



# GUYANA POLICE FORCE ACADEMY

## Drug and Alcohol POLICY

### 1. BACKGROUND

#### 1.1. Background for the Drug and Alcohol Policy

In recognition of our commitment to fostering a safe, productive, and healthy work environment, the Guyana Police Force Academy is dedicated to the establishment and enforcement of a comprehensive Drug and Alcohol Policy. This policy is essential for safeguarding the well-being of our employees, clients, and visitors, as well as maintaining the integrity and reputation of our organization.

- **Safety and Well-being:** Ensuring the safety and well-being of our employees and stakeholders is a top priority. Substance abuse poses significant risks to individual health and can compromise the safety of the entire workplace.
- **Productivity and Performance:** A workplace free from the adverse effects of drug and alcohol abuse is conducive to high productivity and optimal job performance. Substance abuse can impair cognitive functions, decision-making abilities, and overall work performance.
- **Legal Compliance:** The Guyana Police Force Academy is committed to upholding all applicable laws and regulations related to drug and alcohol use in the workplace. Compliance with legal standards is fundamental to our corporate responsibility.
- **Public Image:** Maintaining a positive public image is crucial for the success of our organization. A stringent Drug and Alcohol Policy demonstrates our commitment to professionalism, responsibility, and ethical conduct, enhancing our reputation within the community.
- **Employee Support and Well-being:** The implementation of this policy is not only about enforcing rules but also about supporting the well-being of our employees. By offering education, counseling, and assistance programs, we aim to help those who may be struggling with substance abuse issues.
- **Prevention of Workplace Incidents:** Substance abuse can contribute to workplace accidents, injuries, and errors. A proactive Drug and Alcohol Policy is a preventive measure to minimize the occurrence of such incidents, ensuring a safer working environment for everyone.

- **Employee-Centric Approach:** The Guyana Police Force Academy recognizes that employees are our greatest asset. This policy is designed with an employee-centric approach, emphasizing education, support, and confidentiality to create an environment where individuals feel comfortable seeking help when needed.
- **Legal Compliance:** Our Drug and Alcohol Policy is designed to comply with all relevant local, state, and federal laws governing drug and alcohol use in the workplace. This includes but is not limited to regulations regarding testing, privacy, and accommodation for prescription medications.
- **Continuous Improvement:** The Guyana Police Force Academy is committed to continuous improvement in all aspects of our operations. This policy will be regularly reviewed and updated to reflect changes in laws, industry best practices, and the evolving needs of our workforce.

By establishing and upholding this Drug and Alcohol Policy, the Guyana Police Force Academy aims to create a workplace that is not only legally compliant but also supportive, safe, and conducive to the professional growth and well-being of all employees.

## 2. OBJECTIVES

2.1 The objectives of this policy are as follows:

- **Maintain High Standards of Professionalism:** Uphold and reinforce the highest standards of professionalism and ethical conduct among police academy recruits, instructors, and staff by maintaining a zero-tolerance approach towards drug and alcohol abuse.
- **Ensure Public Safety:** Safeguard the public interest by ensuring that all law enforcement officers trained at the Guyana Police Force Academy are free from the influence of drugs and alcohol during their training and subsequent careers. This commitment is essential to maintaining public trust.
- **Enhance Officer Performance:** Maximize the performance and capabilities of the Academy recruits by preventing the negative impact of substance abuse on cognitive functions, decision-making abilities, and overall job performance.
- **Promote a Safe Learning Environment:** Foster a safe and secure learning environment within the Academy where recruits can focus on their training without concerns related to the negative consequences of drug and alcohol abuse.
- **Instill Responsibility and Discipline:** Instill a sense of responsibility and discipline among recruits, emphasizing the importance of maintaining personal and professional conduct that is free from the influence of drugs and alcohol.
- **Compliance with Legal Requirements:** Ensure strict compliance with all applicable laws and regulations related to drug and alcohol testing in law enforcement training programs. This includes pre-employment screening, random testing, and reasonable suspicion testing.

- **Prevent Workplace Incidents:** Minimize the risk of workplace accidents, injuries, and errors by preventing the influence of drugs and alcohol on the performance of law enforcement duties.
- **Protect the Integrity of the Law Enforcement Profession:** Safeguard and uphold the integrity of the law enforcement profession by ensuring that all graduates of the Guyana Police Force Academy are well-prepared, mentally alert, and free from substance abuse as they embark on their careers.
- **Educate and Raise Awareness:** Educate the Academy recruits about the consequences of drug and alcohol abuse, both on an individual level and in terms of its impact on job performance, public safety, and the reputation of the law enforcement community.
- **Provide Support and Intervention:** Offer support and intervention mechanisms, such as counselling and rehabilitation programs, to help recruits overcome substance abuse issues and promote a culture of care and well-being.
- **Maintain a Positive Public Image:** Contribute to the positive public image of the Guyana Police Force Academy and the law enforcement community by demonstrating a commitment to the highest standards of conduct and integrity through the implementation of a robust Drug and Alcohol Policy.

By achieving these objectives, Guyana Police Force Academy aims to produce law enforcement professionals who are not only highly skilled but also dedicated to maintaining the highest standards of personal and professional conduct, free from the influence of drugs and alcohol.

### 3. POLICY STATEMENT

3.1 The Guyana Police Force Academy we are steadfast in our commitment to fostering a safe, secure, and productive work environment for all employees, clients, and visitors. Recognizing the impact of substance abuse on personal well-being, workplace safety, and professional conduct, we hereby establish and endorse this Drug and Alcohol Policy.

### 4. SCOPE

#### 4.1 Zero Tolerance for Substance Abuse:

The use, possession, distribution, or being under the influence of illegal drugs or alcohol is strictly prohibited during training or while representing Guyana Police Force Academy. Any police rank found in possession, distribution, or being under the influence of illegal drugs or alcohol is in violation of Police Standing Order 12 and or Section 4 of the Police Discipline Act Cap. 17:01 and shall face expulsion from the Academy.

#### 4.2 Pre-Employment Screening:

Before admission to the Academy, recruits will undergo thorough drug and alcohol testing. Positive results shall disqualify a recruit from enrollment.

#### **4.3 Random Testing:**

Recruits and staff shall be subject to random drug and alcohol testing throughout the training period to ensure ongoing compliance with the policy.

#### **4.4 Reasonable Suspicion Testing:**

If there is reasonable suspicion that a recruit or staff member is under the influence of drugs or alcohol, testing may be conducted based on specific, observable behaviors or other objective evidence.

#### **4.5 Reporting Obligations:**

Recruits are required to promptly report any prescription medications they are taking to their instructors. Failure to do so may result in disciplinary action.

#### **4.6 Disciplinary Consequences:**

Violations of this policy may result in immediate dismissal from the Academy. The severity of the violation will be taken into consideration, and legal consequences may also apply.

#### **4.7 Education and Counselling:**

Educational programs and counselling services will be provided to help recruits understand the consequences of substance abuse and to assist those who may be struggling with addiction.

#### **4.8 Confidentiality:**

All drug and alcohol testing and related information will be treated with the utmost confidentiality, in compliance with applicable laws and regulations. By adhering to the principles outlined in this Drug and Alcohol Policy, the Guyana Police Force Academy is committed to shaping the next generation of law enforcement professionals who embody the highest standards of ethical conduct, responsibility, and public service.

### **5. COMPLIANCE AND ENFORCEMENT**

5.1 The Force Training Officer, Commandants, Quality Management Committee, and Instructors will ensure strict compliance of this policy in accordance with the Police Standing Order, Laws of Guyana, local and international accreditation standards, and best practices.

### **6. REPORTING AND COMMUNICATION**

6.1 the Force Training Officer will report to the Training Board, Quality Management Committee, and the Executive Leadership Team

### **7. APPROVAL AND EFFECTIVE DATE**

7.1 This policy was approved and has come into effect as of October 19, 2023.

### **8. REVISION DATE**

8.1. This policy was revised in January 2024.

### **8. REVIEW PERIOD**

8.1 A review of this policy will be conducted annually. The review will be conducted by the Training Board. The results of the review will be shared with the relevant stakeholders and necessary changes to the policy will be implemented based on the review.

