



# Drug and Substance Policy

CEDAR INTERNATIONAL ACADEMY NPC

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## Purpose

- 1) The Cedar International Academy NPC (hereafter called Cedar) Drug and Substance Policy aims to foster a positive, healthy and caring environment in which students and staff can achieve their potential and function efficiently and sustainably. Cedar upholds a zero-tolerance policy in relation to drugs and harmful substances.

## Scope

- 2) The policy applies to all staff, students, visitors, contractors and volunteers at Cedar.

## Definitions

- 3) In this policy, a drug is defined as “any substance which, when taken into the body, alters its function physically and/or psychologically”.
- 4) A drug/substance free environment is one in which there will be no:
  - a. smoking, sniffing and chewing of addictive products;
  - b. foods containing cannabis;
  - c. possession or consumption of alcohol or any prohibited/illegal substances according to the KwaSizabantu Mission Code of Conduct;
  - d. inhalation of solvents;
  - e. possession of drug-related equipment (syringes, pipes, etc.) except in cases of lawful medical use;
  - f. possession or use of prohibited drugs in accordance with the Medicines and Related Substances Amendment Act, 2008; or
  - g. possession of more than a reasonable dose of any medication.
- 5) For any prescription drug referred to in schedule 3 and above of the Medicines and Related Substances Act 2008, a prescription is required. Medication referred to in schedules 0-2 must be used for its indicated purpose and dosage, unless prescribed differently by a medical practitioner.

## Policy

- 6) Cedar is a no smoking environment as provided for in the Tobacco Products Control Amendment Act, 2007. For the protection of staff and students, smoking is not permitted within any area of the property, nor at any Cedar related activity or function. For the purposes of this policy, all areas of Cedar and the Mission are considered public spaces and the zero-tolerance policy applies in all such places.
- 7) Cedar will:
  - a. present drug awareness programs if the need arises;
  - b. encourage professional development opportunities for Cedar staff to provide relevant information about drug-related and substance abuse issues;

- c. promote drug awareness as part of Cedar’s curriculum, through the delivery of a mandatory module EMWE221 Wellbeing in Education to equip new teachers with an understanding and knowledge of the topic and related issues; and
  - d. direct KSB security (the company engaged for providing security at the gate and across the entire Mission premises) to perform drug testing or search for possession of drugs as the need arises.
- 8) Drug/substance misuse strategies may include:
- a. advice to students or staff involved in the misuse of drugs/substances;
  - b. monitoring of students and staff who are involved in the misuse of drugs/substances;
  - c. facilitating contact with agencies that can assist with drug-related and substance abuse problems such as Concerned Young People of South Africa (CYPISA); and
  - d. clarification of actions Cedar will take if drugs/substances are misused.
- 9) Drug/substance misuse may result in:
- a. Cedar taking actions according to the Employee Disciplinary Code or Student Code of Conduct;
  - b. advice / guidance arrangements;
  - c. referral to internal security services; or
  - d. referral directly to the South African Police Service (SAPS).
- 10) If possession of drugs or alcohol is suspected, Cedar has the right to search the rooms and belongings of the suspected person at any time. Appropriate consideration for gender in the search team will be observed, and a search will be performed with at least two people in attendance.
- 11) Possession or supply of illegal drugs may lead to police involvement and may result in dismissal.

## Procedures

- 12) In the event of a breach of this policy, the matter shall be reported to Management at the earliest opportunity.
- 13) Potential students and staff will be made aware that Cedar is a no smoking and alcohol/drug-free environment at the interview stage and again as part of the induction process.
- 14) Visitors and contractors will be informed of Cedar’s policy relating to drug and substance abuse as the need arises.
- 15) Managers within Cedar are responsible for communicating the policy to all employees, students, contractors and visitors coming on-site.

## Reference Materials

*Medicines and Related Substances Amendment Act, 2008.* (South African Government). Retrieved from <https://www.gov.za>

*Occupational Health and Safety Amendment Act, 1993.* (South African Government). Retrieved from <https://www.gov.za>

*Tobacco Products Control Amendment Act, No. 23 of 2007.* (South African Government). Retrieved from <https://www.gov.za>

## Related Internal Documents

Employee Disciplinary Code

Student Code

Kwasizabantu Mission Code of Conduct