



1. PURPOSE

1.1 This policy establishes guidelines for Youth, Youth Leaders, Volunteers and Attendees with regard to the use of alcohol & Drugs, on Church Property and during a Youth Event.

2. PERSONS AFFECTED

2.1 The following persons are affected by this policy:

- (a) Youth;
- (b) Attendees;
- (c) Youth Leaders;
- (d) Volunteers;
- (e) Ministers;
- (f) Law Enforcement Agency;
- (g) Parents;
- (h) Apostle and Bishop of the Youth; and
- (i) Board of Directors.

3. DEFINITIONS:

3.1 For the purpose of this policy, the following words and phrases have the following meanings:

- (a) Attendee: Any person attending a Church activity or event not otherwise more specifically defined or identified.
- (b) Church: New Apostolic Church Canada.
- (c) Church Property: Any property owned/leased by the Church or a venue used for an event by the Church.
- (d) Drugs: The intentional misuse of prescription or over-the-counter medications, and all forms of narcotics, depressants, stimulants, hallucinogens, recreational style and all other drug types and related paraphernalia, whose use, possession, distribution, transportation, offering for sale, sale, purchase or transfer is restricted or prohibited by law. For clarity, “Drugs” does not include any prescription medication used for the medicinal purposes for which it is intended and in the manner prescribed by a physician.





(e) Promoted by the Church: An announcement or notification that is found on a schedule, a congregational calendar, is made in verbal announcements, or promoted in any social media pages of the Church.

(f) Reasonable Cause to Believe Alcohol is Present: where the Youth Leader, Volunteer, Minister or Bishop for the Youth, as the case may be, is satisfied and believes that alcohol is present during a Youth Event by reason of:

- (i) an admission that alcohol is present by the Youth, Youth Leader or Volunteer, as the case may be, who is in possession of the alcohol; or
- (ii) personal observation that alcohol is present during the Youth Event; or
- (iii) the reliability of the reports received by others.

(g) Reasonable Cause to Believe Drugs are Present: where the Youth Leader, Volunteer, Minister or Bishop for the Youth, as the case may be, is satisfied and believes that Drugs are present during a Youth Event by reason of:

- (i) an admission that Drugs are present by the Youth, Youth Leader or Volunteer, as the case may be, who is in possession of the Drugs; or
- (ii) personal observation that Drugs are present during the Youth Event; or
- (iii) the reliability of the reports received by others.

(h) Situation Involving Alcohol: Includes, but is not limited to, receiving information about, or making observations of, the possession of alcohol, the consumption of alcohol, or intoxication by alcohol, by Youth (Section 5.2), or Youth Leader or Volunteer (Section 6.1), at a Youth Event.

(i) Situation Involving Drugs: Includes, but is not limited to, receiving information about, or making observations of the possession of Drugs, the consumption of Drugs, or intoxication by Drugs by Youth (Section 5.1), or Youth Leader or Volunteer (Section 6.1), at a Youth Event.

(j) Standard of Behaviour: The requirement to act responsibly at all times and to encourage a high standard of behaviour in work with Youth that is just, proper and appropriate having regard to the physical, mental, social and spiritual development of our Youth, through dedication and example.





(k) Under the Influence: Intoxication by Drugs or alcohol to the extent that:

- (i) an individual displays signs of substance use (e.g., smell of alcohol on breath, slurred speech, imbalance, etc.);
- (ii) an individual cannot exercise rational judgment in decision making; or
- (iii) an individual is in a physical or mental condition that creates a risk to the safety and well-being of the individual or other individuals or the safety of Church Property.

(l) Volunteer: An individual of any age, assisting in Youth Activities, such as, but not limited to, helping with transportation or chaperoning.

(m) Youth: An individual who belongs to the youth group, from the ages 13 to 34 inclusive.

(n) Youth Event: A Youth function, activity, happening or matter involving Youth, whether or not on Church Property, including those that:

- (i) are funded, in whole or part, by the Church;
- (ii) involve a weekend sponsored and/or co-ordinated by the Church including Youth weekends, camping, and overnight events;
- (iii) constitute a Divine Service;
- (iv) are Promoted by the Church;
- (v) are held at the home of a Youth Leader; or
- (vi) any reasonable person would consider a Church event involving Youth.

(o) Youth Leader: An adult who is a registered member of the Church, in a position of trust to provide delivery of the Church's Youth program.

4. POLICY

4.1 The Church will endeavor to promote:

- (a) a commitment to the health and well-being of all members and their families;
- (b) support for a personal decision to avoid substance abuse or addiction; and
- (c) encouragement of a willingness to seek help at the earliest possible stage should a problem arise.





4.2 There shall be no alcohol or Drugs on any Church Property or during a Youth Event.

4.3 Those in the care of Youth cannot consume or be intoxicated by alcohol or Drugs at any time during a Youth Event.

4.4 No persons shall consume alcohol or Drugs within a time frame which would negatively affect their ability to carry out the Standard of Behaviour during a Youth Event.

4.5 Subject to section 4.6, if a person violates the provisions of this policy, disciplinary action may be taken, as appropriate.

4.6 Notwithstanding Section 4.5, no person will be disciplined or otherwise sanctioned by reason of a disability involving alcohol or Drug addiction or due to a request for help in overcoming substance dependence or because of involvement in a substance addiction rehabilitation effort.

4.7 Whenever practicable, the Church may encourage and, at times, recommend, confidential counseling and treatment for persons affected by substance abuse problems. In so doing, the Church does not accept responsibility or liability to pay for the costs of such counseling or treatment.

5. PROTOCOL FOR NON-COMPLIANCE BY YOUTH:

5.1 DRUGS: The Church's policy is zero tolerance for Drugs. The following procedure is in place when Youth violate this policy. A Youth Leader who observes or is otherwise made aware of a Situation Involving Drugs by Youth at a Youth Event is required to comply with the following procedure.

Procedure

(a) The Youth Leader will, in consultation with at least one or more other Youth Leaders, a Minister or Bishop for the Youth in attendance at the Youth Event, determine if there is Reasonable Cause to Believe Drugs are Present during the Youth Event.

(b) In the event there is Reasonable Cause to Believe Drugs are Present at a Youth Event in the possession of or is being or has been consumed by a Youth, the Youth Leader shall:

- (i) Where the offending Youth is a minor, contact the parent(s) or guardian(s) of that Youth;





- (ii) Remove the offending Youth from the Event and into the care and custody of the parent or guardian, if applicable, or otherwise send the Youth home, subject always to taking reasonable precautions to ensure that the offending Youth is reasonably safe from harm. Such precautions could include safe transportation home, and/or ensuring the Youth remains under the supervision of an adult;
- (iii) As soon as reasonably practical, make the Bishop for the Youth aware of the presence of Drugs at the Youth Event; and
- (iv) Together with the Bishop and Apostle for the Youth, determine the offending Youth's continued participation in the Youth Group, in consultation with the Board of Directors and with regard to Sections 4.5 and 4.6, as appropriate.

(c) The Youth Leader shall contact police where the offending Youth is in a physical or mental condition that creates a risk of harm or a risk to the safety and well-being of the Youth or other individuals or the safety of Church Property. In the event police are contacted, the Youth Leader shall:

- (i) not confiscate the Drugs pending the arrival of police or otherwise place themselves or others in harms way;
- (ii) co-operate with any police direction and investigation; and
- (iii) together with the Bishop and Apostle for the Youth, monitor the police investigation.

5.2 ALCOHOL: The Church's policy is zero tolerance for alcohol. The following procedure is in place when Youth violate this policy. A Youth Leader who observes or is otherwise made aware of a Situation Involving Alcohol by Youth during a Youth Event is required to comply with the following procedure.

Procedure

- (a) The Youth Leader will, in consultation with at least one or more other Youth Leaders, a Minister or Bishop for the Youth in attendance at the Youth Event, determine if there is Reasonable Cause to Believe Alcohol is Present during the Youth Event.
- (b) In the event there is Reasonable Cause to Believe Alcohol is Present at the Youth Event, the Youth Leader shall:





- (i) Confiscate the alcohol, unless doing so will cause harm to any person present, including the Youth Leader;
- (ii) Where the offending Youth is a minor, the parent(s) or guardian(s) of that Youth will be contacted;
- (iii) Remove the offending Youth from the Event and into the care and custody of the parent or guardian if applicable, or otherwise send the Youth home, subject always to taking reasonable precautions to ensure that the offending Youth is reasonably safe from harm, as set out in Section 5.1(b)(ii);
- (iv) As soon as reasonably practical, make the Bishop for the Youth aware of the presence of alcohol at the Youth Event; and
- (v) Together with the Bishop & Apostle for the Youth, determine the offending Youth's continued participation in the Youth Group, in consultation with the Board of Directors and with regard to Sections 4.5 and 4.6, as appropriate.

6. PROTOCOL FOR NON-COMPLIANCE BY YOUTH LEADER OR VOLUNTEER:

6.1 DRUGS & ALCOHOL: The Church's policy is zero tolerance for Drugs and alcohol. The following procedure is in place when a Youth Leader or Volunteer violates this policy. A Youth Leader, Volunteer or Minister who observes or is otherwise made aware of a Situation Involving Drugs or a Situation Involving Alcohol involving a Youth Leader or Volunteer during that Youth Event is required to comply with the following procedure.

Procedure

- (a) The Youth Leader, Volunteer or Minister will, in consultation with a Minister or Bishop for the Youth in attendance at the Youth Event, determine if there is Reasonable Cause to Believe that Drugs or Reasonable Cause to Believe that Alcohol is present during the Youth Event.
- (b) In the event there is Reasonable Cause to Believe that Drugs or Reasonable Cause to Believe that Alcohol is in the possession of or is being or has been consumed by a Youth Leader or Volunteer at a Youth Event, the person in highest authority of the Minister or Bishop for the Youth attending the Youth Event, will:





- (i) Where the Youth Leader or Volunteer is in possession of alcohol, the alcohol shall be confiscated, unless the act of doing so will cause harm to any person present;
 - (ii) Where the offending Youth Leader or Volunteer is a minor, contact the parent(s) or guardian(s) of that Youth Leader or Volunteer;
 - (iii) Remove the offending Youth Leader or Volunteer from the Event and into the care and custody of the parent or guardian, if applicable, or otherwise send the Youth Leader or Volunteer home, subject always to taking reasonable precautions to ensure that the offending Youth Leader or Volunteer is reasonably safe from harm as set out in Section 6.1(b)(ii);
 - (iv) As soon as reasonably practical, make the Apostle for the Youth Leader or Volunteer aware of the presence of Drugs or alcohol at the Youth Event; and
 - (v) Together with the Bishop & Apostle for the Youth Leader or Volunteer, determine the offending Youth Leader's or Volunteer's continued participation in the Youth Group, in consultation with the Board of Directors and with regard to Sections 4.5 and 4.6, as appropriate.
- (c) The person in highest authority of the Minister or Bishop for the Youth Leader attending the Youth Event shall contact police where the offending Youth Leader or Volunteer is in a physical or mental condition that creates a risk of harm or a risk to the safety and wellbeing of the individual, other individuals or the safety of Church Property. In the event police are contacted, the Minister or Bishop shall:
- (i) not confiscate the Drugs pending the arrival of police or otherwise place themselves or others in harms way;
 - (ii) co-operate with any police direction and investigation;
 - (iii) monitor the police investigation; and
 - (iv) together with the Bishop & Apostle for the Youth Leader or Volunteer, thereafter determine the offending Youth Leader's or Volunteer's continued participation in the Youth Group, in consultation with the Board of Directors and with regard to Sections 4.5 and 4.6, as appropriate.

7. AMENDMENT

7.1 This policy will be reviewed from time to time and may be amended in the discretion of the Church.

