



## **POLICY ON DRUGS**

It is the policy of Nansen Highland to keep any premises of the Nansen free from drugs and to protect trainees and staff from the scourge of illegal drugs while they are under the care of our staff.

Trainees and staff will also be made aware of the consequences of bringing drugs to Nansen Highland in their induction.

### **1. *Illegal Drugs***

Should any trainee/staff be found to be in possession of illegal drugs while at Nansen Highland, or travelling to or from Nansen Highland, or while under the care of staff, immediate disciplinary action will be taken.

- 1) The trainee/staff in question will be suspended.
- 2) Police authorities, in accordance with the Law, will be notified.
- 3) He/she will be recommended for immediate expulsion.

### **2. *Solvents***

It is the policy of Nansen Highland to forbid trainees/staff to have in their possession any solvent, unless prior permission has been granted. It is also forbidden to sniff solvents while going to or from Nansen Highland or under the care of staff.

Should any trainee/staff break the rule re. solvents immediate disciplinary action will be taken.

- 1) The trainee/staff in question will be suspended.
- 2) The Police will be informed.
- 3) He/she will be recommended for immediate expulsion.

### **3. *Alcohol***

It is the policy of Nansen Highland to forbid trainees/staff to have in their possession or to consume alcohol while going to or from Nansen Highland or while under the care of staff. Should any trainee/staff break the rule re. alcohol immediate disciplinary action will be taken.

- 1) The trainee/staff in question will be suspended.
- 2) He/she may be recommended for expulsion.

Exceptions on this rule are to be agreed prior to any event with the director/management team member. (i.e. supervised parties,...)