



NATIONAL RODEO ASSOCIATION

ACN 058 447 993

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Drug and Alcohol Policy

Aim:

The National Rodeo Association (NRA) has a zero tolerance towards drugs and alcohol and is committed to doing everything within its power to ensure that all employees, contract personnel and riders of NRA are not exposed to the risks inherently involved with the use of illegal substances or the excessive consumption of alcohol in or around the sport of Rodeo.

Principles:

- a. It is the responsibility of the individual to present themselves fit to compete or work.
- b. As a NRA Member / Day Member / Employee you are sometimes placed in a high risk environment and as such no NRA Member / Day Member / Employee may compete and or work at a NRA Event if under the influence of drugs or alcohol.
- c. At no time are a NRA Member / Day Member / Employee allowed to have illegal drugs in their possession while at a NRA Event or associated event function (including but not limited to After Parties, Pre Event Meet n Greet, and Autograph Signings etc.).
- d. At no time is a NRA Member / Day Member / Employee allowed to have any other type of drug in their possession or on NRA Event premises unless it is for medication purposes, in this situation the person must present themselves with the appropriate medical advice to the designated NRA Event Official and follow all procedures for their place in the event whether it be rider, protection athlete, stock contractor and or event official.
- e. No NRA Member / Day Member / Employee will be allowed to compete or participate in a NRA Event whilst they are affected or under the influence of a performance altering drug or alcohol.
- f. To fulfil legal and contractual obligations all NRA Members / Day Members / Employees will adhere to this policy. This policy will have the final outcome over what disciplinary action will be taken in accordance with this policy.
- g. Testing will be conducted at two differing instances;

Random Testing – At any NRA Sanctioned Event you may be asked to participate in a random drug and alcohol test, refusal to participate will be classed as a non-negative result.

Suspicion of use – A NRA Official (Board Director/Judges/Arena Director) has the right to challenge any NRA Member / Day Member that they feel is acting as if under the influence of drugs or alcohol to a drug and alcohol test. Symptoms may include: Slurring speech, drowsiness, heavy eyes, uncontrolled bodily movement, irrational behaviour, moodiness, violent behaviour, paranoia, etc.

The Board of NRA wish all Members / Day Members / Employees to understand that the safety and wellbeing of their Members / Day Members / Employees is their highest priority, and hope that the implementation of this policy will convey the direction and importance that this issue has for our company. The Association will offer assistance and or arrange counselling and/or rehabilitation for alcohol and drug abuse. NRA will endeavour to carry out random drug and alcohol screening on its

Members / Day Members / Employees regularly. This will be carried out by a suitably accredited tester or nominated medical advisor who will be available at the scheduled time of testing. Details of all test results will not be disclosed to anyone that does not have a need to know.

Process for Random testing – Negative result

1. The Member / Day Member / Employee will be told of the drug test immediately before being required to give the sample.
2. The Member / Day Member / Employee will accompany the relevant safety or management personnel to the testing facility of the company's choosing.
3. The test will be conducted and results given.
4. Upon return of a negative result you will be free to continue on with normal duties.
5. The evidence of the test will be logged on.

Process for Random testing – Non negative result

1. The Member / Day Member / Employee will be told of the drug test immediately before being required to give the sample. (If the Member / Day Member / Employee refuses to give a sample the test will automatically be deemed as non-negative).
2. The Member / Day Member / Employee will accompany the relevant safety or management personnel to the testing facility of the company's choosing.
3. The test will be conducted and results given.
4. Upon return of a non-negative result (BAL over 0.05% or the presence of a drug where the reading is at or exceeds AS4308:2001) you will not be allowed to compete and or partake in your duties at the event, you will be interviewed by the manager in charge (you may ask to have a support person present), and given the option to retest, if the test remains non negative then the retest is at the Member / Day Member / Employee cost however if the test is then negative NRA will pay the cost. Each case will be dealt with on its own circumstances but typically.

Alcohol

First offence involving alcohol will result in being immediately stood down from the event without pay or refund of entry fee and a written 6 event suspension (All NRA events) will be given.

Second offence involving alcohol will result in immediate termination of your membership and or employment (All NRA events).

Illegal Drugs

First offence involving drugs will result in being immediately stood down without pay or refund of your entry fee and a written 6 event suspension at all NRA events will be given. The Member / Day Member / Employee will be provided to show the association evidence of a negative drug test that is carried out by a nominated medical advisor at the member/employee's expense. Once NRA has proof of a negative test it will then be up to the Executive Board to decide on what provisions the Member / Day Member / Employee will return.

Second offence involving drugs will result in immediate termination of your membership and or employment (All NRA Events).

5. The evidence of the test will be logged on the NRA server and kept permanently.