



PEOPLE OF PEONY'S PARTICIPANTS' USE OF ALCOHOL, SMOKING AND OTHER DRUGS POLICY AND PROCEDURE

Alcohol, Smoking and Drug Use

What is this about? This policy explains what People of Peony does when a participant uses alcohol, smokes, or uses drugs. We want to keep everyone safe while respecting your choices.

Your Rights:

- You have the right to make choices about your life and body
- You can choose if you drink alcohol or smoke
- You have the right to get support, even if you use substances
- You should be treated with respect and kindness

Our Rules and Safety Steps:

- If you are drunk or high and it's not safe for others, we might stop the support until it is safe
- You must not use or keep illegal drugs at a shared home (like a SIL house)
- You can ask if it's okay to have alcohol in your own space
- Staff won't support you if you are too intoxicated and unsafe
- We will always work with you kindly, even if you are using substances



What is Harm Minimisation?

Harm minimisation means:

- We help you reduce the bad effects of drugs or alcohol
- We support you without judgment
- You don't have to quit completely to get help
- We respect your choices

We may help by:

- Connecting you with support services (like rehab or doctors)
- Helping you make a plan to feel better
- Giving you info about safer choices

Support Workers Can

- Say no to doing a shift if they feel unsafe
- Leave a home if drugs or unsafe things are found
- Call their manager to get help
- Help you get home safely if you're out and not feeling well

Smoking at Home

You can smoke at your home.

But:

- Don't smoke inside when staff are there
- Smoke outside or away from staff if possible



In Shared Homes

- No illegal drugs or pipes allowed
- Ask before keeping alcohol in the house
- Don't get drunk or high in shared areas
- If you come home affected by drugs or alcohol, we may ask you to stay elsewhere until safe

If There is a Problem

- You might get a written warning if rules are broken
- We will talk with you and your team to help fix the problem
- If things don't get better, your services may be paused or stopped

What We Promise

- To always treat you with care and respect
- To help you find support services
- To talk to you in ways you understand
- To keep everyone safe, including you

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