



## Alcohol and Drugs Policy

### Principles

Horseboarding UK (HBUK) expects its associates to attend each event in a fit and appropriate state with no impairment from the misuse of alcohol, drugs or similar substances.

Associates who abuse substances may have their judgement, safety awareness and performance adversely affected. Any such associates put themselves at risk and can also be a danger to their fellow associates and to members of the general public. They can also put the organisation at risk commercially and may bring it into disrepute.

### Scope

This policy is designed to make all associates aware of their obligations and responsibilities regarding alcohol, drugs and legal highs. It sets minimum standards that are applicable to all HBUK associates.

As horseboarding is deemed as an extreme sport, HBUK request that their associates conduct the sport in a safety sensitive approach.

### Policy

It is the express policy of HBUK:

- Not to allow any associate to participate within any of its events at which it is engaged to carry out the sport whilst their performance is impaired by the misuse of alcohol, drugs or legal highs.
- Not to allow the consumption, possession or sale of illegal drugs (i.e. those subject to control under the Misuse of Drugs Act 1971) at any event under HBUK's control. This is a criminal offence, which will be reported to the appropriate authority and may lead to prosecution. HBUK regards an offence of this nature as one that could lead to dismissal from the sport.
- Not to allow competitors, volunteers or grooms to consume alcohol before competing or entering the arena as a volunteer/official/groom. Any person found in possession of an open alcohol container prior to competition will be considered to have consumed alcohol and will not be allowed to compete or enter the arena on that day.
- To require any associates to inform the HBUK directors or National Committee members if they are taking drugs, medication or over-the-counter remedies that may impair performance or judgement. Failure to do so may be treated as drugs abuse. Any disclosure will be treated in strict confidence.

- To reserve the right to require associates to undergo a 'for cause' test in situations where their fitness for competition is believed to be compromised by the use of alcohol or drugs, or where they are involved in an incident where there is the possibility that the presence of alcohol and drugs may have been a contributory factor. Associates shall be suspended from the competition until the results are known.
- To set the following test failure criteria:
  - o The presence of illegal drugs.
  - o Positive test results in excess of a blood alcohol limit of 13 micrograms/100ml of breath (29mg of alcohol in 100ml of blood, 39mg/100ml urine,).
  - o The misuse of legal substances (e.g. glue, solvents etc)
  - o The presence of drugs for which there is no legitimate medical need, either in their use, or quantity of their use.
  - o Unreported prescribed or over the counter medication or legal highs that may affect performance.
- To deal with test failures the offence will be regarded as a serious matter and is likely to lead to dismissal from the organisation. Refusal to undergo testing shall be treated as failure to comply with a reasonable request from the organisation, and will also be treated as a serious matter gross and is likely to lead to dismissal from the organisation.