

Alcohol and other drugs policy

1 Application

- (a) This policy applies to all Aliya members who attend programs, events and excursions (**Members**).
- (b) This policy applies at all times during Aliya programs and events, including excursions Weekend retreats, Aliya family BBQ's, and Aliya Shabbat meals.

2 Introduction

Aliya is committed to providing a safe environment by eliminating conditions and practices that could lead to illness or personal injury, damage to equipment or other property damage and/or disruption to its operations.

The use of alcohol and/or drugs, including prescribed and over the counter medications, can be a health and safety hazard.

This policy seeks to ensure the safety of all Members and to provide support for Members who may be experiencing issues with respect to alcohol and/or drug use.

3 Prohibited conduct

Aliya does not and will not condone (**Prohibited Conduct**):

- (a) the sale or possession of any illegal/prohibited substance or alcohol at an Aliya program or event;
- (b) Members being adversely affected by alcohol, drugs or illicit substances at Aliya programs or events; or
- (c) Excess consumption of alcohol at an Aliya program or event or on the Aliya premises.

4 Prescription and other non-prohibited drugs

Members must immediately inform Rabbi Menny Overlander if they are taking any prescription or over the counter medication that could affect their safety at Aliya programs or events.

5 Breach of this policy

- (a) Members must act in accordance with this policy.
- (b) Any Member engaging in Prohibited Conduct may be subject to suspension or expulsion from Aliya programs and events.

Date: Last reviewed: 1 July 2024

Next review date: 1 July 2026

Responsible officer: Rabbi Menny Overlander