



## **Alcohol and Drugs Policy of De Leidse Kunsthistorische Vereniging**

The L.K.V. considers it important to provide a safe and healthy environment for its members. The guiding principles for this are the applicable laws and regulations. This Alcohol and Drugs Policy (AD Policy) is in line with these principles. In this policy, we set out the agreements made within the association regarding the use of alcohol and other drugs. This primarily concerns, but is not limited to, agreements within the association and during activities organised by the association.

### **Target Group**

This AD Policy applies to:

- Board members;
- Committee members;
- Members;
- Volunteers at activities;
- Participants and/or guests at activities of the association

### **Principles of the AD Policy**

- We are committed to preventing and reducing risky alcohol consumption.<sup>1</sup>
- The use of drugs<sup>2</sup> at the association or during activities organised by the association is not permitted.
- We zetten in op preventie om te voorkomen dat leden drugs gebruiken of riskant alcohol drinken.

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<sup>1</sup> Risky alcohol consumption is a drinking pattern in which so much is consumed that a person experiences problems as a result of their drinking behaviour. For example, someone may fail to meet obligations, regret their alcohol use, or be advised by others to drink less.

<sup>2</sup> “Drugs” is a collective term for psychoactive substances that affect certain processes in the brain and thereby influence brain function. This affects emotions, perception, awareness, and behaviour. Examples include cannabis, ecstasy, or cocaine, but alcohol and medication without a doctor’s prescription also fall under the term “drugs.”

- We look out for each other. We help members who experience problems with substance use. This may involve acute help (getting someone home safely, assisting with negative effects while under the influence) and long-term help (starting a conversation, referring to professional help).

## **§1 Rules and agreements**

- 1.1. The use of, or being under the influence of, drugs other than alcohol is prohibited.
- 1.2. Risky alcohol consumption is discouraged.
- 1.3. To prevent risky alcohol consumption, we implement the following measures:
  - No alcohol is served to members under the age of 18.
  - There will always be sufficient alcohol-free options available, priced the same or cheaper than alcoholic drinks.
  - Free water will be available at all times, and its consumption will be encouraged.
- 1.4. Possession and bringing of alcohol and drugs to the association or to external activities with the association is prohibited.
- 1.5. If problems arise (or appear to arise) due to alcohol or drugs, we will identify them as early as possible and, where possible, work together to find solutions.
- 1.6. The implementation of this AD Policy is a shared responsibility of all members. We are aware of the legal requirements and comply with them.
- 1.7. We ensure that members get home safely after visiting (or participating in) an activity organised by the association. If this cannot be done independently, alternative transport will be arranged. Any costs incurred are the responsibility of the member.

Section 5 (Enforcement and disciplinary measures) contains more information about the consequences of violating these rules.

## **§2 Responsibilities**

### **2.1. The board:**

- Ensures a safe environment for members;
- Raises awareness among members about the risks of substance use;

- Brings the AD Policy to the attention of members;
  - Engages in dialogue with members about substance use;
  - Identifies risky alcohol use and drug use;
  - Refers members to various help options;
  - Reviews the AD Policy annually.
- 2.2. Confidential Contact Persons:
- Hold conversations with members about substance use.
- 2.3. Committee Members
- Identify risky alcohol use and drug use;
  - Share signals with the board.
- 2.4. All Members:
- Identify and discuss (problems caused by) alcohol and drug use.

### **§3 Prevention and Awareness**

We are committed to preventing problems caused by alcohol and drug use in the interest of safety and health. We make members aware of the benefits of a healthy lifestyle and inform them about the risks of (risky) alcohol and drug use and addiction. We do this through the following activities:

- 3.1. Ensuring this AD Policy is easily accessible on our website, newsletters, and social media..
- 3.2. All new members are informed in writing of the AD Policy upon registration.
- 3.3. For general information on alcohol and drugs, we refer to:
- <https://www.alcoholinfo.nl/>
  - <https://www.drugsinfo.nl/>
  - <https://allesoverdrinken.nl/>
  - <https://www.drugsenuitgaan.nl/>
- 3.4. For further help, we refer to:
- <https://moti4.nl/>
  - <https://brijder.nl/>
- 3.5. We ensure our members know where to go for confidential advice and help..

- 3.6. We ensure that board members and confidential contact persons are trained to recognise and address:
- Risky alcohol consumption;
  - Being under the influence of drugs at association activities;
  - Suspected problems with alcohol or drug use.

## **§4 Support and Care**

Alcohol and drug use always carries risks, even when the use is not perceived as risky or problematic. Where possible, we point this out to our members. We refer members experiencing problems due to alcohol or drug use to appropriate help.

- 4.1. We encourage members to start conversations about problems resulting from alcohol and drug use — with each other, with the board or confidential contact person, or with external parties.
- 4.2. We identify, discuss, and, if necessary, refer to professional help from Brijder,
- Suspected risky alcohol or drug use is addressed as soon as possible. We express our concerns, especially if we believe someone is functioning less well or showing behaviour different from what we are used to. We refer members to Brijder.

The earlier someone seeks help, the lighter the help needed (e.g., anonymous online support). When problems are more serious, the help offered will also be more intensive.

## **§5 Enforcement and Disciplinary Measures**

We have established this AD Policy in the interest of our members and guests. We expect them to adhere to it. If this does not happen, we take the following measures:

- 5.1. A member whom the board reasonably believes to be under the influence of drugs at the association or at an external association activity will be sent home immediately. We ensure the member gets home safely. The board and the member will then meet as soon as possible.
- 5.2. A member under the influence of alcohol who causes nuisance or problems will be sent home. We ensure the member gets home safely. The board and the member will then meet if possible.

- 5.3. The use of drugs and/or risky alcohol consumption will be discussed with the member as soon as possible. The member will be reminded of the agreements in this policy. We also provide support for possible addiction or more serious issues.
- 5.4. Problematic substance use or addiction is not in itself a reason for expulsion. However, a member can be addressed about the consequences of their substance use. If the member does not comply with the rules or agreements, refuses to acknowledge the problem, or does not cooperate in finding a solution, this may lead to an official warning, suspension, or expulsion.

The following sanctions may be imposed if a member does not comply with the agreements and rules:

- 5.5. Official warning — recorded by the board and communicated to the member.
- 5.6. Suspension — the start date and duration depend on the nature of the violation.
- 5.7. Expulsion — if the nature of the violation is so serious that returning to the association and other members is undesirable, expulsion is an option. However, this is the least preferred solution for the association.

Specific penalties can be found in our house rules, the law, or our statutes.

## **§6 Agreements on Implementation en Evaluation**

We ensure that the established AD Policy is known to everyone and regularly bring it to attention. We do this in the following ways:

- Via newsletters;
- Via our website and social media;
- Informing all new members during the association's introduction;
- During the annual handover to a new board;
- We evaluate this policy annually, with the President and/or Secretary taking the initiative.