

## **Drug and Alcohol Policy**

### **Purpose**

The purpose of this policy is to address the responsibilities of all those participating in race events at Meremere Dragway, the racers, race crew and volunteers (event participants) to Health and Safety at race days, relevant Health and Safety legislation and to reduce harm and promote the safety from the adverse effects of drug and or alcohol or any other performance-altering substance i.e. illegal substances (drugs), alcohol or legitimate medications if impairing.

### **Our policy**

Our workplace/ raceway is a designated safety sensitive area and the risks posed by accidents or incidents to all racers, crew, volunteers and members of the public caused by a drug or alcohol affected person are of concern to all of us.

We are committed to creating a drug and alcohol free sport/workplace/ event/competition to safely achieve our recreational, sporting, entertainment , business objectives, and meet the requirements of the Health & Safety at work act 2015 by taking all practical steps to prevent harm, and to deter person's from the use of impairing substances likely to affect their performance and safety of them and others.

This policy makes a clear statement that we do not tolerate Racers, Race Crew or volunteers (event participants) attending events/work under the influence of mind-altering substances, nor the use or dealing with any impairing substances while at work/Meremere Dragway (including during breaks). We also do not tolerate persons dealing or using alcohol or other drugs whilst at race events.

Being 'at an event' in the context of this policy includes any areas where a racer, race crew or volunteer is likely to be during the course of the event , and may include the property such as accommodation provided.

### **Event Participants responsibility**

- This policy reaffirms all event participants' obligations with respect to taking reasonable care for the health and safety of themselves and other employees who may be affected by the event participants acts or omissions.
- Where any the event participants is in any doubt as to his/her fitness for duties they must contact (the event organizer/Race Director) immediately.
- All event participants must inform (the event organiser) if the medication they are taking, whether or not prescribed by a medical practitioner, could impair or affect their ability to participate in a safe and productive manner. If in doubt about the possible side effects of medication, the event participant must discuss those with a medical practitioner.
- It is the responsibility of all event participants to identify concerns about an individual's immediate inability to participate safely and take appropriate steps. Where necessary they will advise (the event organiser) who will , in confidence, take appropriate action which may include a drug and alcohol test.

## Unacceptable conduct

- Event participants observed taking, selling, supplying or being in the possession of drugs or alcohol at an event or reporting to an event under the influence of, or using drugs or alcohol, will be stood down from competition and the event.
  - Refusal to provide a specimen for a drug and or alcohol test will be treated as a failed on site drug screen and the event participant will be stood down from the event however the race organisers will review this for any discretionary additional sanctions that may be appropriate to apply.

## Testing

A Saliva onsite drug screen test for the presence of drugs and/or alcohol may be conducted:

1. if there is reasonable cause to suspect an event participant is impaired or is affected by the consumption of alcohol or drugs,
  2. following an accident, or following an incident, at the discretion of the organizing committee where there was a potential for major harm or loss,
  3. A minimum of 5 event participants randomly selected from a cross-section of racers, race crew, volunteers and employees at each competition event as a deterrent to drug/alcohol use, m i s u s e and
  4. at random intervals on individuals who have previously tested positive at an event.
- When we initiate testing it shall be in accordance with a Drug and Alcohol Testing Policy which may be introduced by us at any time. The onsite drug screen using saliva specimen will be the result used to determine a person's ability to compete or attend competition on the day. It is acknowledged by the Race committee that a drug screen has some potential to be mis identify some drugs and cross react with some medications or substances that may not be impairing. This can only be correctly challenged by confirmation of the drug compound by an accredited Laboratory. This is not possible to perform by the event organisers however further Laboratory confirmatory testing is at your choice and collection of any specimen for this purpose must be undertaken at a Standards compliant service provider of your choice and at your cost within 8 hours of the onsite screen. No reimbursement of fees or costs will be made for a subsequent confirmed negative Laboratory result but all records and subsequent random testing at future events may be expunged.

## Reasonable Cause

Where it is the opinion of the event organiser that the event participant is exhibiting some/any of these symptoms of impairment from drugs and/or alcohol, and they have reasonable grounds to believe that alcohol or drugs may be causing this behaviour, then the nominated tester will conduct a saliva drug test on site.

- Symptoms of impairment from drugs and/or alcohol include, but are not limited to:
- Lack of or trouble concentrating.
- Reduced coordination.
- Reduced mental alertness.

- Poor reaction times.
- Blurred vision.
- Feeling unwell, tired or depressed.
- Making a lot of uncharacteristic mistakes.
- Regular accidents or injuries..
- Violent behaviour or outbursts of anger/aggression.
- Hangovers.
- Erratic work patterns.
- Mood swings or changes in personality.
- Over reaction to real or imagined criticism.
- Obvious physical signs like exhaustion, hyperactivity, dilated pupils, bloodshot eyes or slurred speech.
- Erratic, unusual or dangerous behaviour out of character.

*NB: Whilst these examples can be related to impairment from drugs and/or alcohol it should be considered that the symptoms may be related to a medical condition .*

If we elect not to ~~at~~ the event participant may elect to voluntarily stand down from competition/.

## Event participant acknowledgement and undertaking

**In participating in any/this event at Meremere Dragway, you (the event participant) acknowledge and undertake that**

- Your participation involves taking part in a safety sensitive sport and operating in a safety sensitive area. Your role entails safety sensitive activities in that your position has a key and direct role in activities where impaired performance could result in injury to yourself or to others.
- The use of drugs (other than prescription or dispensed) and/ or alcohol both prior to attending an event, and at the event is forbidden as it poses a threat to health, safety and performance.
- You must inform us if the medication you are taking, whether or not prescribed by a medical practitioner , could impair or affect your ability to work in a safe and productive manner. If in doubt about the possible side effects of medication, you must discuss those with a medical practitioner.
- You will declare to us immediately if you have doubts as to your fitness for an event.
- You have an obligation to report to us if you have reason to believe any other event participant at an event is in breach of this policy.
- If you are fail the onsite saliva drug test whilst at an event, or breach this policy in any other sense you will be stood down from participating in that event and may be subject to further random testing when attending future events.
- You agree to abide by the result of onsite saliva drug screen on the day of an event. Further Laboratory confirmatory testing is at your choice and collection of any specimen for this purpose must be undertaken at a Standards compliant service provider of your choice and at your cost within 8 hours of the onsite screen. No reimbursement of fees or costs will be made for a confirmed negative Laboratory result but all records and subsequent random testing at future events may be expunged.