

# DE LA SALLE OLD COLLEGIANS AMATEUR FOOTBALL CLUB

## ILLEGAL DRUG POLICY

### Introduction

De La Salle Old Collegians Amateur Football 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 our members and it is the intention of the Club to be vigilant and proactive in relation to this policy.

### Purpose of this policy

The purpose of this policy is to ensure everyone involved with the Club understands the club's position regarding illicit drugs and how the Executive Committee 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 the Club 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 the 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

#### Executive Committee (for the purpose of this Illicit Drug Policy only)

Shall comprise those members of the Committee who are Officers of the Club as defined by the s.23(1) of the Constitution of the Club, unless one of those persons is reasonably suspected of being involved in any aspect of the circumstances relating to illicit drugs proposed to be the subject of investigation, inquiry, or sanction. Where reasonable suspicion has been established, that person is disqualified from membership of the Executive Committee for the purposes of this policy.

## **Sub-committee**

Any sub-committee delegated by the Executive Committee to undertake any investigation or inquiry or make recommendations under this policy shall be constituted as follows:

- a. It shall comprise not less than two and no more than three persons; and
- b. Any person who has been a registered player of the Club, a coach or assistant coach or official, or appointed to any position under s.21, s.22, s.24, s.25 and s.27 of the Club Constitution in the three years preceding the appointment of the sub-committee **shall be ineligible** to be appointed a member of the sub-committee.

## **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 Committee 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 Club including the grounds, courts, changerooms, carparks or anywhere within the boundaries of anywhere the Club's players 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 the Club's representatives are training or playing. Any allegation of non-compliance with this policy must be referred to the Committee for determination.

## **The Drug Policy**

The Club 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 Committee 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.

The Executive of the Committee will investigate, either itself or by delegation to a sub-committee may investigate or inquire into 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 Committee 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.
- 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 any Codes of Conduct.
- Report any issue of concern to a member of the Executive Committee
- 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 Executive Committee, and/or its delegated sub-committee 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.
- Give individual(s) concerned an 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, the Club will maintain the privacy of those involved where possible.
- Treat the issue confidentially within the Executive Committee, and/or its delegated sub-committee, or where absolute confidentiality cannot be guaranteed, the Club will act with discretion.

The Executive Committee, and/or its delegated sub-committee, may consider 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 Executive Committee 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 the Club has been reduced, the nominated Executive Committee member will contact 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. If the person is associated with another club, the President/Executive Committee may inform that club President/Executive Committee.

### **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 Executive Committee 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. Ensure parents or guardian/s understand that confidentiality will be maintained.
3. 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 Committee who may refer the matter to the police.

All members of the Club's Committee 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 Executive Committee.

Any person who has concerns about a member's welfare related to substance use will bring those concerns to an Executive Committee 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 Club member, visitor or person within our Club's jurisdiction, the President, or a committee 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 if they so desire to discuss it.
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. If the person is associated with another club, the President/Committee may inform that club's President/Committee.

### **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 Committee will report the incident to Victoria Police.
2. Arrange a meeting with the person concerned to discuss the circumstances if they so desire to discuss it.

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 the Club.
5. Refer the person to the relevant Drug & Alcohol Service.
6. If the person is associated with another club, the President/Committee may inform that club's President/Committee.
7. In the case of any visitor, the individual (s) may be banned permanently from the Club.

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