



Acknowledgement of Understanding Goodwill of Colorado's Zero Tolerance for the use of Marijuana

Regarding recent legislation in the State of Colorado pertaining to Marijuana use, please note that it remains Goodwill's position to enforce a **ZERO TOLERANCE** policy in adherence to the Safe and Drug Free Workplace Act and the Federal classification of Marijuana as a Schedule One (1) (illegal) drug.

The use and/or effects of any substance that causes impairment during work hours brings risk to the safety of our workforce, our work performance, our customers, and our property. Goodwill of Colorado's policy is consistent with the Federal Rule regarding use or presence of medical Marijuana by an employee which states:

"C.F.R 49 Part 40.151 The use of Federal Controlled Substances Act, Schedule I drugs, whether for non-medical or ostensible medical purpose, violates Federal Law and the Federal Drug Free Workplace Program. It is also inconsistent with the performance of safety sensitive, health sensitive and security sensitive positions and other testing circumstances".

Under Colorado State Law, no employer must accommodate Marijuana. Therefore, the use of Marijuana will not be considered an exception for receiving a positive drug test result and is not permitted by this company. The Colorado Revised Statute C.R.S 24-34-402.5 (2013) Unlawful Prohibition of Legal Activities as a Condition of Employment states:

State-licensed medical Marijuana use is not considered "lawful activity".

This means that Goodwill of Colorado has a no tolerance policy of marijuana in the workplace. Goodwill of Colorado will continue to reinforce a safe work environment through our regular drug testing program and will make no exceptions.

By acknowledging this document, you are supporting Goodwill of Colorado's drug free work environment.

If you have any questions regarding this policy please contact your supervisor and/or Human Resources (HR) department.