

# Redcliffe Gem Club



Our Policies & Values

# Alcohol & Drug Use

## Purpose

The misuse of alcohol and drugs can seriously impair an individual's ability to work safely and productively. The club acknowledges its responsibility to take all reasonable action to safeguard the health and safety of all members. The aim of this policy is to eliminate the hazards associated with alcohol and drug use in the work shop area in a way that is fair to all members.

## Policy Statements

It is policy that no member, contractor, sub-contractor, visitor or volunteer is allowed to carry out work on behalf of the club or enter the club workshop, including driving to club functions whilst impaired by drugs and/or alcohol.

Drugs or alcohol are not to be used/consumed during work activities while at the club premises. The only exception to this policy is that the management committee may approve the limited supply and/or consumption of alcohol on special celebratory or club occasions. For example, members are permitted to consume alcohol during club functions, but of course must not drink drive.

Other than the exception above, a member found in possession of, and/or using and/or trading in any amount of prohibited drug and/or alcohol on club premises will be asked to leave and given assistance where possible to safely return to their home.

This policy provides officers and instructors with guidelines on the management of members who are suspected of being impaired by alcohol and/or drugs. There are two methods of managing suspected alcohol and/or drug use:

- Counselling - providing advice and assistance to the member with a drug or alcohol problem, or
- Discipline - warning and/or terminating membership for repeat incidents of working while impaired by drugs and/or alcohol.

1.4 Any member, contractor, sub-contractor, visitor or volunteer using prescribed medication that may adversely affect their ability to work safely must report to their instructor so reasonable steps may be taken to ensure safety.

## Definitions

Drugs - A medical substance (other than prescribed medical drugs), narcotic, hallucinogen or stimulant taken for the effect it produces.

Alcohol - A volatile, flammable liquid. The active principle of intoxicating drinks produced with the fermentation of sugars.

Impaired by Drugs or Alcohol - Work activity is adversely affected by drugs or alcohol with an increased risk of endangering the safety of the member, other people or property.