



Policy

The college is committed to providing an environment for both staff and students that is safe and where individuals are not at risk from other people under the influence of drugs and alcohol. The college is also committed to providing an environment that is free from the effects of passive and direct smoking.

Procedures

- Smoking by staff and students of St Martins College is banned in all buildings, building surrounds, near open doorways and windows, as well as near air conditioning intakes.
- Visitors are to be advised that all college buildings are non-smoking.
- Smokers shall be responsible for the safe and tidy disposal of their own ash and butts.
- Alcohol is not to be consumed by employees in the college during working hours.
- Alcohol use by students is to reflect “responsible drinking” practices. No “Keg” parties or “punch” parties are allowed on campus. Excessive alcohol use and drunkenness will result in disciplinary procedures being enacted.
- With the exception of legal/prescription drugs the college is a “drug free” environment.
- Use or sale of drugs by students will result in disciplinary procedures being enacted and the likely expulsion of the resident from the college.
- Employees are not to attend work if they are under the influence of alcohol or drugs.
- Employees should be aware that in some circumstances, legal drugs may also affect your performance at work and therefore this should be taken into consideration as it could place residents or other employees at risk.
- Information on alcohol, tobacco and drug health risks and “quit” courses will be made available as required.
- Persons with symptoms of alcohol and/or drug abuse should be encouraged to discuss personal or work related problems with the Head of College, or seek support from student services or the University Employee Assistance Program, both of which are CSU programmes available to students and staff of CSU.
- Drug and alcohol abuse are treatable conditions.
- It is the Head of College’s responsibility to ensure that drug and alcohol policies and procedures are implemented.