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STUDENT DRUGS AND ALCOHOL POLICY

This policy is designed to inform students undertaking training at First Aid Certification and Training. This policy outlines the rights of the students and the duties of the Staff at First Aid Certification and Training.

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FACT Policy 9.0

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Drug and alcohol use (including legitimate over the counter or prescribed medications) can affect a person's ability to work safely. Even if someone drinks alcohol or uses drugs outside working hours, it can impair their judgement, co-ordination, concentration, and alertness while on the job.

The results could be:

- workplace accidents, injuries, or damage to equipment
- increased absenteeism and reduced productivity
- poor teamwork or workplace relationships
- disciplinary or conduct problems.

SCOPE

FACT drugs and alcohol policy applies to all personnel that are involved in the process of training i.e., training staff and students.

- Drugs or alcohol shall not be consumed on the premise or during the periods of training.
- Any Person under the influence of Drugs or Alcohol will be removed from the premise immediately.
- FACT Staff have the right to a safe workplace, any person suspected to be under the influence may be required to be tested at the expense of the student. With a positive test result the student will not be permitted back into the premise.
- Refusal of a test will be seen as a positive test and all terms and conditions apply
- If a negative result is given the student will receive a full refund and offered the value of the course free of charge.

DRUG AND ALCOHOL TESTING

- Testing may be required from time to time at the discretion of the CEO.
- The person requiring the test may choose the location for the test, however the test must occur within a 2hour period of the test been requested.
- Workers and students may refuse a test at any point, refusal will mean the individual will be removed for the premise.

CONSUMING OR SUPPLING PEOPLE UNDER 18 DRUGS OR ALCOHOL

Australian Law allows for anyone over the age of 18 to consume alcohol ref:

<https://www.health.gov.au/healthtopics/alcohol/about-alcohol/alcohol-laws-in-australia>

Any person under the age of 18 suspected of consuming alcohol during the training will be removed from the premise. A guardian will be notified immediately and the person under 18 will be permitted to stay on site until the parent/guardian collects the child.

If the child was supplied alcohol by an adult during the time of training the details i.e., name of the person supplying the alcohol will be forwarded to the parent/guardians. FACT and the parent/guardian reserve the right to notify the authorities.

SOCIAL EVENTS

On occasions a social event may be held at FACT i.e., Christmas parties or Birthday parties. When a social event is held at FACT a responsible person policy will apply. Everyone attending the social event will take reasonable care to comply with all laws in reference to drugs and alcohol.

FACT will take no responsibility for any person leaving FACT under the influence of drugs or alcohol.