

Alcohol and Substance Misuse Policy

Purpose and Scope

This policy states the University's obligations under *the [Work Health and Safety Act 2020](#), [Workers' Compensation and Injury Management Act 1981](#)*, and Agreements and Awards as amended from time to time.

This policy applies to all Staff, Students, Contractors, and other personnel at workplaces under the management or control of Murdoch University.

Objectives

- To safeguard the safety and health of staff, students, and visitors.

Policy

1. Murdoch University is committed to a safe, healthy, and productive workplace for staff and students. The University recognises that alcohol or other substance misuse may impair the ability to perform properly and can have serious adverse effects on the safety of other staff members and students, and on the reputation of the University.
2. The University considers that it is improper for staff, students, contractors, and visitors to be adversely affected by alcohol or other substances during the conduct of business, and accordingly will provide resources for the provision of related education and support.
3. Where usage is adversely affecting work performance, management will take action, and if required, encourage staff to seek assistance.
4. The University discourages its staff to accept or offer alcohol as a gift, reward, or incentive.
5. At Murdoch University social and/or work functions where alcohol will be made available, the University will endeavour to always serve food, practice responsible service of alcohol and provide free non-alcoholic alternatives.
6. Murdoch University does not encourage drinking in excess of the recommended number of standard drinks, as outlined in the Australian Alcohol Guidelines.

Governance

Approval Authority	Senior Leadership Team
Owner	Chief People Officer
Legislation mandating compliance	Workers Compensation and Injury Management Act 1981 Work Health and Safety Act 2020 Work Health and Safety (General) Regulations 2022
Category	Primarily a function of management
Related University Legislation and Policy Documents	Health and Safety Policy
Date effective	15/04/2024
Review date	15/04/2027

References

[Australian guidelines to reduce health risks from drinking alcohol](#)

Revision History

Approved/Amended	Date Approved	Resolution No. (if applicable)
Approved	15/04/2024	
Administrative Amendments	10/04/2024	
Approved	22/02/2018	
Approved	09/02/2015	
Approved	05/06/2012	

Please refer to the electronic copy in the Policy and Procedure Manager to ensure you are referring to the latest version.