



Title	Illicit Drugs Policy
Doc #	1
Version	1/1
Last Review Date	2020-07
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# ILLICIT DRUGS POLICY

This policy aims to demonstrate a commitment by management, staff and volunteers of the Terang Mortlake Football Netball Club to the wellbeing and culture at Terang Mortlake Football Netball Club. This policy will ensure the committee, members and visitors understand the club's position regarding illegal drugs and how the committee will respond to drug-related incidents within its jurisdiction.

## Definition of this policy

For the purpose of this policy an illegal drug is a substance that is not permitted to be taken or used according to state and national laws. This policy applies in all areas under our club's jurisdiction, including activities at the club facilities, clubrooms, grounds, games, matches, functions and activities organised or sanctioned by our club at alternate venues.

## Applicable parties:

This policy applies to all individuals involved in our organisation (paid and volunteer) including, but not limited to:

- Committee
- Coaches
- Officials
- Players
- Parents/Guardians
- Spectators
- Sponsors

## Policy Statement

Terang Mortlake FNC does not allow the use, distribution or sale of illegal drugs at the club venue, club functions or any club based activities. The committee prohibits arrival at the club venue, functions or any club activities under the influence of illicit drugs. This extends to any activities outside the club where members are wearing club attire or representing the club. 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 clubs reputation. A breach of this policy and our club will seek support for individuals whilst also applying the appropriate disciplinary measures.

## Our club committee will:

- Abide by policy and promote the Illicit Drug Policy and all related club policies as widely as possible
- Role model expected standards of behaviours at all times
- Appoint appropriate people 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
- 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 about their own, or another club members/visitors, illegal drug use with the Wellbeing Officer
- Honour our Club's commitment to the health, safety and wellbeing of all its members
- Say if they see something untoward
- Report suspicious behaviour





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## Non Compliance Procedure

### 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
- Relevant support services will be contacted to support individuals and guide club actions

### Concern about illegal drug use by people under 18:

Where club personnel identify (or strongly suspect) that a person under the age of 18 years is involved in illegal drug use, they will refer to the wellbeing team/personnel who will:

- Inform the identified individual of the concerns, and plans to notify parents
- Raise concerns with the parent/s or guardian/s (where safe to do so)
- Inform the person of the role of the wellbeing team and how they can assist
- Contact support services for referral information and/or advice

### Initial Responses to an allegation:

- Any person who has an allegation regarding sale or supply of illegal drugs within the club or club related activities is encouraged to take their concern to the police
- All members of the committee and/or appointed positions will make direct reports to the police when they have witnessed first-hand sale or supply of illegal drugs at the club or club related activities
- Any person who has concerns about a member's welfare related to illicit substance use is encouraged to 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, 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
- Contacting Victoria Police if required

### Handling illicit drugs that are found within our clubs jurisdiction:

If illicit drugs are found in our club's facilities or are confiscated from a club member, visitor or person within our clubs jurisdiction, the president will be contacted as soon as possible. Action to be taken will include:

- Secure the area or confiscate
- Contact Victoria Police if required
- Issue an official letter of warning that any further breach of the policy will result in a suspension
- Refer the individual/s to the relevant Drug and Alcohol service
- Inform the person of the role of the wellbeing team and how they can assist
- If under 18, a parent or guardian will also be informed
- If it is a visitor, the visiting club president will be informed

### Sale of distribution of illegal drugs in the clubs jurisdiction:

If a person is caught or convicted for the sale or supply of illegal drugs as the club or to club members, the following will occur:





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- The club president will report the incident to the Victorian Police
- A penalty will be given to the individual/s in the form of a suspension or expulsion depending on the circumstances and the severity of the incident
- As a minimum, an official warning letter will be sent to the individual/s which advises of suspension and that a second breach would result in expulsions
- Where applicable, the individual/s may be referred to a local health service
- The club will appoint a wellbeing team member to act as mentor to the suspended individual/s for a nominated period of time and to assist them to reintegrate with the club
- If the individual/s involved 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/s at risk of greater harm
- In the case of a visitor in this instance, the club president will inform the visiting coach and/or officials

#### **Non Compliance:**

- In the first incident of behaviour that is deemed to be non-compliance with this policy and/or not acceptable by the club an Official Notice of Warning will be issued, however further sanctions may also apply dependent upon severity and consequences of offence. If a repeat offence occurs then further sanctions, including suspensions may be implemented. Concerns for child safety or breaches of law will be referred directly to appropriate authorities.