

Illegal Drugs Policy

Plympton High Old Scholars Sports and
Social Club Inc (Updated 1/8/20)

Illegal Drugs Policy

Introduction

Plympton High Old Scholars Sports and Social Club Inc understands and accepts it has a duty of care to provide a safe and healthy environment with responsible serving of alcohol and free of illegal drugs. We will therefore not allow the use, distribution or selling of illegal drugs by any club member or any 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 has been approved by the Committee of Management of Plympton High Old Scholars Sports and Social Club Inc at its meeting on 1/8/2020

The Plympton High Old Scholars Sports and Social Club is committed to:-

- Encouraging and assisting members to realise their full potential within an environment that actively promotes their health, safety and wellbeing.
- Preventing drug related harm to individuals, property and the reputation of the club.
- Ensuring a supportive and inclusive environment for all members.
- Providing support to members who wish to address their patterns of illegal drug use.
- Meeting legal requirements in relation to illegal drugs.

Purpose of this policy

The purpose of this policy is to ensure the club committee and club members understand the club's position regarding illegal drugs and how it will respond to a drug-related incident within its jurisdiction.

Extent of this policy

This policy refers to illegal drugs only, which is defined as "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 above definition).

This policy should be read and understood in conjunction with the club's code of conduct.

When does this policy apply?

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

Private behaviour of members is not included in this policy. 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.

Who does this policy apply to?

This policy applies to all members, employees, supporters and visitors of the Plympton High Old Scholars Sports and Social Club Inc.

Members whether financial (fee paying) or not and employees should ensure they do not attend the club if adversely affected or under the influence of illegal drugs.

Illegal Drug Use

The possession, use, distribution or selling of illegal drugs for any purposes on club premises or at any function or activity organized by the club is strictly prohibited.

- In the case of an incident involving an illegal drug, the initial actions and responses 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, visitors and all other people.
- The club will investigate all apparent or alleged breaches of the policy and determine a course of action after all relevant facts and circumstances are known.
- The club may refer a member who is involved in illegal drug use to a medical or health service for assistance and will refer the matter to the police for their advice, should there be sufficient information to suggest illegal activity such as the possession, use, distribution or selling of illegal drugs has occurred.

Responsibilities

Our club will:

- Activate and comply with the policy.
- Promote the policy to everyone within our club.
- Promote and role model expected standards of behaviours at all times.
- Appoint and support appropriate persons such as a Welfare Officer to lead the initial response, investigation and action for all illegal 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 will reflect the club's duty of care to members and visitors.
- Review this policy every year.
- Educate members on illegal 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.

Individuals 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 or the Welfare Officer with any concern about illegal drug use within the club.
- Honour our commitment to the health, safety and welfare of all of our members.

As a player and or member of the Plympton High Old Scholars Sports and Social Club Inc, it is everyone's responsibility to implement and honour this policy.

Responding to illegal drugs

Privacy

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

The Privacy Policy of the Plympton High Old Scholars Sports and Social Club Inc is as follows:

- The Plympton High Old Scholars Sports and Social Club will always act with discretion.
- Subject to its right to contact the Police if necessary, the Plympton High Old Scholars Sports and Social Club will maintain the privacy of those involved as far as possible.
- Club members will be informed about the incident on a need-to-know basis only.

Investigating the concern or incident

The Welfare Officer will investigate all illegal drug-related concerns or incidents in a timely and discreet manner.

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

Managing media

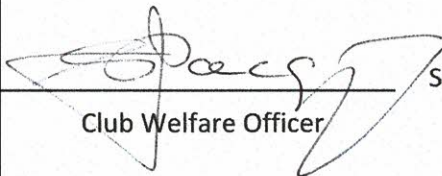
All contact with the media related to a drug-related allegation or incident within its jurisdiction will be managed by the President or a nominated club official spokesperson.

Resources

- Dr Lane Hinchcliffe, The Health Hub Family GP Glenelg, 1300 556 766, 4 Waterloo St, Glenelg 5045
- Alcohol and Drug Information Service (24hr info and counselling) Tel: 1300131340
- <http://www.sahealth.sa.gov.au/wps/wcm/connect/Public+Content/SA+Health+Internet/Health+services/Drug+and+alcohol+services/> is available for further information
- An "Overdose Response Training Manual" is available from Drug and Alcohol Services SA if required
- Emergency Services: call 000 for ambulance or police attendance in an emergency
- Police: call 131444 for police attendance (not an emergency)

Policy activated

Signed:

A handwritten signature in blue ink, appearing to be "D. Hinchcliffe", written over a horizontal line.

Club Welfare Officer

Signed:

A handwritten signature in blue ink, appearing to be "D. H. Booth", written over a horizontal line.

Club Secretary

Date: 1/08/2020

Date: 1/08/2020

Next policy review date is June 2021

- Consequences for the individual (s) will depend on the circumstances or severity.
 - 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 applicable.
 - If the individual (s) concerned is/are under 18, their parent or guardian would be informed immediately of the incident and of the consequences, unless informing the parent or guardian would put the individual at risk of greater harm.
 - In the case of a visitor, the Plympton High Old Scholars Sports and Social Club Inc will inform the visiting club.
2. If a member is found **in possession of an illegal drug**, the following will occur:
- The Plympton High Old Scholars Sports and Social Club Inc will contact the local police to seek their advice.
 - Consequences for the individual (s) will depend on the circumstances or severity.
 - 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 applicable.
 - If the individual (s) concerned is/are under 18, their parent or guardian would be informed immediately of the incident and of the consequences, unless informing the parent or guardian would put the individual at risk of greater harm.
 - In the case of a visitor, the Plympton High Old Scholars Sports and Social Club Inc will inform the visiting club.
3. If a member is found **using drugs, or is affected by the use of illegal drugs** under the club's jurisdiction:
- The Plympton High Old Scholars Sports and Social Club Inc would ensure 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 would be informed immediately of the incident and of the consequences, unless informing the parent or guardian would put the individual at risk of greater harm.
 - Ensure individual is safely transported to their home.
 - When the individual's health has returned to a normal state, the Welfare Officer will investigate and take appropriate action.
 - Where applicable, the individual (s) may be referred to a local health service provider.
 - In the case of a visitor, the Plympton High Old Scholars Sports and Social Club Inc will inform the visiting club.

Response

When responding to an illegal drug-related concern or incident, the responses by our 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 illegal drug-related concerns or incidents should be discussed with a Welfare Officer as soon as possible. The Welfare Officer will document the issue using the incident register and investigate the concern/incident further. In the event that a Welfare Officer is not available, a club official may substitute for them.

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

If illegal drugs are found within our club's jurisdiction the Welfare Officer or President will contact local police to seek their advice and so they can be disposed of safely.

Illegal drug use by a member under 18 years

Where the club identifies that a person under the age of 18 years is involved in illegal drug use the Plympton High Old Scholars Sports and Social Club Inc will:

- Inform the individual that a Welfare Officer will 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 in this instance, the Plympton High Old Scholars Sports and Social Club Inc will inform the visiting club.

Non-compliance with policy

Our club will respond to all breaches of this 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 illegal drug and/or the supply of an illegal drug to other people.

Examples of breaches of policy:

1. If a member **sells or distributes illegal drugs** in the club's jurisdiction, the following will occur:
 - The Plympton High Old Scholars Sports and Social Club Inc will contact the local police to seek their advice.