

## **Weapons Policy**

Possession use or sale of weapons, firearms or explosives on any premises IYAO is using, while operating organization machinery, equipment or vehicles for work- related purposes or while engaged in organization business off premises is forbidden except where expressly authorized by the organization and permitted by state and local laws. This policy applies to all staff and volunteers, including but not limited to, those who have a valid permit to carry a firearm. If you are aware of violations or threats of violations of this policy, you are required to report such violations or threats of violations to your manager immediately. Violations of this policy will result in disciplinary action, up to and including discharge.

## **Substance Abuse**

IYAO's primary concert is to ensure a safe, healthy and efficient environment for our members, staff and volunteers. The unlawful or improper presence or use of controlled substances or alcohol in presents a danger to everyone involved. The following policy has been set in place to aid in ensuring safety for everyone.

1. Members, staff and volunteers are prohibited from attending any IYAO or IYAO affiliated event while under the influence of any controlled substance or alcohol.
  - a. Exceptions can be made when the use is pursuant to a doctor's order and IYAO has received appropriate subscription information to support the use of controlled substances without impairing their ability to perform the necessary duties safely.
  - b. The consumption of alcohol or having alcohol in one's system is strictly prohibited during any IYAO or IYAO affiliated time. Members, staff and volunteers are not allowed to consume any of the aforementioned substances during breaks or during any time which they are engaged in IYAO assigned activities.
2. Members, staff and volunteers are prohibited from engaging in the unlawful or unauthorized manufacture, distribution, sale or possession of illegal or unauthorized substances and alcohol at any IYAO or IYAO affiliated event.
  - a. This includes any time a member, staff or volunteer is a part of any IYAO or IYAO affiliated rehearsal or work time, on any vehicle, present at any sponsored IYAO site such as a rehearsal.

## **Contraband**

Contraband is defined as any item or material that poses a risk of harm to any individual, whether associated with IYAO. This includes weapons, flammable or explosive substances, firearms or ammunition, fireworks, controlled substances, and toxic substances. The possession of contraband by any member, staff or volunteer is prohibited. Contraband will be immediately seized, and appropriate disciplinary action will be taken in the sole discretion of the Corps Director.

### **Tobacco, Alcohol, and Drugs**

Smoking and other tobacco use is a determinate to the health of the user and those around them and does not follow IYAO's goal of promoting positive and healthy decision making and behavior. Despite this, it is a legal activity. IYAO therefore enforces the following policies regarding the use of tobacco.

1. Tobacco use is prohibited on any premises or vehicle IYAO is using for rehearsal, housing or other affiliated IYAO site.
2. The possession, use, consumption, distribution and/or display of alcohol is prohibited in and around IYAO vehicles or premises being used by IYAO or affiliated with IYAO.
3. The possession, use, consumption, or distribution of any controlled substances, including but not limited to marijuana, cocaine, amphetamines, tranquilizers, crack, barbiturates or "diet pills," is strictly prohibited.
4. The misuse of otherwise legally prescribed medications, or the distribution of them without a prescription is strictly prohibited.

These policies on tobacco, alcohol, and controlled substances are in place from the arrival at any IYAO site used for rehearsal, camp, performance or otherwise affiliated with IYAO, until your departure from that site. These policies are also in place from the moment any member, staff or volunteer arrives at any tour site location or show until the conclusion of the season.