



## DRUG AND ALCOHOL POLICY

Salesian College Sunbury is an inclusive Catholic Faith Community in the spirit of St John Bosco.

- We are a welcoming COMMUNITY that fosters an atmosphere of joy and optimism.
- We strive for engagement in LEARNING for which we are collectively responsible.
- We promote the pursuit of EXCELLENCE in all aspects of life.
- We are inspired by our FAITH to serve others and develop as resilient, thoughtful and caring citizens of the world.

Central to these values is an unequivocal commitment to fostering the dignity, self-esteem and integrity of children and young people and providing them with a safe, supportive and enriching environment to develop spiritually, physically, intellectually, emotionally and socially.

### INTRODUCTION

Salesian College Sunbury (the College) is committed to providing and maintaining, so far as is reasonably practicable, a working environment that is safe and without risks to health. To that end the College is committed to providing for all employees, students and other people who, for whatever reason, are in an area under the control of the College, a working environment where persons under the influence of alcohol or drugs during work hours will not be tolerated and where people can be productive without influence from persons affected by such substances in all areas under the control of the College.

Employees, students, contractors, subcontractors and any other people who arrive at the College and are considered to be under the influence of alcohol or drugs will be determined as unfit for work / studies. Employees taking prescription medicine that may have an adverse effect are required to notify a member of the college executive team. Students taking prescription medicine that may have an adverse effect are required to notify the college nurse.

The College reserves the right to introduce drug and alcohol testing for employees (and any other relevant person) on a random or with cause basis, and any breach of this policy will be viewed as serious misconduct, and may give rise to disciplinary action, which may result in termination of employment.

### POLICY DIRECTION

It is the responsibility of all Employees, students, contractors and subcontractors to ensure that when they report for work or whilst they are performing duties, such as but not limited to, operating plant and machinery, operating a motor vehicle or performing any task as part of his or her normal duties, that they are not impaired by alcohol or drugs, and that there is no presence of alcohol or illicit drugs in their system.

### DEFINITIONS

**Alcohol** - the intoxicating agent in beverage alcohol, ethyl alcohol or other low molecular weight alcohol, including methyl or isopropyl alcohol. In this Policy, reference to the consumption of alcohol also includes the consumption of any beverage, mixture or preparation containing ethyl alcohol (including any medication containing alcohol)

**BrAC** - Breath Alcohol Concentration

For the purpose of operating a bus as defined in the Bus Safety Act 2009 (Vic), College employees and or contractors must not have alcohol or drugs present in his or her blood or breath immediately before, or while, driving a bus, and comply with any College guidelines regarding the form and content of alcohol and drug management.

Drugs are defined under the Bus Safety Act 2009 (Vic) as meaning:

- a substance that is a drug, by virtue of a declaration by the Minister under section 8 of the Act, or
- any other substance (other than alcohol) which, when consumed or used by a person, deprives that person (temporarily or permanently) of any of his or her normal mental or physical abilities.

The College is committed to ensuring that other staff or contractors do not report for work or carry out their duties impaired by alcohol or drugs.

## RELATED POLICIES AND LEGISLATION

- Drug and Alcohol Procedure
- Employee Code of Conduct
- OH&S Act 2004 (Vic)
- Bus Safety Act 2009 (Vic)
- Victorian Drugs, poisons and Controlled Substances Act 1981
- Child Wellbeing and Safety Act 2005
- Mental Health and Wellbeing Act 2022
- The Crime Act 1958

Document History	Date(s)	Modification Details
<b>Written by:</b> Health and Safety Manager	07/06/2018	
<b>Approved by:</b> Executive	13/06/2018	
<b>Post Implementation Review:</b> Executive	13/06/2019 15/03/2021 22/03/2023	Reviewed, no changes Reviewed, inserted heading 'Policy Direction' and reworded definition of drugs
Human Resources	13/02/2025	Reviewed, with minor changes
<b>Next Approval:</b> Executive	13/02/2027	