

# Helsingkrona Nation's policy for alcohol and drugs

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*The English version is translated from the Swedish version of the policy for alcohol and drugs. Therefore, the Swedish version has interpretative preference.*

As a worker or foreman at Helsingkrona Nation, you have a big responsibility regarding our management of alcohol and in particular the level of intoxication of our guests'. Helsingkrona's restaurant, pub and night club are what, *by far*, gives us the most revenue and it is at these occasions that the majority of Lund's students come in contact with us. The document that you are reading is designed to help you as a worker at our Nation. It holds concrete rules as well as tips and tricks regarding how you can handle situations that may arise.

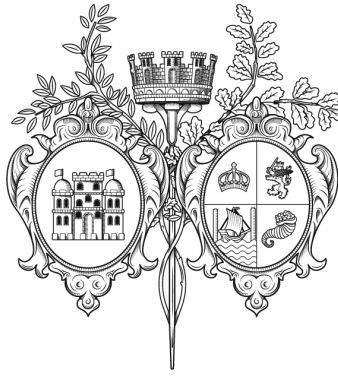
The most important thing for you is that you have a good time whilst working, that you would like to come back and work for us again. That you feel safe and that you always feel that you can ask any questions that you have. If you feel unsafe at the Nation you can always contact our equal treatment representatives at [likabehandling@helsingkrona.se](mailto:likabehandling@helsingkrona.se). If it is urgent, talk to your foremen or the security guards, and in cases where it can wait, please contact our kuratel after the work is done at [kuratel@helsingkrona.se](mailto:kuratel@helsingkrona.se) or 072-858 57 01.

## Workers at Helsingkrona

During a friday night at Helsingkrona quite a few people work; including the foremen with their working-teams from both the sittning and the night club to our security guards and the DJ. All of you work together to create a nice and memorable night at our Nation. The word to live by during this evening are cooperation, and that is best created through dialogue-collaboration-joy. We are all students who are here to have fun, both as a guest and as a worker. If we all do our best and help each other out, this will take us a very long way.

## Encourage someone to drink alcohol

At Helsingkrona Nation, to encourage someone to drink is strictly forbidden. It is therefore important that there is no requirement for those who go to any of our events to drink alcohol. Everyone should have the opportunity to feel comfortable notdrinking. If you see it happend at one of Helsingkrona's events and do not feel comfortable talking to the person yourself, talk to the förman of the event in the first place. Should you, against all odds, experience that it is the foreman who is doing the encouragement, talk to the kuratel or guards if possible, the security guards are wearing yellow jackets and the kuratels pictures are available on the website or in the bars.



## Serving of Alcohol and Level of Intoxication

According to the alcohol law in Sweden it is forbidden to serve alcohol to someone who already is noticeably intoxicated. Noticeably intoxicated means that the person is drunk or affected from some other form of drug, for instance narcotics. It is always hard to know when that level is reached by the guest. You can read more about guidelines below. Please note that every guest is different and that there needs to be an individual judgment of everyone. If you ever feel uncertain if you can serve someone alcohol, ask the foreman in charge.

## Characteristics of Various Levels of Intoxication

Level of Intoxication	Mildly Intoxicated	Noticeably Intoxicated	Severely Intoxicated	Verge of unconsciousness	Alcohol poisoning
<b>Characteristics</b>	Joyful Talkative Lowered reaction abilities Darting movement Higher pitch	Speaks incomprehensibly Is seen as annoying Loud Clumsy	Slurred speech Confused Falls asleep Trips over Falls Vomits	Does not perceive one's surroundings	Life in danger

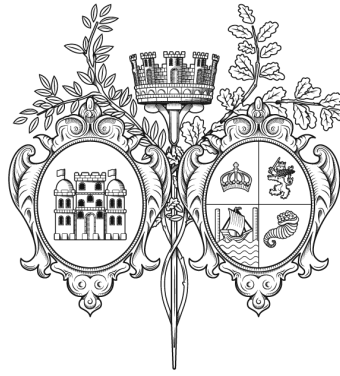
Other characteristics of an intoxicated person are that:

- This person is unable to have two things in mind at the same time. This can for example mean that the person has a hard time ordering a drink and retrieving money from their wallet at the same time.
- They can appear quite stiff, and this is because the person wants to shape up and hide that they really are quite wobbly.

An angered reaction from a guest for not being served alcohol is most likely a sign that they already have had too much alcohol, or some other kind of intoxicant.

*Remember:*

- People's physique affects their level of intoxication
- Food must always be available during opening hours of the nightclub
- Be sure to keep the bar clean before you take the next order



## Under the influence of narcotics

In today's society and student world, drug use sometimes occurs. Examples of this are cannabis, cocaine, anabolic steroids, medical products, hash to name a few. Anyone under the influence of narcotics must be shown off the premises of Helsingkrona Nation; please ask the security guard manager for help. If the guard manager isn't available, contact one of the foremen in charge. The foreman can contact the police for assistance with removing a guest from the property. It is a crime in Sweden to be under the influence of narcotics, therefore the police should always be informed if a guest has been under the influence or in possession of narcotics. If you suspect that narcotics are being sold in the vicinity of Helsingkrona, notify the security guard manager and ask them to contact the police. If you discover any possession of drugs, contact the guards.

Just as with the case of alcohol, it is your personal responsibility not to serve a noticeably intoxicated person. Seeing if someone is under the influence of narcotics or not, can be hard. If you feel uncertain if someone is under the influence of drugs, contact one of the foremen in charge or a member of the security staff. There is therefore a few pointers stated below that might help you recognise if someone is intoxicated from drug use:

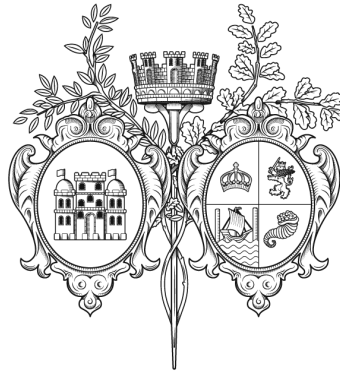
- Redness of the eyes
- Difficulties concentrating
- Enlarged pupils
- Lethargic and indifferent
- Giggly
- Mood swings
- Restlessness
- Dry mouth

## Plan of action for you as a worker

You are, under no circumstances at all, allowed to drink alcohol during a shift at Helsingkrona. Also, it is not allowed to show up to work at a shift at Helsingkrona intoxicated.

*Please note!* Have a limit decided for when you will and will not serve a guest. Your friends are to be considered in the same way as any guest.

The workers who pick up glass bottles from the premises have an important task of maintaining order at the nightclub. They move freely about the premises and can therefore have a better view of the dance floor and can easier see if someone has had too much and should be sent home. If a guest is denied to buy more alcohol, it is very important that information about who has been stopped is notified to the entire worker team. This is to prevent the denied person to buy drinks at the other bar.



If you serve alcohol you are responsible for where the alcohol ends up. Have a rule where you only serve as many drinks as there are guests at the bar (in a group of friends, that is). This means that a guest only can buy one beer for themselves, and not five. This also means that you cannot first serve a shot to a person and then serve them a beer.

Always deny angry or irritated guests' until they have calmed down. Never hesitate to take contact with a security guard in cases like these.

## **Alcohol and crime**

The relation between someone's intoxication level and criminal acts are a known thing. By limiting the level of intoxication, the violence is reduced. Locations that serve alcohol are often a trigger for abuse.

Of police-reported violence, about 80% of all perpetrators are alcohol-affected. The same applies to 40-50% of all victims. 30% of all car accidents are estimated to be due to intoxication. If you reject a person because of being too drunk, then you must, in consultation with the guard, make an assessment of whether the person is able to make it home. The last person to serve someone is legally responsible for ensuring that the person can get home safely.

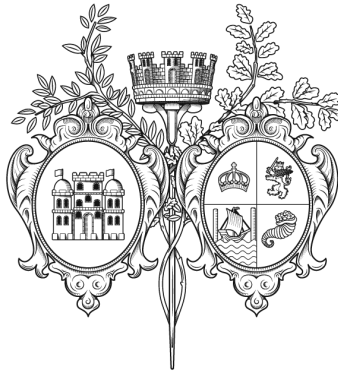
## **Serving minors**

It is forbidden to serve alcohol to anyone under the age of 18. It should not be possible to gain entrance to our nightclubs if you have not yet turned 18, as the personal identification is checked by the security guards at the door. Still, if there are doubts as to if a person is 18 years old; ask them to show their ID once again. Sadly there are cases where people have been able to enter at the outdoor area or one of our emergency exits. If you serve a minor you are, by law, personally responsible for it, and this can lead to persecution.

## **Alcohol Permit Unit (Tillståndsenheten)**

Lund's municipality's Alcohol Permit Unit (Tillståndsenheten) have regulatory inspections at our premises a few times each semester. The foremen and our security guard manager deal with this. It can still be good for you to know what they look for at one of their rounds.

It is your own responsibility that you follow the laws that addresses alcohol, which states that alcoholic beverages must not be sold to anyone who is noticeably affected by alcohol or other intoxicants.



The demand on order and soberness means that you are responsible to stop serving alcohol to a guest before eventual problems occur. If a guest for example is involved in an accident after too many servings of alcohol you can personally be responsible for the accident.

### **What the Alcohol Permit Unit (Tillståndsenheten) look for at a regulatory inspection**

- |                                     |                                      |                                |
|-------------------------------------|--------------------------------------|--------------------------------|
| · Order and soberness               | · Cash register/handling of receipts | · Emergency exits              |
| · Advertising                       | · Menu range                         | · Non-alcoholic options        |
| · Who the liable serving foreman is | · Hours of serving                   | · That water is available      |
| · Minors                            | · Fire safety                        | · The cleanliness of the floor |

### **Conclusion**

This has been a lot of information at once. At Helsingkrona we hope that you feel more comfortable in your role as a worker/foreman. The most important thing though, is that you are alert and that you use your common sense. It is always better to deny one too many than one too few. If anyone appears angry or distressed when being denied service is a case of them most likely wanting to thank you the next day. Also remember that the economical aspects are **not** more important than order, safety and our guests' health.

**Last revised by Helsingkrona's HR group autumn 2021**