



THEODOR HERZL SCHOOLS DRUG POLICY

INTRODUCTION

The Theodor Herzl Schools, its management and education staff, in collaboration with the pupils and parents of the Schools, hereby agree to the following drug and related substances policy being applied and enforced at the Theodor Herzl Schools.

POLICY

1. Theodor Herzl Schools and all premises connected to such schools, including but not limited to the classrooms, recreational areas, sport fields, administrative areas, parking and access areas, passages and ablution facilities are drug free zones. This entails that no substance use or abuse, possession of illegal or not permitted drugs on school premises or being at school under the influence of alcohol or illegal drugs is allowed.
2. Substance abuse / illegal drugs means any unlawful, intoxicating or stupefying substances, these include but are not limited to tobacco and use of vaping, whether nicotine or not, alcohol, prescription drugs, tik, any so-called

recreational drugs, dagga and other hard drugs, or any such substance as it may be defined by law from time to time.

3. **Substance use (unless where specifically allowed by a competent school authority) and / or abuse is prohibited and severe action will be taken against perpetrators. THS follows a zero tolerance policy towards any substance use or abuse. Students are to understand that even use of such substances that they may regard as moderate or socially acceptable use are not allowed on the premises.**
4. **Students who are experiencing difficulties with such substance dependency are however invited to timeously, and before any transgressions in terms hereof, approach a suitable or designated person at THS for the appropriate intervention, counselling or assistance.**
5. **Students are to understand that THS will not, for purposes hereof, draw any distinction between categories of users, distinctions between suppliers of such substances or the users thereof, or any such distinction, and all such transgressors may be treated as serious offenders, and dealt with accordingly. It is to be understood that this policy is applicable also in instances where a student is guilty of a transgression hereof while in school clothes but off the school premises as defined above, or even where such student is off the school premises but guilty of such a transgression in circumstances where such student can be identified as being a learner at THS.**
6. **THS approaches its responsibilities towards the parents and students in its care very seriously, and consequently THS will enforce and manage this policy strictly and consistently.**

7. This policy is to be handed to each student and his / her parents / guardians will be required to sign it as acknowledgement that they have read and understood it, and that they have agreed to abide by this policy. Such parents / guardians are invited to discuss any questions that they may have regarding this policy with THS senior management prior to so signing and acknowledging the terms and application of this policy.
8. Without limiting the policy in any manner, and simply by way of illustrative example, THS will not tolerate :
- the sale, distribution, use or possession of any illegal or prohibited substance;
 - the possession of drug-related equipment such as cigarette papers, pipes, vapors, matches, lighters, bottle ends, foils or other paraphernalia related to substance use or abuse ;
 - performance enhancing drugs or the inappropriate use of mood enhancers, solvents, inhalants, aerosols and similar agents;
 - the consumption of alcohol (including any social or derivative drink that may contain alcohol) and the smoking of tobacco.
9. If any student is involved in the possession, promoting, distributing, dealing or selling any of the abovementioned substances, THS will institute appropriate and decisive action against such perpetrator(s), which action may include (but not be limited to) criminal sanctions, civil claims, suspensions and / or expelling such student(s) from THS.
10. THS will from time to time draft, amend, update and implement a suitable procedure as far as the effective management and enforcement of this policy is concerned. As a general guideline, and without in any manner limiting THS's

rights to amend and implement such procedure as it may regard to be necessary under the prevailing circumstances, the following procedure will be followed :

10.1 Any student(s) reasonably suspected of being in contravention hereof will be required to have a drug or related test administered.

10.2 If a student tests positive for a substance use, the student will first be interviewed by senior school management to determine the nature and extent of the student's involvement and response. Such test and ensuing consultation process will, upon request by the student or the parent(s) of such student, occur in the presence of such parent(s).

10.3 Legal representation at such process or consultation will be allowed, unless such representation will cause an unacceptable delay in the process that could result in prejudicing a speedy and accurate gathering of the facts of the incident.

10.4 Based on the results of such a preliminary meeting, THS will take the necessary action, which may include any, some or all of the following processes:

- Inform the student and parents of a pending disciplinary hearing;**
- suspend the student pending the resolution of the matter;**

11. Drug testing and searches will be conducted in such manner and at such times as regarded as appropriate by THS. No warning of such tests will be given, and THS reserves the right to conduct such tests on a random basis. Given the nature of the problem being addressed any searches in this regard will be conducted without the presence of the student' parents being allowed. In signing this policy the parent(s) grant their ongoing permission to THS to conduct such searches.

12. THS reserves the right to report any transgression hereof, where such transgression constitutes a criminal offence, to the relevant authorities, including the SA Police Services.

13. Students and parents are to understand that while THS will in any incident take into consideration all relevant factors, it will ordinarily be disposed towards expelling a student for a transgression hereof. Students and parents are to also take cognizance of the fact that such a penalty may very well be deemed appropriate for a first offender.

14. Prescription drugs must also be approached in a responsible manner. It is an unfortunate fact that such prescription drugs, while of course generally beneficial, can be abused to similarly adverse effect, and such abuse will in all respects be seen as a transgression in terms hereof. THS needs to be informed clearly and preferably in writing if any student needs to bring prescription drugs to school. Students are in any event not allowed to bring more than one day's dose to school.

15. THS is aware that drug abuse, as defined herein, has social consequences, and that young students that are in transgression hereof need not only be punished but that they may also require assistance. Where practically reasonable THS will seek to assist with any such declared problems, if such dependency related challenges are brought to THS's attention prior to any offence in terms hereof being detected. It is to be understood that THS is in no manner obliged to an offending learner to offer any dependency related intervention or counselling after the detection of an offence in terms hereof.

16. All attendances in terms of this policy, including all procedures, tests, searches, discussions, proceedings, documents and findings in terms hereof will be treated in the strictest possible security and confidence by THS, and THS hereby asserts its rights of authorship and ownership in all such information, howsoever gathered or

