



THE UNIVERSITY OF
NOTRE DAME
A U S T R A L I A

Policy:

Drugs

Effective: 10 December 2018

Audience: Staff and Students

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Policy Sub-category: Health, Safety
and Wellbeing

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1 OBJECTS OF THE UNIVERSITY

The University's Objects are defined in Section 5 of its Act of Parliament:

The Objects of the University are:

- (a) the provision of university education, within a context of Catholic faith and values; and
- (b) the provision of an excellent standard of -
 - i. teaching, scholarship and research;
 - ii. training for the professions; and
 - iii. pastoral care for its students.

2 PURPOSE

- 2.1** The purpose of this Policy is to clearly set out the University's expectations of Staff and Students in relation to their obligations to ensure the University remains at all times a drug free environment.

3 SCOPE

- 3.1** This Policy applies to:
 - 3.1.1 all Students and Staff of the University;
 - 3.1.2 all University campuses, premises, teaching sites and University-controlled sites;
 - 3.1.3 all events that are connected with or may be associated with the University, including events organised or run by University clubs affiliated to the University through a student association, whether such events take place on or off campus. Such events include but are not limited to practical placements, internships, field trips, sporting events and celebrations, university games, Student balls etc.

4 PRINCIPLES

- 4.1** The University is committed to providing a safe, supportive and inclusive environment for all Students and other members of the University community.
- 4.2** The University is committed to maintaining a drug-free environment.
- 4.3** The University will offer appropriate forms of assistance to those who experience drug-related problems.

5 GENERAL PROHIBITION ON DRUGS

- 5.1** Students and Staff shall not use, distribute, sell or be in possession of Illicit Drugs, or Prescription Medications which have not been prescribed for that person, while on any University premises. Students and Staff may use or possess Prescription Medications on University premises provided that they been lawfully prescribed for the particular individual and they are used as directed by the supplying health practitioner.
- 5.2** Students and Staff must not attend the University or participate in University-related activities either on or off campus while impaired by or under the influence of any Illicit Drug or any

Prescription Medication that is being misused.

- 5.3** Where a Student or Staff member is required to use a drug lawfully prescribed for them by a health practitioner and there is a risk that the use of that drug may in any way impair or influence their conduct or performance while attending the University, the Student and/or Staff member is strongly encouraged to advise their Dean (if Student) or supervisor (if Staff) of the use of that drug. Any information disclosed by a Student or Staff member in these circumstances is private and confidential and must not be disclosed by the Dean or supervisor to any other person except to prevent likely harm to others in the University community.
- 5.4** The University supports a no-tolerance policy in relation to Illicit Drug use including Prescription Medications that are misused. Any Students or Staff who are found to have breached clause 5.1 of this Policy will face immediate disciplinary action and are likely to be dismissed from the University. Where the use, misuse, distribution, sale or possession of drugs could constitute a criminal offence or a breach of professional conduct rules or standards the University reserves the right to report such conduct to the appropriate authorities.
- 5.5** If a Staff member is charged with any illegal drug-related activity, including but not limited to manufacture, use, misuse, distribution, sale or possession of drugs, the Staff member is required to inform his or her supervisor in writing within 48 hours of being charged. In these circumstances the University may elect to take such action as the University determines necessary under the University's misconduct procedures.
- 5.6** If a Student is charged with any illegal drug-related activity, including but not limited to manufacture, use, misuse, distribution, sale or possession of drugs, the Student is required to inform his or her Dean or Director in writing within 48 hours of being charged in the following circumstances:
- 5.6.1 the conduct relating to the relevant charge occurred on University premises or any other premises attended by the Student in the course of their activities as a Student of the University, such as a University student trip, student placement, or an event associated with or sponsored by the University; and/or
 - 5.6.2 the conduct relating to the relevant charge involved a University Staff member or other University Students; and/or
 - 5.6.3 the relevant charge is of such a serious nature that the identity of the Student, if disclosed, may have the potential to harm the reputation of the University.
- 5.7** If a Student is charged with an illegal drug-related offence but the nature of the charge does not require notification under clause 5.6 above (because it is not related to the University) and the Student is subsequently charged with an indictable drug-related offence, or any other drug-related offence which may affect timely completion of the Student's program of study, the Student is required to inform his or her Dean or Director in writing within 48 hours of being charged with the offence.
- 5.8** If a Student makes a disclosure to the University in accordance with clause 5.6 or clause 5.7, the University may elect to take such action as the University determines necessary under the University's misconduct procedures.

6 INDIVIDUALS EXPERIENCING DRUG-RELATED PROBLEMS

- 6.1** The University acknowledges that some individuals will experience problems as a result of their own or others' drug use. While it cannot be accepted as an excuse for poor performance or

inappropriate behaviour, drug-related problems experienced by Students or Staff will be addressed in a supportive, confidential and constructive way.

- 6.2** Students or Staff who experience drug-related problems are encouraged to seek confidential assistance from University services including the Counselling service and Chaplaincy or Campus Ministry, or from external alcohol and drug treatment agencies or other health professionals. Seeking such assistance, or being referred to it, will not result, by itself, in disciplinary action nor will it affect the personal situation of the individual in the University setting. Counsellors and other health professionals assisting individuals with a drug-related problem will respect the privacy and confidentiality of those who seek help subject to professional reporting requirements and unless the health and safety of others is potentially at risk.

7 RELATED DOCUMENTS

- 7.1 University *General Regulations*
- 7.2 *Student Code of Conduct*
- 7.3 *Staff Code of Conduct*
- 7.4 *Policy: Managing Misconduct*

8 DEFINITIONS

8.1 For the purpose of this Policy, the following definitions apply:

Illicit Drug means a substance which may be abused or misused, the manufacture, sale or use of which is or should be prohibited by law except when required for medical or scientific research, or for analytical, teaching or training purposes with approval of Commonwealth and/or State or Territory Health Authorities.

Premises means, for the purposes of this Policy, any University campus, teaching site, University controlled site or any external place where an event takes place which is connected or associated with the University.

Prescription Medication means a substance, the use or supply of which should be by or on the order of persons permitted by State or Territory legislation to prescribe and should be available from a pharmacist on prescription.

Staff means all current staff of the University, and includes any employee of the University or any other person who is subject to this Policy by reason of their contractual relationship with the University.

Student means all current students of the University, including students who are enrolled in higher education programs, Vocational Education and Training (VET) courses, pathway programs such as the Tertiary Pathway Program and non-AQF qualifications, and includes students who are on-shore or offshore, domestic or international, undergraduate or postgraduate, on-campus or studying externally.

University means The University of Notre Dame Australia.

Version	Date of approval	Approved by	Amendment
1	10 December 2018	Vice Chancellor	Effective date – new Policy, replaces <i>Policy: Student Drug and Alcohol.</i>