



ILLEGAL DRUGS POLICY - VERMONT FOOTBALL NETBALL CLUB INC.

Introduction

The Vermont Football Netball Club Inc. is committed to being known as an elite community sporting organisation which:

- prioritises the health, safety and wellbeing of all club members, associates and visitors, including those attending club activities and festivities.
- provides an environment where individually and collectively sports men and women can achieve their potential.
- is able to attract and retain players at all levels, staff, members, sponsors, volunteers and committed government support whilst being respected by all stakeholders.

The use, sale or distribution of illegal drugs within the club's jurisdictions would adversely impact the reputation of the club and poses serious risks to the Club's objectives.

Purpose of This Policy

To ensure that club members, associates and visitors:

- are aware of the club's position on illegal drugs;
- have clarity around the responsibilities of the club and Individuals under this policy; and
- understand the process in relation to any alleged breaches of this policy.

Scope of this Policy

Where is it Active

This policy refers to illegal drugs only, both recreational and performance enhancing, and does not include alcohol. Please refer to club policy on alcohol management.

This policy is active whenever:

- individuals are taking part in activities under the club's jurisdiction and within the club's boundaries. This includes events, match days, training, functions and festivities.

- individuals are taking part in activities at other locations when individuals are formally representing the club, or there is a reasonable connection to expect such representation to be present (for example, away games, pre-season trips, social events at non-club premises).
- the individual's actions can reasonably be expected to negatively impact on the goals of the club as described in the "introduction" of this policy above, for example:
 - posts on social media relating to illegal drugs.
 - actions taken by others against an individual associated with the club, including legal action relating to illegal drugs.

Who Does It Apply To?

This policy recognises there are many categories of individuals who make up the Vermont Football Netball Club Inc. These individuals/groups include those listed below.

It also recognises that each category can have different levels of accountability and capacity for the club and its registered individuals. Examples of registered individuals are:

- club registered players, coaches, staff and officials.
- inclusive of both senior and junior segment. (refer Note 1)

Other club related personnel such as:

- volunteers
- club members
- coterie groups
- visitors
- related to other specified groups above (refer Note 2)
- competing teams
- league officials
- sponsors
- general public

Note 1:

The club has zero tolerance for any supply of illegal drugs to, or use by, a junior player or underage person, or for use around such persons.

Note 2:

As a part of this policy, persons who invite guests or visitors to the club, or a club function, are reasonably responsible for the actions of those guests/visitors in relation to this policy.

This would include assisting with any reasonable directions given in relation to this policy.

Responsibilities - Club

The Club will activate, comply with and promote the policy on an ongoing basis, including as part of any induction, contract and or sign on processes.

The club will also:

- appoint and support a Welfare Officer to lead the response, investigation and outcomes of any policy breaches.
- incorporate this policy into planning for match days, formal club functions and other like festivities, gatherings, celebrations etcetera.
- act in a timely manner once all relevant facts are known.
- review the policy annually.
- include a list of local Health Service providers for individual support.

Responsibilities - Individuals

Individual responsibilities under this policy include:

- being responsible and accountable for their actions and behaviour, and of their guests, where practical.
- a responsibility to alert the Welfare Officer and/or club officials with any concerns regarding policy breaches.

(It is noted that circumstances may require this to be done anonymously or confidentially with whistleblower-type protections)

- Where appropriate assist in any investigation in relation to alleged breaches of this policy.
- Uphold the club's commitment to the safety and welfare of all club members, associates, visitors, including those attending club activities and festivities.

Non-Compliance with Policy

Step 1: Make safe

If a breach of this policy is discovered, the first priority must be to assess the situation and to act with safety, this includes the risk to the person who discovers the breach or potential breach. The Welfare Officer and/or a club official must be notified as soon as practicable.

It needs to be remembered that some drug taking can lead to aggressive and at times violent behaviour.

In most cases the assessment of risk will result in a person being asked to stop the alleged breaching behaviour and possibly be asked to leave the premises.

However, in extreme circumstances safety considerations may lead to notification to health services or the Police.

Step 2: Report incident

All illegal drug-related concerns or incidents should be discussed as soon as possible with the Welfare Officer.

In the event that the Welfare Officer is not available, a club official may substitute for them.

Similarly, if the Welfare officer is deemed to be conflicted in a particular circumstance, the club committee may nominate another person to undertake the steps normally required of the Welfare Officer.

Step 3: Investigate

Vermont Football Netball Club Inc. will respond to all breaches of this Policy.

The Welfare Officer will document any alleged illegal drug-related issues in a register and investigate in a respectful, timely and discreet manner.

Step 4: Recommended Action

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.

Step 5: Actions, disciplinary measures

Any disciplinary measures imposed under this Policy must take into account:

- The safety and welfare of those directly and indirectly involved;
- Be based on real evidence;
- Be based on the impact to the club, its members, visitors and other stakeholders;
- The age and personal circumstances of the people involved;
- Whether the incident involved personal use or the supply of illegal and/or illicit drugs.

Disciplinary actions may include:

- Suspension or cancellation of registration;
- Formal action in relation to a person's employment with the club;

- Ban from attending games or club premises;
- Report to Police in certain circumstances.

Confidentiality

The investigation of a policy breach will remain confidential in line with the Vermont Football Netball Club Inc's privacy policy.

The club will always act with discretion and integrity subject to its right to contact the Police or other support services if necessary.

Club members will be informed of a policy breach on a must know basis only.

End of document - Final 14/06/2024