



Protocol: Use of Alcohol, Tobacco and Drugs

This protocol outlines the Diocese's expectations of Employees, Volunteers, contractors, Clergy and Religious Appointees in relation to the use of alcohol, tobacco and other drugs.

Key Obligation

Tobacco or illicit drugs must not be provided to a Child under any circumstances. Holy Communion under the form (appearance) of wine may be provided to a Child in the context of administering Holy Communion with the authorisation of the Child's parent or guardian.

Tobacco and alcohol must only be provided to an Adult at Risk with their express consent. Illicit drugs are not to be supplied to any persons.

Persons who work with Children and/or Adults at Risk must not consume or otherwise be under the influence of alcohol, tobacco, or illicit drugs.

1 Responsibilities of Employees, Volunteers, contractors, Clergy and Religious Appointees in relation to the provision of alcohol, tobacco, and other drugs to children and/or Adults at Risk

1.1 Alcohol

Provision or supply of alcohol to a Child is prohibited by the *Liquor Act 2007* (NSW) and is not acceptable in the context of any activity or event related to or organised by the Diocese.

1.2 Tobacco

The provision or supply of tobacco to a Child is unacceptable under all circumstances.

1.3 Illicit drugs

The provision or supply of illicit drugs to a Child and/or an Adult at Risk is unacceptable under all circumstances.

1.4 Medication

Medication should not be given to any Child and/or Adult at Risk without written instructions from a parent/guardian/carer of a Child or Adult at Risk, at the direction of the Adult at Risk themselves or, unless it is administered by a doctor or paramedic in an emergency situation.

2 Responsibilities of Employees, Volunteers, contractors, Clergy and Religious Appointees in relation to the consumption of alcohol, tobacco and other drugs

2.1 No person who is supervising Children or involved in any activity with Children should consume or be under the influence of alcohol, tobacco or illicit drugs.

2.2 No person who is involved in an activity with Adults at Risk should be affected by illicit drugs.

2.3 No person who is involved in an activity with Adults at Risk should be affected by alcohol to the extent that it impairs their judgment, actions and choices.

2.4 Employees, Volunteers, contractors, Clergy and Religious Appointees should be aware that some prescription medication may adversely affect their capacity to supervise and manage interactions with Children and/or Adults at Risk effectively and safely.