

ISLAND SHAKESPEARE FESTIVAL CONSCIENTIOUS SUBSTANCE USE POLICY

ADOPTED: 2018; REVISED BY RESOLUTION: April 19, 2022

At Island Shakespeare Festival (ISF), we recognize the legitimacy and range of individual choice as well as the cultural expectations regarding recreational use of substances. These substances affect people differently. We also know the laws around substance use have been weaponized against communities who have been marginalized. Finally, we acknowledge that substance use disorder, substance dependency, and addiction are medical conditions which may require professional medical and mental health support and are not personal failings or demonstrate a lack of integrity. This policy clarifies the legal and appropriate use of substances on the ISF campus while supporting personal choices. We also provide resources of support to individuals and offer a path of communication for colleagues who perceive dangerous behavior related to substance use.

Violation of the basic rules outlined in this policy have serious legal and insurance implications for ISF. Failure to comply may result in a Concern Incident Report and request for your participation in conflict resolution, probation, or even termination of your contract, depending upon the severity of specific circumstances. ISF reserves the right to inquire and/or investigate if it is suspected that a participant has breached these rules, and to take appropriate action.

PROHIBITED SUBSTANCE USE ON ISF CAMPUS

Island Shakespeare Festival is located on school grounds. It is therefore illegal to consume alcohol or drugs on school property with certain exceptions which are summarized below. The school property prohibitions against substance use means:

- Consumption or use of any alcohol, cigarettes, cannabis, and other recreational drugs are not allowed *anywhere* on ISF campus, school grounds, or parking lots.

To support a safe atmosphere for everyone working on ISF productions, it is also the policy of ISF to prohibit consumption of alcohol and/or drugs for non-medical purposes prior to or during rehearsals or performances.

SUBSTANCE USE EXCEPTIONS

Under certain, permitted circumstances, ISF is allowed to serve alcohol on campus. These circumstances include the sales of alcohol on site before and during performances, as well as specially permitted events held on campus throughout the season. These sales and events are granted permits by the Washington State Liquor and Cannabis Board and therefore make ISF subject to local and state laws regarding safe, legal use of alcohol. We may choose to sell and/or serve alcohol at the following events:

- Gratitude Gala the night before opening

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- Speakeasy and other cast-specific parties
- Closing Toasts on closing night
- Special events as announced

It will be announced when ISF is serving permitted alcohol on campus and state permits will always be legally and prominently displayed. Alcohol may be consumed on campus during the above listed permitted events. We encourage everyone who chooses to consume alcohol to do so in moderation. ISF will always make alcohol-free beverages available. If consuming alcohol in moderation is not possible for you, we ask that you refrain and enjoy alcohol-free offerings instead. ISF reserves the right to refuse service to any company members who struggle to consume in moderation at ISF events.

If you become intoxicated during one of these events and are unable to drive home from an on-campus event, please ask for a ride or contact a company member who's offered Designated Driving assistance. The names and numbers of our Designated Drivers can be obtained from your stage manager, company manager, or operations director. Providing a ride will be handled in a safe, non-judgmental manner. We will also work with you to get you back to your car later.

SUBSTANCE USE OFF ISF CAMPUS

We recognize that off-hours socializing may involve the use of substances. When you are out in public, please remember that you may be recognized and perceived as a representative of ISF. We ask that while you are under contract with ISF that you observe the following guidelines for recreational substance use off-campus:

- If hosting an event for company members, please announce when substances will be present, and always provide an alcohol-free beverage option.
- Even off-campus, we ask that you consume substances in moderation and if moderation is not possible for you, that you abstain.
- Being under the influence of substances for non-medical use is strictly prohibited while in rehearsal, performance, or work calls.
- Regardless of substance consumption, please be aware that rural roads present unique driving hazards, including but not limited to:
 - Wet, winding, dark roads that are hard to navigate at night even if you are sober.
 - Various kinds of wildlife from small mammals to large deer suddenly springing out of the forest onto the roadway, possibly causing a dangerous accident.
 - Other people driving on the roadways at night who may be driving impaired due to substance use or intoxication.
 - Other people walking or biking on the side of narrow roadways at night.

SIMULATED SUBSTANCE USE IN PERFORMANCE

You may be asked in the course of your work at ISF to simulate substance use in a performance. We recognize that individuals may be uncomfortable or may experience harm from simulated substance use on stage. A director may never require participation in such scenes and must obtain consent from all artists asked to participate in such action. If you do not feel safe with such a request or the way substance-use in a scene or play is being treated, please consult our Concern Resolution Path, and speak your concern to the appropriate individual.

CONCERNED COLLEAGUE COMMUNICATION PATH

If you observe or experience a colleague exhibiting violent or abusive behavior toward themselves, you, or another colleague, we ask you to use your best judgment in involving an ISF staff person or outside authorities. In an emergency, please first call 9-1-1, then call ONE of the individuals listed below. Once you've alerted them, they accept responsibility for alerting others as necessary and appropriate.

In a non-emergency situation, your first point of contact should be the Mental Health Coordinator. They will assist you in navigating the appropriate channels of communication.

Name	Position	Email	Phone
Ann Johnson	Production Manager	ann@wctmagic.org	360-420-0215

If you observe a colleague exhibiting concerning, non-emergency, behavior, whether related to substances or not, we encourage you to consult the Mental Health Coordinator to consider the following course of action:

- If you feel comfortable doing so, and during a time when substances have not been consumed, consider approaching your colleague to check in with how they're doing. Explain the behavior you felt concerned by and ask if there's support you can offer.
- If you do not feel comfortable approaching your colleague, or if you've done so and do not feel a resolution was reached, we encourage you to follow the path of communication outlined in our Concern Resolution Path. **The Mental Health Coordinator should be your first point of contact on the CRP.**
- We remind you that your colleague's behavior and experience is not your responsibility, and that mental health crises and substance abuse can be a complex and deep-rooted experience and can be complicated to address.
- We recognize that each situation is unique. We will proceed with privacy, caution, and on a case-by-case basis, and will involve support (mental health professionals, mediators, outside facilitators) when appropriate.

SUBSTANCE ABUSE AND OTHER MENTAL HEALTH RESOURCES

We recognize that individuals' relationships to substances may evolve and change over time and may correlate to experiences of depression or other mental health crises. ISF will do our best to provide support and resources for a company member experiencing concerning, abusive, or dangerous behavior with a mood-altering substance.

Island County has developed a concise, but comprehensive online *Behavioral Health Resource Guide* that provides crisis and hotlines for a variety of issues, community resources, support groups, behavioral and mental health care, legal services, food banks, and transportation. Download this free,

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two-page brochure at: <https://www.islandcountywa.gov/Humanservices/Behavioral-Health/Documents/2021%20Behavioral%20Health%20Resource%20Guide.pdf>

Below we list some of the local meetings and resources you may find helpful. Please ask us for help in finding the resources you need or arranging rides to meetings if you need support.

- **Local AA meetings:** For a list of local Alcoholics Anonymous meetings, go to this page: <https://www.district46aawa.org/meetings.html> and click on the meeting schedules "HERE."
- **Local NA meetings:** For a list of local Narcotics Anonymous meetings, go to this page: <https://www.na.org/meetingsearch/text-results.php?country=USA&state=Washington&city=Anacortes&zip=&street=&within=20&day=0&format=&lang=&orderby=datetime>
- **Local Al-Anon meetings:** There are two weekly meetings of Al-Anon on Whidbey Island:
- Wednesday in Langley at 9:30AM 432 Second St, Langley, WA, US, 98260
- Friday at 7:00PM @ Trinity Lutheran Church Freeland 1460 E Hwy 525, Freeland, WA, US, 98249
- **AA online information and free resources** can be found at: <https://www.aa.org/what-is-aa>

Here are some nationally recognized, online resources if you are looking for more information:

- <https://www.smartrecovery.org/> SMART Recovery is a global community of people and families working together to resolve addictive problems. In free group discussion meetings, participants learn from one another using a self-empowering approach based on the most current science of recovery.
- <https://www.samhsa.gov/> SAMHSA (Substance Abuse and Mental Health Services Administration) National Helpline, 1-800-662-HELP (4357), (also known as the Treatment Referral Routing Service) or TTY: 1-800-487-4889 is a confidential, free, 24-hour-a-day, 365-day-a-year, information service, in English and Spanish, for individuals and family members facing mental and/or substance use disorders. This service provides referrals to local treatment facilities, support groups, and community-based organizations. Callers can also order free publications and other information. SAMSA also provides links to suicide prevention services including a 24/7 free hotline phone number.

SUBSTANCE USE CRISIS

WHAT IS A SUBSTANCE USE CRISIS?

A substance use crisis is a medical and mental health emergency that usually requires professional support to navigate safely. In psychological terms, a crisis refers to a short-term, substantial change in one's mental health functioning or circumstances. Mental health challenges can lead to substance use, and the reverse is also true: substance use can negatively impact mental health. The individual might experience drastic changes in their thoughts, mood, or behavior. During a mental health crisis, a person exhibits behavior that prevents them from being able to care for themselves or function effectively in the community. They may be at risk of hurting themselves or others.

Crises often involve feelings of hopelessness and helplessness. During these times, people need support from family, friends, and professionals. Many situations can lead to a mental health crisis, including:

- Home or environmental stressors: Including changes in relationships, death of a loved one, conflicts with loved ones, trauma.
- Social or work stressors: Including worry about upcoming projects, feeling misunderstood by teachers/co-workers/supervisors, discrimination.

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- Additional stressors: Including experiencing community violence or natural disasters, changing medication prescriptions or dosages, the use or abuse of drugs or alcohol.

Crises may coincide with alcohol or drug abuse. For someone who is struggling with drug or alcohol use, a crisis may be an indicator to family or friends that they have hit what's often called, "rock bottom," or in other words, their lowest point. This could feel like:

- Needing more of the substance to have the same effect.
- Experiencing strong urges for the substance.
- Using more of the substance over a longer period.
- Failing in work, school, or family responsibilities.
- Using the substance despite consequences in your personal, academic, or professional life.
- Taking risks to obtain the substance, including stealing.
- Spending large amounts of time obtaining, using, or recovering from the substance.
- An inability to stop the use of the substance.
- Going through withdrawal symptoms if they do attempt to stop.

WHAT TO DO:

For immediate help, please call 911 for a life-threatening emergency. When you are able, please call someone at ISF or ask a colleague, friend, or your host to call us to make us aware of any emergency you are experiencing so we can provide appropriate assistance and support, including contacting others who are in your support circle.

- **For immediate help with a mental health crisis or thoughts of suicide:** contact the [National Suicide Prevention Lifeline](#) at 1-800-273-8255 (TRS: 1-800-799-4889)
- If you or a family member has a problem with a substance use disorder, please consider calling the [Washington Recovery HelpLine](#). This is an anonymous and confidential helpline that provides crisis intervention and referral services for individuals in Washington State. Professionally trained volunteers and staff are available to provide emotional support 24-hours a day, seven days a week. In addition, they can suggest local treatment resources for substance use, problem gambling, and mental health, as well as to other community services.

Recovery is possible and ISF is here for you. We recognize substance use disorder as a medical issue, not a moral one.

DOCUMENT REVIEW & REVISION HISTORY

ACTION	DATE	AUTHORIZED BY
Adopted	2018	Rene Neff - BOD
Revised	August 15, 2021 - April 17, 2022	Olena Hodges - EAD
Revisions Adopted Resolution	April 19, 2022	Rob Scott - BOD
Revised with MHC	April 25, 2022	Olena Hodges, EAD
Revised with 2023 Contacts	May 30, 2023	Olena Hodges, EAD