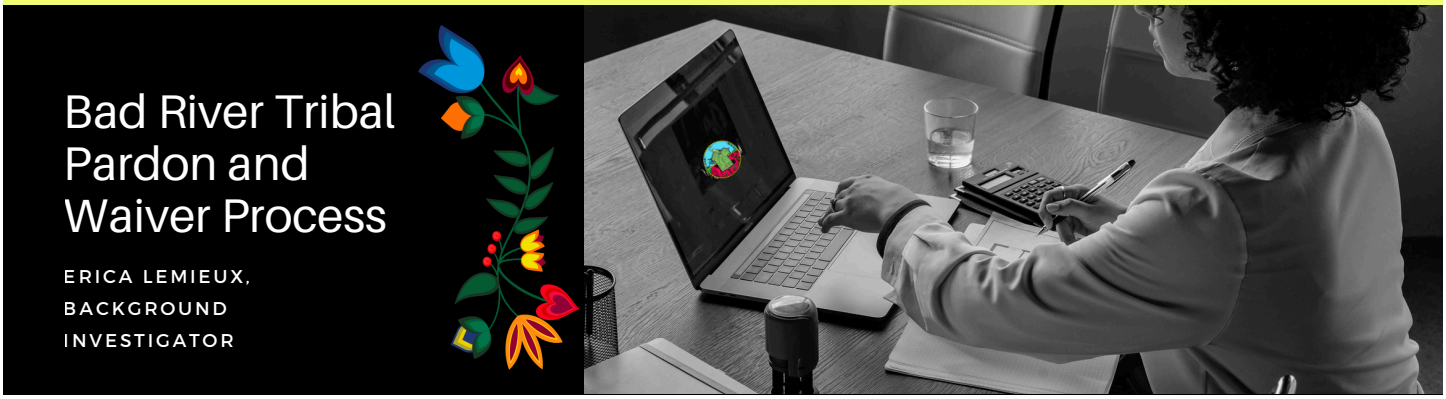


September 2026 |

Bad River Tribal Pardon and Waiver Process

For tribal members who have faced the challenges of criminal felony or theft convictions, reintegrating into the workforce can often feel like a daunting task. The Bad River Tribe understands the importance of second chances and offers a pathway for its members to rebuild their lives through the Pardon and Waiver Process. This initiative is designed to provide an opportunity for those with past convictions to regain their footing and pursue meaningful employment within the tribal community.

While receiving a pardon and waiver does not guarantee employment with the Bad River Tribe, it opens doors by making individuals eligible to apply for available positions within the tribe. By removing barriers to employment, the Pardon and Waiver Process embodies the tribe's commitment to supporting its members in their journey towards a brighter future and fostering a stronger, more inclusive community.

The following requirements must be met:

- You must currently be an enrolled member of the Bad River Tribe (a Tribal ID is Required).
- Please write a one-page handwritten letter to the Tribal Council, telling us why we should consider your Pardon.
- You must not have any open or pending court cases in any court, including court dates or actions in any state.
- You must not be incarcerated or pending any incarceration period in any state.
- You must not be on an electronic monitoring system or pending a monitor program in any state.
- You must provide that all documentation from your Probation/Parole Office stating all rules and regulations set in place by The Department of Corrections or any state agencies involved are being followed but not limited to:
  - AODA Counseling.
  - Continued and documented efforts in payment of all fines and all forfeitures.
  - Continued and documented efforts in payment of all probation and parole fees.
  - Documentation regarding the pursuance of educational goals.
  - No violations within a one (1) month time period since conviction and prior to waiver application.
  - Any missing documentation results in the immediate rejection of your application.

- You must be able to prove rehabilitation steps that have been taken since your conviction period. (Example: Letter of Recommendation from counselors, employers, etc., certificates of achievement).
- You must provide requested court documentation such as criminal complaints and dispositions.
- ***Meeting the above requirements makes you an eligible candidate for a Pardon or Waiver.***

The Pardon and Waiver Process consists of the following steps:

1. Complete and return Pardon and Waiver Application for Employment, along with all supporting documentation listed above, to the Bad River Tribe's Background Investigator.
2. Pay Administrative Pardon and Waiver Fee of $65.00 in full to the Accounting Office located at the Chief Blackbird Center.
3. Bring your receipt to the background office for confirmation of payment. The process ends without proof of payment.
4. Information will be thoroughly reviewed and verified by the Background Investigator.
5. It is the Background Investigators responsibility to contact applicant with the following information:
    a. Date Pardon and Waiver application will be reviewed by Tribal Council in an Executive Session meeting.
    b. The Background Investigator and applicants' attendance is required. (Failure to attend will result in termination of Pardon and Waiver application)

All Pardons and Waivers are considered on an individual basis. Giving false statements is considered a termination of your Pardon and Waiver application. If you have been found to give false statements, you are not eligible to re-apply for a period of 90 days from the date of termination. If, for any reason, your Pardon and Waiver application is denied, the $65.00 payment is not refundable. If you apply between 90 and 180 days after you Pardon and Waiver has been denied, the $65.00 payment will be waived. If you apply more than 180 days after your Pardon and Waiver has been denied, the $65.00 will be charged.

The granting of a Pardon and Waiver does not guarantee employment with the Bad River Tribe.

Processing times will vary based upon individual circumstances. If you have any questions, please contact:

Erica Lemieux, Background Investigator
Email: bkgrndinvest@badriver-nsn.gov
Phone: (715)682-7111 Ext.1511