

BENTLEIGH FOOTBALL  
NETBALL CLUB

ILLICIT DRUG  
POLICY



# GOALS AND OBJECTIVES

Alcohol and illicit drugs have a significant impact on the health of Australians, together responsible for nearly 1 in every 20 deaths, according to new analysis from the Australian Institute of Health and Welfare

This policy should be read and understood in conjunction with the Club's code of conduct.

## What is an illegal drug?

- A substance that is not permitted to be taken or used according to state and national laws such as cannabis (marijuana), amphetamines (speed and "ice"), ecstasy, cocaine, heroin and a range of new psycho-active substances known as synthetic drugs.
- This policy does not apply to pharmaceutical drugs or performance enhancing drugs (unless they are captured in the above definition).

## Purpose of this policy

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

## Introduction

- The Bentleigh Football Netball Club BFNC does not allow the use, distribution or selling of illegal drugs by any club committee member, club member, or club visitors within our club's jurisdiction. This policy reflects our club's commitment to protecting the health, safety and wellbeing of all persons associated with the club and all persons in attendance at club activities.

## When does this policy apply?

- This policy applies whenever the individual is taking part in activities under the Club's jurisdiction. This includes our club's facilities, including our club rooms and grounds; all games (both home and away), matches and training and activities organised or sanctioned by our club.
- Private behaviour of members is not included in this policy as the club cannot be responsible for the behaviour of its members outside the club 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.

## Who does this policy apply to?

- Our club committee: Our club officer bearers.
- Our club members: Our club's coaches, team managers, support people, and players.
- Visitors to our club: People who are within our club jurisdiction but are not club committee members or players. This may include club supporters and spectators; officials such as umpires; visiting teams and their supporters; and people visiting our club's facilities such as trades persons.



## Responsibilities

### Our club will:

- Activate and comply with the policy.
- Promote the policy to everyone within our club's jurisdiction.
- Promote and role model expected standards of behaviours at all times.
- Appoint, and providing training and support for, an appropriate person/people to act as the club Welfare Officer(s) and be responsible for the management of all illegal drug-related incidents. This may, but does not have to, be the Club President or another office bearer.
- Respond to violations of this policy discretely and in a timely manner.
- Investigate all apparent, or alleged, breaches of this policy and determine a course of action after all relevant facts and circumstances are known.
- Ensure all responses and actions will reflect the club's duty of care to members, visitors and all other people and will be guided by this policy.
- Review this policy every year in consultation with club members and relevant local services and leagues/associations (as outlined in the 'policy review' section).
- Offer annual education to members on illegal drugs.
- Have a list of health service providers in our area that would be able to support an individual with a drug and/or alcohol-related issue.



### Individuals will:

- Comply with the policy.
- Promote and role model expected standards of behaviours at all times.
- Be responsible and accountable for their behaviour.
- Alert club officials or Welfare Officer(s) with any concern about illegal drug use within the club.
- Honour our commitment to the health, safety and welfare of all its members..

## Responding to illegal drugs

### Initial response

When responding to an illegal drug-related concern or incident, the initial actions and responses by our club 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, players, patrons, visitors and all other people.

All illegal drug-related concerns or incidents should be discussed with a Welfare Officer as soon as possible. The Welfare Officer will document the issues using the club's incident register (see attachment 1) and investigate the concern/incident further, in line with this policy.

In the event of a Welfare Officer being unavailable, the concern or incident should be discussed with the club president who will document the issues using the club's incident register and pass the details onto the Welfare Officer as soon as possible.

### Investigating the concern or incident

The Welfare Officer will investigate all illegal drug-related concerns or incidents in a timely and discrete manner.

Once all relevant facts and circumstances are known, the Welfare Officer will recommend appropriate approaches and/or disciplinary measures to the club committee based on the guiding principles outlined in this policy.

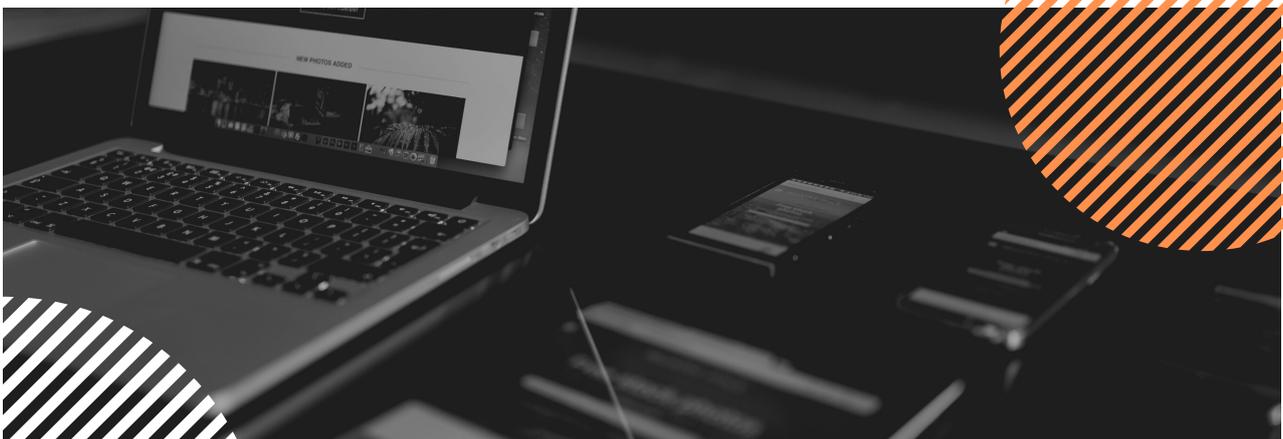
### Privacy

Where possible, the investigation of illegal drug-related concerns or incidents will maintain confidentiality in line with our club's privacy policy.

The BFNC privacy policy is as follows:

- The BFNC will always act with discretion.
- Subject to its right to contact the Police if necessary, the BFNC will maintain the privacy of those involved as far as possible.

Club members will be informed about the incident on a need to know basis only.



## A club member or visitor appears to be affected by an illegal drug

- If a club member or visitor within our club's jurisdiction appears to be affected by an illegal drug our initial response will focus on the safety and welfare of those directly and indirectly involved.
- Seek out medical assistance, if required.
- If required, contact next of kin.
- If the individual(s) concerned is/are under 18, their parents or guardian would be informed immediately of the incident and the penalties to be imposed, unless informing the parent or guardian would put the individual at risk of greater harm.
- The BFNC will notify police.
- Ensure that the individual is safely transported to their home.
- Once the individual's health has returned to a normal state, an investigation would take place by the Welfare Officer(s).
- A penalty will be imposed on the individual(s) depending on the circumstances.
- As a minimum, an official warning letter will be sent to the individual(s) which advises of the penalty and that a second breach would result in a suspension or expulsion.
- Where applicable, the individual(s) may be referred to a local drug treatment service.
- The Club will appoint a senior person to act as a mentor to the suspended individual(s) for a nominated period of time and to assist them to reintegrate with the Club.
- In the case of a visitor in this instance, the BFNC will inform the visiting coach and/or officials.

## If illegal drugs are being distributed or sold on our club's premises

If someone is found to be distributing or selling illegal drugs within our club's jurisdiction our club's initial response and processes will focus on the safety and welfare of those directly and indirectly involved.

- Once the risk of immediate harm to anyone in our club has been reduced:
- The BFNC will notify the police.
- The club Welfare Officer(s) will investigate the incident and make recommendations to the club committee about disciplinary measures based on the guidelines in this policy.

## Handling illegal drugs that are found within our club's jurisdiction

If illegal drugs are found in our club's facilities or in the possession of a club member, visitor or person within our club's jurisdiction, the club Welfare Officer(s) and President will be contacted as soon as possible and the club will:

- Request the individual(s) to hand over the substance and the club will follow the procedures for handling illegal drugs in its jurisdiction.
- The BFNC will notify the police.

Once the risk of immediate harm to anyone in our club has been reduced the club Welfare Officer(s) will investigate the incident and make recommendations to the club committee about disciplinary measures based on the guidelines in this policy.



## Non-compliance with policy

If illegal drugs are being distributed or sold on our club's premises by a member of visitor of any age, the Welfare Officer or President will inform the police. If illegal drugs are found within our club's jurisdiction the Welfare Officer or President will notify police.

Our Club will respond to all breaches of this policy. Any disciplinary measures imposed under our policy must:

- Be fair and reasonable and will focus on the safety and welfare of those directly and indirectly involved.
- 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 and/or the supply of an illegal drug to other people.

## Disciplinary measures

Our club will respond to all violations of this policy or to people who have made false and malicious allegations. Any disciplinary measures imposed under our policy must:

- Be fair and reasonable.
- Focus on the safety and welfare of those directly and indirectly involved.
- 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 or if there have been multiple incidents.

## Illegal drug use by people under 18 years

Where the BFNC identifies (or strongly believes) that a person under the age of 18 years is involved in illegal drug use, the club will:

- Inform the individual that a Welfare Officer will contact the parent or guardian to discuss the incident.
- Contact the parent or guardian to discuss the incident, unless informing the parent or guardian would put the individual at risk of greater harm.
- □ In the case of a visitor in this instance, the BFNC will inform the visiting coach and/or officials.

## Managing Media

All contact with the media related to a drug-related allegation or incident within the jurisdiction of the BFNC will abide by the following club guidelines:

- If the media show interest in a drug allegation or incident the President will contact and consult with the Southern Football Netball League in the first instance.
- All contact with the media will be managed by the Club President.
- In the event of the non-availability of the President, then a Club Welfare Officer will manage the contact.

