



CAIRNS SAINTS FOOTBALL AND NETBALL CLUB DRUGS AND ALCOHOL POLICY

Purpose

The Cairns Saints Australian Football and Netball Club aims to provide a safe and supportive sporting culture that protects people against a range of health-related risks, including the misuse of alcohol and the use of illegal drugs.

Our 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 club expects that alcohol be consumed in a responsible manner, within the club premises and at venues where individuals are involved in club related activities, or where individuals are representing the club. The staff and volunteers of the club are fully supported by the Committee in implementing responsible alcohol consumption policies and regulations.

Players, members and staff found in breach of the above expectations and requirements will be asked to attend before an appropriate committee as detailed in the policy below.

Alcohol

The Cairns Saints Australian Football and Netball Club accepts 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 Cairns Saints Australian Football and Netball Club possess 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 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 club as a good citizen and also ensuring a healthy and safe social culture in relation to the consumption of alcohol, is of the highest priority. Under Queensland 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 club to raise income and continue to exist.

The 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 clubrooms and oval. In relation to the club alcohol policy the following conditions apply:

1. 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 clubhouse boundaries).
2. Zero tolerance policy applies to the serving or supply of alcohol to any person(s) under 18 years of age.
3. 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.
4. At any other time or place where a 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 Cairns Saints the consequences contained in this policy will apply.

Junior Match Day Policy

The Cairns Saints Australian Football and Netball Club recognise that junior games played at the club either on a designated Junior match day or prior to a senior match are to be alcohol free whereby all members,

officials, players, supporters and club visitors must at all times, refrain from consuming alcohol or being in possession of alcohol at the ground for the duration of the games.

Where a senior club game occurs immediately after a junior game, all members, officials, players, supporters and club visitors must at all times, refrain from consuming alcohol or being in possession of alcohol until after the final hooter of the Junior game has sounded.

Players, members and staff found in breach of the above expectations and requirements relating to the Cairns Saints Juniors will be asked to attend before an appropriate committee as detailed in the policy below.

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 Club Committee.

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

1. Club President
2. A member of the Committee
3. A player representative as appointed by the Committee
4. A member of the Football Operations Department as appointed by the Committee (eg; Coach)

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 and younger

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 counselling 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 club.

Drugs

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 Cairns Saints, 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 our club - members, players, officials and supporters, is of the highest priority. This policy is aligned with the State and Commonwealth Statutes, in particular the Drugs Misuse Act 1986 (QLD), which cover all forms of unlawful drug activity.

The intention of the Cairns Saints is 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 Cairns Saints 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 club member, player, official or supporter may possess, use, or supply an illegal drug:

1. Within the vicinity of the club rooms.
2. Anywhere in the grounds or extremities of the clubhouse.
3. Inside any clubhouse, immediately outside any clubhouse, car park or anywhere within the boundaries of any particular reserve where players are training or playing.
4. At any other time or place where a 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 Cairns Saints Australian Football and Netball Club.

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 Committee.

Relevant circumstances

When responding to issues involving the use, possession or supply of unlawful drugs the Disciplinary Committee may take into account the following circumstances:

1. Whether there is any immediate medical risk to any person
2. Whether the matter involves the use of an unlawful drug or the supply of an unlawful drug
3. Where the use or supply of the unlawful drug takes place or is alleged to have taken place
4. The age of the persons involved or alleged to be involved
5. Relevant privacy issues
6. 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.

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 and younger

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 counselling 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 counselling and/or drug education has been completed.

Sanctions

The following sanctions apply for any member, player, official or supporter found to be in breach of the drug policy.

Supply

It is the policy of the club that any allegation of the supply of an illegal drug by a member, player, official and/or supporter to another will immediately be reported to the Queensland 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 Disciplinary 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 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 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 Committee, 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:

1. First time – warning and reminder of club policy on drug use
2. Second time – suspension for a designated time
3. Third time – expulsion

Despite the above the 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 Disciplinary Committee can, at its discretion and at any time, refer any suspected unlawful drug activity directly to the Queensland 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 Queensland 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 club until such time as they do appear before the Disciplinary Committee and the matter is determined.

Date of policy: 19th of September 2016

Review date: 19th of September 2017



Cairns Saints Australian Football Club Inc