

# PO-A2-002

## Alcohol and Other Drugs Policy

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### PURPOSE

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This policy establishes the organisation's position on the use of alcohol and other drugs during Adelaide Anthros (A2) activities, ensuring a safe, healthy, and productive environment for all participants, staff, volunteers, and attendees.

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### 1. SCOPE

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This policy applies to all volunteers, staff, contractors, and attendees participating in Adelaide Anthros (A2) events, meetings, setup/pack-down, and any organisation-related activities.

### 2. OBJECTIVES

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To promote safety, well-being, and professionalism within Adelaide Anthros (A2) through the responsible consumption alcohol and by prohibiting the use of illicit drugs during organisational activities, thereby minimizing risks and ensuring compliance with legal and safety standards.

### 3. DEFINITIONS

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- **Responsible Consumption:** Consuming alcohol in a manner that does not impair judgment, safety, or the ability to follow instructions, and that aligns with legal drinking age and organisational guidelines.
- **Staff:** Individuals contracted, or volunteering for Adelaide Anthros (A2) who are performing organisational duties or representing the organisation.
- **Attendees:** Individuals attending Adelaide Anthros (A2) events, including participants, spectators, and guests.
- **Venue:** The location or premises where Adelaide Anthros (A2) activities or events are held.
- **Illegal Drugs:** Substances that are prohibited by law for possession, use, or distribution.
- **Misuse of Prescription Drugs:** Using prescribed medication in a manner not directed by a healthcare professional, including taking medication to alter mood or consciousness.

## 4. POLICY STATEMENT

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- The consumption or use of illicit drugs during Adelaide Anthros (A2) activities is strictly prohibited.
- Responsible consumption of alcohol is permitted at Adelaide Anthros (A2) events for individuals of legal drinking age, in accordance with legal requirements. The organisation promotes a safe and enjoyable environment and expects all attendees and staff to act responsibly when consuming alcohol. The presence of underage individuals in attendance necessitates strict adherence to legal drinking age laws and responsible behaviour by all participants.
- Alcohol consumption is strictly prohibited for anyone under the legal drinking age.
- Staff and attendees must ensure that underage individuals are not exposed to or encouraged to consume alcohol.
- All alcohol must be consumed on-site in a manner that does not compromise the safety and well-being of persons.
- The organisation maintains a zero-tolerance approach to the use of illegal drugs or the misuse of prescription drugs that impair judgment or safety during any activity related to Adelaide Anthros (A2).

## 5. RESPONSIBILITIES

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- Directors: Ensure all personnel and attendees are aware of this policy; monitor compliance; take appropriate action in response to violations. Enforce the policy during events and manage incidents related to non-compliance.
- Volunteers Leads: Ensure compliance with this policy and promote a safe environment.
- Volunteers/Attendees: Always abide by this policy.

## 6. POLICY REQUIREMENTS

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- Legal Compliance: All individuals must comply with relevant laws and regulations regarding alcohol and drug use, including the legal drinking age.
- Responsible Drinking: Alcohol may only be consumed responsibly in designated areas and during approved times. No individual should be under the influence of alcohol or drugs while performing duties or representing the organisation.
- Prohibition for Minors: Alcohol consumption is strictly prohibited for individuals under the legal drinking age. Directors, Volunteers Leads, Volunteers, Contractors and Venue staff must take measures to prevent minors from accessing or consuming alcohol.
- Volunteer Conduct: Volunteers must not be affected by illicit drugs or alcohol during their shifts or while representing the event. During downtime, Volunteers may consume alcohol but are held to the same responsible behaviour standards as attendees.
- Attendee Conduct: Attendees may consume alcohol responsibly, following all instructions from venue and event staff, and in designated areas.
- Incident Management: Any violations, especially involving minors or illegal substances, must be reported immediately. Appropriate actions will be taken against offenders.
- Monitoring: Directors and designated personnel will monitor compliance throughout the event to ensure adherence to this policy.

## 7. EXCEPTIONS

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Any exceptions to this policy require prior approval from Director or designated organisational authority, documented in writing.

## **8. IMPLEMENTATION**

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Communicate this policy during volunteer inductions and event briefings.

Display signage where appropriate.

Train designated staff and volunteers on managing incidents related to alcohol and drugs.

## **9. BREACH OF POLICY**

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Breaches of this policy may result in disciplinary action, removal from the event, or legal action, depending on the severity of the incident. Specifically:

- Any person found providing alcohol to minors, encouraging underage alcohol consumption, or otherwise violating laws related to minors will be subject to immediate removal from the event and may face legal consequences.
- Illegal drug use: Use or possession of illegal substances will result in immediate removal and potential legal action.
- Misuse of prescription drugs: Misusing prescription medication in a manner that impairs safety or judgment will be treated as a breach.
- General misconduct: Any behaviour that compromises safety, encourages unsafe consumption, or breaches the organisation's standards will be addressed accordingly.
- Volunteers or attendees who breach this policy will be held accountable and may be prohibited from future participation in Adelaide Anthros (A2) Events.

## **10. REVIEW**

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This policy will be reviewed annually or following a significant incident or change in legislation.

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**End of Document**