



Drug and Alcohol Policy

Contents

Policy.....	2
Education and training	2
Planning Events within IH.....	3
Code of Practice.....	4

Policy

International House (IH) in the formulation of a Drug and Alcohol Policy is guided by a number of principles which include:

- that the reputation of IH is maintained within the university and the broader community
- that a resident 'code of conduct' be adopted within IH
- that 'harm minimisation', 'moderation' and 'protective behaviour' underpin the supply and consumption of alcohol
- that education and/or training is a key component of the implementation process
- that legislative, insurance, risk and legal requirements be adhered to, and
- permits responsible consumption of alcohol for adults over 18 years of age, and
- the events are well planned to be safe, fun and successful.

The policy is meant to be supportive of responsible practices rather than restrictive and rule driven. In order that these principles are enacted a number of components of the policy will be implemented. These involve:

Education and training

IHSC Executive and Senior Residents will be provided training which may include the following features:

- health effects of drugs and alcohol
- safe practices (non-alcoholic drinks, peer support)
- excessive consumption (bingeing, skolling, poisoning, alcoholism, overdose)
- unsafe practices (spiking, excessive consumption)
- drinking, drugs and driving
- violence and vandalism
- sexual health and harassment

- organising an event
- catering for non-drinkers and underage drinkers
- responsible service of alcohol (RSA training)
- liquor licensing requirements including liquor permits
- public liability insurance requirements
- events planning guide

- peer support training
- counselling
- seeking support and reporting

Planning Events within IH

Events within IH are divided into three categories:

1. events which essentially involve IH residents and some guests (e.g. Bara Khana or formal dinners, BBQs, Sunday Suppers, boat cruise, IH Ball, Valedictory Dinner, Peace and Understanding Lecture, 'O' week activities and other college parties) and are situated within IH grounds or in some way carry the IH name;
2. events which include Residents and a large proportion of guests, visitors or members of the public (e.g. Soirée) and are situated within the IH grounds;
3. events organised by Residents and Student Club within IH for small groups of people (e.g. birthday parties, Tower parties).

An event is defined by a number of people gathered for a purpose and where alcohol is consumed. All events must be negotiated with the Director/Deputy Director in the first instance to determine the level of planning required for and timing of each event. Regardless of the category of event there needs to be adequate planning which should include:

1. Coordinating committee/group
2. Events Management Plan
3. Risk Management Strategy
4. Liquor Licensing (as required)
5. Public Liability Insurance (as required)
6. Communication and Marketing Strategy

The level and complexity of planning will be determined by the size of the event, the level of public exposure, the degree of risk etc. Such planning is both proactive and precautionary, will contribute to a successful event and will protect and support those coordinating the event. In addition to this planning for an event there also needs to have a set of practices to support emergent or negative consequences of misuse or overuse of drugs and/or alcohol. These practices might include but are not limited to:

1. Emergency Plan for dangerous, illegal or disorderly behaviour
2. Support program within and outside the college for misuse or overuse of drugs and alcohol
3. Penalties/Consequences for Breaches (e.g. repeated drunkenness, serious or dangerous behaviour, illegal activity). Examples of penalties/consequences may

include: counselling, warning/caution, police intervention, financial penalties, fines, community service, suspension or exclusion from college. Each breach will be considered individually and the result will be determined by the Director/Deputy Director.

Code of Practice

The codes of practice/behaviour are the guidelines by which individuals or groups will conduct themselves at events coordinated or organised by IH. These guidelines are a means for ensuring the safety and wellbeing of both the individuals attending and participating in the event as well as for those coordinating the event. Each resident is responsible for their own behaviour, their guests as well as ensuring they contribute to the positive reputation of IH within the university and broader community.

1. Each resident as part of their accommodation Room and Board Contract and Terms and Conditions will agree to follow the contents of this Drug and Alcohol Policy.
2. Alcohol cannot be sold or supplied, and another person is not allowed to supply alcohol to a person who is under the age of 18 years or who is unduly intoxicated or disorderly. Under 18 year olds are not permitted to have alcohol in their rooms or stored anywhere in the college. 'Proof of age' processes must be put in place for events. The serving of alcohol must be done by individuals trained in the responsible service of alcohol. For smaller events, the serving of alcohol must be done by individuals with knowledge of the responsible service of alcohol. Alcohol cannot be sold unless a Liquor License (General Permit) has been obtained.
3. All events involving the supply and/or consumption of alcohol must have a level of planning, timing and preparation negotiated with the Deputy Director/Director. Impromptu events (category a. and b.) are not allowed for reasons related to public liability, workplace health and safety and/or liquor licensing regulations. Impromptu events (category c.) can be coordinated through your SR with notification given to the Director/Deputy Director.
4. At all events there must be an appropriate standard of conduct, property and safety of persons must be protected, littering must be minimised and noise restrictions must apply. Common rooms must be cleared of all cans, bottles, cups and glasses prior to the resident leaving for an event. It is the responsibility of those consuming alcohol to put all rubbish including bottle tops into the bins provided.
5. Drunkenness will under no circumstances be accepted as an excuse for misbehaviour.
6. Consideration must be given to non-drinkers and underage Residents in the planning of events, e.g. "O" week. Provide attractive non-alcoholic drink alternatives; mid-strength and light drinks, food with alcohol at all events.

7. An event must not include any activity that encourages excessive consumption of alcohol (e.g. skolling, binge drinking, contests, happy hours, alcohol prizes, and pub crawls, all you can drink in...). Sponsorship of events or 'gifts' by alcohol or alcohol-related companies (e.g. clubs, bars, suppliers) needs to be approved by the Director. Attendance at and advertising for events (e.g. noticeboards, Facebook, PA Snapchat, and YouTube) within or outside of IH must not over-emphasise the availability of alcohol, refer to the amount of alcohol available or encourage excessive consumption of alcohol.
8. Kegs, funnels, yard glasses, beer bongs and other related drinking implements that encourage rapid consumption of alcohol, are not allowed in College. Home brewing and distilling equipment is not permitted in college, and in accordance with health and safety precautions home brew is forbidden to be stored or consumed on college premises.
9. There will be no advertising (overt or subtle) or promotion of alcohol related events that are not controlled by IH, through our systems. Events organised by Residents e.g. birthday parties, BBQs, nightclub visits outside of IH can be advertised (time, venue, dress, cost, day/date) but must contain no references to alcohol consumption.
10. Drinking games such as "boat races", "sculling", "18 shots", "iron man" events involving alcohol, and other activities promoting binge drinking are against the LAW, potentially lethal and strictly prohibited. They are contrary to the IH ethos as well as being inconsistent with The University of Queensland Policy on Alcohol. Residents who organize or participate in such activities are placing their residence in college under serious jeopardy.
11. The measure of 'reasonableness' needs to apply to the supply and consumption of alcohol. For example this relates to the amount of alcohol in a Residents room, BYO (bring your own) events, and the length of time and space for events.
12. The college reserves the right to breathalyse any student participating in an event that is associated with the college to assist in managing underage drinking or excessive drinking.
13. Smoking and vaping is not permitted in rooms or areas in buildings (including balconies, walkways, halls, stairwells, entrances and exits) controlled by IH. Smokers are allowed to smoke in designated areas only, i.e. around the sand filled containers at the bottom of towers and on the lawns.
14. The supply and consumption of illegal drugs is prohibited at IH. Residents who fail to abide by this regulation may/will be reported to the police and may face exclusion from the college. Misuse of prescription medications will be classified in the same category as misuse of illegal drugs.

15. The college upholds The University of Queensland's Policy on Alcohol which can be found via the link on the UQ Web Site at <https://ppl.app.uq.edu.au/content/alcohol-and-other-drugs-policy>.
16. IH encourages Residents to support and counsel other individuals who misuse or overuse alcohol and prescription drugs. Resident Leaders will be given training in peer support and counselling programs as required.
17. Behaviour related to being intoxicated is deemed to be unacceptable and includes:
 - profanity or threatening behaviour towards staff, Residents, guests or visitors
 - chronic disorderly and drunken behaviour
 - removal of or damage to IH property
 - harassment (sexual, verbal or physical) of staff, Residents, guests or visitors
 - discrimination towards staff, Residents, guests or visitors
 - criminal or illegal activity

Consequences and penalties will apply.

IH is not legally liable for the actions of Residents who contravene the contents of this policy. The Drug and Alcohol Policy will be reviewed by NHR&G Committee as a means of remaining current and appropriate for the Residents of IH. The policy has through a consultative process received the support of the Student Club Executive.

Version Date	Last Reviewed By
July 2019	NHR&G Committee September 2020
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