

# Drug and alcohol policy

The East Asia Student Association (EASA) is an organization that works hard to ensure that all members and participants in our events are safe and respect the policies of the Academic Society. EASA has a zero-tolerance against narcotics that applies to all buying, selling, possession, and use of illegal substances in accordance with Alkohollagen (2010:1622), as well as Narkotikastrafflagen (1968:64). EASA has a zero-drug policy when it comes to illegal substances, and a restrictive policy when it comes to alcohol. All members of the association should share common values about drugs while proactively promoting prevention and detection of abuse.



## 1.0 Vision

### 1.1 Scope and purpose

This policy applies to anyone attending and/or organizing our events. The policy also applies if the event is co-hosted.

This policy shows:

- our commitment to health and to creating a safe environment for everyone in our association, and reducing the risks to the health and safety of all members, participants, and invited guests
- our commitment to upholding the policies of the Academic Society
- the associations' responsibility and guidelines on how drugs and alcohol use and/or their effects are treated and considered during our events

### 1.2 Responsibility

No one must drink alcohol or use drugs at EASA's events except:

- for legitimate medical reasons
- at certain social events or under specific circumstances outlined under 1.3.

The board should:

- Be mindful of this policy in their work for the association, and make sure it is upheld.
- Aim to identify and take measures to address problems among members at an early stage, for the prevention of illness and maladjustment as a result of alcohol and drug use.

### **1.3 Social events with alcohol**

Sometimes EASA organizes social events where alcohol is served. To ensure everyone remains safe:

- all members and participants are expected to act responsibly and prevent alcohol- and drug-related accidents.
- EASA must make sure that non-alcoholic drinks and food are provided

## **2.0 Procedures**

### **2.1 What to do if you see/hear of anyone using drugs during EASAs events**

Report to either

- any board member you feel comfortable with
- to the official email address of the association [president@asialund.org](mailto:president@asialund.org)

### **2.2 If an incident is reported to the board the following steps must be taken.**

1. If anyone reports a member for having breached this policy, a board representative(s) shall approach the person who reported the incident, as well as the accused person, and inquire about the reported activities. These meetings shall be conducted separately, and under no circumstances shall the accused be told who made the allegations.
2. In the case of illegal substances, the board representative(s) will encourage the reporter and offer support to contact the police to let the proper authorities handle the investigation.
3. Because of the sensitive nature of the issue these inquiries must be conducted with a high degree of discretion. Until the allegations have been proven the board representative(s) must refrain from commenting on the issue to anyone but the accused member, and the

president of the association. The president of the association can be made aware of the investigation if the board representative(s) feel it is necessary, but it is not required.

4. After these meetings the board representative(s) shall attempt to establish what has happened, and based on this decide what, if any, of the disciplinary actions outlined under 2.3 to take.
5. If the allegations reported are confirmed, disciplinary actions outlined under 2.3 will be taken.

### **2.3 Disciplinary action**

- If anyone is found to breach the policy it may lead to the expulsion of a member, a ban on participation in future events, and/or the board informing the police.
- If this is the first time offense the member may receive a warning and be let known that such behavior in the future may lead to more severe consequences.
- Any and all decisions on the membership status or participation ban must be taken after a thorough investigation and serious consideration by the board, and then voted through with a simple majority vote during a board meeting. According to 7.4 § of the association's statutes, a member can only be excluded through a board decision or a decision at a higher instance. Expulsion is the most severe internal form of disciplinary action the board can take and should be considered a last resort.
- In the case of illegal substances, the board is required to inform the appropriate authorities such as the police.
- If such substances are found in a locale used by the association, nothing will be touched until the arrival of the appropriate authorities.

### **3.0 Rules of conduct**

- The identity of the individual(s) involved in the allegations along with any specific details concerning the situation, should not be shared with individuals outside of the relevant parties, unless this is unavoidable or unless the individual(s) involved has explicitly given their consent.

- If the board decides to have a discussion and/or a vote concerning potential disciplinary actions towards a member of the association, the details of the event(s) may be shared with the board, but only to the extent necessary to have an adequate discussion.
- When publishing the board meeting protocol, the names of the persons involved are to be redacted from the document.
- If one or more of the board representative(s) and/or the presidents are directly affected, or have close ties to the directly affected person(s), they should reserve themselves from partaking in the investigation. If this is the case the board can choose to appoint other board members, or an appropriate outside entity, to handle the investigation.
- If disciplinary actions are taken, the board representative(s) and the president (if involved) must outline their actions, and the reasons for those actions, at the next board meeting.