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AS A DRUG FREE ORGANIZATION WE ARE AWARE THAT;

Governor John Hickenlooper officially added the New Liberties of Amendment 64 to the Colorado state's constitution on December 10, 2012 which means the private consumption of marijuana in Colorado is legal.

However, The Federal Department of Justice (DOJ) guidelines do not legalize marijuana. The DOJ guidance explicitly states that marijuana remains illegal under Federal law.

**SUCAP RECEIVES FEDERAL GRANTS AND FOLLOWS FEDERAL LAWS WHICH
REQUIRES A DRUG FREE WORKPLACE.**

SUCAP policy 804 states:

“The organization cannot and will not condone drug or alcohol abuse on the part of its employees, nor will it condone any employee behavior on or off the job that may serve to damage the company's reputation. The Organization shall require alcohol and/or drug testing as deemed appropriate.”

Please do not jeopardize your employment with SUCAP by participating in the consumption of illegal substances.

Many of SUCAP's programs are located on Tribal property.

PLEASE BE AWARE: SUCAP and the Tribe prohibit the unlawful use of alcohol or the manufacture, distribution, sale, purchase, possession, transfer or use of illegal drugs on its property or work sites.

Signature:

Date:

Witness:

Date: