

NZ Arb Drug and Alcohol Policy

NZ Arb aims to eliminate the use of prohibited drugs and alcohol from NZ Arb competitions, events and workplaces and respond appropriately to any violations.

As the governing body, NZ Arb;

- Condemns the use of prohibited drugs and alcohol during any NZ Arb competition, event and workplace, unless alcohol is provided with the permission of NZ Arb
- Seeks to protect the health and welfare of participants, paid employees and volunteers
- Seeks to ensure that participants, paid employees and volunteers are able to compete in a fair, safe and equitable manner during all NZ Arb competition, event and workplace.
- Seeks qualification of drug and alcohol status at the discretion of NZ Arb.

Scope:

This policy applies to participants, paid employees and volunteers of NZ Arb at NZ Arb competitions, events and workplace.

All participants, paid employees and volunteers at NZ Arb competitions, events and workplaces are expected to be fit for event duties or roles and be able to perform safely and acceptably without any limitations due to the use or after-effects of alcohol, illicit drugs, non-prescription drugs, prescribed medications or any other substance.

Involvement with alcohol or drugs can have an adverse effect upon safety, the integrity of NZ Arb competitions, events and workplaces, the safety of other participants, paid employees and volunteers and the ability to accomplish the goal of an alcohol and drug free, safe competition, event or workplace. NZ Arb therefore wants to emphasise that it has zero tolerance for participants, paid employees and volunteers who perform duties or compete under the influence of alcohol or drugs, and/or whose ability is impaired in any way by the consumption of alcohol or drugs, or who consume alcohol or drugs at NZ Arb competitions, events and workplaces (unless alcohol is provided with the permission of NZ Arb).

Roles & responsibilities:

NZ Arb will;

- Show our responsibility and commitment to ensure safe and healthy competitions, events and workplaces – this includes undertaking random or scheduled drug and alcohol testing at events, or may require proof of drug and alcohol testing as a prerequisite to gain funding and/or when representing New Zealand.
- Engage professional drug testing services to undertake random drug and/or alcohol testing at events at the discretion of NZ Arb. Drug and alcohol testing methods will be at the discretion of NZ Arb with direction from the engaged professional testing service provider.
- Ensure responsible alcohol consumption at competitions, events and workplaces where alcohol is provided.
- Ensure that participants, paid employees and volunteers involved in NZ Arb competitions, events and workplaces can work in an environment free of alcohol and drug use or abuse.
- Outline NZ Arb's expectations and requirements for creating and maintaining an alcohol and drug free environment, and for dealing with substance abuse in the NZ Arb competitions, events and workplaces.
- Educate and inform participants, paid employees and volunteers about issues concerning drugs and alcohol

It is the responsibility of all participants, paid employees and volunteers to identify concerns about an individual's immediate ability to perform their duty or role, and take appropriate steps. Where necessary, they will advise an NZ Arb organiser who has discretion to remove any participants, paid employees and volunteers who are suspected of breaching this policy from a NZ Arb competition, event and workplace, pending investigation and a decision on appropriate consequences including potential disciplinary action.

Administration of Policy (though not every situation can be predicted):

If a participant, paid employee, volunteer or visitor attends a NZ Arb competition, event and workplace, and you have reasonable cause to suspect that they are under the influence of alcohol or drugs, which is or has the potential to adversely effect a fair, safe equitable competition, event and workplace, the NZ Arb organiser has discretion to immediately remove him/her from the venue area. If the organiser has any doubt about whether they are, or are not impaired, the organiser should err on the side of caution and remove him/her from the venue area.

Participants, paid employees and volunteers who are prescribed medication are expected to ask their doctor if the medication will have any potential adverse effect on duties or competition performance. They are required to report to the NZ Arb organiser if there is any potential risk, limitation or restriction for whatever reason that may require modification of duties or roles with potential temporary reassignment, and provide appropriate medical verification on any restrictions in performance of their duties or roles.

If a participant, paid employee or volunteer believe that a participant, paid employee or volunteer in a more senior position is in violation of this policy, they are encouraged to get a second opinion where possible. They are also expected to notify an executive officer of NZ Arb.

In support of those who may have developed or are developing chemical dependence, all participants, paid employees and volunteers are required to document and report any violations of this policy. Any participants, paid employees and volunteers not complying with this, are enabling the dependence. Enabling this behaviour leads to ongoing health and safety concerns for an addicted individual and those around him or her.

Disciplinary Procedure:

Breaches of NZ Arb's drug and alcohol policy can be considered to bring the association into disrepute with immediate suspension from the event. Further disciplinary actions may be determined by the NZ Arb Executive.

For further information or questions please write to:

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