

**THE FOREST HILL FOOTBALL NETBALL CLUB
ALCOHOL & ILLICIT DRUG POLICY**

Applies to: The Forest Hill Football Netball Club		Version: 1
Specific responsibility: Substance Abuse Officer of Forest Hill Football Netball Club		Date approved: 17/01/17
		Next review date: 17/01/20

Policy context: The Forest Hill Football Netball Club understands and accepts it has a duty of care to provide a safe and healthy environment, free of illegal drugs #. This policy reflects a commitment by the club to the health, safety and welfare of all its members.

POLICY STATEMENT

The Forest Hill Football Netball Club understands and accepts it has a duty of care to provide a safe and healthy environment, free of illegal drugs and excessive consumption of alcohol.

The Club will not endorse the excessive consumption of alcohol, or the use of illicit drugs.

As a club our aim is to promote the health and wellbeing of the Committee, Players, Supporters, Contractors and Volunteers. Encouraging and assisting members to realize their full potential and preventing alcohol and other drug related harm to individuals, property and the reputation of the club.

The use of illegal drugs in the club rooms or its jurisdiction* will not be tolerated and will result in any person using illegal drugs being suspended or banned permanently from the club.

Each and every person has a duty of care to take reasonable steps to ensure their own safety and that of others associated with the club.

All players of the Forest Hill Football Netball Club are legally obligated to be in a fit state to take the field in all games. The excessive use of alcohol, or the use of drugs, which results in a player not being able to perform their role in the team safely, is a breach of the club's duty of care.

Whilst the club does not wish to intrude into the private lives of members, if alcohol or illicit drugs have a direct impact on an individual's performance then the club will intervene.

Illegal drugs are used by many people in the community, so it is likely that some members of club have access and/or using drugs.

The club has a responsibility to its members and sponsors that their involvement in the club is not compromised by another person under the influence of drugs and/or alcohol.

FHFC is committed to increasing the awareness of the harmful effects of alcohol or illicit drugs on the individual, by providing open and honest discussions with all Committee, Players, Supporters, Contractors and Volunteers.

FHFC will make available a referral pathway and offer treatment services for any

individual or family member who require intervention to overcome alcohol and/or drug abuse;

FHFC will provide support and assistance in helping any Committee member, Player, Supporter, Contractor or Volunteer with any addiction or dependency on drugs and alcohol.

DEFINITIONS

**jurisdiction extends to the club premises and all activities organized by or for the club at any location or venue*

** Illegal Drug Use – the possession, use, distribution or selling of illegal drugs for any purposes*

PROCEDURES

FHFC is committed to the responsible serving of alcohol, alcohol will be served under Responsible Serving of Alcohol Guidelines and with the wellbeing of anyone consuming alcohol in mind.

- Only committee members trained in Responsible Serving of Alcohol will be permitted behind the bar and authorised to serve alcohol.
- The Clubs liquor licence will be displayed at the bar at all times.
- Excessive or rapid consumption of alcohol will be discouraged.
- A person aged under 18 years will not be permitted to be behind the bar under any circumstances.
- A RSA trained committee member will be present at events where alcohol is served.
- Alcohol will not be served to any person who is or appears to be intoxicated.
- Servers will follow procedures, provided in their training by the Liquor Licensing Commission, for dealing with and refusing alcohol to intoxicated patrons.
- Intoxicated patrons will be asked to leave. Safe travel options will be advised.
- People aged under 18 years will not knowingly be served alcohol.
- Staff will request proof of age, where appropriate, and only photo ID will be accepted.
- The Club will prominently display taxi phone numbers and will call a taxi if required.
- Club members and bar staff will encourage intoxicated patrons to take safe transport home.
- Posters about responsible drinking and standard drinks measures will be prominently displayed.

CONSUMING ALCOHOL OR USING ILLCIT DRUGS

All persons accessing the club are required to comply with the following.

- Drink and behave responsibly at all club functions, events and whilst representing the club.
- Do not bring, supply or use any illicit substance in the club rooms, whilst representing the club or in the jurisdiction of the club
- Do not supply alcohol to team members if they are aged under 18 years.
- Do not drink alcohol at the club, club functions, tournaments or while away on trips if you are aged under 18 years.
- Do not encourage others to drink alcohol excessively
- Do not use, supply or encourage the use of illicit drugs

NON-COMPLIANCE

- The club will take action for breaches of behaviour and responsibilities outlined in this

- policy.
- If Committee members, Players, Supporters, Contractors and Volunteers become intoxicated at the club or whilst representing the club, or are caught using any illicit substance they will be asked to leave. Ongoing instances of intoxication or drug use will be in breach of club rules and will result in disciplinary action (e.g. suspension or termination of membership). No player will be covered by insurance if found to be under the influence of alcohol or illicit drugs.
- Spiking of drinks is a criminal offence that can be reported to police by victims. It can lead to serious police charges being laid against the offender/s. Any incidence of drink spiking can also be reported to the Police by a member of the committee.
- Serving alcohol to a minor is a criminal offence that can be reported to the police and the relevant liquor licensing authority by victims and their parents. It can lead to heavy fines.
- Any person aged under 18 years found to have consumed alcohol or illicit drugs while at the club or representing the club will be suspended. The young person's parents shall be advised and will be responsible for getting their son/daughter home at their own expense.
- Any member found to have behaved inappropriately because of overconsumption of alcohol or the use of illicit drugs (e.g. sexual harassment, verbal abuse, physical assault, will face disciplinary action by the club and possible criminal charges.

MANDATORY RULES

Non-compliance with this Drug and Alcohol policy will be viewed as a serious matter and treated as such.

Any individual who is adversely affected by alcohol and/or illicit drugs will not be allowed to participate in any playing capacity or work associated with the club until they are fit to do so. Any person affected by alcohol or illicit drugs will be sent home to recover or in serious cases sent to the nearest hospital. An ambulance will be called at the expense of the affected person. Disciplinary action will be taken on return to the club.

Where a player or any person volunteering at the club is on prescribed medication which may impair their judgement or performance, they must notify the Substance Abuse Officer.

Substance Abuse Officer in all cases will:

Act on suspicion of an individual being affected by alcohol or illicit drugs (suspicion may be a result of observing impaired coordination, judgement, intellectual capacity or slurred speech, headache, nausea, vomiting, loss of inhibitions or smell of alcohol).

AND/OR

Act in response to any accident resulting in damage to property or injury to people or a near miss that could have resulted in a death, permanent impairment, personal, plant or property damage.

The Substance Abuse Officer will instruct any such person to immediately leave the club. That person must comply with the direction given by the Substance Abuse Officer. If necessary, the Substance Abuse Officer shall assist with arrangements to ensure the

individual arrives home safely. Or in serious breaches contact the Police.

The affected individual is not to be permitted to have any involvement with the club until they are deemed to be free of any influence of alcohol or illicit drugs. A urine test from a Medical Practitioner will be required.

The FHFC Committee are responsible for the effective implementation of this Policy throughout the club.

SUBSTANCE ABUSE OFFICER

The Club will designate an appropriate individual to act as the “Substance Abuse Officer” This person will be made know to all members of the club and will be made responsible for the management of all illegal drug related incidents.

PLAYERS

Players are to present themselves to play or train in a condition free from the effects of alcohol or illicit drugs.

Coaching staff are to notify a member of the committee of any concerns with any player.

Players are to comply with this policy whilst representing the club at all times.

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- **MANAGIING ILLEGAL DRUG INCIDENTS**
- Where the club becomes aware that illegal drug use is occurring the Substance Abuse Officer will:
 - Speak with the individual in private expressing concern about their drug use
 - Remind the individual of the club policy
 - Offer options for support and referral for help
 - Leave the door open for communication
 - Inform the Club President of any non-compliance

DOCUMENTATION

Documents related to this policy	
Relevant guidelines and standards	Work Health and Safety Act 2012 Work Safe Victoria Australian Sports Commission Sporting Guide to a Safe Workplace

Reviewing and approving this policy	
Review of policy	The President Forest Hill Football Netball Club
Approving policy and policy changes	The President Forest Hill Football Netball Club
Frequency	Every three years
Policy review and version tracking	

Review	Date Approved	Approved by	Next Review Due
1	17/01/17	The President FHFC	17/01/20
2			
3			
4			