



8.0 DRUGS AND ALCOHOL

APPLICATION

This policy applies to all management, volunteers and guests of volunteers (collectively referred to within this Policy as 'Volunteers') of Ellenbrook Community Radio (inc) (referred to within this Policy as Ellenbrook Radio) and outlines Ellenbrook Radio's drug and alcohol management policy.

This Policy may also apply to contractors and consultants, and be referred to within their contract letter of engagement.

Violation of this policy could result in disciplinary action specified in **GENERAL PRINCIPLES**.

8.1 OBJECTIVES

- i. Maintain a safe and healthy work environment free of drugs and alcohol under its Duty Of Care.
- ii. Reduce risks and costs of alcohol and drug use to Ellenbrook Radio and Volunteers
- iii. Address workplace factors which may contribute to alcohol or drug use by Volunteers
- iv. Provide access to information to allow those with problems to seek assistance.

8.2 GENERAL APPROACH OF ELLENBROOK RADIO

- A. Ellenbrook Radio recognises that alcohol and drug abuse related problems are health and social concerns.
- B. Ellenbrook Radio also recognises that alcohol and drug abuse problems can have a detrimental effect on performance and behaviour. Ellenbrook Radio has a moral and legislative responsibility to its volunteers and customers to ensure that this risk is minimised.
- C. Provide reasonable assistance to the volunteer with an alcohol or drug abuse problem who is willing to seek treatment for that problem. NOTE: Ellenbrook Radio does not have the resources to provide or arrange any treatment.
- D. Disciplinary rules, enforced through disciplinary procedures, where use of alcohol or drugs (other than on prescription) affects performance or behaviour at work, and where either (1) an alcohol or drug dependency problem does not exist or (2) where treatment is not possible or has not succeeded.
- E. Ellenbrook Radio requires any Volunteer to inform Management if they believe they have an alcohol or drug problem through the recruitment process or via an incident report. To lodge a report see Appendix 1
- F. Ellenbrook Radio requires Volunteers to behave in a way which does not increase the risk to others at all times.

Signed

Nicholas Antartis
Chairman

10 February 2021