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*This document is a translation of the Swedish original. In the event of any discrepancy between the translated document and the Swedish original, the original shall prevail.*

## Rules for alcohol and drugs

### Introduction

As a higher educational institution and employer, Luleå University of Technology is responsible for ensuring a work environment without the influence of alcohol and drugs. Drugs refer to narcotics, other dangerous substances and medicinal products used for intoxication.

Luleå University of Technology shall offer a good, stimulating and safe work and study environment to staff and students. The rules shall promote a good work environment and a common approach to alcohol and drug issues for both staff and students.

### Rules

At Luleå University of Technology

- Staff and students shall not be under the influence of alcohol in connection with work, education or study activities.
- The use of alcohol during one's off-duty hours may not affect safety, work performance or workplace satisfaction.
- As a higher educational institution and workplace, the University shall be drug-free. This means a total prohibition on drugs.
- The use of alcohol is allowed restrictively at special occasions outside normal working hours.

- Possession or use of drugs at the University campuses is reported to the police, see also the Narcotic Drugs Penal Act (1968:64).
- The University shall ensure that staff and students obtain sufficient knowledge about alcohol and drugs.
- Within the University, we shall create a culture where community and security in the workplace prevent the work and study situation itself from becoming a contributing cause of drug and alcohol problems.

It is important to quickly handle problems with use/hazardous use or abuse of alcohol or drugs, should they arise.

To counteract handling of drugs and drug use, systematic inspections of premises are conducted in order to identify indications of handling of drugs. The results of the inspections are presented to the Vice-Chancellor's group of managers.

Preventive work to obtain a drug-free workplace is carried out in cooperation with other authorities.

## Responsibility

The Vice-Chancellor has delegated the management of work environment tasks to the Head of Department/Head of Professional Services who is thus responsible for rule compliance in the workplace. The Head of Department/Head of Professional Services may sub-delegate the task in their own organisation in accordance with the University's work environment policy.

The Head of Department/Head of Professional Services is also responsible for ensuring that there are effective procedures for identifying hazardous use among staff and students in order to prevent alcohol and drug abuse.

If someone suspects a colleague or fellow student to be under the influence of alcohol or drugs during working hours, he or she shall immediately inform the immediate superior or teacher. This is particularly important when laboratory work and activities such as placements and internships are performed. Call the security guard or the police, if needed.

## Further information

Material for support and assistance, both in preventive work and in cases of suspicion or detection of hazardous use or abuse, is available on the staff and student websites.

- Preventive work
- Signs of hazardous use or abuse
- What can I do, as a fellow worker or fellow student
- Talks in case of suspicion or knowledge about hazardous use or abuse
- Remove a person from the work or study place.
- Start rehabilitation
- Contact details for guidance and support