

Policy Framework for Agriculture Union Hospitality Event

Introduction:

The Agriculture Union, whether at the National, Regional or Local level, may host social events either directly for members and guests or where members or guests may be invited to attend. During these social events the Union expects its members to conduct themselves responsibly, and to act with the same level of courtesy and conduct expected during regular session hours. This includes avoiding over-consumption of alcohol.

Summary Statement and Scope:

This Policy applies to all Union-related activities at which alcohol is served or sold. The Union permits the use of alcohol when it is served and used in a safe, responsible, and legal manner. Although alcohol is sold or served at some union hosted events, alcohol availability and consumption play a minor role at these events and the expectation is that consumption of alcohol will be limited and reasonable. Steps must be taken to keep drinkers safe and sober, and to prevent behavior that could jeopardize their own and other people's safety, including:

- driving while impaired
- engaging in harassment or violence
- engaging in behavior that is unprofessional or could negatively reflect upon the Union and its reputation.

Compliance

Compliance to this Policy is mandatory. Non-compliance may lead to disciplinary action up to and including expulsion from the Event.

Policy Statements

1 Expectations of Members

1.1 Members attending Union sponsored events are subject to all policies regarding conduct, ethical behavior, violence and harassment and are subject to the disciplinary/corrective actions in the event of any misconduct/breach of policy.

1.2 When alcohol is available at a Union sponsored event, or when a Union sponsored event occurs in an establishment where alcohol is available, members choosing to consume alcohol are expected to use reasonable judgement and moderate their alcohol consumption.

1.3 If any member determines that they have over-consumed alcoholic beverages to the point where their ability to operate a motor vehicle would be impaired, they must avoid driving while under the influence, and should obtain alternate means of transportation.

1.4 Members must accept responsibility for their own alcohol consumption and moderate their intake of alcohol. Members are expected to co-operate with the union's efforts to ensure their safety.

2. Social Host Guidelines for Members Hosting Alcohol-Related Activities

2.1 Every year we plan Union sponsored events, including Annual general meetings, Regional seminars and function with the objective of having a safe and memorable experience with our members.

Everyone planning an event must consider the safety of the people attending. It is not necessary to forbid alcohol consumption, or to eliminate such events altogether, but below are some tips and precautions you can take to reduce our potential legal liability, and ensure these events are safe and enjoyable.

3. Planning

3.1 Remind members that union policies on member behavior remain in full force at all events (ie/harassment, violence policies apply).

3.2 Plan transportation options in advance so intoxicated guests can be taken home safely. Before the event, remind members they should not drive if they have been drinking alcoholic beverages. Consider pre-arranging free transportation (ex. taxi chits), arrange overnight accommodation (at a discount rate if possible), or ask members to appoint a designated driver who agrees to consume only non-alcoholic beverages immediately before and during the event. Consider paying for designated driver non-alcoholic drinks.

3.3 Reminder: stop serving anyone who is visibly intoxicated.

3.4 Provide a variety of non-alcoholic beverages for designated drivers and other guests.

3.5 Provide snacks and nutritious foods during the event

3.6 Options to consider are :

- limiting the number of drinks a member can have by giving each member a limited number of drink tickets at the beginning of the event and discourage members from transferring unused alcohol tickets to other members.
- Do not offer an open self-serve bar, but encourage a bring your own format.

4 Hosting

4.1 Ensure alcohol is not served to guests who appear intoxicated.

4.2 Take reasonable and appropriate measures to deal with someone who exhibits signs of intoxication.

5. Costing of an Event

Formula:

number of attendees multiplied by "x" = \$\$\$

X = alcoholic and non alcoholic refreshments

*Note : no dollar amount identified as it varies from province to province

Conclusion

We are not merely a "social host", but closer to a "commercial host": this heightened duty requires the Union to take positive steps to ensure the safety of all our members. Therefore, in situations where alcohol is provided, served, or allowed, the union must be particularly diligent to ensure the safety of all our members.