

University of Copenhagen policy on alcohol and drug misuse and rehabilitation provisions



With a well-defined policy on alcohol and drug misuse, the University of Copenhagen aims to prevent any problems of misuse among staff and thereby to retain at-risk employees and maintain a well-functioning workplace characterised by employee welfare.

The University recognises that working and misuse of alcohol and non-drugs are incompatible and will therefore not tolerate that employees are under the influence of alcohol or other intoxicating substances in the performance of their work irrespective of whether the drinking or drug-taking has taken place within or outside of working hours.

If a member of staff has a problem with alcohol or drug misuse, he or she shall receive help at the earliest possible stage. The University will treat any reports or requests concerning misuse from staff, colleagues or family in the strictest confidence. All members of staff and employee representatives have a responsibility for taking the initiative to help and support a colleague with an alcohol or drug misuse problem, and Management is responsible for interviewing the member of staff to address the problem.

By taking swift, professional and effective action on misuse of any kind, the University aims to be proactive in retaining or reinstating the working capacity of any employee with an alcohol or drug problem.

Any member of staff with a misuse problem will be encouraged to make use of the University's general provision for [psychological counselling](#)¹. The member of staff can contact the counselling service around the clock, and in acute cases will be offered a counselling session within 24 hours. Anyone contacting the counselling service will be granted full anonymity. The University will not receive details of the employee's name and the nature of the problem.

Considered and adopted at the Central Liaison Committee meeting on 10 December 2008 and effective as of 1 January 2009.

Ralf Hemmingsen
Rector and Chairman of the
General Collaboration Committee

and

Poul Erik Krogshave
Deputy Chairman of the
General Collaboration Committee

¹ http://arbejdsmiljo.ku.dk/psykisk_arbejdsmiljo/raadgivning/english/