

ZIMBABWE SCHOOL OF MINES

Serving the SADC Mining Industry



DRUG AND SUBSTANCE ABUSE –DRAFT POLICY

1. INTRODUCTION

Drug and substance abuse is an all too common occurrence and is cause of concern at most schools, universities including tertiary institutions worldwide. Not only do young people find themselves in an environment in which drugs and alcohol are readily accessible but very often these substances are being used by their peers whom they relate and interact with. Alcohol and other drugs affect concentration, co-ordination and performance. It is recognized that the effects of alcohol and other drugs may spill over from ones private life into the school work or workplace resulting in inefficiency, accidents and absenteeism.

- A safe and disciplined learning environment is one of the critical elements to the successful delivery of quality education and the wholesome student concept. We acknowledge the role played by drugs, alcohol and other illicit substances in undermining this.
- Available evidence from the Zimbabwe Republic Police indicates that school communities are particularly vulnerable.
- Purely punitive approaches to drug and substance abuse are only part of the solution.

The Zimbabwe School of Mines strives to ensure the best for all students under our care and recognize that:-

- There is a high correlation between drug and alcohol abuse and other anti-social high-risk behaviour including dishonesty, theft, violence and gangsterism.
- Drug and substance abuse is detrimental to individuals on social, physical, emotional and psychological levels.

The Zimbabwe School of Mines is committed to maintaining a drug and substance free environment, which is healthy and safe, and will apply a Zero-Tolerance to the use of illegal substances. Therefore, this policy should be seen in the context of the promotion of health, safety and welfare of all employees of Zimbabwe School of Mines.

2. THE AIMS OF THE POLICY

For the purpose of this policy, whilst a drug can be defined as a chemical which causes changes in the way the human body functions mentally, physically or emotionally, the Zimbabwe School of Mines is concerned with drugs which have the power to change a previous mood and the way a person thinks about things or which the taker become physically or more often psychologically dependent.

We endeavor to promote the well-being of students by:-

- Providing a safe and healthy environment.
- Promoting positive health behaviors.
- Prevention through information and awareness programmes.
- Promoting the self-esteem of students.
- Promote the health and wellbeing of students and staff
- Minimize problems at work arising from the effects of alcohol and other drugs
- Identify employees with possible alcohol and drug related problems at an early stage
- Working in partnership with the community, parents, students, Law Enforcement and Mental Health Agencies.

3. POLICY SCOPE

For the purpose of this policy the term drugs will be defined as all mood-altering substances, either legal or illegal. This includes alcohol, prescribed and other medications, in addition to illegal and illicit substances.

This Policy applies to all Zimbabwe School of Mines students on or off campus, tours, camps or any occasion where they represent the school, staff, contractors and part-time employees.

4. FOCUS OF POLICY

- Strategies for prevention of drug, alcohol and substance abuse.
- Procedures for dealing with drug incidents in the school, should one arise.
- Guidelines and information for Lecturers and other staff members to improve their response to the problem of drug, alcohol and substance abuse.

5. DEFINITION OF DRUG AND SUBSTANCE RELATED INCIDENTS

Illegal drugs, inhalants and prescription as well as over-the-counter drugs fall into the *substances* category.

A drug related incident may include any of the following:-

- A student who is suspected of being under the influence of a drug.
- Findings of drugs or related paraphernalia on school premises.
- Possession of drugs by an individual on school premises.
- Use of drugs on or outside school premises.
- Individuals disclosing information about their drug use.
- Rumours of drug possession, supply or use
- Reports of drug possession, supply or use.
- Sell, buy, transfer or distribute drugs or drug paraphernalia.

6. MANAGEMENT OF ALCOHOL, TOBACCO, DRUGS AND SUBSTANCE RELATED INCIDENTS

Incidents involving alcohol, tobacco, drugs and illicit substance use include the following:-

- Use or suspected use of alcohol, drugs, tobacco, illicit substance on the school premises or during a school-related activity.
- Intoxication or usual behaviour.
- Disclosure about use.
- Finding these substances or associated paraphernalia.
- Possession and/or supply on the school premises or during a school-related activity.
- Other

Zimbabwe School of Mines acknowledges that in all situations involving drugs, there is need to balance between the needs of the student, the reputation of the school and legal considerations.

7. ZIMBABWE SCHOOL OF MINES RESPONSIBILITY

As a responsible entity and member of the community Zimbabwe School of Mines will:

- Create an awareness in staff and students of the impact of substance abuse.
- Administer programs that consider human rights, are positive in their intent and are within legal boundaries.
- Support the establishment of programs to assist students and staff with alcohol and other drug abuse or dependency problems.
- Utilize all channels and resources available to it to educate and increase the awareness of students and staff and the general public.
- Support local and national efforts to combat alcohol and other drug abuse and its effects.

8. INDIVIDUAL RESPONSIBILITY

Zimbabwe School of Mines believes that each student or staff has the responsibility to:

- Avail oneself for work or lectures at all times free of alcohol or other drugs and their effects.
- Participate in and support school-sponsored drug and alcohol education programs.
- Seek and accept assistance for alcohol and other drug-abuse-related problems before job performance is affected.
- Support the school efforts to eliminate alcohol and other drug abuse among staff and students where it exists.

9. COLLECTIVE ROLES AND RESPONSIBILITIES

- The entire Zimbabwe School of Mines staff are responsible for the development, implementation and evaluation of this policy.
- Parents and guardians are responsible for supporting the school's goals to educate students in drug and substance misuse prevention.
- The school should develop counselling programmes to refer abusers to rehabilitation centers to provide proper support for them.
- The ZSM Board of Management is responsible for supporting implementation of the policy through staff training and resource provision.

10. DISCIPLINARY PROCEDURES

- Drug/Substance incidents are complex and in situations where the school rules regarding drugs are broken, sanctions and punishments will be implemented depending on the nature of the offence.
- These will be consistent with Zimbabwe School of Mines Rules & Regulations including Code of Conduct.

11. PARENTAL INVOLVEMENT

- All parents and guardians have access to this policy document on our website and other related policies including Health and Safety.
- Parents and guardians are encouraged to support the school's efforts to educate students in drug/substance abuse prevention and to manage drug/substance use incidents.
- Parents and guardians should be educated on how to discuss substance abuse issues with their children and how to recognize the warning signs of drug/substance experimentation.

- This policy will be offered as part of the induction for parents/guardians of new students to the school.
- Parents and guardians will be given a copy of the policy upon enrolment of their children with the school.

12. POLICE INVOLVEMENT

- The police will not normally be involved in incidents involving legal drugs, e.g. alcohol and tobacco.
- The school will however inform the police about inappropriate sale or supply of tobacco, alcohol or volatile substances in the local area.

13. DISCIPLINARY ACTION

Zimbabwe School of Mines may invoke disciplinary action up to termination when a student or staff;

- Tests positive for alcohol or hard drugs.
- Sells, or attempt to sell, any form of substance.
- Uses any kind of drug on company premises.
- Refuses to take company mandated drug test.

14. STAFF TRAINING AND SUPPORT

- The School will facilitate training for staff involved in the implementation of this policy.
- All staff members and students will be offered drug information and awareness training regularly.
- Specific training will be made available to the Drug-Co-Ordinators and key staff in relation to managing drug/substance abuse related incidents.
- First Aid training will be made available to all staff members and students regularly.

15. MONITORING PROCEDURES

- The Drug/Substance Policy-Co-Ordinator will monitor the policy once every semester to ensure that it is of practical benefit to both the School and students.
- The results will be recorded and made available to the Principal covering the review of the following areas, **Drug /Substance Education Programmes**, **Management of Drug/Substance Related Incidents** and **Parent/Guardian, Staff and Management Training**.

16. EVALUATION

- Lecturers, Students, Parents/Guardians and the ZSM Board of Management will be involved in the evaluation of this policy when it has been in place for one year.
- The three specified areas above will also be evaluated.

13. REVIEW PROCEDURES

- It is recommended that the policy be reviewed annually in light of the changing information/legislation subsequent to drug/substance related incidents and in consultation with the wider school stake-holders.

14. TIME FRAME

- The completed draft policy will be circulated before the end of August 2019.
- The Policy will come into force in January 2020
- Policy will be subject to review in December 2020