

**Darebin Women's Sports Club**  
**DRUG & ALCOHOL POLICY**



## **Preamble**

The Darebin Women's Sports Club aims to provide a safe and supportive club culture that protects people against a range of health-related risks, including the misuse of alcohol and the use of illegal drugs.

The organisation aims to provide a culture where players, officials, members, supporters, families and all other members of the community can connect and engage in meaningful and positive relationships.

The Darebin Women's Sports Club has an expectation that all senior players will at all times project themselves as positive mentors and role models when in the presence of junior players and when representing the club in the broader community.

## **Drug Policy Justification**

The use of illicit drugs has severe legal implications as well as the potential to impact greatly on a person's health and safety. Any use of illicit drugs by players, registered with the Darebin Women's Sports Club, is contrary to the sporting culture of the club.

Preserving the reputation of the club and ensuring a healthy social culture for those who choose to be associated with the club - members, players, officials and supporters, are of the highest priority.

## **THE DRUG POLICY**

### *Preamble*

It is the intention of the Darebin Women's Sports Club to be vigilant and proactive in relation to this policy. All reasonable steps will be taken to ensure compliance with this policy and that the activities of the members, players, officials and supporters of the Darebin Women's Sports Club comply with acceptable community standards and the law. Illicit drug use by any club member, player, official and/or supporter, in circumstances that fall within the scope of this Drug Policy, will not be tolerated.

No Darebin Women's Sports Club member, player, official or supporter may possess, use, or supply an illegal drug:

- (a) within the vicinity of the club rooms;
- (b) anywhere in the grounds or extremities of the AH Capp or Robinson Reserve;
- (c) inside any club house, immediately outside any club house, car park or anywhere within the boundaries of any particular reserve where Darebin Women's Sports Club players are training or playing; and
- (d) at any other time or place where a Darebin Women's Sports Club member, player, official or supporter may, in the specific circumstances of the case, lead a

reasonable person to make a direct connection between the possession, supply or use of an illegal drug and the Darebin Women's Sports Club.

### *Disciplinary Committee*

Any breach or suspected breach of this policy must be reported to the Darebin Women's Sports Club Disciplinary Committee.

The Disciplinary Committee will be made up of four persons as follows;

- (a) the president of the Darebin Women's Sports Club,
- (b) the vice-president of the Darebin Women's Sports Club
- (c) a member of the Darebin Women's Sports Club Management Committee,
- (d) a player representative as appointed by the Darebin Women's Sports Club Board of Management, and

### *Breach Of Drug Policy*

Any member, player, official or supporter who becomes aware of, or suspects, a breach of this policy must report the breach, or suspected breach, to a member of the Disciplinary Committee. That member of the Disciplinary Committee is then obligated to call a meeting of the Disciplinary Committee to deal with the breach or suspected breach. Any other person can report a breach or suspected breach to either the Disciplinary Committee or the Darebin Women's Sports Club's Board of Management

### *Relevant Circumstances*

When responding to issues involving the use, possession or supply of unlawful drugs the Disciplinary Committee of the Darebin Women's Sports Club may take into account the following circumstances:

- (a) whether there is any immediate medical risk to any person;
- (b) whether the matter involves the use of an unlawful drug or the supply of an unlawful drug;
- (c) where the use or supply of the unlawful drug takes place or is alleged to have taken place;
- (d) the age of the persons involved or alleged to be involved;
- (e) relevant privacy issues; and
- (f) legal obligations.

The Disciplinary Committee may, at its sole discretion, consider any other factor it believes to be relevant when responding to an alleged breach of this policy.

### *Sanctions*

Supply:

It is the policy of the Darebin Women's Sports Club that where there is a strong belief or any verified allegation of the supply of an illegal drug by a member, player, official and/or supporter to another will immediately be reported to Victoria Police. Once that report has been made, then the individual suspected of being involved in the unlawful supply of an illegal drug will be given the opportunity to appear before the Disciplinary Committee to take advice from the Committee as to their standing in the club, pending the results of any police investigation. If the person suspected of breaching this policy elects not to appear before the Disciplinary Committee then they will be suspended from all participation within the Darebin Women's Sports Club until such time as they do appear before the Disciplinary Committee and the matter is determined.

#### Use or Possession:

It is the policy of the Darebin Women's Sports Club that sanctions to be applied for the use or possession of unlawful drugs shall, where appropriate, be on a graduated basis. The policy of the Darebin Women's Sports Club Board of Management, in relation to sanctions to be applied to the use or possession of a dangerous drug, in the 'relevant circumstances' referred to above, will usually be as follows:

- (a) first time – warning and reminder of club policy on drug use;
- (b) second time – suspension for a designated time; and
- (c) third time – expulsion.

Despite the above the Darebin Women's Sports Club Disciplinary Committee is not bound, in any way, by the recommendations referred to above and always has complete discretion in relation to the imposition of a sanction in every case. The Darebin Women's Sports Club Disciplinary Committee can, at its discretion and at any time, refer any suspected unlawful drug activity directly to Victoria Police if the Disciplinary Committee is of the view that, in the circumstances, such a referral is warranted or required by law. In the case where a matter is referred to Victoria Police for investigation then the alleged offender will be required to appear before the Disciplinary Committee to be advised as to their status in the club while the matter is under police investigation. Should the alleged offender elect not to appear before the Disciplinary Committee then they shall be suspended from all activity in relation to the Darebin Women's Sports Club until such time as they do appear before the Disciplinary Committee and the matter is determined.

#### Process:

Upon the report of a suspected breach of this policy to the Disciplinary Committee then the Disciplinary Committee shall call a hearing to determine the matter. The structure of such a hearing will; be informal, be conducted in private and, adhere to the principles of due process and natural justice. The Committee will make its determinations on the balance of probabilities. The Disciplinary Committee, subject to due process and the rules of natural justice, is entitled to conduct the hearing in any manner it deems appropriate.

### Junior Players – 17 Years & Under:

When a breach, or suspected breach, of this policy involves a player who is 17 years of age or under, the Disciplinary Committee will liaise with the relevant parent or guardian, with the intent of agreeing on participation by the player in structured drug counseling or a mutually acceptable drug education program. Unless unusual circumstances exist, a period of suspension from games will also be applied. The length of any suspension will be at the sole discretion of the Disciplinary Committee and may be influenced by the player and/or parent subsequently producing evidence to the Disciplinary Committee that appropriate counseling and/or drug education has been completed.

### Alcohol Policy Justification:

It is accepted that the sensible and moderate consumption of alcohol, by persons 18 years of age or older, can be an appropriate part of the social culture of a sporting club. The Darebin Women's Sports Club possesses a Liquor Licence. All aspects of the supply and consumption of alcohol, in or near the clubrooms, are governed by the various requirements of the Club Liquor Licence, and the associated licensing laws.

The Darebin Women's Sports Club Committee consider it vital that the rules and laws applied to liquor possession and/or consumption at the club are strictly obeyed. Preserving the good reputation of the Darebin Women's Sports Club as a good citizen and also ensuring a healthy and safe social culture in relation to the consumption of alcohol, is a high priority. Under Victoria law the penalties for breaching the liquor laws can include loss of liquor licence and/or heavy fines. Loss of the Club Liquor Licence would severely reduce the ability of the Darebin Women's Sports Club to raise income and continue to exist.

### *The Alcohol Policy*

The Darebin Women's Sports Club members, players, officials, supporters and/or visitors will at all times fully comply with the written conditions recorded on our Liquor Licence, which is on public display in the Darebin Women's Sports Club bar. The Darebin Women's Sports Club players, officials, supporters and/or visitors will at all times comply with the law in relation to the possession and consumption of alcohol at the AH Capp and Robinson Reserves clubrooms and oval/field. In relation to the Darebin Women's Sports Club alcohol policy the following conditions apply:

- (a) persons under 18 years of age will not be served or supplied alcohol, nor will they bring their own alcohol onto the premises for consumption (premises includes clubhouse, car park, and any area within the AH Capp and Robinson Reserves boundaries);
- (b) zero tolerance policy applies to the serving or supply of alcohol to any person(s) under 18 years;
- (c) any person(s) considered by a Committee member(s) and/or their representative(s) to have consumed an excessive amount of alcohol will be refused service.

(d) at any other time or place where a Darebin Women's Sports Club member, player, official and/or supporter may, in the specific circumstances of the case, lead a reasonable person to make a direct connection between inappropriate consumption of alcohol and the Darebin Women's Sports Club the consequences contained in this policy will apply.

#### *Breach Of Alcohol Policy*

Any member, player, official and/or supporter who becomes aware of, or suspects, a breach of this policy must report the breach or suspected breach to a member of the Disciplinary Committee. That member of the Disciplinary Committee is then obligated to call a meeting of the Disciplinary Committee to deal with the breach or suspected breach. Any other person can report a breach or suspected breach to either the Disciplinary Committee or the Darebin Women's Sports Club Management Committee.

#### *Process*

Upon the report of a suspected breach of this policy the Disciplinary Committee shall call a hearing to determine the matter. The structure of such a hearing will; be informal, be conducted in private and, adhere to the principles of due process and natural justice. The committee will make its determinations on the balance of probabilities. The Disciplinary Committee, subject to due process and the rules of natural justice, is entitled to conduct the hearing in any manner it deems appropriate.

#### *Junior Players – 17 Years & Under*

When a breach, or suspected breach, of this policy involves a player who is 17 years of age or under, the Disciplinary Committee will liaise with the relevant parent or guardian, with the intent of agreeing on participation by the player in structured counseling or a mutually acceptable education program.

#### *Sanctions*

If, in the opinion of Disciplinary Committee, the truth of a reported breach is substantiated on the balance of probabilities, then the Disciplinary Committee will apply a consequence it believes appropriate given the severity and circumstances of the particular case. Such consequence may, where appropriate, include suspension from The Darebin Women's Sports Club.

#### **Policy Commencement**

This Policy was passed by Club's President and Committee on the 17<sup>th</sup> February and will take effect from March 1<sup>st</sup> 2014.