

# LCC DRUGS & ALCOHOL POLICY

## Objective

The objective of this policy is to ensure that all LCC/LCCISC contractors are aware of their obligations in relation to drugs and alcohol in the workplace.

## Scope

Contractors must not report to work under the influence of alcohol or illegal drugs or consume alcohol or illegal drugs whilst on duty. Some examples of illegal drugs include marijuana, ice, cocaine, speed, ecstasy and heroin. Contractors who are unsure if a particular drug, substance or form of medication is illegal must seek the advice of a registered medical practitioner about the matter.

Contractors found consuming alcohol on LCC premises before, during or after performing their obligations shall be asked to leave Club premises immediately.

## Procedure

Any contractor taking legal prescription or non-prescription drugs or medication, that will affect their work performance or the health and safety of themselves or others, must notify an LCC/LCCISC official immediately. All contractors are responsible for notifying LCC & LCCISC of any side-effects of the drugs or medication so that appropriate precautions can be taken to avoid accidents from occurring or disruption to work.

Where LCC suspect a contractor may be under the influence of drugs or alcohol in the workplace, LCC may direct a contractor to a nominated treating doctor for appropriate testing.

## Breach of policy

The Club LCC and LCCISC has an obligation to consistently apply and enforce this policy. Likewise, contractors must comply with this policy.

If a person is directed to participate in an Alcohol and/or Drug test by LCC and he or she refuses to undergo such a test, this shall be considered a refusal of a reasonable and lawful direction. As such, the person will be subject to disciplinary action which may include termination of their contract or services for refusal to obey a lawful and reasonable direction. A refusal may also lead to an inference that the person's blood alcohol reading exceeds the level of 0.0 and/or that the person is under the influence of Drugs.