



Alcohol and Drug Abuse Policy

An Grianán Theatre is a drug-free workplace. The purpose of this policy is to ensure the safety of all employees and promote productivity. This policy applies to all employees, contractors, and temporary workers. All employees must agree to follow the policy. Substances covered under this policy include alcohol, illegal drugs, inhalants, and prescription and over-the-counter drugs. We reserve the right to inspect our premises for these substances.

Definitions under this policy

A “**substance**” includes alcohol, illegal drugs, inhalants, and prescription and over-the-counter drugs.

An “**illegal drug**” is any substance that is illegal to use, possess, sell, or transfer.

“**Drug paraphernalia**” are any items used or intended for use in making, packaging, concealing, injecting, inhaling, or consuming illegal drugs or inhalants.

A “**prescription drug**” is any substance prescribed for an individual by a licensed health care provider.

An “**inhalant**” is any substance that produces mind-altering effects when inhaled.

You are “under the influence” if any substance:

- impairs your behaviour or your ability to work safely and productively;
- results in a physical or mental condition that creates a risk to your own safety, the safety of others, or company property.

“Company premises” include our buildings, grounds and company provided vehicles.

Company rules:

You must follow these rules while you are on company premises and while you conduct company business. The rules apply any place you conduct company business, including a company vehicle or your own vehicle:

1. You may not use, possess, or be under the influence of alcohol on company premises. If management approves, you may drink moderately at certain off-premises, business related meetings or social gatherings.
2. You may not use, possess, or be under the influence of illegal drugs.
3. You may not sell, buy, transfer, or distribute any drugs. It is against the law to do so, and we will report such actions to the authorities.
4. You may not use, possess, sell, buy, transfer, or distribute drug paraphernalia.
5. You may not use or be under the influence of inhalants.

Below are the rules if you must take prescription or over-the-counter drugs on the job.

1. You may use a prescription drug only if a licensed health care provider prescribed it for you within the last year.
2. You may use prescription or over-the-counter drugs only if they do not generally affect your ability to work safely.
3. You must follow directions, including dosage limits and usage cautions.
4. You must keep these drugs in their original containers or bring only a single-day supply.

5. The company may consult with a doctor to determine if a prescription or over-the-counter drug may create a risk if you use it on the job.
6. The company may change your work duties or restrict you from working while you are using a prescription or over-the-counter drug that creates such a risk.
7. You may not use machinery while taking prescription or over-the-counter drugs that impair your ability to work safely. This includes vehicles.
8. You must cooperate with any investigation into substance abuse. An investigation may include tests to detect the use of alcohol, drugs, or inhalants.

This policy fulfils the requirements of the legislation and embraces the principles of best practice in relation to Alcohol and Drug Abuse Policies and procedures in both the Republic of Ireland and the United Kingdom.

Adopted as agreed on behalf of An Grianán Theatre's Trustees:

Sean Mc Cormack
Chairman

Date
16 January 2012