



DRUGS AND ALCOHOL MISUSE POLICY

SPORTITUDE LTD

This policy was adopted by: Sportitude Ltd	Date: 01/10/2023
This policy has been reviewed by: Sportitude Ltd	Date: 01/10/2024
Next review due	Date: 01/10/2025
Signed by the company director	Signed: <i>F Dean</i>





Sportitude is committed to providing a safe and healthy environment for all employees, contractors and participants in our school sports coaching sessions. We recognize that the use of drugs and alcohol can impair judgement, coordination, and decision-making abilities, which can pose a risk to the safety and well-being of individuals involved in our programs. Therefore, Sportitude has implemented this Drugs and Alcohol Policy to ensure the safety and well-being of all stakeholders.

Policy Objectives:

- To maintain a safe and productive environment for employees, contractors, and participants.
- To comply with all applicable laws and regulations regarding drug and alcohol use in the workplace.
- To promote awareness and education about the risks associated with drug and alcohol use.

Prohibited Substances:

- The possession, use, sale, or distribution of illegal drugs during company-sponsored activities is strictly prohibited.
- Consumption of alcohol during working hours or while representing the company is strictly prohibited.

Exceptions:

In certain company-sanctioned events where alcohol may be served (e.g., corporate events, team-building activities), responsible consumption will be allowed. However, individuals must adhere to all applicable laws and regulations.

Testing:

Sportitude reserves the right to conduct random drug and alcohol testing of employees, contractors, and coaches involved in sports coaching sessions. Testing will be conducted in accordance with applicable laws and regulations.

Consequences of Violations:

- First Offence:** An employee, contractor, or coach found in violation of this policy will be subject to disciplinary action, which may include counselling, suspension, or termination, depending on the severity of the violation.
- Subsequent Offences:** Repeat violations will be subject to more severe disciplinary action, up to and including termination of employment or contract.

Confidentiality:

All information related to drug and alcohol testing will be treated as confidential and will only be disclosed on a need-to-know basis.

Education and Awareness:



Sportitude will support education and training on the risks associated with drug and alcohol use and promote a culture of safety and responsibility.

Policy Review:

This policy will be reviewed annually or as needed to ensure its effectiveness and compliance with any changes in laws or regulations.