



SSCO's Policy on Alcohol and Drugs

N.B. This is an in-house translation. In the case of discrepancies between the Swedish text and this translation, the Swedish text will prevail.

Purpose

The purpose of this policy is to set out SSCO's position regarding alcohol and illegal drugs within and in connection with the organisation, as well as to account for the direction decided upon to ensure inclusive activities. This document covers all of SSCO.

Employer refers to SSCO's board of trustees. Supervisor refers to the presidency or another designated person. Employee refers to persons employed by SSCO. Co-worker refers to both employees and elected representatives working for SSCO. The office refers to employees and elected representatives working full time.

Basic view

Drinking alcohol shall always be an individual choice; no one should, within the framework of SSCO's activities, have felt compelled or incited to drink alcohol.

By making visible norms linked to student life and alcohol consumption SSCO can problematise and change these for a more inclusive organisation and for a better health for our students and co-workers.

SSCO strongly distance ourselves from all use of illegal drugs.

Preventing and handling abuse

It is each individual's responsibility to react if there is a suspicion that an employee or elected representative has a substance abuse problem,



and the person shall then inform the presidency. The supervisor in charge is responsible, together with the person concerned, for how help is to be offered.

Meeting places

SSCO shall strive for socially sustainable meeting places for employees, elected representatives, students, student representatives and others in connection with SSCO's activities. SSCO therefore have a critical approach to alcohol within the organisation.

SSCO do not pay for alcohol. In cases where it is requested, the individual must pay for this themselves.

The workplace

No co-worker may be under the influence of alcohol during working hours. All co-workers are obligated to immediately report to their supervisor if someone is under the influence of alcohol or illegal drugs during working hours. The same applies to hangovers if it affects the employee's or representative's ability to do their job.

No alcohol shall be consumed in SSCO's premises during working hours. To consume alcohol on the office floor must be approved by SSCO's president. On the office floor, alcohol shall be consumed abstemiously, and no consumption of alcohol is allowed within the offices.

If events are held at the office the premises shall be returned to their normal state directly after the event has ended, unless otherwise agreed with SSCO's president.

Liability and follow-up

SSCO's board of trustees are ultimately liable for policy compliance. The presidency is liable for it being applied in SSCO's day-to-day activities.



SSCO's Policy on Alcohol and Drugs is to be raised within the board once per business year to ensure that it is well-known and up to date.