

1. Policy Statement and Purpose

ICHM is committed to providing a safe and productive environment for its students and staff.

ICHM, acknowledging this duty of care, has established this policy document as part of its efforts to ensure a safe environment throughout the academic semester while students live and study on campus. This document incorporates further information to guide the appropriate use of alcohol and other drugs.

ICHM recognises that the use of alcohol and other drugs can impact on the workplace and this policy is aimed at minimising the harm that this impact has on the lives and study opportunities of students.

2. Definitions

“Drugs” refer to alcohol and illegal drugs.

“Reasonable” is defined as moderate, not excessive or not exceeding the limit.

“Social functions” include all informal and formal ICHM social functions whether organised by ICHM itself or the Student Engagement Group.

“Formal social functions” means official ICHM events requiring dress standards.

“Informal functions” can be defined as those events that are either sponsored, endorsed or supported by ICHM and are primarily organised by the student body (the Student Engagement Group).

“Illegal substances” includes cannabis, heroin, speed, ecstasy, etc. Please note that although cannabis is decriminalised in South Australia under certain circumstances, it is still an illegal substance and illegal use may subsequently attract a criminal charge.

“Intoxication” is defined as inebriation, drunkenness, the loss of control over the physical and mental powers by means of alcoholic liquor or other substance.

“Unacceptable behaviour”: Those who consume alcohol or other drugs whether on or off the college premises, must take full responsibility for their subsequent behaviour. Any of the following is regarded as being unacceptable behaviour within the College community.

- Any behaviour that brings the college into disrepute
- Physical or verbal abuse of another person
- Any harassment of another person, including sexual harassment
- Any damage to other people’s and/or college property
- Noise causing disturbance to others
- Any other behaviour which is sufficiently offensive to cause complaints from other people
- Intoxication during official college business (eg. In class and while attending formal and informal social and recreational activities organised by ICHM.)

3. Policy Details - Illegal drugs

Illegal drugs will not be tolerated in the college community. The use and possession of illegal drugs and/or the implements for the use of drugs is strictly forbidden and is regarded as serious misconduct and will be treated as such. There will be no exception to this policy including where a student asserts that the consumption of illegal drugs is in response to any medical condition.

4. Procedure – Illegal drugs

Those found using, in possession of and/or dealing in illegal drugs may be reported to the police. Any decision on this form of action will be made by the Head of ICHM in consultation with the Campus Operations Director. The student/s will also be dealt with according to the ICHM Personal Conduct Policy.

All staff have a duty of care to report perceived use of illegal drugs by students to the Campus Operations Director or the Head of ICHM.

The Head of ICHM is to be advised immediately if a student is found to be in possession of any illegal drugs.

5. Policy Details – Alcohol

While alcohol may be consumed, as appropriate, at formal and informal social and recreational activities, resulting in inappropriate behaviour, excessive use impacting on studies and relationships and dependence will lead to intervention.

No student is to compel or otherwise influence another student to drink alcohol against their will.

At every social function at which alcoholic drinks are available, a reasonable quantity of non-alcoholic drinks is also to be available. Where mixed preparations such as a punch are made available, they must be labelled as “alcohol included” or “alcohol free”.

Students should be aware of the requirements of the law in regard to alcohol;

- That the blood alcohol level of a fully licensed driver should not exceed .05 whilst driving a motor vehicle or motorcycle in South Australia. Those who have probationary licence (P plate) are to have zero blood alcohol level.
- The sale or supply of alcohol to minors (those under 18 years of age) is an offence under the South Australian Liquor Licensing Act
- Responsible service of alcohol obligations under the South Australian Liquor Licensing Act which prohibit staff from serving alcohol to someone who is intoxicated.

6. Procedure – Alcohol

All ICHM staff members contribute to the management of the college’s obligation under its duty of care to provide a safe learning and working environment.

7. Procedure – Illegal Drugs and Alcohol

As perceived by ICHM management, those students whose work and academic performance is suffering or whose behaviour is proving disruptive will be approached and advised of the appropriate action they need to take if the use of alcohol or other drugs is a contributing factor. The student, however, will have a choice as to what form this action,

if any, will be. Students who believe they have issues with alcohol or other drugs are encouraged to seek assistance from the ICHM Student Counselling Service, an ICHM staff member, or their medical practitioner.

Duty of care obligations require staff members to intervene in the case of students displaying signs or symptoms of intoxication, regular excessive use or dependence on alcohol or other drugs. Intervention will depend on the level of behavioural problems and the level of dependency.

ICHM will make every effort to intervene to support the student and to refer them to appropriate counselling and support services. Students will be made aware, however, of the consequences of not attempting to help themselves. Satisfactory mechanisms will be in place for the counselling and help of those who require it regarding the consumption of alcohol and other mind-altering substances, especially where it has been identified that this consumption has a negative impact on the students work and academic performance.

Students must be mindful that as representatives of ICHM, they are under constant scrutiny on campus and in industry. Formal and informal social and recreational activities are fully integrated into the ICHM experience. Behaviour at any of these activities, deemed to be disruptive or aggressive will be addressed under the Personal Conduct Policy.

8. Additional Information

S.J. Allsopp (1987), as cited in *Alcohol & Drugs in the Workplace* (The Chamber of Mines and Energy of Western Australia Inc, 1996), (drug in this example includes alcohol) argues that drug related harm can fall into three categories,

- Intoxication
- Regular excessive use
- Dependence

Intoxication

Problems of intoxication result from the acute effect of drug consumption and can last for several hours. They are the most obvious effects of drug use. General disruption of behaviour, such as impaired co-ordination, reaction time, memory, and other cognitive functions, can contribute to an increase in accident risk. Intoxication is also associated with aggressive behaviour. Intoxicated behaviour may be associated with harm to the individual themselves or to other people.

Students who become intoxicated and display disruptive or aggressive behaviour within the classroom or while attending formal or informal social or recreational activities organised by ICHM can expect intervention and consequences for their actions.

Regular Excessive Use

Regular drug use that does not necessarily involve intoxication may still result in problems such as poor health, due to the continual chemical insult to the body.

Behavioural issues, falling attendance and poor academic performance will also lead to intervention in the form of counselling.

Dependence

Dependence is not an 'all or nothing' phenomenon. The degree of dependence that a person experiences can be found on a continuum from mild to severe and can be expressed as the degree of difficulty that the individual has in refraining from use. In the process, as time is devoted to drug seeking and drug taking, other activities may become less important to the individual.

It may be useful for students to consider their alcohol and other drug consumption within this framework and adjust their consumption to minimise harm to themselves. Alcohol and other drug related harm can have a serious impact on a student's ability to perform and it is this effect on performance and student wellbeing that is the interest of this policy.

References

- The Chamber of Mines and Energy of Western Australia Inc. (1996), Alcohol and Drugs in the workplace – Issues, Trends and Practices.
- Roger Nicholas, Drug and Alcohol Services Council SA

9. Responsibilities and Authorities

The Head of ICHM and Campus Operations Director must approve any change to this Alcohol and Other Drugs Policy and Procedure.

10. Review

The Campus Operations Director is responsible for the review of this policy on a 3 yearly basis, as per the policy register.

11. Approval

Accountability and review			
Delegate	Campus Operations Director	Ref: ICHM Delegations Register	
Approval body	Head of ICHM and Campus Operations Director		
Approval date	26052023		
Review date	3 years from last review 26052023		
Supporting information			
Related legislation	Higher Education Standards Framework (Threshold Standards) 2021 (Cwlth)		
Sector benchmarking			
Supporting documents			
Related documents			
Superseded documents			
Type and location			
Policy type <select row and shade>	Corporate Governance		
	Academic Governance		
	Academic Management		
	Operational Management		
Location/access <select row and shade>	Website		
	Student access		
	Staff access		
	Overseas		
Amendments			
Version No.	Amendment type	Amendment Date	Key changes
1.0	New Document	03/01/12	New policy based on existing policy.
2.0	Major	27/6/2012	Modification to wording of illegal drugs and alcohol sections
3.0	Major	6/11/12	Addition of Changes to the Policy section
4.0	Major	9/7/2013	Changes to policy following review by Chief Executive, Principal, Manager RIH, Director, Student & Industry Engagement (or delegate), Manager Administration, Industry Training and Development Manager and ICHM legal
4.1	Minor	25/1/16	Minor title changes
4.2	Minor	02/03/2022	Minor title changes
4.3	Minor	26/05/2023	Minor title changes and responsibilities change.