



## **Shipboard Drug and Alcohol Policy**

This policy applies to all officers, staff and Crew , including concessionaires.

- No Crew Member shall use, possess, sell or assist in the sale or distribution of illegal drugs.
- No Crew Member may consume or otherwise use alcohol while on duty.
- No watchkeeping employees, or any employee holding a position as described in the Safe Manning Certificate, shall consume alcohol or any other intoxicating or anaesthetizing substance within 8 (eight) hours of the start of duty.
- No on-duty Crew Member shall have a blood alcohol content (BAC) above .04%.
- No off-duty Crew Member shall have a blood alcohol content (BAC) above .08%. Any Crew Member found to have a BAC in excess of either of these limits, while either respectively on or off duty, shall be in violation of this policy and shall be relieved from duty and subject to immediate termination.
- Employees may enjoy alcoholic beverages including beer, wine and spirits in designated employee lounges. Employees who are permitted to socialize in designated areas may also enjoy alcoholic beverages in public lounges.
- Crew members who are not U.S. citizens and who are under the age of 21 may be permitted to drink alcoholic beverages in his/her own country, however if they are working on a ship based out of a U.S. port, they must be 21 in order to be able to consume alcohol while onboard.

Testing of an employee can be required by the company during the following circumstances:

1. Pre-Hire
2. Random Testing
3. At any time of an accident or near-accident
4. At any other time the Master has reasonable cause to require testing

Testing shall be required after stabilization of a serious marine accident.

### **Gangway Collection Policy**

Guests are not allowed to bring alcoholic beverages onboard for consumption or any other use. Alcoholic beverages that are purchased in ports-of-call or from the Shops Onboard shall be stored by the ship and delivered to Guest staterooms on the last day of the sailing (or on the last day of the last cruise vacation for consecutive cruisers). Security may inspect containers (waterbottles, soda bottles, mouthwash, luggage, etc.) and shall dispose of containers holding alcohol. Guests under the age of 21 shall not have alcohol returned to them.

The Beverage Manager shall ensure that a member of the bar staff is scheduled to assist Guests at the gangway with collection, storage and issuance of receipts for stored items.

### **Drinking Games**

Drinking games such as Quarters, Beer Pong, Funnels, etc., shall not be allowed onboard any of our ships. If these collegiate type games are observed at any time, it is the responsibility of the personnel observing the activity to call security immediately and wait until they arrive.

The Beverage Manager is responsible for monitoring and Security is responsible for ensuring compliance with this policy.