

This policy was approved by the committee of Southern Tigers Basketball Association at its meeting on 1/07/2019.

INTRODUCTION

Southern Tigers Basketball Association 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 well-being 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 that club committee and club members understand the club's position regarding illegal drugs and how it will respond to drug-related incidents 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 the 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 to 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 organised by the club.

Private behaviour of members is not included in this policy as the club cannot be responsible for the behaviour 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 policies to everyone within our club.
- Promote and role model expected standards of behaviours at all times.
- Appoint and support appropriate persons such as a club official to lead the initial response, investigation and action for all illegal drug-related incidents.
- Respond to breaches of this policy discreetly and 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 behaviours at all times.
- Be responsible and accountable for their behaviour.
- Alert club officials or the club official with any concern of illegal drug use within the club.
- Honour our commitment to the health, safety and welfare of all of our members.

RESPONDING TO ILLEGAL DRUGS

a. 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 Southern Tigers Basketball Association is as follows:

- The Southern Tigers Basketball Association will always act with discretion.
- Subject to its right to contact the Police if necessary, the Southern Tigers Basketball Association 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.

b. INVESTIGATING THE CONCERN OR INCIDENT

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

Once all relevant facts and circumstances are known, the club official will recommend appropriate approaches and/or disciplinary measures to the club committee based on the guiding principles outlined in this policy.

c. 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 on the club's duty of care to members and visitors.

All illegal drug related concerns or incidents should be discussed with a club official as soon as possible. The club official will document the issue using the incident register and investigate the concern/incident further.

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

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

d. ILLEGAL DRUG USE BY A MEMBER UNDER 18 YEARS

Where the club identifies that a Club under the age of 18 years is involved in illegal drug use the Southern Tigers Basketball Association will:

- Inform the individual that the club official 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 Southern Tigers Basketball Association 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 illegal drugs and/or the supply of an illegal drug to other people.

a. EXAMPLES OF BREACHES OF POLICY

1. If a member **sells or distributes illegal drugs** in the club's jurisdiction, the following will occur:
 - o The Southern Tigers Basketball Association will contact local police to seek advice.
 - o Consequences for the individual(s) will depend on the circumstances or severity.
 - o Where applicable, the individual(s) may be referred to local Health Service provider.
 - o The club will appoint a senior person to act as a mentor to suspended individual(s) for a nominated period of time to assist them to reintegrate within the club, if applicable.

- If the individual(s) concerned is 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 Southern Tigers Basketball Association 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 landing illegal drugs in its jurisdiction.
 - The Southern Tigers Basketball Association 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 local Health Service provider.
 - The club will appoint a senior person to act as a mentor to suspended individual(s) for a nominated period of time to assist them to reintegrate within the club, if applicable.
 - If the individual(s) concerned is 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 Southern Tigers Basketball Association 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 Southern Tigers Basketball Association would ensure the safety and wellbeing of the individual is the first priority.
 - Seek out medical assistance, if required.
 - If the individual(s) concerned is 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 the individual is safely transported to their home.
 - When the individual's health has returned to a normal state, the Club official will investigate and take appropriate action.
 - Where applicable, the individual(s) may be referred to local Health Service provider.
 - In the case of a visitor, the Southern Tigers Basketball Association 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
Date: 8/7/19

Signed: _____
Club Secretary
Date: 5/7/19

Next policy review date is **August 2019**

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