

Drug and Alcohol Abuse Policy

The following document sets out the policy of the Company on alcohol and drug abuse. It is important that every employee is aware of their obligations under this policy, and any queries should be addressed to Management.

Alcohol Abuse Policy

1. The Company's policy is to forbid the consumption of alcohol on the Company's premises. In certain circumstances, for instance office functions permitted by the Company, this policy may be temporarily waived. However, employees must note that attendance at these functions is still subject to the normal disciplinary rules in relation to acceptable behaviour in the workplace.
2. If any employee is found to be intoxicated at work or is found consuming alcohol on the Company's premises, other than at a Company permitted function that employee will face disciplinary action on the grounds of gross misconduct under the Company's disciplinary procedure.
3. The Company has the right to conduct regular health checks to establish whether there are any alcohol or drug problems amongst the staff.
4. As a condition of any offer of employment all prospective employees may be requested to undergo a medical examination conducted by the Company's medical advisor which will seek to determine whether the prospective employee has an alcohol abuse problem or has taken a controlled drug.
5. If a prospective employee refuses to give consent to such an examination or refuses to undergo the screening the Company has the right to immediately withdraw any offer of employment made.

Drug Abuse Policy

1. The Company strictly forbids the possession, use or distribution of drugs for non-medical purposes on the Company's premises.
2. An employee who is prescribed drugs by their doctor or is taking over the counter medication which may affect their ability to perform their duties should inform their line manager.
3. Where it is suspected that there was a breach of the prohibition on substances, or if it is suspected an employee's work performance or conduct has been impaired through substance abuse, the Company reserves the right to require an employee to undergo a medical examination to determine the cause of the problem.
4. Where any employee at such a request refuses to undergo a medical examination, such refusal will amount to gross misconduct in accordance with the Company's disciplinary procedure.
5. The Company reserves the right to search an employee or any of an employee's property held on the Company's premises at any time if the Company has reasonable grounds to believe that the prohibition on substances is being or has been infringed. The search will be carried out by a member of staff of the same sex as the employee, and will be witnessed by another member of staff. The employee's consent to these searches will be sought prior to commencement.
6. If an employee refuses to comply with these search procedures, such action will normally be treated as amounting to gross misconduct and will entitle the Company to take disciplinary action.
7. The Company reserves the right to inform the police of any suspicion it may have with regard to the use of controlled drugs by any of its employees on the Company's premises.

Pre-employment

Potential employees will be asked to declare if they have any medical conditions, e.g. epilepsy, drug dependency, which could affect their ability to work safely, with regard to their own safety, and that of others. The Company will consider, after taking professional advice, these conditions, and decide what position, if any, within the Company would be suitable.

Approved By : Andrew Lusk

Date : 01/02/2018

Drug Abuse And Drug Policy

**Caterina Gouvis Roman, Heather Ahn-
Redding, Rita J. Simon**

Drug Abuse And Drug Policy:

Drug Addiction and Drug Policy Philip B. Heymann, William N. Brownsberger, 2001-07-15 Do drug addicts have an illness or is the addiction under their control Should they be treated as patients or as criminals Challenging the conventional wisdom the authors draw on recent debate in law public policy medicine and biopsychology to show that these standard dichotomies are themselves false

Drugs and Drug Policy Clayton J. Mosher, Scott Akins, 2007 Drugs and Drug Policy The Control of Consciousness Alteration provides a cross national perspective on the regulation of drug use by examining and critiquing drug policies in the United States and abroad in terms of their scope goals and effectiveness In this engaging text authors Clayton J Mosher and Scott Akins discuss the physiological psychological and behavioral effects of legal and illicit drugs the patterns and correlates of use and theories of the causes of drug use Key Features Offers more coverage of drug policy issues than competitive books This book addresses the number of significant developments over the last few decades that suggest the dynamics of drug use and policies to deal with drug use are at a critical juncture The book also considers the issue of American exceptionalism with respect to drug policies through a detailed analysis of emerging drug policies in other Western nations Makes explicit comparisons between legal and illegal drugs Due to their prevalence of use this book devotes considerable attention to the use and regulation of legal drugs in society The book illustrates that commonly prescribed medications are similar to drugs that are among the most feared and harshly punished in society and that drug related problems do not necessarily result from particular drugs but from how drugs are used Includes many pedagogical tools With chapter opening photos and more photos throughout this text presents material in a student friendly fashion Highlight boxes provide interesting examples for readers encourage further emphasis on issues and serve as important topics for in class writing exercises In addition Internet exercises and review questions reinforce key points made in the chapter and prompt classroom discussion Intended Audience This core textbook is designed for any advanced undergraduate or graduate course examining drug use abuse and policy in the departments of Sociology Criminal Justice Political Science Social Work Psychology and Public Health It is also an excellent supplemental text in Political Science and Public Administration courses focusing on public policy as well as a perfect resource for anyone interested in policy issues and drugs in particular

Illicit Drug Policies, Trafficking, and Use the World Over Caterina Gouvis Roman, Heather Ahn-Redding, Rita J. Simon, 2007-01-01 Focusing specifically on cannabis cocaine and heroin the contributors to this volume present a brief history and analysis of the current laws and policies regarding illicit drugs widely considered to be a growing international health threat in 25 different countries Illicit Drug Policies Trafficking and Use the World Over provides a wide breadth of valuable data and analysis for both scholars and students of this seemingly intractable social legal and political problem

European Drug Policies Renaud Colson, Henri Bergeron, 2017-01-27 The drug control regime established by the international community has not succeeded in curbing either the demand for or the offer of narcotics But despite a series of developments in the Americas

including the legalisation of cannabis in Uruguay and in several states in the United States of America there is still little support in Europe for repealing drug prohibition laws Nevertheless a gradual policy convergence reveals the emergence of a European model favouring public health strategies over a strictly penal approach to combatting drugs while growing transnational support for legalisation indicates the persistence of an alternative paradigm for drug policy This book examines the various influences on drug policies in Europe as grassroots movements NGO networks private foundations and academic research centres increasingly confront the prevailing discourses of drug prohibition Pursuing an interdisciplinary approach and bringing together legal scholars social scientists and practitioners it provides a comprehensive and critical assessment of drug policy reform in Europe

President's Commission on Model State Drug Laws United States. President's Commission on Model State Drug Laws,1993

Drug Policy and Human Nature W.K. Bickel,R.J. DeGrandpre,2013-11-11 The formation of drug policy is a complex phenomena influenced by a multi tude of sources Among others these influences include historical factors contemporary public opinion regarding the nature and magnitude of drug use and abuse the portrayal of illicit drugs and drug use in the media and lobbying efforts by special interest groups e g The Drug Policy Foundation including government agencies e g the Justice Department and law enforcement An additional source of influence are the activities of specialists directly engaged in studying drug use and treating drug dependence This includes individuals involved in drug treatment anthropological and cultural studies policy analy ses basic psychological and pharmacological research research on the epide miology of drug use and dependence and research on prevention This influ ence by specialists might be usefully distinguished from those influences first mentioned for two reasons First studies of drug use and dependence attempt to uncover empirical generalizations about drugs and second because these findings are empirical there is a hope that they guide at least to some extent the actions of other forces that more directly determine drug policy Psychology as an empirical discipline has long been interested in the use of psychoactive drugs At the level of basic science in psychopharmacology a most important contribution has been the demonstration that drugs of abuse function as reinforcers and thus enter into the same psychological processes as do other appetitive stimuli

President's Commission on Model State Drug Laws: Crimes codes United States. President's Commission on Model State Drug Laws,1993

NRC's Approach to Drug and Alcohol Abuse United States. Congress. House. Committee on Interior and Insular Affairs. Subcommittee on General Oversight and Investigations,1989

Drug Policy and the Decline of the American City Sam Staley,2017-07-05 The drug trade is a growth industry in most major American cities fueling devastated inner city economies with revenues in excess of 100 billion In this timely volume Sam Staley provides a detailed in depth analysis of the consequences of current drug policies focusing on the relationship between public policy and urban economic development and on how the drug economy has become thoroughly entwined in the urban economy The black market in illegal drugs undermines essential institutions necessary for promoting long term economic growth including respect for civil liberties private property and nonviolent conflict resolution Staley

argues that America's cities can be revitalized only through a major restructuring of the urban economy that does not rely on drug trafficking as a primary source of employment and income the inadvertent outcome of current prohibitionist policy Thus comprehensive decriminalization of the major drugs marijuana cocaine and heroin is an important first step toward addressing the economic and social needs of depressed inner cities Staley demonstrates how decriminalization would refocus public policy on the human dimension of drug abuse and addiction acknowledge that the cities face severe development problems that promote underground economic activity and reconstitute drug policy on principles consistent with limited government as embodied in the U S Constitution and Bill of Rights Designed to cross disciplinary boundaries Staley's provocative analysis will be essential reading for urban policymakers sociologists economists criminologists and drug treatment specialists

First International Symposium On Current Issues of Drug Abuse Testing Jordi Segura, Rafael de la Torre, 1991-10-29 This book elaborates on the topics covered by top experts in the field of drug testing at an international symposium held in March 1990 The book is an excellent reference for all professionals involved in the set up performance and interpretation of results for drug testing programs using biological fluids especially urine U S and European perspectives are presented in relation to workplace testing Organizational aspects for reliability of drug testing include topics ranging from sample collection chain of custody and laboratory strategies to legal and regulatory aspects Critical reviews of analytical methodology involve descriptions and critical issues for the major presumptive and confirmatory techniques including immunological and gas chromatographic mass spectrometric methodologies The book's interpretation of results takes into account the metabolic pharmacokinetic pharmacodynamic and clinical aspects The final chapters of the book include topics addressing aspects for potential international harmonization

A Health Educator's Guide to Understanding Drugs of Abuse Testing Amitava Dasgupta, 2010 The drug free workplace initiative was started in 1986 by President Ronald Reagan when he issued an executive order to develop guidelines for drug abuse testing for Federal Government employees Since then most state government and private employers have adopted the policy of a drug free workplace Today pre employment drug testing is almost mandatory and passing the drug test is a condition for hire A Health Educator's Guide to Understanding Drug Abuse Testing describes in layman's language the process of testing for drugs and provides coverage of what potential employees are being tested for how the tests are performed and what foods and drugs may affect the test results and may jeopardize a person's chance of being hired Written by a practicing toxicologist this text gives health educators a solid foundation in the process of drug testing and helps them understand how different methods of cheating drug tests are rendered ineffectual

Drugs and Drug Policy Mark A.R. Kleiman, Jonathan P. Caulkins, Angela Hawken, 2011-07-13 In *Drugs and Drug Policy What Everyone Needs to Know* Mark A R Kleiman Jonathan P Caulkins and Angela Hawken will provide a comprehensive introduction to domestic drug policy They will address topics ranging from the basic biology of drug addiction to the rationale behind drug policies and moves to legalize drugs approaches to enforcement

drug abuse prevention treatment drug related crime prevalence of use medical benefits of drugs pricing of drugs international policy the connection between trafficking and terrorism and the socio cultural elements of drug policy

Policing and Prescribing Philip Bean, David K. Whynes, 2016-07-27 This book comprises of fourteen specially commissioned essays on the theme of drug abuse and the control of drug use in Britain It analyses and appraises the two strands of that which has been termed the British system of control namely prescription to and rehabilitation of registered users and enforcement action against illegal users It also examines issues of contemporary relevance in the drug control debate including the economics of drug control drug education the impact of AIDS new trends in legislation and decriminalisation *Drug Testing Guidelines and Practices for Juvenile Probation and Parole Agencies* Anna T. La, 1994 Will assist agencies across the country in developing judicially acceptable programs that will provide the information needed to confirm or disprove drug use among juveniles Represents an amalgamation of the best drug testing practices currently conducted by more than 125 probation and parole agencies in the U S Drug testing refers to urinalysis because it offers the most inexpensive and least intrusive method for identifying illegal drug use Includes 14 forms glossary references and selected readings **Juvenile Drug Courts and Teen Substance Abuse** Jeffrey A. Butts, John Roman, 2004-11-16 This book examines the ideas behind juvenile drug courts and explores their history and popularity The collection assesses the evidence supporting juvenile drug courts and guides the next generation of evaluation research *Drug Addiction and Drug Policy* Philip B. Heymann, William N. Brownsberger, 2001-07-15 Do drug addicts have an illness or is the addiction under their control Should they be treated as patients or as criminals Challenging the conventional wisdom the authors draw on recent debate in law public policy medicine and biopsychology to show that these standard dichotomies are themselves false *Personnel Literature*, 1987 *Drug Policy and the Public Good* Thomas Babor, Jonathan Caulkins, Benedikt Fischer, David Foxcroft, Keith Humphreys, María Elena Medina-Mora, Isidore Obot, Jürgen Rehm, Peter Reuter, Robin Room, Ingeborg Rossow, John Strang, 2018-07-04 Illegal psychoactive substances and illicit prescription drugs are currently used on a daily basis all over the world Affecting public health and social welfare illicit drug use is linked to disease disability and social problems Faced with an increase in usage national and global policymakers are turning to addiction science for guidance on how to create evidence based drug policy Drug Policy and the Public Good is an objective analytical basis on which to build global drug policies It presents the accumulated scientific knowledge on drug use in relation to policy development on a national and international level By also revealing new epidemiological data on the global dimensions of drug misuse it questions existing regulations and highlights the growing need for evidence based realistic and coordinated drug policy A critical review of cumulative scientific evidence Drug Policy and the Public Good discusses four areas of drug policy primary prevention programs in schools and other settings supply reduction programs including legal enforcement and drug interdiction treatment interventions and harm reduction approaches and control of the legal market through prescription

drug regimes In addition it analyses the current state of global drug policy and advocates improvements in the drafting of public health policy Drug Policy and the Public Good is a global source of information and inspiration for policymakers involved in public health and social welfare Presenting new research on illicit and prescription drug use it is also an essential tool for academics and a significant contribution to the translation of addiction research into effective drug policy

Addiction Medicine E-Book Bankole Johnson,2019-12-12 Integrating scientific knowledge with today s most effective treatment options Addiction Medicine Science and Practice 2nd Edition provides a wealth of information on addictions to substances and behavioral addictions It discusses the concrete research on how the brain and body are affected by addictions improving your understanding of how patients develop addictions and how best to personalize treatment and improve outcomes This essential text is ideal for anyone who deals with patients with addictions in clinical practice including psychiatrists health psychologists pharmacologists social workers drug counselors trainees and general physicians family practitioners Clearly explains the role of brain function in drug taking and other habit forming behaviors and shows how to apply this biobehavioral framework to the delivery of evidence based treatment Provides clinically relevant details on not only traditional sources of addiction such as cocaine opiates and alcohol but also more recently recognized substances of abuse e g steroids inhalants as well as behavioral addictions e g binge eating compulsive gambling hoarding Discusses current behavioral and medical therapies in depth while also addressing social contexts that may affect personalized treatment Contains new information on compliance enhancing interventions cognitive behavioral treatments behavioral management and other psychosocial interventions Includes neurobiological molecular and behavioral theories of addiction and includes a section on epigenetics Contains up to date information throughout including a new definition of status epilepticus a current overview of Lennox Gastaut syndrome and updates on new FDA approved drugs for pediatric neurological disorders Features expanded sections on evidence based treatment options including pharmacotherapy pharmacogenetics and potential vaccines Addresses addiction in regards to specific populations including adolescents geriatric pregnant women and health care professionals Includes contributions from expert international authors making this a truly global reference to addiction medicine **Library of Congress Subject Headings** Library of Congress. Cataloging Policy and Support Office,2009

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