

# Alcohol and Substance Use Policy

## Rotary Club of Toowoomba Metropolitan (RCTM)

The Rotary Club of Toowoomba Metropolitan is committed to ensuring the health, safety, and wellbeing of all individuals engaged in volunteer work. As part of this commitment, RCTM upholds a duty of care to provide a work environment that is free from the influence of alcohol, drugs, and smoking. This commitment extends to all club members and volunteers, and we expect the same level of responsibility and cooperation in return.

### While On-Duty (within the Gympie Music Muster Site)

During any official work shift, volunteers must not:

- Be under the influence of alcohol, illegal substances, or any other intoxicants
- Consume alcohol
- Smoke or vape tobacco or any other substance
- Distribute, dispense, possess, or use any controlled substances

### While Off-Duty (Within RCTM-Allocated Camping Grounds)

- Alcohol consumption is permitted in moderation. Individuals must act responsibly and ensure their behaviour does not compromise the safety or wellbeing of themselves or others.
- Smoking and vaping of tobacco products is permitted only **outside a 3-meter radius** of the RCTM camp kitchen.
- The possession, use, distribution, or dispensing of any controlled substances is strictly prohibited at all times.
- Noisy or disruptive behavior within the campgrounds is not allowed and may result in removal from the site.

### Policy Violations

Any volunteer found to be in breach of this policy may have their volunteer agreement terminated and will be asked to leave the Gympie Music Muster Site or RCTM camping area immediately.

### Volunteer Acknowledgement

Name (please print):

Signature:

Date: