

## **MEDICAL MARIJUANA**

### Introduction

Regardless of a student, employee, parent or any individual or any individual's status as a medical marijuana license holder, marijuana is not allowed on the premises of Indian Capital Technology Center (ICTC) or in any school vehicle or any vehicle transporting a student under any circumstances. While the use of medical marijuana in conjunction with the possession of a medical marijuana license is legal in the State of Oklahoma, marijuana is a prohibited controlled substance under federal law regardless of the use being for medical purposes. Accordingly, possession of marijuana by a student, employee, parent or any individual, notwithstanding the possession of a medical marijuana license, is strictly prohibited while on the premises of ICTC and in school vehicles; going to and from and attending ICTC sponsored functions and events, including ICTC sponsored functions and/or events which occur in a location other than the premises of ICTC; utilizing ICTC equipment or transportation; and in any other instance in connection with ICTC where ICTC reasonably deems the possession of marijuana to be illegal.

In the event that a student, employee, parent or any individual is found to possess or to have possessed marijuana in any of the instances stated above, ICTC will proceed with all actions and consequences that are afforded under any state or federal law, employment contract, ICTC policy, student handbook provision, or any other authority applicable to or adopted by ICTC.

### Definitions

The terms "marijuana" and "possession of marijuana" will be interpreted by ICTC in accordance with state and federal law. The term "marijuana" includes, but is not limited to, any form of marijuana; all parts of the plant *Cannabis sativa* L., whether growing or not; marijuana seeds; marijuana oil, extract, resin, or residue; cannabidiol in any form; and marijuana edibles. Any conflict between state and federal law is to the definition of "marijuana" or "possession of marijuana" will be interpreted in favor of federal law.

### Nondiscrimination

There will be no discrimination in ICTC because of an individual's status as a medical marijuana license holder.

### Overlap with Other Technology Center Policies

Indian Capital Technology Center recognizes that the legal aspects and consequences of medical marijuana are new and possibly subject to change. These legal aspects and consequences of medical marijuana affect many areas of ICTC's current policies regarding employees, students, parents and individuals on ICTC premises or attending ICTC events. ICTC will continue to enforce its current adopted policies. As the need arises with changes in state and/or federal law, ICTC will consider and/or examine ICTC policies in order to assess whether revisions, if any, may be needed to an ICTC policy in order to comply with state and federal law.

### Employees

Employees of Indian Capital Technology Center are expected to comply with state and federal law at all times as a term of their continued employment with ICTC. In that regard, employees are hereby notified that any person who uses or is addicted to marijuana, regardless of whether his or her state has passed legislation authorizing marijuana use for medicinal or recreational purposes, is an unlawful use of or addicted to a controlled substance and is prohibited by federal law from possessing firearms or ammunition. See Bureau of Alcohol, Tobacco, Firearms and Explosives ("ATF") open letter to all federal firearms licensees (<https://www.atf.gov/file/60211/download>).

Employees are expected to adhere to any and all open letters, formal opinions, directives, or any other instruction provided by federal or state agencies regarding state and/or federal law.