



Drug and Substance Abuse Policy

CEDAR INTERNATIONAL ACADEMY NPC

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Purpose

- 1) The Cedar International Academy NPC (hereafter called Cedar) Drug and Substance Abuse Policy aims to foster a positive, healthy and caring environment in which students and staff can achieve their potential and function efficiently and sustainably.

Scope

- 2) The policy applies to all staff, students, visitors, and volunteers at Cedar.

Definitions

- 3) In this policy, a drug is defined as “any substance which, when taken into the body, alters its function physically and/or psychologically”.
- 4) A drug/substance free environment is one in which there will be no:
 - a. smoking, sniffing and chewing of addictive products;
 - b. foods containing cannabis;
 - c. possession or consumption of alcohol or any prohibited/illegal substances according to the KwaSizabantu Mission Code of Conduct;
 - d. inhalation of solvents;
 - e. possession of drug-related equipment (syringes, pipes, etc.) except in cases of lawful medical use;
 - f. possession or use of prohibited drugs in accordance with the Medicines and Related Substances Amendment Act, 2008; or
 - g. possession of more than a reasonable dose of any medication.

Policy

- 5) Cedar is a no smoking environment as provided for in the Tobacco Products Control Amendment Act, 2007. For the protection of staff and students, smoking is not permitted within any area of the property, nor at any Cedar related activity or function.
- 6) Cedar will:
 - a. present drug awareness programs if the need arises;
 - b. encourage the professional development opportunities for Cedar staff to provide relevant information about drug-related and substance abuse issues;
 - c. promote drug awareness as part of Cedar’s curriculum, through the delivery of a mandatory module EMWE221 Wellbeing in Education to equip new teachers with an understanding and knowledge of the topic and related issues; and
 - d. direct KSB security to perform drug testing or search for possession of drugs as the need arises.
- 7) Drug/substance misuse strategies may include:
 - a. counselling of students or staff involved in the misuse of drugs/substances;

- b. monitoring of students and staff who are involved in the misuse of drugs/substances;
 - c. facilitating contact with agencies that can assist with drug-related and substance abuse problems such as Concerned Young People of South Africa (CYPSA); and
 - d. clarification of actions Cedar will take if drugs/substances are misused.
- 8) Drug/substance misuse may result in:
- a. Cedar taking actions according to the Employee Disciplinary Code or Student Code of Conduct;
 - b. counselling arrangements;
 - c. referral to internal security services; or
 - d. referral directly to the Police Department.
- 9) Possession or supply of illegal drugs may lead to police involvement and may result in dismissal.
- 10) If possession of drugs or alcohol is suspected, Cedar has the right to search the rooms and belongings of the suspected person at any time. Appropriate consideration for gender in the search team will be observed and a search will be performed with at least two people in attendance.

Procedures

- 11) In the event of a breach of this policy, the matter shall report the matter to Management at the earliest opportunity.
- 12) Potential students and staff will be made aware that Cedar is a no smoking and alcohol/drug-free environment at the interview stage and again as part of the induction process.
- 13) At the interview stage, students and staff will be made aware of disciplinary procedures relating to prohibited drugs and substances.
- 14) Visitors and contractors will be informed of Cedar's policy relating to drug and substance abuse as the need arises.
- 15) Managers within Cedar are responsible for communication the policy to all employees, students, contractors and visitors coming on-site.

Reference Materials

Medicines and Related Substances Amendment Act, 2008. (South African Government). Retrieved from <https://www.gov.za>

Occupational Health and Safety Amendment Act, 1993. (South African Government). Retrieved from <https://www.gov.za>

Tobacco Products Control Amendment Act, No. 23 of 2007. (South African Government). Retrieved from <https://www.gov.za>

Related Internal Documents

Employee Disciplinary Code

Student Code

Kwasizabantu Mission Code of Conduct