



SECTION	People and Culture
POLICY	Random Staff Drug Testing
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VERSION	1
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1. Purpose

The purpose of this policy is to ensure a safe and healthy work environment by deterring substance abuse, ensuring compliance with relevant laws, and promoting the wellbeing of all employees. Random drug testing helps Club Doncaster maintain high performance standards and prevent safety and safeguarding risks associated with substance misuse.

2. Scope

This policy applies to all staff employed at Club Doncaster, regardless of their position or tenure, with specific provisions for employees under 18 years of age. The policy is effective immediately and will be enforced on a regular basis through random drug testing.

There is no time scale on the company conducting random drug testing. Club Doncaster may impose random drug testing at any date or time of its discretion.

3. Testing on employees under 18

Employees under the age of 18 could be subjected to random drug testing procedures, as other employees, but with additional safeguarding to ensure their rights and privacy are respected.

For any employee under the age of 18, parental or guardian consent must be obtained prior to undergoing drug testing. The consent form must be signed by the employees legal guardian and submitted to HR before testing can take place.

The consent form will detail:

- The purpose of the drug test;
- The employees rights

4. Refusal to submit to testing

Employees are required to comply with the random drug testing process as a condition of employment. Failure to submit to a requested drug test could result in:

- Immediate suspension from duties while an investigation takes place, or;
- Termination of employment for continued refusal to engage and comply.

5. Confidentiality

All drug test results will be treated with the highest level of confidentiality. Test results will only be shared with authorised personnel, and no information will be disclosed to others unless required by law or necessary to address potential safety concerns.

Any positive test result will be discussed with the employee (and their parent(s)/guardian(s) if under 18) and may require follow-up actions, including referral to a rehabilitation programme.

6. Consequences of a positive test result

Employees who test positive for illegal substances may be subject to disciplinary action, including suspension or termination.

Employees testing positive may be required to participate in counselling or rehabilitation programmes as a condition for continued employment.

7. Employee rights

Employees have rights to request the name of the testing facility, the testing procedure used and the confidentiality safeguards in place.

Employees who testing positive have the right to contest the results through a retest or other legal procedures in accordance with company policies.

8. Review and adjustments

Club Doncaster reserves the right to review, modify, or amend this policy at any time to ensure compliance with legal standards and evolving business needs. Employees will be notified of any changes to this policy.