



Penguin Football Clubs Illegal Drugs Policy

This policy was approved by the committee of PENGUIN FOOTBALL CLUB at its meeting on 12/09/2017.

Introduction

Penguin 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

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).

This policy should be read and understood in conjunction with the club's code 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 our club's facilities, games, matches, training, events and trips organized by the club.

Private behavior of members is not included in this policy as the club cannot be responsible for the behavior of its members outside our club's 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.
- Promote and role model expected standards of behaviors at all times.
- Appoint and support appropriate persons such as a Welfare Officer 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 will reflect the club's duty of care to members and visitors.
- Review this policy every year.
- Educate members on illegal drugs.
- Have a 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 behaviors at all times.
- Be responsible and accountable for their behavior.
- Alert club officials or the Welfare Officer with any concern about illegal drug use within the club.
- Honor our commitment to the health, safety and welfare of all of our members.

Responding to illegal drugs

Privacy

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

The Privacy Policy of the Penguin football Club is as follows:

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

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.

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 for them.

If illegal drugs are being distributed or sold on our club's premises by a member or visitor of any age, the Welfare Officer or President will contact the local police to seek their advice.

If illegal drugs are found within our club's jurisdiction the Welfare Officer or President will contact local police to seek their advice and so they can be disposed of safely.

Illegal drug use by a member under 18 years

Where the club identifies that a person under the age of 18 years is involved in illegal drug use the Penguin Football Club will:

- Inform the individual that a Welfare Officer will 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 in this instance, the Penguin Football Club will inform the visiting club.

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 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 club's jurisdiction, the following will occur:
 - The Penguin Football Club Name 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 club 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 with the club, 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, the Penguin Football Club 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 club will follow the procedures for handling illegal drugs in its jurisdiction.
 - The Penguin Football Club Name 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 club 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 with the club, 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, the Penguin Football Club will inform the visiting club.
3. If a member is found **using drugs, or is affected by the use of illegal drugs** under the club's jurisdiction:
- The Penguin Football Club 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 Welfare Officer will 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, the Penguin Football Club will inform the visiting club.

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.

Policy activated

Signed: 
Club President


Club Secretary

Date: 17/02/2018

Date: 19/2/2018

Next policy review date is 17/02/2022