**Royal Holloway**

**University of London**

**Policy Statement on the Misuse of Alcohol and Drugs**

The College recognises that the misuse of alcohol, drugs and other substances by its staff is likely to have damaging consequences, including the risks of:

 Damaging the mental and physical health of the user

 Undermining the user’s ability to work

 Involving both the user and others in situations where their well-being may be compromised

 Jeopardising the College’s licenses to serve alcohol and provide entertainment

 Adversely affecting the College’s reputation

The College recognises that activities to do with the misuse of drugs are frequently illegal and that the College can itself be in breach of the law as specified in the Misuse of Drugs Act 1971 if it permits misuse of drugs to take place upon its premises. College notes that activities connected with the misuse of alcohol and other substance abuse can also involve legal consequences.

The College prohibits the possession, use, or supply of illegal drugs on its premises by its students, staff or others and confirms its resolve to take disciplinary action and to report matters to the Police when appropriate. College will also take action, including disciplinary action where appropriate, to address the use of illegal drugs by its students and staff when involved in College activities off College premises.

The College prohibits the encouragement, overt or covert, of individuals to misuse or over-indulge in alcohol and confirms its resolve to take appropriate actions, including disciplinary actions where appropriate, when alcohol is misused either on College premises or when involved in College activities off College premises, by students, staff or others.

The College recognises that illegal drug, alcohol and substance misuse is a complex area which may often involve medical and welfare issues. Where possible the College will seek to assist members of staff with these issues whilst recognising its duty of care to other members of the College community.