**AMNESTY POLICY for Health & Safety**

**Signs of alcohol or prohibited substance emergency:** confusion or disorientation; vomiting; irregular pulse, depressed breathing; inability to stay conscious; cold, clammy, or blue tinged skin/lips; lack of physical coordination; slurred speech; dilated pupils or bloodshot eyes; and shakes or tremors. (Note that this is not an exhaustive list. Please use your best judgment.)

Is your or someone else's health or safety at risk or in danger?

- **No**
  - The Amnesty Policy is not applicable.

- **Yes**
  - Are you the person in danger?
    - **No**
    - Follow these steps:
      - Contact emergency officials at 303-273-3333 or 911.
      - Remain with the individual requiring help.
      - Meet and cooperate with appropriate emergency officials and Mines staff.
    - Did you or someone in your organization perform these steps?
      - **No**
      - If you and/or a member of your organization were intoxicated or under the influence, then you are NOT protected by the Amnesty Policy.
      - **Yes**
      - If you and/or a member of your organization were intoxicated or under the influence, then you ARE protected by the Amnesty Policy.