[INSERT GYM LOGO]

**ALCOHOL & DRUGS POLICY**

[GYM NAME] Pty Ltd ("the Company") provides an environment which aims to ensure the health, safety, respect and productivity of all personal trainers, gym instructors and third-party providers. The Company acknowledges that the use of drugs and alcohol may impair an individual's capacity to perform their duties safely, efficiently and with respect for colleagues, members and/or clients.

The use of such substances may result in the risk of injury or a threat to the wellbeing of the impaired personal trainer, other personal trainers, gym instructors, gym members, gym staff as well as members of the public.

The Company has an obligation under work health and safety legislation to provide a safe environment.

The purpose of this policy is to maintain an environment that is free from the negative  
effects of drug and alcohol use.

The Company policy is that personal trainers, gym instructors, third party providers and/or gym staff must not be under the influence of alcohol or drugs when performing any work duties for the Company, at [GYM NAME] or otherwise, including (but not limited to) the circumstances set out below. Personal trainers, gym instructors, third party providers and/or gym staff must not commence work or return to work whilst under the influence of alcohol or drugs.

The consequences of breaching this policy will include disciplinary action up to and including termination of contract.

The Company may unilaterally introduce, vary, remove or replace this policy at any time.

**EQUIPMENT ELECTRICAL OR OTHERWISE**

No equipment is to be operated or used by anyone who is under the influence of alcohol or drugs.

**PRESCRIPTION DRUGS**

If you take prescription drugs, please check with your doctor to establish if the use of the drug will impact on your work performance. If it will, please obtain this advice in writing from your doctor and provide it to your manager or supervisor before undertaking any work that may be impacted by you taking prescription drugs.

**SMOKING**

The Company observes a no smoking policy in all premises. Should personal trainers, gym instructors, third party providers or gym staff wish to smoke, they are do so away from the Company premises and are not permitted to do so in [GYM NAME] apparel.

**OTHER POLICIES**

Personal trainers, gym instructors, third party providers and gym staff are encouraged to read this policy in conjunction with other relevant Company policies, including:

* Code of Conduct
* Workplace Health and Safety Policy

**DECLARATION:**

My signature attests to my knowledge, understanding and acceptance of the Alcohol and Drugs Policy.

I acknowledge a breach of this policy could lead to the termination of my contract.

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| Name | Signature | Date |
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