

## Tocal College Student Alcohol & Drug Testing Policy

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### SECTION A Introduction

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Tocal has an obligation to ensure the health and safety of all students, staff and visitors to the College. It is therefore critical that the operators of vehicles, equipment and machinery (e.g. cars, 4WD's, tractors, quads, chainsaws) and those working with livestock (e.g. horse riding, stock work) are free from the influence of alcohol and illegal drugs. This is particularly important in a training environment.

While individuals have a right to privacy, the College also has a duty of care to manage alcohol and prohibit illicit drug use. Random breath analysis for alcohol is therefore used to test that students can safely participate in specific training activities. Strategic pathological testing for illicit drug use by an approved laboratory is undertaken where corroborated evidence suggests it has occurred.

Individuals may refuse analysis but will not be permitted to engage in specific activities until a breath analysis or laboratory drug test indicates they are free from the influence of alcohol or illicit drug use.

This policy includes information about the obligations and responsibilities of students and the consequences associated with breaches that undermine the safety of the College environment.

All students must read and agree to abide by this policy.

Similar expectations apply to staff while working at Tocal College. The Tocal College Staff Alcohol and Drug Testing Policy describes these expectations and how they are implemented.

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### SECTION B Aim

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The aim of this policy is to ensure the health and safety of all students, staff and visitors to the College. In particular it seeks to ensure that students engaging in specific, higher risk activities only do so with nil blood alcohol and free of the influence of illicit drug use. It is also intended to describe procedures for breath analysis or drug analysis of students who have agreed to scheduled testing as part of their behavioural probation conditions.

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### SECTION C Scope

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**This Alcohol and Drug Testing Policy applies to:**

- Full Time Students at Tocal College, Paterson
- Trainees participating in training at Tocal College, Paterson
- Students undertaking practical or work experience at Tocal College, Paterson

**The activities that a positive result will prevent participation in include (but are not limited to):**

- Any training or education activity occurring during a student's allocated, weekly timetable.
- Operation of vehicles and machinery such as cars, 4WD's, side-by-sides, quads, motorbikes, tractors and ride on mowers at any time.
- Operation of equipment such as chainsaws, power tools, mowers and whipper snippers, PTO or hydraulic driven implements, augers and feed mills at any time.
- Handling of livestock such as horse riding, mustering on foot, yard work and animal husbandry practices such as castration or electric disbudding at any time.
- Other activities where a student may be at risk of harm or injury to self or others if under the influence of alcohol or illicit drug use, e.g. Teambuilding activities, orienteering, abseiling.
- A positive result may contravene the conditions of a student's behavioural probation. This may result in their suspension or withdrawal from the College.

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## **SECTION D Code of Behaviour**

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Minors are not permitted to consume alcohol. Those over 18 are not permitted to consume alcohol on the campus and are not to return to campus in an intoxicated state.

No student can allow the consumption of alcohol to interfere with their safe participation in training or learning. This includes "hang over" effects from previous consumption.

No student can participate in illicit drug use, as described by NSW State Law ([https://www.police.nsw.gov.au/crime/drugs\\_and\\_alcohol/drugs](https://www.police.nsw.gov.au/crime/drugs_and_alcohol/drugs)). This includes use of illegal drugs, non-prescribed use of prescription drugs and the inappropriate use of other substances e.g. sniffing glue, huffing aerosols, bagging, chroming or general abuse of inhalants and other products.

Students can only participate in regular training, including operation of machinery and equipment, and handling of livestock, with nil blood alcohol and free of the effects of illicit drug use. If required, blood alcohol level is recorded by breath analysis. Illicit drug use may be determined by a number of testing measures, as determined appropriate by an approved pathology lab (NATA Accredited).

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## **SECTION E Roles**

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### **Alcohol Testing:**

The breath analysis device will be stored with the Deputy Principal, who will maintain the device, including an annual calibration.

Trainers, lecturers and supervisors of activities where a student may be at risk of harm or injury to self, or others, (if under the influence of alcohol) may request that a student undergo breath analysis for the purpose of determining blood alcohol level at their discretion. It is acceptable to request random testing of a student (or students) from among a group.

Staff, including Duty Officers, may invite students accused of underage drinking or being drunk and disorderly on campus to voluntarily undergo testing in order to demonstrate their blood alcohol content. Students may decline this opportunity but will have fee payers notified of this refusal.

The Deputy Principal or their nominee(s) will conduct testing.

The Deputy Principal will notify the parent / caregiver if the student is underage and does not record nil blood alcohol by breath analysis. Further action may be taken at the discretion of the Principal.

If the student is overage and does not record nil blood alcohol by breath analysis, they will be allocated other tasks and the reason for their non-participation in training or work recorded as being due to a positive reading of blood alcohol.

### **Illicit Drug Use Testing:**

Staff, students or members of the general public may provide credible information regarding a student's suspected illicit drug use to the College. This will be reviewed by members of the College's Centre Management committee. If the information is determined to be credible, and constitutes illicit drug use according to state law, then action will be taken to prevent further use by the student and to remove its potential harm from the College Community.

The Deputy Principal will coordinate testing of the student(s) identified by credible evidence of suspected illicit drug. This will occur with an approved testing laboratory. The suspected student(s) will be supervised and transported to and from the test centre.

Initial testing will be at the College's expense. If repeat testing is required, it will be at the student or Fee Payer's expense.

The Deputy Principal will notify the parent / caregiver if the student records a positive test that indicates illicit drug use. They will not participate in further training, at least until a clear result is obtained, and their non-participation in training or work recorded as being due to a positive reading, indicative of illicit drug use. Further action may be taken at the discretion of the Principal including suspension or withdrawal from the College.

### **Testing (General):**

The student will only be able to participate further in specific activities (as listed) when a nil blood alcohol result is returned by breath analysis or negative test for illicit drug use is produced.

It is the responsibility of all students who miss training or work to catch up on what has been missed in their own time.

The Deputy Principal will also keep a confidential record of all students tested and their results.

A student may decline breath analysis or drug testing, in which case they automatically cannot participate in training or work. Again, it is the student's responsibility to catch up on what has been missed. Their choice to decline analysis will be reported to their fee payer, parent or care giver.

Students (through the Student Association) and staff may comment on the policy to the Deputy at any time. The Deputy will review this policy and after referral to relevant parties (staff and students) may recommend changes to the Principal and the Governance & Standards Committee.

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## **SECTION F    Discipline**

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Students that record a positive blood alcohol reading through breath analysis, or illicit drug use through approved laboratory test, will be prohibited from undertaking higher risk tasks (including those listed) until they can produce a nil reading. It will be their responsibility to catch up any training, assessment or worked missed.

Underage students will have a positive result for alcohol reported to their fee payer, parent or care giver. All students with a positive result which indicates illicit drug use will have their fee payer, parent or care giver notified.

A positive reading may constitute grounds for placing the student on behavioural probation, suspension or withdrawal from the College (according to the Student Discipline Points System).

Restrictions on the operation of vehicles, machinery and equipment and working with livestock may be implemented including prohibiting repeat offenders from driving personal vehicles, including their own, on campus or on the property.

Individual behavioural probation contracts that may exist with specific students will describe their consequences of returning a positive blood alcohol breath analysis result or illicit drug use result.

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### **Related Policies**

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- Bullying, Discrimination & Harassment
- Sexual Misconduct
- Complaints & Appeals Form
- Internet & Social Media
- Student Discipline Points System

