



UNITED SOUTH AND EASTERN TRIBES, INC.
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UNITED SOUTH AND EASTERN TRIBES, INC.

Resolution No. 05/95-18LA

**DRUG-FREE WORKPLACE POLICY
IMPLEMENTATION PROCEDURES**

WHEREAS, the United South and Eastern Tribes, Inc. (USET), a Council of Governments from Maine to Florida, is a representative of the Tribal Government of twenty-one (21) federally recognized tribes; and

WHEREAS, USET is governed by a Board of Directors constituted of two delegates from each member tribe and the actions taken by the Board of Directors officially represent the intentions of each member tribe; and

WHEREAS, the Administrative Operations Committee (AOC) recognizes the inadequacy of the existent Personnel Policies and Procedures Manual and the need for the Drug-Free Workplace implementation guidelines;

THEREFORE, BE IT RESOLVED that the AOC recommends the following be observed:

1. The TLO is responsible for monitoring USET's policy statement to employees that unlawful manufacture, distribution, dispensing, possession or use of a controlled substance is prohibited in the workplace.
2. The TLO is responsible for monitoring an ongoing drug-free awareness program to inform employees about:
 - a. The dangers of drug abuse in the workplace.
 - b. USET's policy of maintaining a drug-free workplace.
 - c. Any available drug counseling, rehabilitation and employee assistance programs.
 - d. The penalties that may be imposed upon employees for drug abuse violations occurring in the workplace.

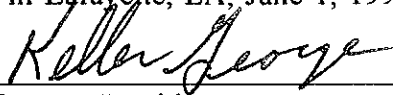
BE IT FURTHER RESOLVED that this resolution become part of the USET Personnel Policies and Procedures Manual.

“Because there is strength in Unity”

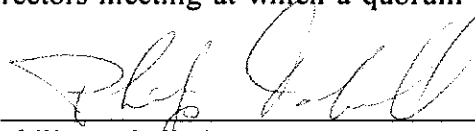
USET RESOLUTION NO. 05/95-18LA

CERTIFICATION

This resolution was duly passed at the Board of Directors meeting at which a quorum was present, in Lafayette, LA, June 1, 1995.



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



Philip Tarbell, Secretary
United South and Eastern Tribes, Inc.