

Recreational and Medical Marijuana

Applicants for employment and volunteer opportunities should be aware of the City of Colorado Springs' current policies concerning the use of drugs or alcohol.

These policies have not been altered by Amendment 64 as it was not intended to require employers to permit marijuana use and it specifically states: "Nothing in this section is intended to require an employer to permit or accommodate the use, consumption, possession, transfer, display, transportation, sale or growing of marijuana in the workplace or to affect the ability of employers to have policies restricting the use of marijuana by employees." *Colo. Const. art. XVIII, § 16(6)(a)*.

This language mirrors the Colorado Constitutional provision allowing medical marijuana which states: "Nothing in this section shall require any employer to accommodate the medical use of marijuana in any work place." *Colo. Const. art. XVIII, § 14(10)(b)*.

Civilian Policy (Civilian PPM #39), Sworn Policy (Sworn PPM #35) and the Drug/Alcohol Procedures Manual outline the City's policies and remain in effect. Specifically, Drug/Alcohol Procedures Manual, Section II, includes:

- **An employee is prohibited from the unlawful manufacture, distribution, dispensing, possession or use of a Controlled Substance in the workplace or on City property.**
- **An employee who reports to work under the influence of or whose performance is Impaired through the use of alcohol or drugs is subject to corrective action in accordance with City policies and procedures, up to and including termination.**
- **Marijuana is a prohibited drug in Schedule I of the Controlled Substances Act and it remains a violation of City policy for any employee to use marijuana.**

Marijuana, whether it is used medically or recreationally, remains a violation of the Federal Controlled Substances Act, 21 U.S.C. §§ 801 et seq.