

GORMANDALE FOOTBALL NETBALL CLUB

Illegal drug policy

This policy has been approved by the Committee of Gormandale Football Netball Club at its meeting of 8 February 2016.

INTRODUCTION:

Gormandale Football Netball Club 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. This policy reflects the clubs values of integrity, (other values) and creating a healthy and safe environment for all club members and visitors.

PURPOSE OF THIS POLICY:

Gormandale Football Netball Club illegal drug policy is as a result of illegal substances being an increasing issue in society. The aim of this policy is to prepare and guide GFNC through any instances of drug use or misbehaviour within the club in the future. The policy will ensure the club's 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.

INFORMATION ABOUT THE EXTENT OF THE POLICY:

WHAT IS AN ILLEGAL DRUG?

An illegal drug is a substance that is not permitted to be taken or used according to state and national laws. Throughout this policy the club reflects to different incidents of illegal drugs, including use and distribution. Use refers to an individual's personal use of an illicit substance, where distribution refers to an individual providing another person with an illicit drug, regardless of an exchange of money occurring.

WHEN DOES THIS POLICY APPLY?

This policy applies in all areas under our club's jurisdiction. This includes our club facilities, including clubrooms and grounds, games, matches and activities organised or sanctioned by the club. This extends to both formal and informal functions where the club is represented. Also includes private behaviour that brings our club or sport into disrepute.

DETAILS ON WHO THIS POLICY APPLIES 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 members. This may include club supporters and spectators; officials such as umpires, judges and referees; visiting teams and their supporters; and people visiting our club's facilities.

RESPONSIBILITIES

The Club confidant is a pre-determined individual who will act on the Club's behalf should an incident occur. The appropriate person/people for the role will 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.

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 provide training and support for, an appropriate person/people to act as the club confidant and be responsible for the management of all illegal drug-related incidents.
- 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 governed 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).

Individuals will:

- Comply with the policy.
- Promote and role model expected standards of behaviours at all times.
- Be responsible and accountable for their behaviour.
- Discuss their concerns about their own, or another club member's/visitor's illegal drug use with the club confidant.
- Honour our commitment to the health, safety and welfare of all its members.

HOW GORMANDALE FOOTBALL NETBALL CLUB WILL RESPOND:

An incident of illicit drugs within Gormandale Football Netball Club's jurisdiction shall be handled by a separate, smaller, executive committee to be determined. This committee will be made from subset of existing committee members.

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 club confidant as soon as possible. The confidant will document the issues using the agreed template/incident register and investigate the concern/incident further in line with this policy.

If a club confidant is unavailable, the concern or incident should be discussed with a club committee member who will document the issues using the agreed template and pass the details onto the club confidant as soon as possible.

INVESTIGATING THE CONCERN OR INCIDENT

The club confidant will investigate all illegal drug-related concerns or incidents in a timely and discrete manner. Once all relevant facts and circumstances are known and documented using the agreed template the confidant will make recommendations about appropriate approaches and/or disciplinary measures to an executive committee based on the guiding principles outlined in this policy.

PRIVACY:

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

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 involved.

This may include:

- Intervention by club member- where club confidant not available highest club member will address the situation
- The wellbeing of the individual and people surrounding will be the immediate priority
- Individual, if possible, will be arranged to be removed from the environment to reduce the impact on other club members
- Individual will not be allowed to drive or leave alone, if they fail to identify someone to pick them up a suitable next of kin will be contacted.
- Situation will be handled in a calm and non-accusing manner, not allowing the situation to escalate to a confrontational encounter
- If situation is or is expected to escalate the safety of club members and visitors will take priority and authorities will be brought in.

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

ILLEGAL DRUG USE BY PEOPLE UNDER 18 YEARS:

Illegal drug use by people under 18 years

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

- Intervention by club member- where club confidant not available highest club member will address the situation
- The wellbeing of the individual and people surrounding will be the immediate priority
- Individual if possible will be arranged to be removed from the environment to reduce the impact on other club members
- Individual will not be allowed to leave alone, if they fail to identify someone to pick them up a suitable next of kin will be contacted.
- Situation will be handled in a calm and non-accusing manner, not allowing the situation to escalate to a confrontational encounter
- If situation is or is expected to escalate the safety of club members and visitors will take priority and authorities will be brought in.
- The incident will be investigated by the club confidant

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

The club will notify the individual's parents/guardians. It is necessary to inform the individual involved that you will be contacting their parents/guardian. An exemption will only incur if the club believes that to inform the parents/guardians would place the individual at a risk of greater harm.

IF ILLEGAL DRUGS ARE BEING DISTRIBUTED OR SOLD ON OUR CLUB'S PREMISES

If someone is suspected of distributing or selling drugs in our club's jurisdiction our club's initial response and processes will focus on the safety and welfare of those directly involved. This may include:

- The club confidant will be informed, if not available highest club member will address the situation
- The wellbeing of the individual and people surrounding will be the immediate priority

Gormandale Football Netball Club has zero tolerance on the distribution of illegal drugs within the clubs jurisdiction. The distribution of illegal substances will be reported to the police to be handled by their department. In addition the individual involved will be subjected to disciplinary measures outlined in this policy.

- The club confidant, or if not available highest club member will contact police regarding the incident. The incident will become a matter for the police at the first available opportunity, with Gormandale FNC taking guidance from the police. Be mindful that a police investigation may be adversely affected by actions taken by club officials, including any undue delay in reporting the incident to police.
- The incident will be recorded according to the issue/incident register.

The club confidant will be guided by police investigation make recommendations to the club executive 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 confidant will be contacted as soon as possible and the club will:

- Confiscate the substance
- 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 club president should sign and date the tape/bag.
- Record details in the 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.
- A record of all persons who have taken possession of a suspected illegal substance is to be created and maintained.

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 will:

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

Personal use of illegal substances:

Gormandale FNC does not condone the use of illegal substances. If an incident occurs the club will strive to provide access to support and education services to the individual. Gormandale FNC will provide an environment for individuals to be supported to gain help.

First strike

- Provided with relevant health services available
- Made clear to individual that illegal drug use within the club jurisdiction is unacceptable behaviour.

Second strike

- Compulsory attendance of relevant health services

If the individual fails to seek out the help of available health services and continues drug use within the club's jurisdiction then the matter will be discussed further by the club confidant and club executive committee as to whether the individual's participation within the club shall continue. Where possible the club will continue to support the individual through time.

Distribution of illegal substances:

- Gormandale FNC has zero tolerance for the distribution of illegal substances within the Club's jurisdiction.
- Handled by police and act to the discretion of police
- To be handled by the executive committee based on the guidance of police recommendations

MANAGING MEDIA

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

- All communication to media is to be a formal statement coming from either the club confidant or president. No contact is to be made by any other club committee members or club members.
- At no stage should confidentiality be broken.

PROMOTING THIS POLICY

Gormandale Football Netball Club will tell members and visitors about this policy at least twice a year. This will include a range of different communication channels, including:

- Gormandale FNC club website
- Gormandale FNC social media accounts
- Gormandale FNC club training nights

POLICY REVIEW

This policy will be reviewed every year in consultation with club members and relevant local services and leagues/associations to ensure it remains relevant to our club operations and reflect both community expectations and legal requirements.

This regular review of our policy will form the basis of our club's recommitment to:

- The policy.
- Identification, training and support of a club confidant.
- Informing club members and visitors about the policy.

POLICY ACTIVATED

Signature

Signed: _____
Club President

Signed: _____
Club Secretary

Date: 08/02/2016

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This policy is to be renewed as needed and annually.