

UNITED SOUTH AND EASTERN TRIBES, INC.

Resolution No. 93-01LA

USET DRUG FREE WORKPLACE POLICY

WHEREAS, the United South and Eastern Tribes, Inc. (USET) is an inter-tribal organization comprised of twenty-one (21) federally recognized tribes; and

WHEREAS, the actions taken by the USET, Inc. Board of Directors officially represent the intentions of each member tribe, as the Board of Directors is comprised of delegates from the member tribes' leadership; and

WHEREAS, USET is aware that Congress passed in October, 1988 the Drug Free Workplace Act of 1988; and

WHEREAS, the USET Board of Directors are conscious of the fact that a statement must be published notifying employee's (defined as persons who are employed by USET and who are directly engaged in the performance of work) that the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance in the employee's possession or use of a controlled substance in the employee's workplace is prohibited and specifying sanction for violations; and

WHEREAS, USET must establish a Drug Free Awareness Program to inform employees about the dangers of drug abuse in the workplace, the employee's policy of maintaining a Drug Free workplace, any available drug counseling, rehabilitation, and other assistance programs, and the sanctions that may be imposed upon employees for drug abuse violations occurring in the workplace; and

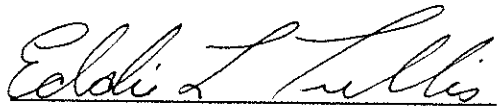
WHEREAS, USET realized that if there is a false certification, failure to carry out the requirements of the certification, or such a number of employee's of the grantee are convicted of violations of criminal drug status for violations occurring in the workplace as to indicate that the employee has failed to make a good faith effort to provide a drug free workplace, the federal agency may take any of the following actions:


- (a) Suspend payments under the grant
- (b) Suspend or terminate the grant
- (c) Suspend or debar the grantee (it may prevent a grantee from receiving any grants or contracts in the future).

NOW, THEREFORE, BE IT RESOLVED the USET Board will make a good faith effort to implement and maintain a drug free workplace.

CERTIFICATION

This resolution was duly passed at the Board of Directors meeting at which a quorum was present in Lafayette, LA on December 8, 1993.


Eddie L. Tullis, President
United South and Eastern Tribes, Inc.


Keller George, Secretary
United South and Eastern Tribes, Inc.