



ILLEGAL DRUG POLICY

Drugs can alter the way the body and brain works. This policy reflects an understanding and commitment to the duty of care the Club has in providing a safe and healthy environment, free of illegal drugs.

The purpose of this policy is to ensure Club members understand the Club's position regarding illegal drugs and explain how the Club will respond to a drug- related incident within its jurisdiction.

DRUGS AND OUR CLUB

Drugs are substances that can alter a person's mental or physical state. They can affect the way your brain works, how you feel and behave, your understanding of your surroundings and your senses.

Young people can be particularly vulnerable to the effects of drugs, as the brain isn't fully development until the age 25.

DEFINITIONS

- **Club jurisdiction** extends to the Club premises and all activities organised by or for the Club at any location or venue.
- **Club confidant** is the Club President or an appropriate individual nominated to act as delegate.
- **Illegal Drug Use** is the possession, use, distribution or selling of illegal drugs for any purposes.

SCOPE

This policy applies to all members, employees, supporters and visitors of the PFFNC.

Illegal drug use is strictly prohibited on Club premises or at any function or activity organised by the club, and includes those adversely affected by illegal drugs on arrival to the event.

POLICY

In the case of an incident involving an illegal drug, the initial actions and responses will focus on the safety and welfare of those directly and indirectly involved. All responses and actions will reflect the Club's duty of care to members, visitors and all other people.

The Club will investigate all apparent or alleged breaches of this policy and determine a course of action after all relevant facts and circumstances are known. The Club may refer a member who is involved in illegal drug use to a medical or health service for assistance or, if the club deems it necessary in the circumstances, to the Police.

PROCEDURE

The Club is committed to:

- Encouraging and assisting members to realise their full potential within an environment that actively promotes their health, safety and well- being
- Preventing alcohol and other drug related harm to individuals, property and the reputation of the Club
- Ensuring a supportive and inclusive environment for all members
- Providing support to members who wish to address their patterns of alcohol and/or illegal drug use
- Meeting legal requirements in relation to alcohol and illegal drugs



MANAGING ILLEGAL DRUG INCIDENTS

Where a Club member becomes aware that illegal drug use is occurring at the Club or within its jurisdiction, the member should pass on this information to the President and/or Club confidant. Should the need arise, the Club will sanction the individual(s) in line with the Club's rules and policies.

The Club confidant will;

- Speak to the individual(s) in private, expressing concern about their drug use
- Remind the individual(s) of the Club policy and ask for a commitment that it will not happen again
- Offer options for support and referral for counselling or other help
- Leave the door open for further communication with the individual(s) concerned
- Inform the Club President in the event of non-compliance

IF AN INDIVIDUAL(S) IS UNDER THE INFLUENCE OF A LEGAL OR ILLEGAL DRUG AT THE CLUB, THE CLUB WILL:

- Ensure the health and safety of the individual(s), and keep them under supervision at regular intervals
- Call for medical assistance if required
- Arrange safe transport to take them home, unless this involves further risk
- Take control of any remaining drugs in their possession, unless this involves further risk
- If the person becomes violent or aggressive, contact Police to ensure the safety of all
- Inform the Club President and/or the Club confidant as soon as possible

DRUGS FOUND AT THE CLUB OR IN THE POSSESSION OF AN INDIVIDUAL

If illegal drugs are found at the Club or in the possession of an individual, the Club President and/or delegate will be contacted as soon as possible. The club will:

- Take possession of the drug if safe to do so, and place in a clean (preferably "snap lock") plastic bag
- Seal the plastic bag with masking tape to ensure it stays closed
- The finder and/or club president should sign and date the tape/bag. Record details in an incident register. Store in a secure place until collected by police
- Contact local police and request they attend the Club to collect the drugs
- Obtain the signature of attending police for the incident register to show the drugs have been taken into their possession
- Ask the person suspected to be in possession of the drugs to leave the premises immediately (assuming it is safe for them to do so), if they deny possessing drugs or refuse to relinquish possession of the drugs to the Club

SUPPLYING ILLEGAL DRUGS

If it is suspected or known that a member is supplying illegal drugs to other members of the Club, the Club President and/or delegate will;

- Speak to the individual, if safe to do so, to determine if they are supplying illegal drugs to others
- If this is verified, or there is a strong belief this is occurring, the club will contact Crime Stoppers on 1300 333 000
- If it is unable to be verified, the Club will monitor the situation and warn the individual that the matter will be reported to the Police if the Club has continued concerns.



Subject to its right to contact the Police if necessary, the Club will maintain the privacy of those involved where possible, acting with discretion where confidentiality cannot be guaranteed. Club personnel should only be informed on a need to know basis.

RREPORTING REQUIREMENTS

- **Under 18 years:** The Club will contact the parents or guardian of a minor where apparent or suspected illegal drug use has occurred (unless by doing so it will place the safety of the individual at risk of greater harm)
- **If the member is aged over 18 years:** The Club will determine each case on its merits and decide whether contacting parents or guardian is in the best interests of the individual.
- **Contacting police:** If the Club is aware that a member is supplying illegal drugs to other members, they will notify Crime Stoppers of this activity. In the case of apparent or alleged illegal drug use, the Club may report a person to, or seek the advice of the Police.

MEDICAL EMERGENCY

The Club understands that medical assistance may be required if a person has been using drugs.

MEDIA

- The Club will designate a representative to communicate with the media on behalf of the Club should the need arise. No other member of the club will communicate with the media on this issue, unless specifically requested by the Club President.
- The Club may seek advice from the League/Association prior to communicating with the media

NON-COMPLIANCE

All Club committee members will enforce the illegal drug policy and any non-compliance will be handled according to the following process:

- The President will be informed of the breach of policy
- The individual(s) concerned will be reminded of the Club policy
- Issue a warning of future sanctions for continued non-compliance

The President and/or delegate will use their discretion as to the action taken for non-compliance, based on:

- Whether it involved use or supply
- Whether the use or supply takes place within the Club's jurisdiction or in private
- Age of the persons involved. In general, and depending on any other rules of the Club, should an individual(s) continue non-compliance with this policy, the following will occur;
- Suspension for a designated time period
- Expulsion from the Club

POLICY REVIEW

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

Reference: 'Drugs and sports clubs', Good Sports, <https://goodsports.com.au/drugs/>