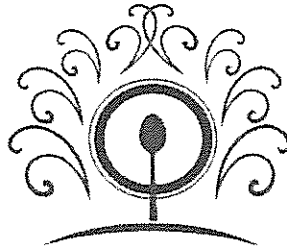
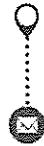


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Limpopo Chefs Academy

SUBSTANCE ABUSE POLICY – SUMMARY

1. PURPOSE OF THE POLICY

As the use of alcohol and drugs on campus, in Academy accommodation, on any Academy property and in the workplace cannot be allowed or condoned, the purpose of this policy is to promote a substance abuse programme within the Academy with the primary focus on the following:

- 1.1. To minimize/eliminate the abuse and dependence on Alcohol and/or Drugs amongst students and to assist, where possible, in the rehabilitation of those who have an alcohol and/or drugs problem.
- 1.2. To enhance student well-being, safety, health and productivity in the workplace (and at home)
- 1.3. To comply with the applicable National Legislation.

2. APPLICATION OF THE POLICY

This policy shall apply to all Limpopo Chefs Academy students as defined in the Labour Relations Act 66 of 1995 as amended.

3. DEFINITIONS

- 3.1. *Abuse* – Use to bad effect or for a bad purpose.
- 3.2. *Alcohol* – a substance taken/drunk to induce drunkenness.
- 3.3. *Drugs* – medicinal or natural substance causing addiction.
- 3.4. *Dependence* – unable to do without (in this instance alcohol or drugs).
- 3.5. *Drunkenness* – when rendered incapable by alcohol/drug substance
- 3.6. *Employee* – any person, excluding an independent contractor, who works for Limpopo Chefs Academy.
- 3.7. *Student* – Any person registered/enrolled on a learning programme, full time or part time with Limpopo Chefs Academy.
- 3.8. *Influence* – affected by alcohol drink.
- 3.9. *Premises* – includes any building, vehicle, vessel, train or aircraft.
- 3.10. *Rehabilitation* – restore to normal life by training after dependency.
- 3.11. *Workplace* – means any premises or place where a person performs work in the course of his/her employment.

4. POLICY ON DRUGS AND ALCOHOL

- 4.1. The consumption of and the possession without permission of any intoxicating substance, excluding prescription medication and then only when certified by a medical practitioner, is prohibited by the provision of this policy.
- 4.2. No student shall be allowed to operate any machinery or perform any duty after consumption of any intoxicating substance.
- 4.3. No drugs shall be allowed on the premises of Limpopo Chefs Academy. The only exception is where the medicines were supplied to the student on prescription by a registered medical practitioner and are taken in accordance with the prescription.



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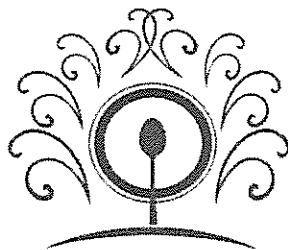
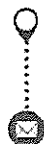
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Limpopo Chefs Academy

- 4.4. Limpopo Chefs Academy shall only allow students taking such medicine to perform duties at the Academy/any Academy premises/workplace if the side effects of such medicines do not constitute a threat to the health or safety of the student concerned or other persons at such workplace/Academy premises.
- 4.5. Any student found to be under the influence of drugs may not enter or remain on the premises of Limpopo Chefs Academy and shall be liable for disciplinary action/expulsion.

5. TESTING FOR ALCOHOL AND DRUGS/INTOXICATION AND SEARCHES

- 5.1. Only management or staff members who have been duly authorized/delegated by the Directors of the Academy shall carry out testing.
- 5.2. Where there is a reasonable suspicion that a student is under the influence of an intoxicating substance a test shall be carried out. Should a student be found to be intoxicated such student shall be instructed to leave the workplace/Academy premises and the disciplinary process shall be invoked.
- 5.3. **WHERE A STUDENT UNREASONABLY REFUSES TO CONSENT TO ANY FORM OF TESTING IT COULD LEAD TO THE CONCLUSION THAT HE/SHE IS UNDER THE INFLUENCE OF AN INTOXICATING SUBSTANCE AND SUSPENSION AND DISCIPLINARY ACTION SHALL FOLLOW.**
- 5.4. Where there is suspicion that a student is dependent on the use of drugs, testing shall be undertaken by a registered medical practitioner. The cost of such a test shall be done by the student and Limpopo Chefs Academy.
- 5.5. Before a student is tested, an explanation shall be given as to why the testing needs to be done and also the consequences of a positive test shall be explained.
- 5.6. Testing shall take place under specific circumstances and when certain behaviour is displayed. In such instances it shall be required that two employees, of whom one is a supervisor, have to agree on the condition of the suspected student.
- 5.7. A behavioural and physical characteristics checklist shall be provided to assist supervisors to identify students who are suspected to be under the influence of an intoxicating substance.
- 5.8. Testing for the abuse of substances may be done immediately following an incident e.g. accident.
- 5.9. Failure to comply with, or respond to rehabilitation shall result in either dismissal/suspension on incapacity due to ill-health or disciplinary action.
- 5.10. A student identified to be intoxicated shall be immediately suspended for the remainder of his/her duties/studies with the instruction that he/she should report for duty/class the following day and the disciplinary procedure shall apply accordingly.

SEARCHES

Searches may be conducted when there is a suspicion and/or a situation of disputed possession of a substance of abuse. *Any form of intoxicating substance* found on the student shall be confiscated and be submitted as proof of possession. (A Senior Official of the Academy shall conduct searches).



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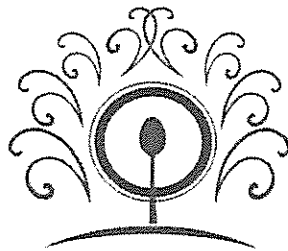
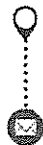
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Limpopo Chefs Academy

ACKNOWLEDGEMENT

LIMPOPO CHEFS ACADEMY SUBSTANCE ABUSE POLICY

I, LESTRA EUGENE KGOSANA hereby confirm and understand the Substance Abuse Policy Material given to me by Limpopo Chefs Academy. I agree and accept that random/unexpected drug test will take place and will fully cooperate in them. I also agree that should I refuse to take the drug test, I will automatically be guilty of the substance abuse policy and that I have been using/taken substances/dugs. I also agree should I be found guilty of substance abuse, my parents/guardian/sponsor will be contacted and that law enforcement will be called in and the necessary actions taken against me. I pledge to perform my duties to the best of my abilities with passion and dedication in the presence of Limpopo Chefs Academy at all times.

Signature:

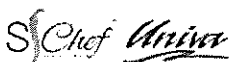
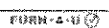
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