



DRUGS & ALCOHOL POLICY

1. Introduction

At Ellenbrook Community Radio (Inc) trading as Radio VCA88.5FM (Radio VCA88.5FM) we are committed to providing a safe, healthy, and productive environment for all members, volunteers, and individuals involved in our activities. The misuse of drugs or alcohol can impair judgment, performance, and safety, posing serious risks to individuals and those around them. As a volunteer organisation that operates in community settings or with vulnerable individuals, it is essential that all representatives behave responsibly and professionally at all times.

2. Purpose

The purpose of this **Drugs and Alcohol Policy** (Policy) is to ensure a safe and effective environment for all members, presenters, contractors, service users, and members of the public (collectively referred to within this Policy as 'volunteers') of Radio VCA88.5FM.

- To prevent accidents, injuries, or reputational damage linked to drug or alcohol use
- To support individuals who may be struggling with substance misuse.
NOTE: Radio VCA88.5FM does not have the resources to provide or arrange any treatment.
- To set clear expectations regarding the use of drugs and alcohol while representing Radio VCA88.5FM.

3. Scope of Policy

This Policy also aims to establish parameters and outline the expected behaviour of volunteers of Radio VCA88.5FM at any organised activities, events, and locations – including public events, meetings, and off-site engagements where individuals represent Radio VCA88.5FM.

This policy covers the possession, use, or influence of illegal drugs. The misuse of prescription medication and the consumption or influence of alcohol where it may impair performance, safety, or judgment and reputation of Radio VCA88.5FM.

4. Policy Rules

4.1 Drugs

- The use, possession, sale, or distribution of illegal drugs while volunteering, attending events, or on organisational premises is strictly prohibited.
- Volunteers must not be under the influence of illegal drugs while carrying out any role or duty on behalf of Radio VCA88.5FM.

- The misuse of prescription or over-the-counter medication that affects behaviour, performance, or safety is also not permitted.

4.2 Alcohol

- Volunteers must not consume alcohol in the studios of Radio VCA88.5FM, whilst on-air, volunteer shifts, or while representing Radio VCA88.5FM unless it is a clearly authorised part of a social or fundraising event.
- Volunteers must not be under the influence of alcohol to a degree that may impair their behaviour, judgment, or ability to carry out their role safely and responsibly.
- If alcohol is served at an event, moderation and professionalism must be maintained at all times.

5. Support for Volunteers

Radio VCA88.5FM recognises that drug or alcohol misuse can be a health issue. Volunteers who are experiencing problems with substance use are encouraged to:

- Seek help from a healthcare provider or support service.
- Speak confidentially with a committee member, where appropriate.
- Take a temporary leave of absence if needed, without stigma, to seek support.

Radio VCA88.5FM will respond with compassion.

This policy should be read in conjunction with the following policies, available on Radio VCA88.5FM's website:

- Code of Conduct Policy
- Presenter Conduct & Participation Policy
- Gifts & Hospitality Policy
- Health & Safety Policy

6. Consequences of Breaching this Policy

Breaches of this Policy may result in disciplinary action being taken up to and including termination of membership. Behaviour may also be reported to the relevant authorities where considered appropriate.

Policy Owner & Version Control

Policy Owner	Ellenbrook Community Radio (Inc) t/a Radio VCA88.5FM: Secretary
Next Review Date	This Policy will be reviewed annually or following significant changes in legislation or station operations.
Endorsed By	

Version	Status	Date Approved	Description/Sections Modified
V2	Adopted	13 October 2025	Final Version