ke' and respected the Dine' Fundamental Law.

Needs to Resign, other Tribes are joking about us.

Also, not a NN employee to be put on Admin leave, is an Elected Official. A True Leader will Resign and take care of their Alcoholic problem and seek help. The younger generation witnessed the picture through Social Media, which is not good. God Bless the Great Navajo Nation! Thank You.

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LEGISLATION NUMBER 0208-22

tilfred benally <tilfred.benally@gmail.com>

Mon 10/31/2022 12:05 PM

To: comments <comments@navajo-nsn.gov>;

Axé'hee shi Naat'anii's!!

Aóó, we need Speaker Damon to take accountability for his actions in Las Vegas, NV.

Also, maybe some help with alcoholism too.

Tilfred T Benally

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0208-22

Bea Johns <bea_johns@yahoo.com>

Mon 10/31/2022 12:05 PM

To: comments <comments@navajo-nsn.gov>;

I am a registered voter from Red Rock community which Speaker Seth Damon represents,
I am calling for his complete resignation from his seat as Speaker, as he's not only representing our community but he is representing our Navajo Nation as a whole,
This is not the first incident that happened and was not reprimanded for the first incident, He needs to get help with his addiction and get help for himself first before he can be able to hold another public position,
Anytime that you hold a position or a job title and you make a mistake, you are either terminated or reprimanded and this situation should be handled as such also, as this is a serious matter being that a tribal vehicle was totaled in the first incident and the matter wasn't taken seriously then,
I asked as a registered voter of that community that he stepped down and get help for himself,
I for one am embarrassed to say I belong to the community he represents
I hope that that request is taken into consideration as well,
Thank you for your time
Bessie Johns
Email: bea_johns@yahoo.com

Sent from Yahoo Mail on Android

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Speaker

Marlynda Bidtah <marlybop24@gmail.com>

Mon 10/31/2022 12:06 PM

To: comments <comments@navajo-nsn.gov>;

Good morning to all at the Legislative Branch of our Navajo Nation. I am not about doing a witch hunt here. Although Speaker Damon was on a personal vacation and exceeded the alcohol limit. I think the picture speaks for itself. Alcohol is a very sensitive subject on a dry reservation. Many of our relatives have passed on at the hands of a drunk driver or have been at the bad end of a domestic dispute. He is the Speaker of the House and holds a great administrative title. Was he in Las Vegas in his personal vehicle, using his own money, not using ANY NN funding or unit. Those questions are not answered. With that said, I would say to remove Speaker Damon from his position BUT I am not. He was not driving nor getting arrested. It is unknown what happened before or after that picture but it is clear that he is intoxicated.

He is doing the right thing to seek treatment but he has to want to not because he is forced to.

Thank you.

Marlynda Bidtah
Enrolled Dine member
October 31, 2022

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0208-22, comment

Naakaii Yazhi, Vali [US] (SP) <Vali.NaakaiiYazhi@ngc.com>

Mon 10/31/2022 5:24 PM

To: comments <comments@navajo-nsn.gov>;

As a Navajo Nation constituent, I am appalled to see Navajo Nation Speaker Seth Damon, our so-called people's ambassador, to continually sit in office while he displays a derogatory person of himself in the public eye. He is a repeat offender of wrong-doing while in office, a public figure – DUI, damaging Navajo Nation vehicle, now another public intoxication, peeing on himself?? I am embarrassed to see our Speaker display himself in a humiliating, disconcerting, disturbing, demeaning and troublesome outlook. He needs to resign and step down. Please take action to remove him from office immediately. As a constituent, I hold all Navajo Nation public officials to act and perform with confidence and integrity. Speaker Seth Damon proves not only to our people, but the public, he lacks confidence as a person, and definitely does not wield integrity, he has failed us as a leader. OUR PUBLIC OFFICES ARE OUR AMBASSADORS 24-HRS/DAY.

REMOVE SPEAKER SETH DAMON FROM OFFICE!!!

Thank you,

Bessie Lameman

District 9

Mexican Water chapter constituent

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LEGISLATION 0208-22

FLookingglass <flookingglass@yahoo.com>

Mon 10/31/2022 8:37 PM

To:comments <comments@navajo-nsn.gov>;

Speaker Damon is continually bringing shame to 400,000+ Diné people. I am referring to the following photo plus other incidents reported in the newspapers. Of them all, this photo is the most horrific as it perpetuates the stereotype of DRUNKEN INDIANS which we are not. Many Natives fight to overcome this stereotype but yet our own who holds a high position is seen in a despicable manner. Many who are addicted to alcohol are remorseful when caught and they give exactly the answer provided by Damon, "it will never happen again". But guess what? Their self abusive behavior continues despite their promise it will never happen again. Many of us are familiar with this disease of addiction as it exists in almost every family or we know someone like this.

Had Seth Damon been charged he would have been charged with public intoxication. I hear that this is not an isolated incident and this is the third incident that the Nation is aware of. I read his letter of apology and it says he apologizes for the photo causing us embarrassment. He really did not apologize for his behavior but only alluded to it. Although Damon apologized he also sounds angry that he was caught. He clearly meets the definition of an alcoholic since he is being controlled by alcohol. An alcoholic can be very controlling, dishonest, secretive, manipulative, denies, defensive etc. Damon is a functional alcoholic and he needs long term help. He didn't become an alcoholic overnight. He most likely is a long term user therefore he needs long term outpatient or even inpatient counseling so he can face and overcome his demons.

Damon didn't mention he will seek help from a medicine man or through western alcohol counseling. He only said he will send prayers to the Holy People and the Creator. Hasn't he already done that? Prayers are done daily. His reply tells me he is in denial and he seems to believe his drinking is not a big problem or a big deal. If a Navajo Tribal employee has problems with drinking, what disciplinary action is taken on a 3rd offense. Leaders are held to a higher standard on and off the job so the penalty should reflect that. The council should not continue to give him a slap on the hand. This man needs long term help. He is in denial about the severity of his drinking problem. Alcoholics are not honest so I have to wonder if he is telling the truth about his not using Navajo Nation money. In his letter, I noted anger, defensiveness and excuses. I would say he is not ready to get help for himself. This man needs evaluation by professionals to determine what treatment he needs.

This legislation 0208-22 has no teeth.

1. What's the point of Speaker leave without pay but still paying him as a council delegate.
2. If this is his 3rd infraction, he needs to resign.
3. If he refuses to resign, then council should terminate him.

Speaker Seth Damon has lost all credibility. He is a laughing stock and he makes Navajos and Native people look very bad. We already are stigmatized as "DRUNKEN INDIANS" and he is perpetuating that stigma. The Navajo Nation needs to act and show the world that public drunkenness on or off the job will not be tolerated by our leaders. The world and other Indigenous people are looking at us as the largest Tribe in the World to see if our Tribe condones leadership drunkenness. The council cannot and should not be enablers in allowing disrespect and enabling a negative reflection on our people. Will the council be enablers to this type of behavior? Enabler is defined as "a person who encourages or enables negative or self-destructive behavior in

another." Many people are expecting just a slap on the hand. I believe the proper thing to do with Mr. Damon is to use Tough Love rather than enabling his self-destructive behavior to continue. I am submitting my comments for what it's worth because I also feel that the council tolerates and condones these negative behaviors. I hope you prove me wrong though.

Sincerely Written by,

Fannie LookingGlass, TTS Voter

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Legislation 0208-22 Comments by Elouise Brown

El Brown <thebrownmachine@hotmail.com>

Mon 10/31/2022 10:06 PM

To: comments <comments@navajo-nsn.gov>;

Dear 24th Navajo Nation Council,

Here is my comment regarding Legislation 0208-22;

An Action Relating to the Naabik'íyáti' Committee and Navajo Nation Council; Placing the Speaker of the 24th Navajo Nation Council on Administrative Leave Without Pay; Establishing Speaker(s) Pro Tem for the 24th Navajo Nation Council

Otto Tso

I think that Speaker Seth Damon really needs help with his addiction to alcohol. From what I have read, this is not the first time this has happened, it may not be the exact same thing but very similar.

Speaker Seth Damon also, stated that it was up to the Navajo Nation Council if they want to remove him from his position, but it is up to the voters! The voters' comments should be taken very seriously!

Speaker Seth Damon should be held responsible for his actions and be released from his Speaker and Navajo Nation Council Delegate duties immediately. He should be counseled to get help and maybe have the Navajo Nation can pay for the services that he needs. He should not be allowed to run for any office again for at least two terms after his recovery.

He represents the voters, he put the Navajo Nation in such a shameful situation, and I feel so sorry that he has this problem, my prayers are with him and for his recovery.

Elouise Brown,

President, Dooda (NO) Desert Rock Organization
PO Box
NewComb, Navajo Nation, NM 87455
505-
thebrownmachine@hotmail.com

Legislation 0208-22

Marsha Greyeyes <greyeyes.m@gmail.com>

Tue 11/1/2022 7:44 AM

To: comments <comments@navajo-nsn.gov>;

Good evening,

In the action related to Speaker Damon's actions during his private family vacation, I want to state that he most likely has a substance abuse problem. It's most likely one of many nights he has spent drinking way more than he should have - albeit it is his choice.

However, he holds a position as the speaker of the Navajo Nation council. Directly he represents 5 chapters and is appointed by the 24th Navajo Nation Council, he also speaks for all of the Nation and it's citizen as a law making body of the Navajo Nation. He holds the third most "powerful" position within the Navajo Nation government and third in line for presidency in the line of succession. His actions reflects badly on our people and our Nation. Albeit we are not all saints, no one is.

It is unfortunate that the Navajo Nation is wasting more resources holding emergency meetings and another whole session on what to do with him. If he really cared, he would have resigned his position as Speaker of the Navajo Nation Council instead of wasting the other 23 delegates time in deciding his "fate." He should also attend rehab, that is the only right thing to do.

As for the five chapters he represents, it would also be up to him to save their resources and do what is best for his region and community.

But alas, here we are, vote in favor of putting him on administrative leave without pay - put a stop to wasting resources and help him by giving him leave so he can work on himself (rehab). It is an act of compassion to reprimand and it is only prudent to preserve his life as every life is precious in the Navajo Way of life. I hope he takes the offer and see it as justice being a side of love that allows for longevity and sometimes it requires chastisement.

Best regards,

Marsha Greyeyes
Shonto, AZ

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Comment Navajo Nation Speaker

Dianna Yazzie-Nez <dmaeyazhe@yahoo.com>

Tue 11/1/2022 7:44 AM

To: comments <comments@navajo-nsn.gov>;

Yá'át'ééh

Good Evening

Direct to the point.

People who live in Glass Houses shouldn't throw stones!!

No one is perfect.

I'm from District-14 and vote in the district. when the Council Delegate, Halona pulled down his pants and showed his "nasty part", nothing was done about it.

I would like to see a recommendation or encouragement of counseling or something.

Thank you

Dianna Y. Nez

Original from Coyote Canyon

But live in Rehoboth, NM

Sent from my iPhone

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0208-22

J S <js622010@gmail.com>

Tue 11/1/2022 9:30 AM

To: comments <comments@navajo-nsn.gov>;

I feel we all make mistakes. It's unfortunate this happened to the Speaker of the Navajo Nation, just because he made a not so smart decision this time does not mean he should be humiliated.
who amongst us is without mistakes let them be the first to throw stones. Forgiveness is advised- for all the wonderful things Speaker has done overshadows this one mistake. Let the man continue to do his job (lesson learned)

Thank You

Julie Smith

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0208-22

Emily Ellison <emily.ellison@outlook.com>

Tue 11/1/2022 11:00 AM

To: comments <comments@navajo-nsn.gov>;

1 attachments (200 KB)

Regulations and Standards of Conduct for Elected Officials of the Navajo Nation.pdf;

Dear 24th Navajo Nation Council,

Take a moment to review the Regulations and Standards of Conduct for Elected Officials of the Navajo Nation. In particular, Section Two. Use of Drugs or Alcohol. The oath of office made by public elected officials once held importance.

Such a humiliation. Removal is necessary, Resignation would bear some dignity .

Please provide an amending resolution removing "Honorable" when addressing any member of the Navajo Nation Council.

Emily Ellison

Navajo Citizen

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RE: Dr. Hunter from Middle College HS

Sherylene Yazzie

Tue 11/1/2022 1:33 PM

To: comments <comments@navajo-nsn.gov>;

From: **Rob Hunter** <rhunter@mchsgallup.com>

Date: Mon, Oct 31, 2022 at 1:30 PM

Subject: Dr. Hunter from Middle College HS

To: <sethdamon@gmail.com>

Honorable Speaker Damon,

The negative press recently does not take away from the great work that you have done, and continue to do, on behalf of the Navajo people. For what it's worth, I applaud the way you handled it, when so many others are so quick to try to avoid personal responsibility.

I just wanted to drop you a line to say that we at Middle College High School support you and your legislative priorities. Please continue to do what you do in office and keep fighting for the people!

--Rob

--

Robert D. Hunter, PhD
Chief Educational Officer
Middle College High School
505.722.9945

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NN Legislation 0208-22 Public Comment

Christina Morris <bitanni@hotmail.com>

Tue 11/1/2022 2:23 PM

To: comments <comments@navajo-nsn.gov>;

Dear Dine' Leaders of the 24th NN Council:

I respectfully request your acceptance of my comments toward the decisions of Mr. Seth Damon future in governing our nation's government and role to govern respectfully and responsibly.

It gives me no pleasure to write you requesting the importance to ensure our governing leaders are not compromising our people's future with minor consequences. I appease our government to acknowledge Mr. Seth Damon's demise and to encourage that he comes away with acknowledging that Dine' have spoken and believe he needs to take some time away to take care of himself and find himself.

I believe most Dine' feel that Mr. Seth Damon has problems that ought not be ignored and excused since there have been patterns that has led up to this moment.

I feel our communities are compromised and will be compromised as a result of Mr. Seth Damon's repeated patterns unbecoming of a Dine' Leader of Navajo Nation government and sponsoring legislations that are a result of his poor decision-making and leadership skills. His judgments lack grounding and should be regarded as consequential to Dines' communities' disenfranchisements.

As such, and as difficult as it may, I implore you to protect our communities by protecting Seth Damon from himself. That he receives the full dignity and respect for his leadership. By offering him to step down will also help him heal through the help of his family, friends, and colleagues.

A'hee'ee

Christina Morris
Teecnospos Community Resident/Voter
T'iis NazBas Collaborative Coalition member

cc: file

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0208-22

L O <lonesalt@hotmail.com>

Tue 11/1/2022 10:02 PM

To:comments <comments@navajo-nsn.gov>;

Good evening. First and foremost I am appalled by the action of the Speaker of the Navajo Nation. I first seen the "infamous" photograph on social media, and also articles in local and statewide newspapers. I first thought of the photo as a prank, that it was photo-shopped. I was angered and embarrassed. As a Public Servant of the Navajo Nation, one should uphold the integrity of the office he holds, including his personal integrity. By now, I'm sure Speaker Damon is embarrassed and remorseful for his action. Although he claims he was on "private vacation" with his family, he should know better than to consume alcohol in a public setting, let alone, to being a visitor of the City of Las Vegas, especially as a servant to the people of the Navajo Nation. Thankfully, he was not behind the wheel, whether in his private or Navajo Nation government vehicle, the outcome may have been more devastating. Obviously, he knew he had issues with alcohol, or even the stress(es) that come along with his official responsibility, may have contributed to do what he should not have done. He has shattered lives and trust amongst the Navajo Nation. Perhaps, with Council taking action on his mistake, he'll pursue avenues of getting professional rehabilitation and treatment of his addiction. The Navajo Nation certainly does not need to be embarrassed and shunned upon by other tribal, state and federal entities. With irresponsible actions by an elected official, the Navajo Nation government needs to "lead by example", of taking necessary action such as placing the Speaker on "Leave without Pay", or removal. Perhaps even ending his career as a politician. Many of us looked upon the Speaker as a person of dignity and respect, but now, all that is gone. I pray the Speaker seeks professional, spiritual, and traditional healing. I pray for his family and his colleagues and for the people of the Navajo Nation. Alcohol is an ugly disease that impacts and shatters family dynamics. I'm certain, there is not a family or a home that does not deal with a family member with addiction. Perhaps the Navajo Nation will now realize that professionally-operated treatment facilities are desperately needed on Navajo. We all have been impacted by this tragedy. Thank you for your time in allowing my comment.

Linda Onesalt
Navy Veteran
Oak Springs, AZ

Sent from Windows Mail

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Speaker Seth Damon

Beatrice Davalos <bnbdavalos@me.com>

Wed 11/2/2022 7:46 AM

To: comments <comments@navajo-nsn.gov>;

Speaker Damen is a thoughtful member of our board and through his leadership our partnership has strengthened and has giving us the opportunity to collaborate with many other Navajo Nation entities/ Chapter's who we have and will continue to assist.

Ernie C'deBaca. President & CEO, Albuquerque Hispano Chamber of Commerce

Sent from my iPhone

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Legislation 0208-22

Raymond Willie <yldkat84@yahoo.com>

Wed 11/2/2022 7:46 AM

To: comments <comments@navajo-nsn.gov>;

Speaker of the Navajo Nation Council Honorably Seth Damon to be put on Administrative Leave without pay indefinitely is an inadvisable.

1. The incident may indeed be construed as an unbecoming act as a leader representing the Navajo Nation.
2. Honorable Seth Damon accepted responsibility and remorse for the incident.
3. The incident, however undignified, occurred on his own personal time and personal expense.
4. Specifically, what law or regulations were violated?
5. Ethics and morality may be a factor but that should only be applicable during the performance of his duties he took an oath for.
6. The penalty of Administrative Leave without pay for an indefinite period is too harsh and setting a bad precedent. It's equivalent to removal.
7. Thi legislation can be challenged through the courts which could be more costly to the Nation.
8. There have been incidents where elected officials commit criminal offenses while performing their sworn duties that resulted in no consequences. Prosecutable cases were pending with the Navajo Nation Prosecutors Office with no action. The offender stayed in office till voted out.
9. Legislation addressing the Code of Ethics, Criminal Codes and others would make more sense.
10. A Vote of Confidence or No Confidence is better advised and have him decide his own destiny.
11. The public lynched him enough through social media.

Respectfully,
Raymond Willie
Teesto Chapter

Lives in Albuquerque, NM

Sent from Yahoo Mail for iPhone

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legislation 0208-22

Sharon Tsaipi <sharonlyntsaipi@icloud.com>

Wed 11/2/2022 7:46 AM

To: comments <comments@navajo-nsn.gov>;

Hello my name is Sharon. I'm from New Lands, Arizona. Nahata Dzill chapter community member.

I think this is just a political witch hunt. We, as Navajos forget our places a lot of the time. We need to remember that people are human and mistakes happen to even the best of us. I feel like if he's willing to get help we should be in support of that and not bring him down. He's done so much good and he's the only council delegate that ran unopposed and maybe that's why some of the delegates are so quick to make him look bad. That should say a lot about who they are and how much Speaker's has done for Navajo.

Respectfully,

Sharon Tsaipi

Nahata Dzill chapter community member

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LEGISLATION NO: 0208-22

Dellard Curley <dcurley@navajochapters.org>

Wed 11/2/2022 9:14 AM

To: comments <comments@navajo-nsn.gov>;

Cc: Herman Daniels, Jr. <hdaniels@navajo-nsn.gov>; Geraldine Chee <gchee@naataanii.org>; Chancy Nodestine <cnodestine@naataanii.org>; Elsie A. Smallcanyon <easmallcanyon@navajo-nsn.gov>; Earl L. Sombrero <esombrero@nnchapters.org>; Amber K. Crotty <acrotty@navajo-nsn.gov>;

3 attachments (940 KB)

CJA-02-19.pdf; CJA-02-21.pdf; seth_damon_oath.jpg;

Honorable Leaders and Council Members.

I want to thank you for your support and guidance during these tough times. We as a people have endured many trials and tribulations but we always seem to overcome them. To this day, we are still fighting an invisible enemy, COVID 19, which has taken many of our people to be with the great creator. As we continue our fight with the invisible enemy, another emerges with the huge inflation that is impacting the US economy and our Nation. While we look to you, as a Council, we see our representatives who are charged with being the voice of their constituents. When you all took the Oath of office, for the office you were about to assume. You placed your right hand upward and verbally took the oath, without any regards, to faithfully execute, preserve, protect, and defend the laws of the Navajo Nation. Within the oath, you elected to also carry out the Ethical Duties and responsibilities of the office you took. With this oath you were entrusted to lead the Navajo People forward, so we could be a more thriving nation. We, the People, voted for you to be our Front-line Warriors, our image, our Leaders, our Naat'áaniis and carry out the resolutions to our issues.

With becoming a Council Delegate and/or Speaker of the Navajo Nation Council, the work "Honorable" is placed before your name. With this trust, you were to carry out the duties in a credible manner that does not bring humiliation or dishonor to the nation and its people. Honorable Seth Damon's activities in Las Vegas, again while on personal travel, he holds one of the Highest Official positions within our Nation's government. The image that was taken of him, showed the demons we face as indigenous people, and the constant battle of yet another enemy, alcoholism. Though Honorable Damon was on personal travel, using personal funds and attending a public event, he still embodies the Title of Speaker of the 24th Navajo Nation Council. After the image was publicized, this brought shame, dishonor, and embarrassment to the Speakers Office and the Navajo Nation. As an elected official of the Navajo Nation government, it was Honorable Seth Damon's responsibility to ensure the integrity of his Office holds true. With that, the Speaker of the 24th Navajo Nation Council should have done the Honorable thing by resigning his position. Rather than take the high road, the honorable road, to resign in peace. He continues to make a mockery of himself by making his fellow colleagues decide his fate. Placing him on Administrative Leave only prolongs the embarrassment to the nation and himself. He needs to ensure that his demons are suppressed and ensure his mental fitness is brought back to Hózhó. This would ensure the Speaker of the 24th Navajo Nation Council's Office is healed and brought back from its turmoil.

I, as an elected local leader, humbly request the Speaker to uphold the Integrity of his Office and to do the only honorable thing, step down from office. While this Legislation (0208-22) places the Speaker on Administrative Leave, he will continue his role as Council Delegate for his respective chapters. With this, it only brings more embarrassment to his region and constituents. I call on my Council Delegate, Honorable Herman Daniels, to Motion the Withdrawal of this legislation and have the Speaker leave willingly under Honorable Conditions. This will be the true test to ensure the Speakers Office is an office of high honor, morals, and integrity.

I again want to remind you, as an elected leader, you swore to faithfully execute, preserve, protect, defend the laws of the Navajo Nation and uphold the ethical duties of your office. Under the "Regulations and Standards of Conduct for Elected Officials of the Navajo Nation" (ERC-08-001) Section 1 (C.) *"Elected officials are representatives of the Navajo Nation and are therefore expected to conduct themselves in a manner, which reflects creditably upon the Navajo people and government of the Navajo Nation. This supplemental Code is designed to ensure that all elected officials meet the high standards enumerated herein, which are supported by these expectations."* Also, Section 6 (B). *Elected officials shall*

not engage in any activity, which would be an abuse of official position or a violation of trust. You have lost my trust and you're in complete violation of your Oath.

The oath you took as an Honorable Council Delegate:

"I, Seth Damon, do solemnly swear to uphold and abide by the laws of the Navajo Nation and Treaty of 1868 between the Navajo Nation and the United States of America and will faithfully execute the office of Council Delegate of Bááháálí, Chilchiltah, Manuelito, Red Rock, Rock Springs, Tsayatoh and will to the best of my ability preserve, protect and defend the laws and government of the Navajo Nation and advance the interests of the Navajo people, having due regard for the ethical duties and responsibilities of the office; So help me God."

The Oath you took as Speaker (both in Navajo and English) CJA-02-19 & CJA-02-21

*Diné bi naat'á do bibee nahaz' áanii bee sezií dóó, bik'eh ánisht'ee doo, déé bich'ááh sézií dooleel.
I will support, obey, and defend the Navajo Nation and all the laws of the Navajo Nation.*

Shíł nilíígo shi dine'é dinisingo bil nahash' áa dooleel.

*I will administer my leadership duties with my people with honor and respect for all.
Naat'áanii idlííji shinaanish yini dilyiin go dóó baa sisti' go dóó bi'neesh' ánígi át'ee go' ádeishliil.*

I will perform all the duties to the best of my ability.

Doo adishdláash da dooleel' áádóó doo ati'deeshliil da.

I will refrain from all offensive conduct.

Naat'áanii idlííji beehaz'áanii bik'eh ánisht'ee do doo bik'eh honish'íído.

I will adhere to the rules of conduct.

Dii hózhqógo bee iiná ádeishliil dóó hózhqógo shi'iina' dooleel.

With this, I will make and live a good life.

*Díí Yas nil t'ees, naadiin tseebiil yool káál gó ne', naakidi miil doo ba'aan náhást'éits'áadah yi há gó
ne' shi zhi' iishlaa.*

Signed this 28th day of January, 2019.

Honorable Seth Damon.

Will you do your office, your fellow Delegates, and the Navajo People the Honorable thing and resign.
I hope and pray that you find your peace and go on your path to healing.

<https://www.nhnews.com/news/2019/feb/05/navajo-nation-speaker-unified-effort-nation-only-w/>
<https://navajotimes.com/reznews/damon-may-be-placed-on-administrative-leave-without-pay/>

Thank you,

Dellard Curley

Ts'ah Bii Kin Chapter Secretary/Treasurer

N.O.S.T. Secretary

USMC Veteran

(928)

dcurley@navajochapters.org

www.tsahbiikin.navajochapters.org

Legislation 0208-22

Rannita Henderson <desertbutterfly62@icloud.com>

Wed 11/2/2022 11:20 AM

To: comments <comments@navajo-nsn.gov>;

Yaateeh Abini, I'm very unhappy about this personal issue our honorable S.Damon has surfaced to the council chamber.

We're all human with our strong ke' system.

What's wrong with everyone? Those that are making a big deal out of the picture that surfaced. I sure hope that person that posted it is pure perfect, with never making a mistake. We all need to look at what we're standing in. I'm sure we all have made mistakes in our life time, whether it was a big or small mistake.

The delegates should have more important issues related to the people who all have voted to have your represent them. We need elders that need help with woods, coal, electricity etc. the cold winter is here. The disabled, children and members of the Navajo Nation have needs and concerns that need attention.

I know I didn't vote for the council delegate from our area to sit at the chamber to deal with unnecessary issues.

Also, Mr Damon has already apologized in his letter. That should be good enough to continue with your job to think about your people in need.

Think about yourself, how would you like it if this was you. Show the people that you humble yourself, your taught to go on with life in a positive manner . Let all move forward in a positive direction.

Sent from my iPhone

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Re: Speaker Seth Damon

Samantha Barrales <samanthabarrales34@gmail.com>

Wed 11/2/2022 11:20 AM

To: comments <comments@navajo-nsn.gov>;

Good day,

My name is Samantha Tsosie, born to Manygoats clan, born for Bitter water clan. I am writing this letter in efforts to shed light on what a good person Seth has been to me and my family. I saw the post all over social media regarding what someone caught on camera and posted for all the world to see. I think that every single one of us has made choices in our life that we may not be proud of and may have even found ourselves in situations we didn't intend to turn out the way they did. None of us are perfect. In this case I feel for Seth as to my understanding he was on his own time and enjoying Vegas like most of us do. Sad truth is many of us Navajo's go to Vegas to have fun and indulge more in what we may do on a regular basis. I just wanted to shed light on what a good person Seth has been to us in a recent tragedy we are still dealing with. On June 2nd of this year my oldest brother Ernie Tsosie was murdered in Birdsprings, Az. It was such a sudden tragic loss that we had to go through. To this day we are still dealing with it and have to deal with the fact that his murderer(s) are still out possibly among us. During this difficult time Seth reached out to us and offered his condolences. He even donated some food items, monetary donations and whatever he could help us out with he was there to offer. What he did out of the kindness of his heart did help us get through such an awful ordeal. I have 5 children and 4 out of the 5 have spent some time with Seth as well and he has always treated them with kindness & playfulness. Anytime we have been around Seth he always shows so much compassion, empathy, understanding, and kindness. This is how we as a family know him on a personal level. This doesn't include all the countless efforts he has made with MMIW, Gay Pride, and everything else he has spearheaded within the NN government this year alone. We all have our hang ups and I hope that you take into consideration the kind words I have shared about Speaker Seth Damon.

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**THE NAVAJO NATION
LEGISLATIVE BRANCH
INTERNET PUBLIC REVIEW SUMMARY**

LEGISLATION NO.: 0208-22

SPONSOR: Honorable Otto Tso

TITLE: An Action Relating to the Naabik'iyáti' Committee and Navajo Nation Council; Placing the Speaker of the 24th Navajo Nation Council on Administrative Leave Without Pay; Establishing Speaker(s) Pro Tem for the 24th Navajo Nation Council

Posted: October 28, 2022 at 8:27 PM

5 DAY Comment Period Ended: November 2, 2022

Digital Comments received:

Comments Supporting	<i>None</i>
Comments Opposing	<i>None</i>
Comments/Recommendations	1) Christine Benally 2) Jamielynn Begay 3) Eleanor Smith 4) Sean McCabe



**Policy Analyst
Office of Legislative Services**

**November 04, 2022; 7:40 AM
Date/Time**

From: Christine Benally
Littlewater, San Juan County, NM
505-

Sent: November 1, 2022

To: comments@navajo-nsn.gov
24th Elected representatives to the Navajo Nation Council (NNC)
Delegates Amber Crotty and Seth Damon
Elected Navajo President Jonathan Nez

Subject: LEGISLATION 0208-22: An Action Relating to the Naabik'íyáti' Committee and Navajo Nation Council; Placing the Speaker of the 24th Navajo Nation Council on Administrative Leave Without Pay; Establishing Speaker(s) Pro Tem for the 24th Navajo Nation Council. SPONSOR: Otto Tso

My comments and highly stressed recommendations on Legislation 0208-22 are collective thoughts of many.

We, Nihookáá' Diyin Diné', are to be genteel. Hazhooiyee, decency. We as a nation need to stop enabling and making excuses for such behavior.

The actions of the speaker is appalling and has a serious consequential impact on the people. The confidence the people bestowed upon him was betrayed. When an elected person or anyone with this problem are told to be accountable, they will deny and deflect. They can only, truly hold themselves accountable for they know what they are doing. All elected and appointed government officials are on our time 24 hours, 7 days and every day for the entire term, even thereafter, whether on vacation with family/friends or not. They are never on their own time. They need to be positive role models, and to educate and advocate for the people. They need to remember they work for the people as elected individuals and should represent all of us ethically. Their actions profoundly impact us - it effects all of us.

Seth Damon's letter is loaded with excuses and is very typical of a reckless person in denial. How many times has he said "will not happen again" and "my apologies," really? It is meaningless. People like him say this after every insult, and do it again. The mention of holy people and creator just defiles our culture. He's a disgrace and dishonorable, and should reframe from using honorable with his name.

You elected people work for and answer to the people. The sovereignty rests with and is the people, not the government. Respect is earned. One does not sit back and demand respect such as yourself who has not earned and doesn't deserve respect from the people you disrespected.

An elder from Chilchintah's personal very well-written statement taking into consideration our K'é with compassion, our Diné cultural teachings, and our history. Nizhónígo yee hxáandzíí' nihimá.

There has been a sad incident that has been going on for a few years in the Navajo Nation Council. Being from Chichiltah and being Kinyaa anni related to Black Mustache, our first council delegate from our area, Seth Damon's family. We're always proud of being related to black mustache and being able to represent our region. However, due to the recent reported incident, I feel it's my responsibility, for our family to respectfully ask for the removal of Seth Damon as a council delegate for district six chapters. We all are not perfect. We understand that but when you are in a public official capacity, it is the most high standards to have our leaders remember what our former leaders had experienced in going to wander off on horseback or in wagons. To be in a position, we cannot have impaired judgment or behaviors that do not reflect our DNA lifeways. Events happen in our lives for the purpose of teaching us what is acceptable and what is not acceptable by the people. The Navajo Nation government is foreign to us and it has pitted us against each other. It has become the extension of the federal government which has never honored the treaties. That was signed as the Navajo peoples', not the Navajo Nation government. We still hold the power inherent to us through our clans, through our roles in our family that's our true governance. It's not a three branch extension of the federal government. You also need to sit for the prayers, traditional prayers. You don't have someone else sit for you. While you don't adhere to the very principles of who we are, these are very critical times for change. And by us stepping down would help our people heal from this incident so with that being said I and others hope you get the help you need.

*Elder,
Chichiltah*

You are leaving an unadmirable image. A concerned young Dine notes that *"I stand in solidarity to hold the Office of the Speaker accountable for its actions on or off the time clock and the responsibility the Navajo Nation Council has now to suspend and elect a new Speaker. The month of October is also known as Domestic Violence Awareness month. Before this designation in October was declared National Substance Abuse Prevention Month in 2011. In 2019, Delegate Edmund Yazzie sponsored legislation 207-19 "REGULATIONS AND STANDARDS OF CONDUCT FOR ALL ELECTED OFFICIALS" and each of the Navajo Nation Council Delegates including Seth Damon refused to move it forward"*.

Instead of legislating on behalf of the people, NNC has passed laws to cover themselves. To say that the picture was "unauthorized" is another deflection. Elected officials are obliged 24/7 and live under a microscope with constituents at the door step, as it should be. No one is above the law.

While they should be role models for ethical behavior, some of the leaders are blatantly displaying unethical, sickening behavior and perpetuated such plague among the people. All public officials, elected, appointed, staff, or on government pay should be held to a higher moral standard and code of conduct at all times. They represent the people and government. I do not want someone indecent to work for me and to represent me.

He needs to step down immediately. Only he can decide to seek and accept the help that's available to change his behavior and lifestyle. He has a history of such negligence and not held accountable for wrecking a tribal vehicle in Phoenix during a lockdown. He needs to pay for the

damaged vehicle and reimbursed the funds to the tribe. The NNC only enabled such behavior by re-electing him as speaker.

You need to own up to your irresponsible behavior, stop denying and deflecting, and hold yourself accountable. The council, president, and your family can't minimize and disregard the seriousness of your repeated actions. Shame on the council for allowing this to continue. You have shamed the Nihookáá' Diyin Diné'.

We, the People, are woke and demand accountability at every level. We support the ethical, fair, and just revolution!!

208-22

Jamielynn Begay <jamielynn89@icloud.com>

Thu 11/3/2022 1:03 PM

To: comments <comments@navajo-nsn.gov>;

Good afternoon, I am hoping to submit a few words from a non-biased perspective of Speaker Damon. Being that I do not know Mr. Damon personally and having only a short encounter with him, I would say that my opinion could qualify as such, unbiased. My mother's side of the family lost a son, my cousin brother, this past summer and Mr. Damon introduced himself by actions of assistance. Very little went a long way with no gain on his end except a long lasting expression he left. He attended and lended the hand at the funeral and reception when others weren't available.

I hope this can help and shine light of what type of person Mr. Damon is. Not of his mistakes but what he has done to help those of us when we needed it most.

Thank you,
J. Begay.

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Legislation 0208-22

Eleanor Smith <teec.native@gmail.com>

Thu 11/3/2022 10:53 PM

To: comments <comments@navajo-nsn.gov>;

Attention: Navajo Nation Council and President Jonathan Nez,

My name is Eleanor B. Smith, I am a Navajo voting member of Teec Nos Pos Chapter and have been voting every election since I was 18 years old. I uphold my voting rights as a sacred right and responsibility to elect the best leaders of my choice. The recent picture of our Navajo Nation Speaker Seth Damon in Las Vegas, Nevada, during the Indian National Finals Rodeo, sitting in a slumped position at a slot machine, obviously so highly intoxicated that he urinated on himself, is such a humiliating picture not only for Seth Damon, but for our entire Dine' people. His actions have disgraced our entire Navajo Nation again and again and you all, as the 24th Navajo Nation Council have allowed this to happen by condoning his alcoholism and covering up or making excuses for his behavior. During the Pandemic when travel was restricted, Seth Damon was allowed to travel in a tribal vehicle to Phoenix, AZ, where he wrecked the vehicle, likely under the influence of alcohol, which he denied and the Council excused his actions, swept this incident under the rug again, and re-elected him as Speaker for another two years. There were rumors of police being called to Seth Damon's residence for disturbances or altercations from alcohol parties. We have family who went to college with Seth Damon and remember him passed out on the campus lawn or elsewhere, repeatedly. Mr. Damon clearly is an alcoholic and needs help, which will be a lifelong process, but it will be up to him to make that change, with the support of his loved ones. I know because I've lost two brothers to alcoholism. No matter how much we tried to save them, it was ultimately up to them to save themselves, and they chose the alcohol. The honorable thing for Seth Damon to do would be to step down as Speaker and Council Delegate so that he can begin his healing journey. Since he did not do that and is leaving it up to the Council, you as Council members need to do the truly honorable thing and remove him from his position as Navajo Nation Speaker AND Council Delegate. Mr. Damon needs to be held accountable to his Oath of Office, ethics, and code of conduct. He can no longer represent his Dine' people in any leadership capacity. Ahe'hee'.

Eleanor Smith, Teec Nos Pos Chapter Registered Voter

PO Box

Montezuma Creek, UT 84534

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0208-22

Sean McCabe CPA <smccabe@mccabecpa.com>

Fri 11/4/2022 7:39 AM

To: comments <comments@navajo-nsn.gov>;

Yaateeh abini,

As someone who has been clean and sober now for what will be 12 years on 11/21/22, I understand how important boundaries and accountability are to sobriety. This legislation shouldn't be political or viewed as punitive but rather focusing on the wellness and setting a positive boundary that all Nataani should be held accountable for. Praying for our leadership especially Speaker Damon. I am here to help you shi'tsili anyway you need as well as all of our Nataani. Much love to all of you.

Ahehee.

Sean McCabe CPA

McCabe CPA Group, LLC

Sent from my mobile device

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**THE NAVAJO NATION
LEGISLATIVE BRANCH
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LEGISLATION NO.: 0208-22

SPONSOR: Honorable Otto Tso

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Comments/Recommendations	1) Hoskie Benally



Policy Analyst
Office of Legislative Services

November 04, 2022; 9:00 AM
Date/Time

FW: Honorable Seth Damon.

Sherylene Yazzie

Fri 11/4/2022 8:57 AM

To: comments <comments@navajo-nsn.gov>;



Sherylene Yazzie

Chief of Staff

Office of the Speaker

200 Parkway Blvd, Bldg. 1

PO Box 3390

Window Rock, AZ 86515

Phone: 928-871-7160

Mobile: 928-637-5586

Email: sheryleneyazzie@navajo-nsn.gov

From: Hoskie Benally <hbenally@natedisabilitylaw.org>

Sent: Friday, November 4, 2022 8:28 AM

To: Sherylene Yazzie <sheryleneyazzie@navajo-nsn.gov>

Subject: Honorable Seth Damon.

Good Morning, Ms. Yazzie: This is Hoskie Benally. If you have a chance tell Honorable Damon my Thoughts and Prayers are with him. Speaker Damon is a Good and Compassionate Leader for the Navajo People. I know he will overcome this Challenge that has been placed before him. Thanks.

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24th NAVAJO NATION COUNCIL NAABIK'ÍYÁTI' COMMITTEE REPORT Fourth Year 2022

The **NAABIK'ÍYÁTI' COMMITTEE** to whom has been assigned:

NAVAJO LEGISLATIVE BILL #0208-22

An Action Relating to the Naabik'íyáti' Committee and Navajo Nation Council; Placing the Speaker of the 24th Navajo Nation Council on Administrative Leave Without Pay; Establishing Speaker(s) Pro Tem for the 24th Navajo Nation Council

Sponsored by: Honorable Otto Tso

Co-Sponsored by: Honorable Wilson C. Stewart, Jr.

Has had it under consideration and reports the same that **TIME EXPIRED AND NO ACTION WAS TAKEN. THE LEGISLATION IS REFERRED TO THE NAVAJO NATION COUNCIL.**

Respectfully Submitted,



*Honorable Eugenia Charles-Newton, Chairwoman Pro Tem
NAABIK'ÍYÁTI' COMMITTEE*

4 November 2022

MAIN MOTION

Motioned by: Honorable Pernell Halona

Seconded by: Honorable Edmund Yazzie

Vote: TIME EXPIRED, NO VOTE TAKEN