



North Wagga Australian Football Netball Club inc Illicit Drug Management Policy

This policy was approved by the **board of committee** of **North Wagga AFNC** at its meeting on **01/03/2018**

Introduction

North Wagga AFNC opposes and disapproves of the use, distribution or selling of illicit drugs by any club committee member, member or guest within its jurisdiction and premises. This policy reflects the club's commitment to protecting the health, safety and wellbeing of all persons associated with the club and all persons in attendance at club related activities.

Purpose of this policy

The purpose of this policy is to ensure that the club's committee, members and visitors understand the club's position regarding illicit drugs and how it will respond to any drug-related incidents within its jurisdiction to ensure a safe and family friendly environment. This policy is focused on educating club members and building awareness in the broader community regarding illicit drug use.

Police are supportive of the objectives of this policy to educate and inform club members, families and supporters surrounding the impact of illicit drug use. Police will investigate matters reported by an individual club or AFL Riverina and notify all relevant parties.

Where possible, Police will actively consult with AFL Riverina and individual clubs, by providing any information which may impact on a club or the sport, provided it does not reveal Police methodology, impact on an investigation or infringe any privacy rights.

Extent of this policy

What is an illicit drug?

A substance that is not permitted to be taken or used according to state or national laws, this includes, but is not limited to 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 AFL NSW/ ACT and Netball NSW codes 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 the club's facilities, games (including away-games), matches, training and events organised by the club.

Private behaviour of members is not captured by this policy as the club is not responsible for the behaviour of its members outside the club 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.

Who does this policy apply to?

All club members and visitors to our club.

Responsibilities**The club will:**

- Activate and comply with the policy.
- Promote the policy to everyone within the club's jurisdiction.
- Promote and role model expected standards of behaviours at all times.
- Appoint, and provide training and support for appropriate persons such as Welfare Officers to be responsible 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 will reflect the club's duty of care to members and visitors.
- Review this policy every year.
- Offer annual education to members on illicit drugs.
- Have a list of health service providers in the local region/ area that 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 behaviour at all times.
- Be responsible and accountable for their behaviour.
- Alert club officials or Welfare Officers with any concern about illicit drug use within the club.
- Ensure the commitment to the health, safety and welfare of all of club members.

Responding to illicit drugs

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 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.

Investigating the concern or incident

The Welfare Officer will investigate all illicit 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.

Privacy

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

The **North Wagga AFNC** Privacy Policy is as follows:

- The **North Wagga AFNC** will always act with discretion.
- Subject to its right to contact the Police if necessary, the **North Wagga AFNC** 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.

Illicit drug use by a member under 18 years

Where the club identifies (or strongly believes) that a person under the age of 18 years is involved in illicit drug use the **North Wagga AFNC** will:

- Inform the individual that a Welfare Officer will contact the parent or guardian to discuss the incident.
- 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 **North Wagga AFNC** will inform the visiting coach and/or officials.
- All players and members under 18 years should be informed through the club's drug policy or code of conduct that parents will be informed if the club is aware (or strongly believes) that

they are using or are involved with illicit drugs.

Notifying Police

- If illicit drugs are being distributed or sold on the club's premises by a member or visitor of any age, the Welfare Officer or Club Official will notify police.
- If illicit drugs are found within the club's jurisdiction the Welfare Officer or Club Official will notify police.

Non-compliance with policy

The club will respond to all breaches of this policy. Any disciplinary measures imposed under the 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 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.

Examples of breaches of policy:

1. If a member sells or distributes illicit drugs in the club's jurisdiction, the following will occur:

- Firstly, the **North Wagga AFNC** will notify police.
- Complete the prescribed incident report form and lodge it with AFL Riverina.
- A penalty will be given to the individual(s) in the form of a suspension or expulsion depending 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 suspension and that a second breach would result in expulsion.
- Where applicable, the individual(s) may be referred to a local drug treatment service.
- The club will appoint a senior person to act as a mentor to the 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 would be informed immediately of the incident and the penalties to be imposed, 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 **North Wagga AFNC** will inform the visiting coach and/or officials.

2. If a member is found in possession of an illicit drug, the following will occur:

The individual(s) will be asked to hand-over the substance and the club will follow the procedures for handling illicit drugs as advised by police.

- The **North Wagga AFNC** will notify police.
- Complete the prescribed incident report form and lodge it with AFL Riverina.
- The individual(s) will receive a warning in the form of an official letter advising that a second breach would result in a suspension.
- Where applicable, the individual(s) may be referred to a local drug treatment service.
- The club will appoint a senior person to act as a mentor to the 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 would be informed immediately of the incident and the penalties to be imposed, 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 **North Wagga AFNC** will inform the visiting coach and/or officials.

3. If a member is found using/affected by illicit drugs under the club's jurisdiction:

- The **North Wagga AFNC** would ensure the safety and wellbeing of the individual as 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 the penalties to be imposed, unless informing the parent or guardian would put the individual at risk of greater harm.
- The **North Wagga AFNC** will notify police.
- Ensure the individual is safely transported to their home.
- Once the individual's health has returned to a normal state, an investigation would take place by the Welfare Officer(s).
- A penalty will be imposed on the individual(s) depending on the circumstances.
- As a minimum, an official warning letter will be sent to the individual(s) which advises of the penalty and that a second breach would result in a suspension or expulsion.
- Where applicable, the individual(s) may be referred to a local drug treatment service.
- The club will appoint a senior person to act as a mentor to the suspended individual(s) for a nominated period of time and to assist them to reintegrate with the club.
- In the case of a visitor in this instance, the **North Wagga AFNC** will inform the visiting coach and/or officials.

Managing media

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

- Individual’s names and details specific to the incident should not be discussed with the media.
- No admissions of guilt should be discussed.

Policy activated
Michael Barnes
Rodney Sheedy

Club President
 Signature

Club Secretary
 Signature

Date 01/03/2018

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Next policy review date is 01/03/2019



North Wagga AFNC

Local Support Services

Name of Local Drug Treatment Service

Community Mental Health, Drug and Alcohol -
0269235700

Calvary Riverina Drug and Alcohol Centre -
0269326800

Drug information

State Services

Accessline 1800 422944

Alcohol Drug Information Service 1800 422599

National Services

Australian Drug Foundation Drug Info service

druginfo.adf.org.au

telephone 1300 85 85 84

Alcoholics Anonymous 1300 222222

Family Drug Support 1300 368186

Get the effects by text! SMS service

Drug information via text message

SMS 0439 TELL ME (0439 835 563)

druginfo.adf.org.au/what-we-do/sms-service

Australian Drug Foundation online shop

The latest alcohol and other drug resources

shop.adf.org.au

Family Drug Help

Support for families and friends faced with problematic drug use, 24 hours a day, 7 days a week

familydrughelp.com.au

telephone 1300 660 068

Family Drug Support

Support for families faced with problematic drug use, 24 hours a day, 7 days a week

fds.org.au

telephone 1300 368 186

Australian Drug Information Network (ADIN) services directory

Provides links to a range of support and treatment services in your area.

adin.com.au/help-support-services

Counselling Services

Free alcohol and drug counselling online, 24 hours a day, 7 days a week

counsellingonline.org.au

Kids Helpline 5-25 years 1800 551800

Parent Line 1300 130052

Centacare South West 02 69233888

Mission Australia 0269327500

In all other States and Territories, contact Alcohol and Drug Information Service (ADIS) as follows:

New South Wales: Sydney: 02 9361 8000

Regional NSW: 1800 422 599

Queensland: 1800 177 833

Western Australia: Perth: 08 9442 5000

Regional WA: 1800 198 024

South Australia: 1300 131 340

Australian Capital Territory: 02 6207 9977

Tasmania: 1800 811 994

North Wagga AFNC Reporting Form

All documentation and storage of information must be consistent with your club's privacy policy.

A copy of this form must also be forwarded to AFL Riverina.

Record of incident

PERSON MANAGING	NAME	
THE CONCERN/ALLEGATION	ROLE IN THE CLUB	
INCIDENT	DATE RECORD MAKE	
<hr/>		
PERSON WHO RAISED THE CONCERNS/ALLEGATIONS OR WITNESSED THE INCIDENT	NAME	UNDER 18 <input type="checkbox"/> OVER 18 <input type="checkbox"/>
	TELEPHONE	
	EMAIL	
	ROLE IN THE CLUB	
	DATE CONCERNS/ALLEGATIONS MADE	
<hr/>		
PERSON WHO THE CONCERNS/ALLEGATIONS REFER TO	NAME	UNDER 18 <input type="checkbox"/> OVER 18 <input type="checkbox"/>
	TELEPHONE	
	EMAIL	
	ROLE IN THE CLUB	
<hr/>		
DETAILS OF THE CONCERNS OR ALLEGED INCIDENT	DATE	
	LOCATION	
	DETAILS	
<hr/>		
INITIAL ACTIONS TAKEN	DATE	
	LOCATION	
	DETAILS	
<hr/>		
INVESTIGATIVE STEPS TAKEN	DATE	
	LOCATION	
	DETAILS	
<hr/>		
RECOMMENDATIONS FROM THE WELFARE OFFICER THE CLUB COMMITTEE	DATE	
	DETAILS	

