

Interr Drug and Alcohol Policy

Interr are committed to maintaining a professional working environment and to ensuring that the use of alcohol and/or drugs does not have an adverse effect on the working and social conditions of our staff, clients and consumers. We recognise that alcohol and drugs will play a part in the lives of some people, however we cannot condone such activities. This document is designed to inform you of our Policy in relation to these issues.

Our staff, clients and consumers contribute in creating a safe and happy environment, in which everyone can socialise, free from inappropriate disturbance. Anti social behaviour resulting from alcohol or drug use is unacceptable and may be grounds for disciplinary action including exclusion from our client's venues.

Any use of Alcohol or Illicit Drugs by anyone engaged by Interr whilst on duty will not be tolerated and will be treated as gross misconduct followed by disciplinary action.

If you believe that someone has a difficulty in controlling their use of alcohol and/or drugs you should encourage them to seek support. If you are concerned that they are a danger to themselves or others, inform a member of management.

Employees must not under any circumstances attend work if under the influence of drugs or alcohol or have / are displaying behaviour that indicates they will be placing themselves and others at risk at work. If identified or believed that you are under the influence of drugs or alcohol or are displaying behaviours that indicates you are, you will be sent home immediately from work and the company reserves the right not to pay for the entirety of the shift(s) that you have attended work in this manner. This will be treated as gross misconduct followed by disciplinary action.

The possession of drugs/substances for any reason other than medical is forbidden. If you are taking drugs for a medical reason then you must inform your line manager and the HR department and tell them if they will affect your ability to work. Employees found to be consuming alcohol or drugs or deemed to be under the influence in the workplace or during their working hours without having a valid medical reason to do so will be subject to disciplinary action under gross misconduct.

The Company may ask you to undertake a medical examination if it is suspected that you have a problem in relation to drugs and/or alcohol to assess if this is, or is likely to affect your ability to work. You may be suspended from work until an assessment is undertaken. The Company will decide whether to treat this as a disciplinary matter.

Employees should be aware that internal disciplinary action may be taken irrespective of any police action and may result in different findings as the burden of proof differs.

The Company reserves the right to randomly test for either drugs or alcohol. Failure to co-operate or if you provide a positive test will be treated as gross misconduct under the Company's disciplinary procedure. The Company reserves the right to undertake drugs/substance or alcohol testing where there is reasonable cause to suspect an individual believed to be operating under the influence of such substances found within the work place. All testing will be carried out by a competent personnel and this will be done under controlled conditions.

Staff are also reminded that alcohol consumption outside of work leading to hangovers can also be detrimental to performance at work, can lead to absenteeism and will not be tolerated and will be treated as gross misconduct followed by disciplinary action.

In addition, employees must:-

- ensure you are aware of the side effects of any prescription drugs and over the counter drugs;
- advise your line manager or a member of the management team immediately of any side effects of prescription or over the counter drugs, which may affect work performance or the health and safety of yourself or others. For example, drowsiness.

Failure to notify the company prior to attending work whilst taking prescription or over the counter drugs that may have any side effects which could affect your work performance or the health and safety of yourself or others is unacceptable and could lead to disciplinary action.

Interr and our Clients have a legal responsibility to provide a safe environment for staff and patrons and will take appropriate steps to ensure this environment is established and maintained.

All persons entering our clients premises, both staff and patrons, may be subject to a thorough search, failure to comply can result in entry being refused. Any persons found to be using or in possession of any will be asked to leave our premises and possibly face exclusion from the venue and the police contacted. Anything found in your possession will be confiscated and handed to the authorities and you will face disciplinary action and the police contacted. Anyone found to be selling illegal substances will be handed over to the Police.

Misuse of Drugs Act 1971

Under this Act it is an offence for the occupier of the premises or a person concerned in the management of the premises to knowingly allow certain activities including the smoking of cannabis and/or the unlawful supply of a controlled drug to another person. The Company will inform the Police if it believes there has been an abuse of controlled drugs, for which criminal activity may have occurred. This is normally considered Gross Misconduct.

Interr will take appropriate action if such incidences occur and will refer these to the management of the Client and Police.

Alcohol Licensing Act 1964

The supply and consumption of alcohol are subject to the restrictions of the Act. Licence holders have a legal responsibility and have the authority to ban people for their anti-social behaviour from the venues.

Licensed Leisure Industry

Further Controls

All staff should be able to distinguish between drunkenness, paranoia, general illness and to recognise the signs of drug use in particular heat stroke. Should any member of staff see a patron looking unwell, please offer assistance, i.e. ask them if they are feeling ok, offer them a seat, then immediately inform a manager, your security supervisor, and if available a member of the medic team. If a patron refuses help and you feel that they may be a danger to themselves or others, please make a mental note of their whereabouts in the venue and what they look like i.e. the clothes they are wearing so they are easily identifiable to you then immediately inform a manager and your security supervisor.

Signs to be aware of:

- Drunkenness
- Loss of balance/control
- Difficulty in moving and speaking
- Hallucinations and blurred vision
- Nausea/Vomiting
- Over heating
- Confusion and disorientation
- Sleepiness
- Aggressiveness

The majority of deaths associated with dance drugs have been caused by acute hypothermia, more commonly known as heat stroke. Other deaths have been caused by brain damage brought about by excessive water consumption, liver failure and heart failure. It is widely known that many people at dance events will take a combination of drugs such as ecstasy (MDMA, MDA, MDEA), speed (amphetamines), alcohol, cocaine, ketamine, GHB and LSD (acid).

Policy Review

This policy was last reviewed and agreed by the board and seeks to be reviewed and updated annually. Any queries arising regarding this policy should be addressed to Mick Tabori.



Mick Tabori - CEO
April 2020