



# RSMU DRUG POLICY

*RSMU Football Club does 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.*

## 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

**What is an illegal drug?** 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).

## 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 (including away-games), matches, training and events 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 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

### Our club will:

- Activate and comply with the policy.
- Promote the policy to everyone within our 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 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.
- Offer annual education to members on illegal drugs.
- Have a list of health service providers in our 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 behaviours at all times.
- Be responsible and accountable for their behaviour.
- Alert club officials or Welfare Officers with any concern about illegal drug use within the club.
- Honour our commitment to the health, safety and welfare of all of our members.

## **Responding to illegal drugs**

### **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.

### **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.

### **Privacy**

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

The **RSMU Football Club** Privacy Policy is as follows:

- The **RSMU Football Club** will always act with discretion.
- Subject to its right to contact the Police if necessary, the **RSMU Football 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.

### **Illegal 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 illegal drug use the **RSMU Football Club** 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 **RSMU Football Club** will inform the visiting coach and/or officials.

**If illegal drugs are being distributed or sold on our club's premises by a member or visitor of any age, the Welfare Officer will inform the police. If illegal drugs are found within our club's jurisdiction the Welfare Officer or President will notify police.**

### **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 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 **RSMU Football Club** will notify police.
- 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 **RSMU Football Club** will inform the visiting coach and/or officials.

#### 2. If a member is found in possession of an illegal 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 illegal drugs in its jurisdiction.

- The **RSMU Football Club** will notify police.
- 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 **RSMU Football Club** will inform the visiting coach and/or officials.

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

- The **RSMU Football Club** 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 **RSMU Football Club** 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 **RSMU Football Club** will inform the visiting coach and/or officials.

Policy activated

1/1/2018

\*Next policy review date is [1st January 2019](#)

Club President     Richard Noll  
Signature  
Date                    01/01/2018

Club Secretary     Simone Norman  
Signature  
Date                    01/01/2018

Welfare Officer     Ivor Turney  
Signature  
Date                    01/01/2018

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Please tear off and complete the following form and return to the  
RSMU Football Club by 14/4/18(1st Game).

I have read and agreed to the following *Drug Policy* from the [RSMU Football Club](#)

Signed \_\_\_\_\_ Date

I have read and agreed to the following *Concussion Policy* from the [RSMU Football Club](#)

Signed \_\_\_\_\_ Date

I have read and agreed to the following *Injury Policy* from the [RSMU Football Club](#)

Signed \_\_\_\_\_ Date