

Drug & Alcohol Policy

This policy outlines the commitment of Kangaroo Island Community Broadcasters Inc. (5KlxFM 90.7) to providing a safe, healthy, and professional environment for all volunteers, staff, and visitors on Kangaroo Island. It aligns with the **Work Health and Safety Act 2012 (SA)**.

1. Purpose

The purpose of this policy is to ensure that all station personnel perform their duties safely and competently, free from the impairment of alcohol or other drugs.

2. Scope

This policy applies to all 5KlxFM 90.7 personnel, including:

- **Board members** and management.
- **On-air presenters** and producers.
- **Volunteers**, contractors, and guest speakers.

3. Prohibitions

- **No Alcohol or Drugs on Premises:** The possession, use, sale, or distribution of illicit drugs and alcohol is strictly prohibited at the 5KlxFM 90.7 studios and any station-controlled property or at outside broadcasts and live events.
- **Under the Influence:** No person shall present for duty, remain on-site, or engage in broadcasting while under the influence of alcohol or illicit drugs.
- **Fitness for Duty:** Personnel must ensure they are fit for duty and not impaired by the after-effects of substance use (e.g., "hangovers") while on the premises.

4. Broadcasting Standards

In accordance with the **Community Radio Broadcasting Codes of Practice**, 5KlxFM 90.7 will not broadcast material that:

- Presents the use of illegal drugs as desirable.
- Glamorises the misuse of alcohol or other harmful substances.

5. Prescribed Medications

Personnel using prescription or over-the-counter medications that may impair their ability to work safely (e.g., causing drowsiness) must notify a station committee member before commencing their shift.

6. Breaches and Disciplinary Action

Any person found to be in breach of this policy may face immediate removal from the premises or location. Breaches may result in:

- **Formal warnings** or performance counselling.
- **Suspension** or permanent cancellation of broadcasting rights.
- **Termination** of membership or volunteer status.

7. Station Events

Any exception for the consumption of alcohol at authorized station-related social events must be approved in writing by the Board. At such events, non-alcoholic beverages and food must be provided.