

CV DANCE STUDIO DRUG AND ALCOHOL POLICY STATEMENT

CV DANCE STUDIO (the Dance School) places the highest emphasis on Health and Safety in conducting all daily operations.

This policy applies to all employees of the Dance School, whether volunteer or paid, and to all contractors and visitors.

Our Dance School expects that all employees and other people associated with the Dance School shall ensure that they are not a hazard to themselves or others who may be affected by their acts or omissions while attending our studios or performance spaces. Specifically, the Dance School will not promote the consumption of drugs or alcohol, and will not tolerate the presence or influence of drugs or alcohol on site at any time.

Students, Parents, Volunteers, Employees and other people associated with the Dance School should be aware that:

1. The possession or consumption of illicit or non-prescribed drugs is not acceptable at any time.
2. Parents, Students, Volunteers and Employees must not arrive at any Dance School site, or represent the Dance School at any time, impaired by the effects of non-prescribed drugs.
3. Parents, Students, Volunteers and Employees must not arrive at any Dance School site, or represent the Dance School at any time, under the influence of any prescribed drug where it could risk injury to any person, including the person using the prescribed drug.
4. Volunteers and Employees must have a blood alcohol content of .00 when arriving at any Dance School site, and when representing the Dance School at any time.
5. Volunteers and Employees must not promote the consumption of alcohol to Students at any time or in any forum.
6. The consumption of alcohol by Parents, Students, Volunteers and Employees is prohibited within any Dance School site, unless expressly allowed by the Principal at an event held in a licensed premises, and then only so long as the alcohol is consumed in a responsible manner as deemed by the Principal.

The Dance School:

1. Will discipline any Student, Volunteer or Employee found to be in breach of this policy, possibly terminating enrolment or employment.
2. Will report any evidence of illicit drug possession or consumption to the relevant legal authority.
3. Will treat the reporting of any breach of this policy with the strictest confidence.
4. Recognises that alcohol or other drug dependency may be a medical condition and encourages persons with a dependency to seek confidential referral, treatment and rehabilitation.

The Principal and Head Teachers have the responsibility and authority to ensure that the Dance Schools health and safety objectives are achieved. They will identify take relevant measures to ensure this policy is achieved within the Dance School.

Teachers, Assistants and other Employees are responsible for reporting any situation that they are aware of to a Head Teacher or the Principal as soon as possible.