



# 1 Newcastle City Junior Australian Football Club Illicit Drugs Policy

approved by the Newcastle City Junior AFC (NCJAFC) committee at its meeting on 4 June 2019.

## 1. Introduction

NCJAFC does not allow the use, distribution or selling of illicit drugs by any staff, committee member, club member or visitor within our club's jurisdiction and premises.

All members of the NCJAFC also have a responsibility to ensure that they take reasonable care to protect their own health and safety and that of others whilst in our club's jurisdiction and premises by not being affected by alcohol or drugs to the extent that it impacts on their own or another person's recreational enjoyment or safety.

The effects of intoxication and the regular use of or dependence on alcohol or drugs are associated with impaired judgement and skills, reduced concentration, erratic behavior, aggression and violence, absenteeism and increased accidents. These behaviors and activities may seriously affect member safety and the ethical standards within the club.

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.

## 2. Purpose of this policy

The purpose of this policy is to educate the club's committee, members and visitors to ensure they understand the club's position regarding illicit drugs and how it will respond to any drug-related incident within its jurisdiction and premises.

## 3. Extent of this policy

### 3.1 What is an illicit drug?

An illicit drug is a substance that is not permitted to be taken or used according to state or national laws such as cannabis (marijuana), amphetamines (speed and "ice"), ecstasy, cocaine, heroin and a range of new psycho-active substances known as synthetic drugs. This policy does not apply to pharmaceutical drugs or performance enhancing drugs (unless they are captured in the definition).

This policy should be read and understood in conjunction with the **AFL NSW/ACT Regulations and League By-Laws**.

### 3.2 When does this policy apply?

This policy applies whenever the individual is taking part in activities within the club's jurisdiction including at our club's facilities, games, matches, training, events and trips organised by the club.

Private behaviour of members is not included in this policy as the club cannot be responsible for the behaviour of its members outside our club's jurisdiction.

However, this policy will apply whenever an individual is wearing a part of the official club uniform which would identify them as being a representative of the club.

### 3.3 Who does this policy apply to?

All committee members, club members and visitors to NCJAFC.



## 4. Responsibilities

Our club will:

- Activate and comply with the policy.
- Promote the policy to everyone associated with our club.
- Promote and role model expected standards of behaviours at all times.
- Appoint and support appropriate persons to lead the initial response, investigation and action for all illicit drug-related incidents.
- Respond to breaches of this policy discreetly and in a timely manner.
- Investigate all apparent or alleged breaches of this policy and take action after all relevant facts and circumstances are known.
- Ensure all responses and actions reflect the club's duty of care to members and visitors.
- Review this policy annually.
- Educate members on illicit drugs.
- Have a list of health service providers in our area who would be able to support an individual with a drug and/or alcohol-related issue.

Our club members will:

- Comply with the policy.
- Promote and role model expected standards of behaviours at all times.
- Be responsible and accountable for their behaviour.
- Alert club officials of any concern about illicit drug use within the club.
- Honour the club's commitment to the health, safety and welfare of all of our members.

## 5. Responding to illicit drugs

### 5.1 Privacy

When responding to an illicit drug-related concern or incident; the club will:

- Always act with discretion;
- Subject to its right to contact the Police if necessary, maintain the privacy of those involved as far as possible;
- Inform club members the incident on a need-to-know basis only; and
- Focus on the safety and wellbeing of individuals.

### 5.2 Investigating the concern or incident

The Club President will investigate all illicit drug-related concerns or incidents in a timely and discreet manner.

Once all relevant facts and circumstances are known, the Club President will recommend appropriate approaches, education and/or disciplinary measures to the club committee based on the guiding principles outlined in this policy.

### 5.3 Response

When responding to an illicit drug-related concern or incident, the responses by the club will focus on the safety and welfare of those directly and indirectly involved. All responses will reflect the club's duty of care to members and visitors.

All illicit drug-related concerns or incidents should be discussed with the Club President as soon as possible. The Club President will document the issue using the incident register and investigate the concern/incident further. In the event that the Club President is not available, another club official may substitute for them.

If illicit drugs are being distributed or sold on the club's premises by a member or visitor of any age, the Club President will contact the local police to seek their advice.

If illicit drugs are found within the club's jurisdiction the Club President will contact local police to seek their advice and expertise on how they can be disposed of safely.

#### 5.4 Illicit drug use by a member under 18 years

Where the club identifies that a person under the age of 18 years is involved in illicit drug use the NCJAFC will:

- Inform the individual that the Club President may contact the parent or guardian to discuss the incident if it is appropriate and safe to do so.
- Contact the parent or guardian to discuss, unless, informing the parent or guardian would put the individual at risk of greater harm.
- In the case of a visitor, the NCJAFC will inform the visiting club.
- Remind all players and members under 18 years of the club's illicit drug policy and code of conduct and that parents will be informed if the club is aware or strongly believes that their child is using or is involved with illicit drugs.

### 6. Non-compliance with policy

Any disciplinary measures imposed under our policy must:

- Be fair and reasonable and will focus on the safety and welfare of those directly and indirectly involved.
- Be 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 and personal circumstances of the people involved.
- Take into account whether the incident involved personal use of an illicit drug and/or the supply of an illicit drug to other people.
- Take into account any police investigation and/or criminal conviction.

### 7. Examples of breaches of policy

#### 7.1 If a member sells or distributes illicit drugs in the club's jurisdiction

- The NCJAFC will contact the local police to seek their advice.
- The club's incident report is to be completed and lodged with **AFL NSW/ACT**.
- Consequences, including suspension or expulsion, for the individual(s) will depend 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 the penalty and that a second breach will result in expulsion.
- Where applicable, the individual(s) may be referred to a local health service provider.
- The club will appoint a senior person to act as a mentor to a suspended individual(s) for a nominated period of time and to assist them to reintegrate with the club.
- If the individual(s) concerned is/are under 18, their parent or guardian will be informed immediately of the incident and of the possible consequences, unless informing the parent or guardian would put the individual at risk of greater harm.
- In the case of a visitor, the NCJAFC will inform the visiting club officials.

#### 7.2 If a member is found in possession of an illicit drug

- The NCJAFC will contact the local police to seek their advice.
- The NCJAFC will follow procedures for handling illegal drugs as agreed with local police.
- The club's incident report is to be completed and lodged with **AFL NSW/ACT**.
- Consequences for the individual(s) will depend on the circumstances and the severity of the incident.
- Where applicable, the individual(s) may be referred to a local health service provider.
- The club will appoint a senior person to act as a mentor to a suspended individual(s) for a nominated period of time and to assist them to reintegrate with the club.

- If the individual(s) concerned is/are under 18, their parent or guardian will be informed immediately of the incident and of the possible consequences, unless informing the parent or guardian would put the individual at risk of greater harm.
- In the case of a visitor, the NCJAFC will inform the visiting club officials.

**7.3 If a member is found using drugs/affected by the use of illicit drugs**

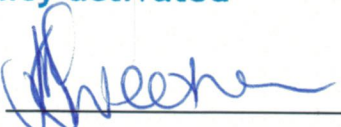
- The safety and wellbeing of the individual is the first priority.
- Seek out medical assistance, if required.
- If required, contact next of kin.
- If the individual(s) concerned is/are under 18, their parent or guardian will be informed immediately of the incident and of the possible consequences, unless informing the parent or guardian would put the individual at risk of greater harm.
- Ensure individual is safely transported to their home.
- Once the individual's health has returned to a normal state, the Club President may investigate.
- Consequences for the individual(s) will depend on the circumstances and the severity of the incident.
- The club will appoint a senior person to act as a mentor to a suspended individual(s) for a nominated period of time and to assist them to reintegrate with the club.
- Where applicable, the individual(s) may be referred to a local health service provider.
- In the case of a visitor, the NCJAFC will inform the visiting club officials.

**8. Managing media**

All contact with the media related to a drug-related allegation or incident within the club's jurisdiction or premises will be managed by the club's official spokesperson ensuring that:

- Individual's names and details specific to the incident are not be discussed
- No admissions of guilt are to be discussed.

**9. Policy activated**

Signed:   
 Club President

Signed:   
 Club Secretary

Date: 3/9/2019

Date: 3/9/19

Next policy review date is 1/7/21



# Incident Report Form

All documentation and storage of information must be consistent with the club's privacy policy. A copy of this form must also be forwarded to AFL Canberra.

| RECORD OF INCIDENT  |   |
|---|---|
| PERSON MANAGING CONCERN/<br>ALLEGATION                            | Name:   |
|   | Role in Club:                                     |
|   | Date Record Made:                                 |
| PERSON WHO RAISED<br>CONCERN/ ALLEGATION OR<br>WITNESSED INCIDENT | Name:   |
|   | Phone:  |
|   | Email:  |
|   | Role in Club:                                     |
|   | Date concern made:                                |
| PERSON WHO THE CONCERN/<br>ALLEGATION REFERS TO                   | Name: <span style="float: right;">Under 18</span> |
|   | Over 18   |
|   | Phone:  |
|   | Email:  |
| DETAILS OF THE CONCERN/<br>ALLEGED INCIDENT                       | Role in Club:                                     |
|   | Date:   |
|   | Location:   |
|   | Details:  |
|   |   |
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| INITIAL ACTIONS TAKEN   | Date:   |
|   | Details:  |
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| INVESTIGATIVE STEPS TAKEN | Date:    |
|                           | Details: |
|                           |          |
|                           |          |
|                           |          |
|                           |          |
| OUTCOME                   | Date:    |
|                           | Details: |
|                           |          |
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## ADVICE AND SUPPORT CONTACT INFORMATION

### National

**National Alcohol and other Drugs hotline: 1800 250 015**

Hotline will automatically connect you to the Alcohol and Drug Information Service operating in your state/territory.

**Drug Info Line: 1300 85 85 84**

**Kids Help Line: 1800 551 800**

7 days a week for children and young people aged 5-25

**DrugInfo: 1300 85 85 84**

Provides confidential, non-judgemental telephone and email information and referral service for anyone seeking help for their own or another person's alcohol or drug use.

**Counselling ONLINE: 1800 888 236**

Fee online alcohol and drug counselling service with email support for alcohol and other drug users and others affected by alcohol and drug use in the community. [www.counsellingonline.org.au](http://www.counsellingonline.org.au)

ACT phone: 6207 9977

NSW phone: 1800 422 599

**Salvation Army: 13 72 58**

Provides a range of abstinence-based recovery, withdrawal management, long-term residential treatment and non-residential community-based support programs offered nationally.

Newcastle City Junior AFC Illicit Drug Policy, v1 2019



**Lifeline: 13 11 14**

**Family Drug Support: 1300 368 186; 4782 9222**

National service for families dealing with drug and alcohol. FDS provides a toll free, 24-hour national telephone support line, as well as support groups, education programs, counselling and bereavement services for families.