

Illegal Drugs Policy

Googong Australian Football Club Inc.

ILLEGAL DRUG POLICY

May 2018

The Googong Australian Football Club Inc. (GAFC) understands and accepts it has a duty of care to provide a safe and healthy environment, with responsible serving of alcohol and free of illegal drugs. This policy reflects a commitment by the club to the health, safety and welfare of all its members.

This policy has been approved by the Committee of Management of GAFC at its meeting of April 2018.

The GAFC is committed to:

- Encouraging and assisting members to realise their full potential within an environment that actively promotes their health, safety and well-being
- Preventing alcohol and other drug related harm to individuals, property and the reputation of the club
- Ensuring a supportive and inclusive environment for all members
- Providing support to members who wish to address their patterns of alcohol and/or illegal drug use
- Meeting legal requirements in relation to alcohol and illegal drugs
- Encouraging moderation and a responsible attitude to the consumption of alcohol

Purpose

The purpose of this policy is to ensure club members understand the club's position regarding illegal drugs and explain how the club will respond to a drug-related incident within its jurisdiction.

Application

This policy applies to all members, employees, volunteers, supporters and visitors of the GAFC. Members and employees should ensure they do not attend the Club of Club functions if adversely affected by illegal drugs and/or alcohol.

DEFINITIONS

Illegal drugs

Currently there are two distinct but related illegal drug issues confronting sporting clubs:

- performance enhancing drugs
- illegal drugs used for social purposes (e.g. at parties, raves, in the home, at the club, etc).

These two categories are not mutually exclusive. Some illegal drugs used for social purposes (such as amphetamines, e.g. speed) may be used to enhance sporting performance.

Club jurisdiction

The Club jurisdiction extends to the club premises and all activities organised by or for the club at any location or venue. (Including, but not limited to, Pre-Season Camps, Club Functions, Fund Raisers, End of Season Trips and Celebrations),

Private behaviour of members is not included in this policy as the club cannot be responsible for the behaviour of its members outside our club's jurisdiction; however, this policy will apply whenever an individual is wearing a part of the official club uniform which would identify them as being a representative of the club.

Club confidant

The Club will designate an appropriate individual to act as the 'Club confidant'. This person will be responsible for the management of all illegal drug related incidents with the full support of the Committee, Directors and Club President.

Illegal Drug Use

The possession, use, distribution or selling of illegal drugs for any purposes on club premises or at any function or activity organised by the club is strictly prohibited.

- In the case of an incident involving an illegal drug, the initial actions and responses will focus on the safety and welfare of those directly and indirectly involved. All responses and actions will reflect the club's duty of care to members, visitors and all other people.
- The club will investigate all apparent or alleged breaches of this policy and determine a course of action after all relevant facts and circumstances are known.
- The club may refer a member who is involved in illegal drug use to a medical or health service for assistance or, if the club deems it necessary in the circumstances, to the Police.

MANAGING ILLEGAL DRUG INCIDENTS

Where a club member becomes aware that illegal drug use is occurring at the club or within its jurisdiction, the member should pass on this information to the Club Confidant and/or President. The club member reporting the incident or occurrence is entitled to remain anonymous.

The Club confidant will:

1. Speak to the individual(s) in private, expressing concern about their drug use;
2. Remind the individual(s) of the club policy and asked for a commitment that it will not happen again;
3. Offer options for support and referral for counselling or other help;
4. Leave the door open for further communication with the individual(s) concerned;
5. Inform the Club President in the event of non-compliance.

If an individual(s) is under the influence of an illegal drug at the club, the club will:

1. Ensure the health and safety of the individual(s);
2. Keep the individual under supervision and monitor them at regular intervals;
3. Call for medical assistance if required;
4. Arrange safe transport to take them home, unless this involves further risk;
5. If the person becomes violent or aggressive, contact police to ensure the safety of all;

6. Contact next of Kin if deemed necessary/appropriate.
7. Inform the Club President (and Club confidant) as soon as possible.

Drugs found at the club or in the possession of an individual at a Club Function or Event.

If illegal drugs are found at the club or in the possession of an individual, the President and/or Club confidant will be contacted as soon as possible.

The Club will:

- Isolate and secure the suspected drugs if required.
- Contact local police and request they attend the premises to collect the drugs.
- In the event the member denies possessing drugs or refuses to relinquish possession of the drugs to the club. Ask the individual(s) to leave the premises immediately (assuming it is safe for them to do so). If it is not safe for them to do so, the club will contact local police or medical assistance as required.

Supplying Illegal drugs

If it is suspected or known that a member is supplying illegal drugs to other members of the club, the Club confidant will:

- Speak to the individual to determine if they are supplying illegal drugs to others.
- Speak to witnesses to determine if there is reasonable belief an individual is supplying illegal drugs.
- If this is verified, or there is a strong belief this is occurring, the club will contact local police.
- The individual will be immediately expelled from the Club.
- If it is unable to be verified, the club will monitor the situation and notify the individual that the matter will be reported to the police if the club has continued concerns.

Privacy

- Subject to its right to contact the police if necessary, the Club will maintain the privacy of those involved where possible
- The Club will act with discretion when absolute confidentiality cannot be guaranteed
- Club personnel will be informed on a need to know basis only

Contacting parents

- In the interests of health and safety, the Club will contact the parents or guardian of a minor where apparent or suspected illegal drug use has occurred (unless by doing so it will place the safety of the individual at risk of greater harm)
- The Club will inform all members aged under 18 years that parents will be notified if the club is aware (or strongly believes) they are using or supplying illegal drugs.
- If the member is aged over 18 years, the club will determine each case on its merits and decide whether contacting parents or guardian is in the best interests of the individual.

Contacting police

- If the Club is aware that a member is supplying illegal drugs to other members, they will notify local police of this activity
- In the case of apparent or alleged illegal drug use, the club may report a person to, or seek the advice of the police

Medical emergency

The Club understands that medical assistance may be required if a person has been using drugs and will contact emergency services when deemed necessary.

Non-compliance

The Club committee will enforce the illegal drug policy and any non-compliance will be handled according to the following process:

Determine the circumstances of the non-compliance including,

- Whether it involved use or supply of illegal drugs
- Whether the use or supply takes place within the club's jurisdiction or in private
- Whether the police are or should be involved
- Age of the persons involved
- Whether the use was the first or subsequent known non-compliance.

In general, should it be determined that an individual(s) has not complied with this policy, the following may occur:

- the individual(s) concerned will be reminded of the club policy
- Issue a warning of future sanctions for continued non-compliance
- suspension for a designated time period
- expulsion from the club.

Policy review

This policy will be reviewed annually to ensure it remains relevant to club operations and reflects both community expectations and legal requirements.

Responsibility

As a player and / or member of the GAFC, it is everyone's responsibility to implement this policy. Oversight and compliance is the responsibility of the Committee of Management.



Joel Percy

President

Date: 9/5/18



Terri Gamble

Secretary

Date: 9/5/18