



Irish Amateur Wrestling Association

Alcohol & Substance Abuse Policy & Procedures

1. Policy Overview

The IAWA recognises alcoholism and substance abuse as health problems requiring treatment and help for the afflicted individual. The purpose of this policy is to provide guidance for volunteers as regards actions to be followed in the event that an individual has or develops problems related to alcoholism and substance abuse. This policy recognises that alcoholism and substance abuse can occur in people at all levels of the IAWA and accordingly, is applicable to all members, irrespective of position.

2. Definitions

The IAWA defines alcoholism as an illness in which an individual's consumption of any alcoholic drink definitely and repeatedly interferes with their health and/or work performance. Similarly, substance abuse is defined as an illness in which an individual's use of legal or illegal drugs repeatedly interferes with their health and/or work performance. The term 'intoxicant' is used to include alcohol and drugs and any combination of drugs and/or alcohol.

3. Course of Action

No person should report for duties under the influence of any intoxicant and will be liable for disciplinary action (including the possibility of summary dismissal) where this occurs, particularly where the intoxication manifests itself in behavior that endangers the safety of IAWA and its members or the public.

Members are obliged to inform the IAWA confidentially where they suspect an individual is performing duties while under the influence of alcohol or another substance.

4. Treatment

Anyone who engages with us and who we believe may have an alcohol or substance abuse-related problem will be encouraged to seek diagnosis and/or treatment voluntarily from a professional source. IAWA reserve the right to terminate any person's involvement in our activities as a result of failure to comply with the policy.

5. Confidentiality

The confidentiality of records will be strictly preserved.

6. Monitoring

The IAWA commits to monitoring and reviewing this policy on a regular basis. The information gathered will be used to evaluate the policy and procedures at regular intervals to identify changes if necessary to improve the policy. Any views on how this policy may be made more effective are welcome.

Relevant Key Legislation

Safety, Health and Welfare at Work Act 2005