



COLORADO RIVER INDIAN TRIBES

Department of Fish & Game

2100 Mutahar Drive

Parker, Arizona 85344

Telephone (928) 669-9285

Fax (928) 669-6430

26600 Mohave Road, Parker Arizona 85344

APPLICANT DRUG POLICY PLEASE REVIEW THE FOLLOWING

POLICY

These guidelines are established to facilitate the screening process in selecting or rejecting an applicant for employment. They are intended to reflect community standards by promoting and maintaining a drug-free workplace and are intended to promote other department goals such as:

- 1) safety and security of the employee and coworkers;
- 2) security and protection of property, especially the confidentiality and privacy of information;
- 3) enhancing the reputation of the department in the community which reputation would be severely damaged by hiring employees who have committed acts which violate the very laws we are sworn to enforce; and
- 4) the hiring of employees whose background is free from the commission of acts which would subject them to corruption or improper influence.

The guidelines are intended to assist in identifying acts that would fall within the definition of drug experimentation as compared with those acts which would constitute illegal drug activity. Drug experimentation is not disqualifying pursuant to A.P.O.S.T. (Arizona Peace Officer Standards and Training Board) rules while all other drug activity is disqualifying.

PURPOSE

The following guidelines have been developed to help determine the eligibility of an applicant for any position, either sworn or non-sworn, with the CRIT Fish and Game Department in a manner that provided fairness, consistency and promotes the policy stated above.

DEFINITION OF DRUG USAGE

Marijuana: When a person consumes marijuana (eats, smokes, etc.), the CRIT Fish and Game Department will consider one usage, one joint or one bowl. Smoking one cigarette size joint, one bowl or consumption of one brownie in one sitting equates to one use.

Steroids: There are three ways to administer steroids into a person's body: oral pills, injections, or skin patches. One dose does not equate to one cycle. Doses include one injection, one dose of pills or one skin patch. Each dose is considered one use and combinations will be counted as one use for each dose administered.

Illegal Drugs: When a person consumes (smokes, snorts, injects, patches etc.) drugs, the CRIT Fish and Game Department will consider that one use. These drugs will primarily include: crack/cocaine, methamphetamine/speed, heroin, opium, morphine, hallucinogens, peyote, and hashish. For example, if someone snorts cocaine at a party two distinctly different times it will be considered 2 usages. If someone injects heroin in their body (regardless of the amount) three distinct times, it will be considered 3 usages.

MINIMUM GUIDELINES FOR APPOINTMENT - a full description can be found under R13-4-105

Prior to appointment, or attending an academy, a person shall meet the following minimum qualifications;

R13-4-105 B. 1. Marijuana

An applicant cannot have illegally possessed or used marijuana within two years prior to their appointment as a peace officer and has not illegally possessed or used marijuana as a peace officer.

R13-4-105 B. 2. Dangerous drugs, hallucinogens, narcotics and prescription drugs

The individual has not illegally possessed or used any of these substances more than a total of five times for all substances combined, one use for all substances combined since turning 21 years of age, and no uses within seven years prior to appointment and as a peace officer.

R13-4-105 B. 3. Steroids

An applicant has not illegally possessed or used a steroid within three years prior to appointment, or as a peace officer.

R13-4-105 B. 4. Adderall

An applicant has not illegally possessed or used Adderall, except as prescribed by a physician, within three years prior to appointment, or as a peace officer.

Over the counter products Cannabidiol (CBD)

An applicant's use of over-the-counter products containing CBD does not disqualify them for certification as a peace officer.

Any drug use outside of these guidelines may result in the candidate being eliminated from the testing process.

PRINT NAME**SIGNATURE****DATE**