

Alcohol Policy, Department of Dentistry and Oral Health

Introduction

The Department of Dentistry and Oral Health aims to establish a framework that promotes a healthy physical and psychological working environment, where well-being and welfare play a key role in making the department an attractive and professional workplace and study environment with a high level of service, quality, and efficiency.

At the department, both employees and students have a particular responsibility in relation to patient treatment, as well as the handling of chemicals, machinery, equipment, etc., which may pose a safety risk to patients, themselves, and others.

Purpose and objective of the alcohol policy

The purpose of the alcohol policy is to set clear guidelines for the use and consumption of alcohol to ensure safety for employees, students, and patients. The policy also aims to support an inclusive culture where all employees and students feel welcome at all activities, regardless of whether they consume alcohol or not.

The purpose of the alcohol policy is to:

- Ensure a healthy working environment and thereby the safety of employees, students, and patients
- Ensure that alcohol consumption in connection with workplace or study at the department does not compromise safety, well-being, work performance, or reputation
- Support a culture where alcohol is not a regular part of everyday life
- Prevent employees and students from developing alcohol abuse
- Assist employees and students who have alcohol abuse problems

The policy applies to all employees and students at the Department of Dentistry and Oral Health and covers the period during which they perform work within their employment or study relationship at the department. The following guidelines also apply in connection with participation in conferences, meetings, etc., as well as during travel, secondments, etc.

Guidelines

Aarhus University's general guidelines state that being under the influence of alcohol at the workplace is incompatible with working at the university.

In line with this, it is established that all work and study at the Department of Dentistry and Oral Health is, as a rule, incompatible with alcohol. This means that:

- Employees and students must not show up for work/study under the influence of alcohol and/or smelling of alcohol

- Employees and students must not consume alcohol during working hours

Social events related to work/study

- Alcohol may be served from 4:00 PM at receptions related to jubilees, farewells, exams, birthdays, Christmas parties, Friday bars, etc., if work or study is not resumed afterward. Non-alcoholic beverages must also be offered. The Head of Department may exceptionally grant permission to start an event earlier, if work or study is not resumed afterward.
- There must be no encouragement to drink alcohol, either directly or through activities that require alcohol consumption. Organizers of social events related to work/study are responsible for ensuring that planned activities are not perceived as offensive or inappropriate by any employee or student.

Note that the consumption of non-alcoholic beverages, such as alcohol-free beer and wine, may result in a smell associated with alcoholic drinks. Employees and students should be aware of this if work or study is to be resumed.

Events where alcohol consumption is permitted must take place in the canteen or suitable classrooms.

Prevention

It is the responsibility of managers to ensure that all employees and students are aware of the local alcohol policy of the Department of Dentistry and Oral Health. New employees must be informed of the policy by their immediate manager upon employment.

Obligations of colleagues/fellow students

Any employee or student at the department who observes a breach of the guidelines in connection with work or study should address the individual directly and/or contact one of the following:

Employees:

- Union representative
- Health and safety representative
- Immediate manager
- Head of Department

Students:

- Closest lecturer
- Head of studies for the relevant program
- Student guidance services



Obligations of managers

If an immediate manager suspects a breach of the alcohol guidelines by an employee, or is made aware of such a suspicion, the manager is obliged to initiate a conversation with the employee as soon as possible, possibly with a support person present. During the conversation, the employee must be informed about available support options (if the issue is related to alcohol abuse) and the consequences of continued violations of the guidelines.

The policy has been approved by the local liaison committee (LSU) in September 2025.