

## PARIS COMMUNITY THEATRE DRUG/ALCOHOL POLICY

**Purpose:** It is PARIS COMMUNITY THEATRE'S responsibility to ensure that rehearsals, performances, Theatre-sponsored events and business activities are conducted in an environment that is free of disruptive behavior and does not compromise the quality of the Theatre's productions and standing in the community. This policy ensures a safe environment and protects PCT from liability. This policy outlines PCT'S standards regarding the use of intoxicants, including illegal drugs, alcohol or inappropriate use of prescription drugs while participating in PCT productions and other Theatre activities.

**Definition:** "Under the influence of intoxicants" means that an individual exhibits behavior (i.e. slurred speech, difficulty walking, etc.) and has a physical appearance (i.e. odor, red eyes, etc.) that would lead a reasonable person to believe the individual has ingested intoxicants, drugs or alcohol that impair performance.

**Policy:** This policy applies to all paid staff, contract workers, and all volunteers while involved in work at the Theatre, rehearsals, performances, and other events such as auditions. Staff and volunteers shall comply with Texas laws governing the use of intoxicants including alcohol.

No illegal substances shall be brought into, or consumed at, PCT. Paid staff, contract workers such as orchestra members, volunteer actors, volunteer production crew and all other volunteers are expected to remain free from the influence of intoxicants as defined above during rehearsals, performances and while conducting any PCT-related activities. Moderate social drinking on the premises, when an employee or volunteer is not working or involved as a participant in a production, but attending as a guest is permitted. Employees and volunteers should always be mindful that the public associates their behavior with PCT. Cast, crew, and contract workers will not be served alcohol at PCT and must not consume any alcohol or recreational drug before any performance or during the intermission of any performance. Incidents involving individuals who are under the influence of intoxicants shall be handled on a case-by-case basis by the director of the production/event, Executive Director or the Governing Board, depending upon the circumstances involved.

A violation of this policy may result in dismissal from employment or termination of participation in a production or other volunteer activities.

This policy shall be included in all Director's Packets and discussed at the Directors' Orientation. It is expected that all volunteers, employees, and paid contract workers be notified of this policy and acknowledge that they have read this policy by signing a compliancy form. The policy should be prominently posted at the Theatre in the Green Room and in the Technical Booth.