

## **Introduction**

The Jets is committed to the wellbeing of its Members and to ensuring the safety of Members to enable them to participate in Club activities in a manner which does not jeopardise their own safety or the safety and wellbeing of others.

Inappropriate behaviour by Members at Club Events from the use and or abuse of Alcohol and other Drugs may adversely impact their health and the reputation of the Club as well as increasing the likelihood of OHS risks and incidents.

This Policy provides the Board and Members with guidance in relation to the risks associated with the use and abuse of Alcohol or Other Drugs and establishes a framework to deal with inappropriate behaviour by Members in this context.

This Policy comes into effect at the commencement of the Member with the Club and will be agreed upon in their Player Agreement and as part of their Registration and will continue unless otherwise notified or terminated by the Club. It may also take into consideration any changes to the law where applicable. Any questions, comments or concerns about the contents of this Policy should be directed to the Board.

Members are required to fully understand and comply with this Policy while on Club related duties or at any time while representing the Club. Members have a responsibility to inform the Board if they believe that this Policy is not being followed. Bystanders by their inaction to report or correct others not complying with this policy are complicit and will be deemed in breach of this policy.



## **Definitions**

‘the Act’ – means the Work Health and Safety Act 2011 (ACT)

Bystanders – means any individual witnessing, supporting or taken no action to cease discriminating or illegal activities from occurring.

‘Club’ means the Gungahlin Jets Australian Football and Netball Club

‘Club Events’ means any club function, meetings, trainings, games or any other event where the Club may be identified, including End of Season and other social gatherings that have not been formally approved by the Social Committee.

‘Jets Leadership’ includes Coaches, Board and Committee members or the Player Leadership Group.

‘Members’ means any person who is officially affiliated with the Club, including players, sponsors, volunteers, parents, managers, coaches and Board and Committee members.

‘Other Drugs’ means legal drugs (such as prescription or over the counter) that are not being used for the purpose they were intended AND any illegal, synthetic or prohibited substance in accordance with the *Criminal Code Act 1995*.

## **Responsibilities**



Under this Policy, the Jets Leadership have a responsibility to ensure the health and safety of Members by, as far as reasonably practical:

- taking action to manage inappropriate behaviour where they genuinely believe a Member is affected by Alcohol or Other Drugs at Events.
- identifying and managing deteriorating behaviour which may be attributed to the misuse or abuse of Alcohol or Other Drugs;
- providing assistance and support to Members who are seeking or participating in treatment or rehabilitation for misuse or abuse of Alcohol or Other Drug;
- providing assistance and support to Members who report individuals contravening this policy.
- maintaining strict privacy and confidentiality in dealing with information and discussing behaviour with a Member who misuses Alcohol or Other Drugs or otherwise makes a disclosure under this Policy;
- encouraging Members to comply with this Policy; and
- promoting the responsible use of Alcohol or Other Drugs by Members.

### **Members**

Under this Policy, Members have a responsibility to ensure Clubs Events are a healthy and safe environment to attend by:

- ensuring the safety of themselves and others by behaving in a safe manner and ensuring they do not render themselves unfit or incapable of maintaining the Clubs values due to the misuse of Alcohol or Other Drugs;
- making appropriate arrangements where their behaviour or conduct may be impaired by Alcohol or Other Drugs and must not attend Club Events until they are fully effective;
- ensuring when representing the Club at Club Events where alcohol is served, they do not consume alcohol beyond reasonable limits and that they demonstrate appropriate behaviour; seeking assistance from a medical



practitioner or external provider if there is a pattern of alcohol or substance abuse;

- informing the Jets Leadership within a reasonable time if they are undertaking medical treatment using a prescription drug which may adversely affect their conduct, their safety or the safety of others or would otherwise limit their ability to comply with this Policy;
- not encouraging others at Clubs Events to behave in a manner inconsistent with this Policy or would otherwise bring, or have the potential to bring, the Club into disrepute; and
- informing the Jets leadership, confidentially and without making presumptions, within a reasonable time if they have concerns regarding another Member who may be in breach of this Policy.

### **Sanctions for Non-Compliance**

Members who fail to comply with this Policy due to their conduct will have their conduct addressed by the Gungahlin Jets Leadership team exercising their absolute discretion.

### Managing Inappropriate Behaviour

All Members have a responsibility to take action where they suspect another Member is adversely affected by Alcohol or Other Drugs at Club Events. Care should be exercised as some prescribed medications may cause symptoms resembling intoxication and the Jets Leadership should be sensitive to this. Where it is reasonably suspected that a Member is intoxicated or adversely affected by Alcohol and Other Drugs and they are disruptive or pose a risk to their own or the safety of others, the Jets Leadership should deal with the situation immediately. The following steps should be observed by the Jets Leadership as a guide when dealing with an incident of this nature:



- advise the Member that they are not to remain at the premises or Club Event due to the possibility of them becoming a risk to health and safety; call for medical assistance if required;
- where feasible, contact the Member's emergency contact to arrange safe transport home. The Jets Leadership and Members are not permitted to transport ill or injured Members home.
- If a Member refuses to leave the premises, encourage them to do so. If this is not effective, escalate the issues to a more senior executive member for assistance.
- In exceptional circumstances, if the Member becomes violent or threatening, it may be necessary to request police assistance in removing the Member.
- While waiting to be transported from the premises the Member should be removed to avoid further disruption or risk to others. The Member must be accompanied at all times until they are within the care of their emergency contact or medical professional.
- The Jets Leadership should discuss the incident and any repercussions with the Member as soon as possible, and document the conversation for both the Jets Leadership and the Member. The Leadership should also provide the Member with support and information about treatment and counselling at this time.
- Where the Jets leadership considers this Policy or the Club values may have been breached by the Member, formal action should be taken, including but not limited to the imposition of a sanction under this Policy.

#### Managing Deteriorating Behaviour

The Jets Leadership have a responsibility to address deteriorating behaviour due to misuse or abuse of Alcohol or Other Drugs immediately. Behavioural issues should be discussed with the Member giving them the opportunity to respond and to provide



information about contributing factors. If a Member discloses that they misuse or abuse Alcohol or Other Drugs, the Jets Leadership should provide support by suggesting the Member seek the assistance of an external service provider, or their medical practitioner. A strategy to improve behaviour should be discussed and agreed. The Jets leadership should also bear in mind that alcoholism or substance abuse is an illness and members are entitled to the same consideration and treatment that would be accorded to any other illness. Reasonable efforts should be made to assist a Member with Alcohol or Other Drug abuse. However, where the Member does not accept that their behaviour has been adversely affected or their behaviour continues to deteriorate, the behaviour issues should be dealt with through a formal process. The Jets leadership may be required to manage a Member who is undertaking medical treatment using a prescription drug that may adversely affect their behaviour, their safety or the safety of others. In this situation, the Jets Leadership should consider any medical advice the Member presents before discussing whether there is a requirement for appropriate strategies.

### **Privacy and Confidentiality**

A Member's privacy must be protected by strict confidentiality. Discussions with a Member regarding their misuse and/or abuse of Alcohol or Other Drugs, and behaviour must be carried out in private and any information the Jets Leadership receives in the course of these discussions must remain confidential, or as otherwise consented to by the Member.

Formal documentation should address behavioural issues only and should not detail the Member's personal issues or treatment being undertaken. Where it is necessary to refer to their circumstances in the context of modifying behaviour expectations, reference may be made to their condition as an illness and appropriate treatment being undertaken for that illness. Records of conversations regarding the Member's condition should be kept separately in strict confidence.



The information must be maintained and only used and disclosed in accordance with the *Privacy Act* 1988 and Australian Privacy Principles. Personal Information includes any medical or health information that the Jets may hold on behalf of the Member.

If the Jets Leadership feel as though any formal counselling session is required, the player will be allowed to request to have a support person present. If the player is under 18 years of age, then it may be directed that the support person present is required to be either a Parent or Guardian of that player.

### **Consequences of Actions**

Following the immediate actions of addressing a Member that is intoxicated or affected by Alcohol or Other Drugs, the Jets Leadership will enforce sanctions at their absolute discretion. For guidance only, sanctions may include, but are not limited to:

- players being deemed ineligible for game selection;
- a direction to participate in Club volunteering activities;
- a direction to participate in a compulsory session with counsellor or similar medical practitioner at the players expense before being eligible for game selection; and/or
- expulsion from the Club. For the avoidance of doubt, the Jets Leadership reserve the right to use their discretion when enforcing sanctions following the misuse and/or abuse of Alcohol or Other Drugs. This also applies to sanctions for non-playing members of the Jets. By expulsion, the Jets Leadership will advise the administering body of its actions for notification to other Clubs.



### **Review of Decisions or Actions**

A Member who is dissatisfied with a decision made or an action taken under this Policy in relation to their conduct may seek a review of the decision (the Reviewable Decision). Any notice of review must be made in writing and provided to the next level of Jets Leadership within 7 days of the Reviewable Decision being handed down. Any review under this clause will be undertaken by the Club president and a final decision will be made subject to the Board Chair exercising his or her complete discretion (the Final Decision). The Final Decision is final and is not subject to any further review under this Policy.





**Registration Attachment**

Drug and Alcohol Policy – Player Acceptance

I \_\_\_\_\_ acknowledge that I have read and understood the Jets Drug and Alcohol Policy including the potential sanctions for breach set out in Section 6 of the Policy. I also understand that signing this is part of my Player Agreement with the Jets and has been explained to me in discussions with my Coach at the time of signing.

Gungahlin Jets Drug and Alcohol Policy

The Gungahlin Jets Football Club (Jets) is committed to the wellbeing of its Members and to enabling Members to participate in Club activities in a manner which does not jeopardise their own safety or the safety of others.

Inappropriate behaviour by Members at Club Events from the use and/or abuse of Alcohol or Other Drugs may have a negative influence of Member health and the reputation of the Club as well as increasing the likelihood of OHS risks and incidents.

By registering with the Jets and signing this document, I agree to abide by the Jets Drug and Alcohol Policy

Date: \_\_\_\_\_

Name: \_\_\_\_\_

Signature: \_\_\_\_\_



# GUNGAHLIN JETS AFNC | DRUG AND ALCOHOL POLICY



Signature of Guardian

(If Under 18): \_\_\_\_\_

Name and Signature of Coach: \_\_\_\_\_

