

## R RTO Management

### R10 Drug and Alcohol

Standards Evidenced	
Standards Referenced	

## General

The purpose of the policy is to ensure, as far as practicable:

1. That students undertake their activities unaffected by use of alcohol and other drugs;
2. Where legal substances are used, that this occurs with responsibility and moderation
3. Environments free of inadvertent social pressure to use drugs or consume alcohol

The policy is not intended to discourage the legitimate use of prescription and 'over the counter' medication.

## Application of Policy

- Students shall not attend or participate in authorised College activities impaired by the effects of alcohol or other drugs, which may place others or themselves at risk.
- Students who are taking prescription drugs, which may impair performance while operating tools or equipment on college property must not undertake such activities.
- The management of all alcohol and drug use, alcohol and drug related activities and associated activities are underpinned by the framework and philosophy of 'harm minimisation'.
- Regardless of the nature and type of drug use, the primary considerations in the management of drug use, drug related issues and associated activities are:
  1. The health and safety of students and any persons they come into contact with during their activities at TSTCA.
  2. Compliance with legal and duty of care requirements.

### Illicit drugs

- Student under the influence of illicit drugs must not attend TSTCA premises.
- Illicit drugs are not to be bought, sold or used in any part of TSTCA premises, nor to be bought, sold or used by any student when engaged in any authorised TSTCA activity.
- Consistent with harm minimisation, all instances of inappropriate behaviour involving illicit drugs are to be treated with equal weight and dealt with according to the TSTCA [Disciplinary Policy](#) and [Disciplinary Procedure](#).

### Prescription/over the counter drugs

- Prescription or over the counter drugs may be consumed on TSTCA premises in accordance with medical advice or as detailed with the drug packaging.
- Students using prescription drugs which may affect their motor skill co-ordination (including use of equipment) should discuss this with their trainer/assessor.
- TSTCA staff must treat this information in confidence at all times

### Alcohol

- Consistent with harm minimisation, all instances of inappropriate behaviour involving alcohol are to be treated with equal weight and dealt with according to the TSTCA [Disciplinary Policy](#) and [Disciplinary Procedure](#).

### Adverse Effects

- All TSTCA staff must be aware that a student who is suspected of being adversely affected by alcohol or any other drug should not be accused of being 'drunk' or of 'using drugs'. The student should be informed of concerns in terms of their behaviour, and that an assessment of their ability to engage in an authorised TSTCA activity needs to be undertaken.
- When assessing a student's ability to effectively participate in an activity, the TSTCA staff member responsible for the activity will consider if the student's behaviour is disruptive, or a danger to themselves or others, they will exclude the student from the activity and follow disciplinary policy and procedure.
- Any student who is deemed to be disruptive or thought to be unsafe must not be permitted to attend or participate in any authorised TSTCA activity.
- If in doubt, a learner should be removed from a potentially dangerous situation and management should be informed.
- As each situation will be unique, any response and reaction (and next steps) should be proportionate to the incident. This may vary from being out of class for a period of time (until prescription drug side effect is no longer present through to reporting to the employer and/or police and removal from the RTO for use or dealing in illicit drugs).

### Supporting processes

The following processes are defined to ensure these policy requirements are met:

Process Name	Purpose

### Supporting Forms and Documents

Document Identifier	Name
XXXX	Learner Code of Conduct
S5	Learner Discipline Policy
S_QP01	Learner Discipline Procedure

--- End of Policy ---

### Version Control

Version #	Date	Changes
V1	1/3/18	