

UNIVERSITY POLICY STATEMENT ON ALCOHOL AND DRUGS

This policy statement applies to all members of staff, to all students and to visitors to the University campus.

The University is committed to seeking to safeguard the health and safety of those who use its facilities and will take action to secure their wellbeing and general welfare.

The University is concerned to ensure that the health of staff and students, their ability to work and the environment and the community life of the campus are not impaired by abuse of alcohol or drugs.

University welfare services provided to staff and/or students are made available to those concerned on a confidential basis.

I. ALCOHOL

- 1.1 The University encourages those who consume alcohol to do so sensibly and responsibly.
- 1.2 The University will provide facilities for members to find out about sensible drinking, to assess their own drinking habits and, if desired, to obtain confidential advice and help about their alcohol consumption.
- 1.3 Any member of the University who wishes to seek advice or help about his/her alcohol consumption or a related problem should contact the University Medical Centre or the Counselling Service. Similarly a member of the University who believes that a work or student colleague has a drink-related problem should encourage the person concerned to seek advice or help from the University Medical Centre or the Counselling Service.
 - 1.4.1 A member of the University whose drink-related problem has come to the attention of his/her head of department/Tutor or other University officer, will be given an opportunity to discuss the matter with the appropriate University welfare service and, if appropriate, to obtain further advice or treatment. Failure to engage in treatment prescribed by the University's Occupational Health Adviser may be regarded as a disciplinary offence.
 - 1.4.2 If because of an alcohol related problem an individual's performance at work/study/behaviour would normally result in a disciplinary action being taken, such action will be suspended for an appropriate period during investigation and treatment. If after this period the individual's performance or behaviour remains poor, normal disciplinary procedures may be resumed or initiated.
 - 1.4.3 If because of an alcohol problem (or for any other reason) a member of staff or a student acts in such a way as to endanger him/herself and/or others, the University will take prompt corrective action to prevent injury, damage or

other serious risk. In this situation the member of staff or student's problem will be taken into account but it will not automatically exempt the person concerned from the normal consequences of his/her poor performance or serious misconduct.

1.4.4 During normal working hours the University will not normally provide alcoholic drinks for entertaining visitors.

1.4.5 The University will promote alternatives to alcohol where alcohol is sold or provided on campus.

II. DRUGS

1.1 The University does not condone the possession or misuse of drugs which constitutes an offence at law. The University recognises its responsibility to comply with the law and, in particular, to co-operate with the appropriate external agencies in any action required to ensure that no criminal activity takes place on campus or otherwise to enforce the law.

1.2 The University will seek to increase the understanding of its members about the implications and probable consequences of the abuse of illegal drugs.

1.3 Any member of the University who wishes to seek advice or help about a drugs-related problem should contact the University Medical Centre or the Counselling Service. Similarly a member of the University who believes that a work or student colleague has a drugs-related problem should encourage the person concerned to seek advice or help from the University Medical Centre or the Counselling Service.

1.4.1 A member of the University whose drugs-related problem has come to the attention of his/her head of department/Tutor or other University officer, will be given an opportunity to discuss the matter with the appropriate University welfare service and, if appropriate, to obtain further advice or treatment. Failure to engage in treatment prescribed by the University's Occupational Health Advisers may be regarded as a disciplinary offence.

1.4.2 If because of a drugs-related problem an individual's performance at work/study/behaviour would normally result in a disciplinary action being taken, such action will be suspended for an appropriate period during investigation and treatment. If after this period the individual's performance or behaviour remains poor, normal disciplinary procedures may be resumed or initiated.

1.4.3 If because of a drugs-related problem (or for any other reason) a member of staff or a student acts in such a way as to endanger him/herself and/or others, the University will take prompt corrective action to prevent injury, damage or other serious risk. In this situation the member of staff or student's drug problem will be taken into account but it will not automatically exempt the person concerned from the normal consequences of his/her poor performance or serious misconduct.