

St Mary's Sporting Club

Illegal Drug Policy

This policy is to be approved by the board of St Mary's Sporting Club Geelong.

Club Overarching Policy Statement

St. Mary's Sporting Club as part of its roll out in 2016 of a whole of club development program has a strong commitment to support players with on field development as well as support all players with off field issues as they arise.

Whilst making a commitment to support people within the club, St. Mary's has to balance this with providing a health and safe environment for its members, volunteers, visitors and families.

All members have a responsibility to protect their own health and safety and to ensure any actions they take, do not have a negative impact on the health, safety and enjoyment of others.

St Mary's Sporting Club does not allow **the use, distribution or sale** of illegal drugs at the club venue, club games, club functions, or any club activities. Further to this, the Board prohibits arrival at the club venue, games, functions or any club activities, under the influence of illegal drugs.

A club function is one that has been organised and/or sanctioned by the club, is identified as an event on the club calendar and has a designated start & end time or where club officials are in attendance with players. Social functions organised privately by club members cannot be publicised as a club event on any platform.

This policy reflects our club's commitment to protecting the health, safety and wellbeing of everyone associated with the club and those attending club activities as well as the club's reputation. Where there is a breach of this policy our club will seek support for individuals and their families whilst also applying the appropriate disciplinary measures where applicable.

Purpose of this policy

The purpose of this policy is to ensure the Club Board members, volunteers, visitors and families understand the position regarding illegal drugs and how the Committee will respond to drug-related incidents within its jurisdiction. The policy also outlines where drug related incidents occur outside of the club's jurisdiction, how St Mary's will offer its support to the family and individuals involved.

Definition of this policy

What is an illegal drug?

A substance that is not permitted to be taken or used according to state and national laws.

When does this policy apply?

This policy can apply for any situation where a member of the club has been involved with illegal drugs with disciplinary measures applying in all areas under our club's jurisdiction including activities at the club facilities, including clubrooms, grounds, games, matches, functions and activities organised or sanctioned by our Club at alternative venues e.g. away games, social functions.

Responsibilities

Our Club Board will:

- Abide by the policy and promote it as widely as possible – website, email & social media
- Role model expected standards of behaviour at all times.
- Appoint appropriate people to the Wellbeing Team to provide referral for members where needed.
- Respond to violations of this policy discreetly and in a timely manner.
- Investigate breaches of this policy and determine a course of action as per club procedures.
- Recruit support where the law has been broken and/or welfare professionals are needed.
- Offer support for any club members and families who have been impacted by illegal drugs
- Review this policy annually.

Individuals will be expected to:

- Abide by the policy.
- Role model behaviours consistent with this policy and the Codes of Conduct
- Be encouraged to raise concerns and support their own, or another club member's/visitors, illegal drug use with the Wellbeing Officer
- Honour our Club's commitment to the health, safety and welfare of all its members.
- **Say Something if they see something.** If you see something that raises concerns, the individual needs to report this concern to a Board member or Club Welfare Officer.

Policy activated

Signature

Signed: _____
Club President

Signed: _____
Club Secretary

Date: _____

Date: _____

Next policy review date is [insert day/month/year].

ST. MARY'S PROCEDURES

Responding to Illegal Drugs

When responding to an illegal drug-related concern or incident

- The initial actions and responses by our club personnel will focus on the safety, welfare and duty of care of those directly and indirectly involved.
- We will advise the individual(s) of the relevant support services available.
- Matters will remain confidential by the Wellbeing Team and Board.

Concern about Illegal drug use by people under 18 years

Where club personnel identify that a person under the age of 18 years is involved in illegal drug use, at the club venue or away venues, club functions, or any club activity, they will refer to the Wellbeing Team / Personnel who will:

1. **Raise concerns with parent/s or guardian/s (Where it's safe for the child to do so) and provide the Quick Referral Guide to assist parents who wish to seek advice.**
2. **Inform the parents of the role that the Wellbeing Team and how they can assist**
3. **Ensure parents understand that confidentiality will be maintained.**
4. **Support parents or individuals where requested contact support services for referral information and/or advice where appropriate.**

Allegations Concerning Sale or Supply of Illegal Drugs Within the Club

Any member who has an allegation regarding sale or supply of illegal drugs within the club's premises or whilst involved in club activities, will be referred to the Board who may refer the matter to the police if substantiated.

All members of the Club Board and or appointed positions (e.g. coaches, team managers) who witness first-hand sale or supply of illegal drugs at the club must refer the incident to the President or representatives of the Board.

Any person who has concerns about a member's welfare related to substance use will bring those concerns to the club Wellbeing Team / Officer in confidence.

Affected or Using Drugs at the Club or Club Activity

If a Club member or visitor within our Club's jurisdiction appears to be affected by an illegal drug or is caught using an illegal drug, the initial response by Club personnel will focus on the safety and welfare of those directly and indirectly involved. This may include

- Identifying any potential or perceived risks
- Speaking with the individual/s peers to collect more information
- Deciding whether medical support is required
- Organising safe transport or
- Contacting Victoria Police.

Once the risk of immediate harm to anyone in our Club has been reduced the nominated Club Board member or Wellbeing Officer will arrange a discussion with the person / or parents in the case of a minor to:

1. **Arrange a meeting with the person concerned to discuss the seriousness of the matter and where deemed appropriate provide an official letter of warning that any further breach of the policy will result in a suspension.**
2. **Refer the individual(s) to the relevant Drug & Alcohol Service.**
3. **Inform the person of the role that the Wellbeing Team and how they can assist.**
4. **If under 18, a parent or guardian will also be informed**
5. **If it is a visitor, inform the Club Board.**

Handling illegal drugs that are found within our Club's jurisdiction

If illegal drugs are found in our Club's facilities or at the premises of a club approved event, or are confiscated from a Club member, visitor or person within our Club's jurisdiction, the President, or a Board member will be contacted as soon as possible. Action to be taken will be to:

1. **Secure the area or confiscate**
2. **Contact Victorian Police.**
3. **Issue an official letter of warning that any further breach of the policy will result in a suspension. Penalty(s) will then be determined by the Board.**
4. **Refer to the relevant Drug & Alcohol Service**
5. **Inform the person of the role that the Wellbeing Team and how they can assist**
6. **If under 18, a parent or guardian will also be informed**
7. **If it is a visitor, the President will be informed**

Sale or distribution of illegal drugs in the club's jurisdiction

If a person is caught, cautioned, charged, or convicted for the sale or supply of illegal drugs at the club or to club members on club premises the following will occur:

1. The Club President will or has reported the incident to the Victorian Police
2. If a member, a penalty will be given to the individual (s) in the form of a suspension or expulsion.

Where applicable, the individual (s) may be referred to a local health service.

3. The club may appoint a Wellbeing Team Member 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.
4. If the individual (s) concerned is/are under 18, their parent or guardian would be informed immediately of the penalties to be imposed, unless informing the parent or guardian would put the individual at risk of greater harm.
5. In the case of a visitor in this instance, if from another club, the Club President will inform the visiting coach and/or officials. At the Board's discretion the individual (s) may be banned permanently from our club

Disciplinary measures

Our Club Board will respond to all violations of this policy in the following manner:

- Be fair and reasonable.
- Focus on the safety and welfare of those directly and indirectly involved.
- 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.

Managing media

All media enquiries related to a drug-related allegation or incident within the Clubs jurisdiction will be directed to the President.