

2024 ILLEGAL DRUGS POLICY

HOCKEY ALBURY WODONGA INC

1. INTRODUCTION

Hockey Albury Wodonga Inc does not allow the use, distribution or selling of illegal drugs by any member or any visitors within our Association's jurisdiction. This policy reflects our commitment to protecting the health, safety and wellbeing of all persons associated with the Association and all persons in attendance at Association activities

2. PURPOSE

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

3. 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).

When does this policy apply?

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

Private behaviour of members is not included in this policy as the Association cannot be responsible for the behaviour of its members outside our jurisdiction; however, this policy will apply whenever an individual is wearing part of the Association uniform which would identify them as a representative of the Association.

Who does this policy apply to?

All Association members and visitors to our Association.

4. RESPONSIBILITIES

Our Association will:

- Activate and comply with the policy.
- Promote the policy to everyone within our organisation.
- Promote and role model expected standards of behaviours at all times.
- Appoint and support appropriate persons 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 reflect the Association's duty of care to members and visitors.
- Provide this link (<https://www.awcommunityguide.com.au/Directory/cat/42>) to the A/W Community guide which is a joint initiative of the Albury and Wodonga councils. It has a current 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 Association officials with any concern about illegal drug use within the Association.
- Honour our commitment to the health, safety and welfare of all of our members.

5. RESPONDING TO ILLEGAL DRUGS

Privacy

Where possible, the investigation of illegal drug-related concerns or incidents will remain confidential.

- **Hockey Albury Wodonga Inc** will always act with discretion.
- Subject to its right to contact the Police if necessary, the **Hockey Albury Wodonga Inc** will maintain the privacy of those involved as far as possible.
- Association members will be informed about the incident on a need-to-know basis only.

Investigating the concern or incident

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

Once all relevant facts and circumstances are known, the President (or nominated representative) will recommend appropriate approaches and/or disciplinary measures based on the guiding principles outlined in this policy.

Response

When responding to an illegal drug-related concern or incident, the responses by the Association will focus on the safety and welfare of those directly and indirectly involved. All responses will reflect the Association's duty of care to members and visitors.

All illegal drug-related concerns or incidents should be discussed with the Association President (or nominated representative) as soon as possible. The President (or nominated representative) will document the issue using the incident register and investigate the concern/incident further.

If illegal drugs are being distributed or sold on the Association's premises by a member or visitor of any age, the President (or nominated representative) will contact the local police to seek their advice.

If illegal drugs are found within the Association jurisdiction the President (or nominated representative) will contact local police to seek their advice and expertise on how they can be disposed of safely.

Illegal drug use by a member under 18 years

Where the Association identifies that a person under the age of 18 years is involved in illegal drug use they will:

- Inform the individual that the President (or nominated representative) may 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, the visiting Club President will be informed.

6. NON COMPLIANCE WITH POLICY

Our Association 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 Association, 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 Association's jurisdiction, the following will occur:

- Hockey Albury Wodonga 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 Association 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, 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, Hockey Albury Wodonga will inform the visiting club.

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 Association will follow the procedures for handling illegal drugs in its jurisdiction.
- Hockey Albury Wodonga 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 Association 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, if applicable.

Hockey

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- 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, Hockey Albury Wodonga will inform the visiting club.
3. If a member is found **using drugs, or is affected by the use of illegal drugs** under the Association's jurisdiction:
- Hockey Albury Wodonga 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 Association President (or nominated representative) may 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, Hockey Albury Wodonga will inform the visiting club.

7. MANAGING MEDIA


All contact with the media related to a drug-related allegation or incident within its jurisdiction will be managed by the Association's official spokesperson.

8. POLICY REVIEW

This policy will be reviewed annually to ensure it remains relevant to Association operations and reflects both community expectations and legal requirements.

SIGNATURES:

Signed:



Hockey Albury Wodonga Operations Manager

Date:

8 January 2024

Next policy review date is **twelve months from the date above**

ENQUIRIES REGARDING OUR POLICY:

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Visit: www.goodsports.com.au for information regarding the Good Sports program.