

Illegal Drugs Policy

Reviewed and updated in February 2020

Rationale

Under common law, Boronia Hawks Football Netball Club Inc (BHFNC) has a legal duty of care to ensure that all players, officials, volunteers and Club visitors are not exposed to potentially harmful situations when attending activities undertaken by the club.

BHFNC is committed to providing a safe and healthy environment which is free of illegal drugs. The Illegal Drug Policy has been developed to ensure Club members and visitors understand the Club's position regarding illegal drugs and explain how the Club will respond to a drug-related incident within its jurisdiction.

BHFNC has a dedicated approach 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;

Club Jurisdiction

The Club jurisdiction extends to the Club premises and all activities organised by, or for, the Club at any location or venue.

Who is affected by the Policy?

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

Definition of Illegal drugs

Illegal drugs are used by many people in the community, including young adults, so it is likely that some members of our Club will have access to them. 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 Confidant

The Club will designate an appropriate individual to act as the 'Club Confidant'. This person may, but does not have to be the Club Chairman or another office bearer, and will be responsible for the management of all illegal drug related incidents. The Club will support this person to carry out their duties whenever required.

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 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 Chairman and / or Club Confidant. Should the need arise, the Club will sanction the individual(s) in line with the Club's rules and policies.

The Club Confidant will:

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

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

- Ensure the health and safety of the individual(s).
- Keep the individual under supervision and monitor them at regular interval.
- Call for medical assistance if required.
- Arrange safe transport to take them home, unless this involves further risk.
- Take control of any remaining drugs in their possession, unless this involves further risk.
- If the person becomes violent or aggressive, contact police to ensure the safety of all.
- Inform the Club Chairman (and Club Confidant) as soon as possible.

In general, and depending on any other rules of the club, should an individual(s) continue non-compliance with this policy, the following will occur:

- Suspension for a designated time period, or
- Expulsion from the club.

Drugs found at the Club or in the Possession of an Individual

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

The Club will:

- Take possession of the drug if safe to do so.
- Place the drug in a clean (preferably “snap lock”) plastic bag.
- Seal the plastic bag with masking tape to ensure it stays closed.
- The finder and / or Chairman should sign and date the tape or bag.
- Record details in an incident register.
- Contact local police and request they attend the Club to collect the drugs.
- Store the plastic bag in a secure place until collected by police.
- Obtain the signature of attending police for the incident register to show the drugs have been taken into their possession.
- Ask the person suspected to be in possession of the drugs to leave the premises immediately (assuming it is safe for them to do so), if they deny possessing drugs or refuse to relinquish possession of the drugs to the club.

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.
- If this is verified, or there is a strong belief this is occurring, the Club will contact Crime Stoppers on 1300 333 000.

If it is unable to be verified, the Club will monitor the situation and warn 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 with Club personnel being informed on a need to know basis only.

Medical Emergency

The Club understands that medical assistance may be required if a person has been using drugs.

News Media

Should the need arise, the Chairman will designate a Club official to communicate with the news media on behalf of the Club. No other member of the Club will communicate with the news media on this issue, unless specifically requested by the designated Club official. If deemed necessary, advice from the Eastern Football League prior to communicating with the media may be sought.

Contacting Parents or Guardians

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 a guardian is in the best interests of the individual.

Timing

This policy was accepted with 'nil' objections at the Club Board Meeting on 28 March 2017 and became effective immediately.

Promotion of the Policy

Promoting the Illegal Drug Policy will be via the Club website, Facebook page and various club correspondence including newsletters and emails.

Policy Review

To ensure this policy remains current and relevant to club operations and reflects community expectations, it will be reviewed annually. Any alterations or amendments will be taken to the next Board meeting for approval.

Signed: Scott Nicholas

Position: CHAIRMAN

Date: 9 February 2020

Owner: Tanya Parkins

Position: Director of Administration

The next policy review date will be February 2021.