

Drugs & Alcohol Policy



InDepth dive Club is committed to providing a safe & healthy working and training environment for all our employees, customers and visitors. This includes ensuring that all employees and customers are fit to carry out their functions within the dive team in and out of the water, and for our staff to carry out other duties as required, in a drug and alcohol free environment.

All divers and surface support are expected to arrive at the designated dive site, fit and able to carry out their roles in full, without any limitations due to the use or aftereffects of drugs or alcohol. Misuse of drugs and alcohol can lead to increased risks health and safety risks to the diver and all members of the dive team.

In accordance with our duties under the health and safety at work act 1974 and associated legislation InDepth Dive Club must ensure the safety of its staff, its customers and the general public. Therefore, it cannot and will not condone:

A diver's ability to dive, being impaired in any way by reason of the or consumption of drugs or alcohol.

Failure to notify InDepth Dive Club of any medication or other substances being taken by the diver, that the diver knows or should have known affects their ability to dive in a safe manor.

The consumption and/or use of drugs and/or alcohol (other than prescription or over the counter medication, as directed) on company premises.

The purpose of this policy is to increase awareness of drugs and alcohol misuse and its likely symptoms and to ensure that:

All divers are aware of their responsibilities regarding alcohol and drug misuse and related problems.

Divers who have an alcohol or drug related problem are encouraged to seek help at an early stage.

Divers who have an alcohol or drug related problem are treated fairly and consistently.

Scope:

This policy covers all employees, contractors, divers, surface support and customers, and covers alcohol and drug misuse during and outside of working hours.

Definitions and abbreviations:

Dive team – any diver covered by the InDepth operational dive plan.

Policies and Responsibilities:

Responsible drinking

Divers are prohibited from drinking alcohol during normal hours. Divers must not drink on company premises (including in company vehicles), unless permitted at a social event (however, see below in relation to responsible behaviour for club members/divers).

Club Members are required to demonstrate responsible behaviour whilst diving, at club related functions and club related social events and to act in a way that will not have a detrimental effect on the reputation of InDepth Dive Club. If members entertain or represent InDepth Dive club at external events where alcohol is served, they are considered to be representing InDepth Dive Club regardless of whether it is outside of normal working hours. Consequently, they are expected to remain

professional and behave responsibly.

All members must comply with drink-driving and drug-driving laws at all times. Conviction for drink driving or drug-driving may harm the reputation and if they need to drive for diving, may result in an inability to reach remote dive sites.

Prescription & Over the Counter Medication:

If a diver (either staff or customer) or surface support is taking prescribed or over the counter medication they must seek advice from a medical practitioner or pharmacist about the possible effects this may have on their ability to carry out their role within the dive team. The effects of such medication can, for example, include drowsiness, lack of concentration or more serious effects that could affect a diver's ability to equalise and/or increase their risk to decompression illness. It is the responsibility of the diver to seek the appropriate advice on the effects of medication and advise InDepth accordingly.

The diver must inform their instructor or a member of the committee as soon as possible of any effect the medication may have on their ability to carry out their role within the dive team.

A failure to advise InDepth Dive Club of medication which affects the diver's ability to carry out their role within the dive team in a safe manner will be considered a serious breach of health and safety.

Disclosure of medical information to InDepth Dive Club will be treated with the strictest confidence and information on medication will only be shared on a need to know basis.