



## St Joseph's Football and Netball Club Drug Policy

### **The issue**

Illegal drugs and the misuse of other drugs/harmful substances have very serious short and long term health implications which affect lifestyle, work and education and can lead to mental illness, crime, addiction and death.

### **What does this policy cover?**

This policy covers matters associated with illegal drugs and the misuse of legal drugs and/or harmful substances. Exclusions to this policy are performance enhancing drugs and alcohol, both of which have standalone policies.

### **Definitions**

**Illegal Drug** A substance that is not permitted to be used, distributed or sold under State and National legislation.

**Misuse** for the purpose of this policy is defined as the use of a drug or harmful substance in a manner not intended by the manufacturer.

### **Purpose of this policy**

The purpose of this policy is to ensure that all members of and visitors to St Joseph's Football & Netball Club (the Club) understand the Club's position on the use, distribution and sale of illegal drugs and the misuse of legal drugs/harmful substances at Club activities, and how the Wellbeing Team and Committee will respond. The Wellbeing Team may decide to respond to such occurrences outside Club activities if the Wellbeing Team believes it is in the best interests of the member or visitor to do so.

### **What are Club activities?**

Club activities is defined as the entire operations and all locations of the Club under the jurisdiction of the Committee, including but not limited to:

- Club facilities e.g. clubrooms, grounds
- Games, training, functions and activities organised or sanctioned by the Club at home venues or at alternative/away venues



## **Overarching policy statement**

The Club does not condone the use, distribution or sale of illegal drugs, or the misuse of drugs / harmful substances at and outside of Club activities. The Club does however acknowledge the complexities that exist with people who use and or have drug / substance dependencies and will always act with people's health and wellbeing in mind.

The Club is committed to providing a healthy and safe environment for its members, and visitors, and to always act in its members' best interests.

The Club's focus when confronted with drug / substance related issues will be:

- To provide the necessary education and support services to protect people's health and well-being
- To enact suitable disciplinary actions with the aim of decreasing the chances of repeated occurrences. This will be determined by the Committee based on the severity of the policy breach and any prior warnings issued.

The Club also prohibits:

- Arrival by any person to any Club activity under the influence of illegal drugs
- The distribution or sale of illegal drugs at the Club's activities by any person.
- Misuse of drugs / harmful substances that pose serious risk to an individual's health.

Members and visitors may be subject to disciplinary action from the Committee in relation to this policy.

## **Education and support service resources**

The Club will:

- deliver education and awareness-raising programs for its members on the issue of drugs on an annual basis.
- refer the person to the quick referral guide to Geelong-based Alcohol and Drug specialist services.
- refer the person to the AFL Illicit Drugs and Alcohol education module designed for community football and netball players aged between 15 and 25 but can be accessed by all ages.



## **CLUB PROCEDURES**

### **Responding to Illegal Drug Incidents and the Misuse of Other Drugs or Harmful Substances**

When responding to a drug-related concern or incident:

- The initial actions and responses by Club personnel will focus on the safety, wellbeing and duty of care of those directly and indirectly involved.
- Support services will be contacted to support individuals and guide Club actions. Matters will remain confidential to those involved, the Wellbeing Team, and the Club President.

#### **The Role of the Wellbeing Team**

- To be approachable to members or visitors who have a genuine concern related to illegal drug use, distribution, or sale, or the misuse of other drugs/substances by members or visitors to the club.
- Refer issues to the Club President, where necessary.
- Raise concerns with parent/s or guardian/s where a minor is involved as the primary action.
- Provide referral to those concerned to the relevant alcohol and drug specialist services.
- Provide referral to the AFL Illicit Drugs and Alcohol education module
- Check in on the welfare of any person who is facing or undergoing disciplinary action for illegal drug use, distribution, sale, or misuse of drugs/substances.
- Ensure confidentiality is maintained between the member, the Wellbeing Team, the President and the Committee

#### **The role of Committee Members, Coaches, Team Managers, Members**

All members who have a genuine allegation or witness first-hand the sale, supply, use of illegal drugs or misuse of other drugs / harmful substances within the club must refer it to the Club President with the understanding that it will also be referred to the Wellbeing Team.

#### **The role of the President and Committee**

- The President will bring all issues relating to this policy to the Wellbeing Team.
- The President will refer all matters where disciplinary action may be considered to the Committee.
- The President will refer all illegal drug activity at the Club to the Victorian Police.
- The President will manage all media enquiries, with respect to the members' right to privacy and confidentiality.





### **Breaches to this Policy**

Our Club Committee will respond to all breaches of this policy in the following manner:

- Be fair and reasonable.
- Focus on the safety and wellbeing of those directly and indirectly involved.
- Refer those involved to education resources and specialist services.
- Ensure the person is referred to the relevant health professionals, if required.

### **Consequences of Breaching this Policy**

Members or visitors who engage in the use, distribution, sale of illegal drugs or the misuse of drugs/harmful substances at club activities may face consequences: These will:

- Be based on the evidence and information gathered and the impact on the Club, other members, players, patrons, visitors and the community.
- Take into account the age of the people involved.
- Take into account whether the incident involved personal use of an illegal drug or the supply of an illegal drug to other people.
- Take into account whether this is a person's first violation of this policy.
- Attempt to offer redemption to those involved.

### **Consequences May Include but are not Limited to:**

- Compulsory completion of the AFL Illicit Drug and Alcohol online Course.
- Compulsory consultation with a Drug and Alcohol counsellor.
- An official letter of warning from the Club.
- Suspension from various Club activities including but not limited to social functions, prescribed number of games
- Dismissal from roles of responsibility e.g. Captaincy, Coach, Committee Member
- Dismissal from the Club.

### **Managing media**

All media enquiries related to a drug-related allegation or incident within the Club's jurisdiction will be directed to the President. No-one else is permitted to speak to the media on a drug-related allegation or incident.

### **Policy review**

This policy will be reviewed every year in consultation with Club members and relevant local services and leagues.

### **Policy activated**

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

19/5/2017

Next policy review date is due 19<sup>th</sup> May 2018.

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