

Drug Policy

Introduction

St. Mary's Sporting Club (Club) understands and accepts that it has a duty of care to provide a safe and healthy environment for its members, players, officials, volunteers, supporters, visitors and families.

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

Any use of illicit drugs by players or members is contrary to the culture of our club. As such, any illicit drug use by any club member, player, official, or supporter that falls within the scope of this Drug Policy will not be tolerated. This policy reflects our commitment to the health, safety and welfare of all of our members and it is the intention of SMSC to be vigilant and proactive in relation to this policy.

This policy has been approved by the Board of St Mary's Sporting Club Geelong (the Board) on 08/07/2021.

Purpose of this policy

The purpose of this policy is to ensure everyone involved with SMSC understands the club's position regarding illicit drugs and how the Board will respond to drug-related incidents within its jurisdiction. It is intended that this policy applies to all club members, players, coaches, officials, parents/guardians, spectators and visitors. This policy reflects our club's commitment to protecting the health, safety and wellbeing of everyone associated with SMSC and those attending club activities as well as the club's reputation.

The policy also outlines where drug related incidents occur outside of the club's jurisdiction, the way in which St Mary's Sporting Club will offer its support to the family and individuals involved. 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.

Definitions

- Illicit drugs

Illicit drugs include but are not limited to;

- Illegal drugs;
- Prescription medicines that have been obtained illegally or are being used in a way different than prescribed.
- Performance enhancing drugs.

- Club function

A club function is:

- An event that has been organised and/or approved by the board or club officials or coaches; and
- occurs either at club premises or at any other venue; and
- continues from the designated start time until the designated end time.

- Club premises

The club premises includes the clubrooms of the SMSC including the grounds, courts, changerooms, carparks or anywhere within the boundaries of anywhere SMSC are training or playing.

Application of this policy

This policy applies to incidents that occur at the club premises, at a club function whether that be at the club premises or a different premises, at any place where the club has organised an activity or at any other place where SMSC are training or playing.

Any allegation of non-compliance with this policy must be referred to the Board for determination.

The drug policy

SMSC prohibits **the possession, use, distribution or sale** of illicit drugs on club premises at any time or at any club function or at any other activity organised by the club. Further, the Board prohibits any person being present on club premises or at any function or activity organised by the club at any time under the influence of illicit drugs.

SMSC will investigate all apparent or alleged breaches of this policy and determine an appropriate course of action after all relevant facts and circumstances are known.

Responsibilities

The Board is committed to:

- Ensuring a supportive and inclusive environment for all members;

- Promoting this policy as widely as possible via our website, email & social media;
- Abiding by this policy and modelling expected standards of behaviour at all times;
- Appointing appropriate people to the Wellbeing Team to support members where needed;
- Investigating potential breaches of this policy discreetly and in a timely manner;
- Meeting legal requirements in relation to illegal drugs;
- Providing or referring the person/s to support where medical or welfare professionals are needed;
- Offering support for any club members and/or families who have been impacted by illicit drugs
- Reviewing this policy annually or as required.

Individuals will be expected to:

- Abide by the policy;
- Model behaviours consistent with this policy and the Codes of Conduct;
- Report any suspected breach of this policy or any issue of concern to a member of the Board or a Wellbeing Officer;
- Honour our Club's commitment to the health, safety and welfare of all its members.

Managing illicit drug incidents

When responding to issues involving an illicit drug-related concern or incident, the Board will -

- Be fair and reasonable.
- Focus the initial actions and responses on the safety, welfare and duty of care of those directly and indirectly involved.
- Speak to the individual(s) concerned and allow them the opportunity to be heard.
- Consider any evidence presented to it including CCTV footage.
- Advise the individual(s) concerned of the relevant support services available.
- Subject to its right to contact Victoria Police where necessary, SMSC will maintain the privacy of those involved where possible.
- Treat the issue confidentially within the Wellbeing Team and the Board or where absolute confidentiality cannot be guaranteed, the SMSC will act with discretion.

The Board may take into account the following circumstances:

- Whether there is any immediate medical risk to any person;
- Whether the matter involves the personal use of an illicit drug or the supply/sale of an illicit drug to other people;

- Where the use or possession of the illicit drug takes place or is alleged to have taken place;
- The evidence and information gathered concerning the impact on the Club, other members, players, patrons, visitors and the community.
- the age of the persons involved or alleged to be involved.
- whether this is a person's first violation of this policy.

Affected or Using Drugs at the Club or Club Activity

If a member or visitor within our Club's premises or at a club function appears to be affected by an illicit drug, is found in possession of an illicit drug or found using an illicit drug, the initial response by the Board 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;
- Determining whether medical support is required;
- Organising safe transport or
- Contacting Victoria Police.

Once the risk of immediate harm to anyone at SMSC has been reduced, the nominated Board member or Wellbeing Officer make contact with the person to:

1. Arrange a meeting with the person concerned to discuss the circumstances.
2. If the person is aged under 18, a parent or guardian will be informed. If the person is aged 18 or over, a parent or guardian will not be informed.
3. Where deemed appropriate, a penalty may be imposed. Depending on the seriousness of the breach this might include the issuing of an official letter of warning for a first breach or might result in a suspension.
4. Refer the individual(s) to the relevant Drug & Alcohol Service.
5. Inform the person of the role that the Wellbeing Team and how they can assist.
6. If the person is associated with another club, the President/Board may inform that club President/Board.

Concern about Illegal drug use by people under 18 years

Where it is identified that a child under the age of 18 years is involved in illicit drug use, the Wellbeing Team and/or the Board will:

1. Notify the child's parent/s or guardian/s (where it's safe to do so) and provide the Quick Referral Guide to assist parents who wish to seek advice;
2. Inform the child's parent/s or guardian/s of the role of the Wellbeing Team and how they may assist;

3. Ensure parents or guardian/s understand that confidentiality will be maintained.
4. Support parents or individuals and where requested contact support services for referral information and/or advice where appropriate.

Allegations Concerning Sale or Supply of Illicit 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 functions or Club activities, will be referred to the Board who may refer the matter to the police.

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 or Board member in confidence.

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

If illicit drugs are found at Club premises or at a Club approved event, or are confiscated from a SMSC member, visitor or person within our Club's jurisdiction, the President, or a Board member will be contacted as soon as possible. The Club will:

1. Take possession of the drug, if safe to do so, and seal in a plastic bag.
2. Secure the area.
3. Contact Victoria Police.
4. Arrange a meeting with the person concerned to discuss the circumstances.
5. If the person is aged under 18, a parent or guardian will be informed. If the person is aged 18 or over, a parent or guardian will not be informed.
6. Where deemed appropriate, a penalty may be imposed. Depending on the seriousness of the breach, this might include the issuing of an official letter of warning for a first breach or might result in a suspension.
7. Refer the individual(s) to the relevant Drug & Alcohol Service.
8. Inform the person of the role that the Wellbeing Team and how they can assist.
9. If the person is associated with another club, the President/Board may inform that club's President/Board.

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

If it is suspected or known that a person is selling, distributing or supplying drugs at the club premises the following will occur:

1. The Club Board will report the incident to Victoria Police.

2. Arrange a meeting with the person concerned to discuss the circumstances.
3. If the person is aged under 18, a parent or guardian will be informed. If the person is aged 18 or over, a parent or guardian will not be informed.
4. A penalty may be imposed in the form of a suspension or expulsion from SMSC.
5. Refer the person to the relevant Drug & Alcohol Service.
6. Inform the person of the role that the Wellbeing Team and how they can assist.
7. 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.
8. If the person is associated with another club, the President/Board may inform that club's President/Board.
9. In the case of any visitor, the individual (s) may be banned permanently from SMSC.

Managing media

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

Policy activated

Signature

Signed: _____
Club President

Signed: _____
Club Secretary

Date: _____

Date: _____

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