

Illicit Drugs Policy

Australian National University Australian Football Club (ANUAFC)

This policy was approved by the ANUAFC Board at its meeting on 9 May 2019.

1. Introduction

ANUAFC does not allow the use, distribution or selling of illicit drugs by any staff, committee member, club member or visitor within our club's jurisdiction and premises.

All members of the ANUAFC also have a responsibility to ensure that they take reasonable care to protect their own health and safety and that of others whilst in our club's jurisdiction and premises by not being affected by alcohol or drugs to the extent that it impacts on their own or another person's recreational enjoyment or safety.

The effects of intoxication and the regular use of or dependence on alcohol or drugs are associated with impaired judgement and skills, reduced concentration, erratic behavior, aggression and violence, absenteeism and increased accidents. These behaviors and activities may seriously affect member safety and the ethical standards within the club.

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.

2. Purpose of this policy

The purpose of this policy is to educate the club's committee, members and visitors to ensure they understand the club's position regarding illicit drugs and how it will respond to any drug-related incident within its jurisdiction and premises.

3. Extent of this policy

3.1 What is an illicit drug?

An illicit drug is 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 definition).

This policy should be read and understood in conjunction with the AFL NSW/ACT Regulations and League By-Laws.

3.2 When does this policy apply?

This policy applies whenever the individual is taking part in activities within the club's jurisdiction and during the official event time. These activities include training, games, match day award sessions (6.00-8.30PM), Presentation night, 4Ps.

Private behaviour of members is not included in this policy as the club cannot be responsible for the behaviour of its members outside club sanctioned activities.

However, this policy will also apply whenever an individual is wearing a part of the official club uniform which would identify them as being a representative of the club.

3.3 Who does this policy apply to?

All committee members, club members and visitors to ANUAFC.

4. Responsibilities

Our club will:

- Activate and comply with the policy.
- Promote the policy to everyone associated with our club.
- Promote and role model expected standards of behaviours at all times.
- Appoint and support appropriate persons to lead the initial response, investigation and action for all illicit 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 reflect the club's duty of care to members and visitors.
- Review this policy annually.
- Educate members on illicit 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.

Our club members 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 of any concern about illicit drug use within the club.
- Honour the club's commitment to the health, safety and welfare of all of our members.

5. Responding to illicit drugs

5.1 Privacy

When responding to an illicit drug-related concern or incident; the club will:

- Always act with discretion;
- Subject to its right to contact the Police if necessary, maintain the privacy of those involved as far as possible;
- Inform club members the incident on a need-to-know basis only; and
- Focus on the safety and wellbeing of individuals.

5.2 Investigating the concern or incident

The Board executive, and where appropriate, in conjunction with the relevant senior coach, will investigate all illicit drug-related concerns or incidents in a timely and discreet manner.

Once all relevant facts and circumstances are known, the Board Executive, under the direction of the President, will recommend appropriate approaches, education and/or disciplinary measures to the club committee based on the guiding principles outlined in this policy.

5.3 Response

When responding to an illicit drug-related concern or incident, the response by the 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 illicit drug-related concerns or incidents should be discussed with the President as soon as possible. The President will document the issue using the incident register and investigate the concern/incident further. In the event that the President is not available, another club official may be delegated as a substitute for them.

In considering the response, the incident should be assessed against Section 6: Non-compliance with policy and, if appropriate, an official first warning for breach of policy shall be issued. The individual(s) may be advised to seek support from a local health service or provider.

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

If illicit drugs are found within the club's jurisdiction the President will contact local police to seek their advice and expertise on how they can be disposed of safely.

5.4 Illicit drug use by a member under 18 years

Where the club identifies that a person under the age of 18 years is involved in illicit drug use the ANUAFC will:

- Inform the individual that the Board Executive, under the direction of the President, may 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, the ANUAFC will inform the visiting club.
- Remind all players and members under 18 years of the club's illicit drug policy and code of conduct and that parents will be informed if the club is aware or strongly believes that their child is using or is involved with illicit drugs.

6. Non-compliance with 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 illicit drug and/or the supply of an illicit drug to other people.
- Take into account any police investigation and/or criminal conviction.

7. Examples of responses to breaches of policy

7.1 If a member sells or distributes illicit drugs in the club's jurisdiction

- The ANUAFC may contact the local police to seek their advice.
- The club's incident report is to be completed and lodged with AFL Canberra.
- Consequences, including suspension or expulsion, for the individual(s) will depend on the circumstances and the severity of the incident.
- An official warning letter will be sent to the individual(s) which advises of the penalty and that a second breach will result in expulsion.
- 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 the individual(s) concerned is/are under 18, their parent or guardian will be informed immediately of the incident and of the possible consequences, unless informing the parent or guardian would put the individual at risk of greater harm.

- In the case of a visitor, the ANUAFC will inform the visiting club officials.

7.2 If a member is found in possession of an illicit drug

- The individual(s) will be asked to hand-over the substance and the club will follow the procedures for handling illicit drugs as advised by the local police.
- The ANUAFC may contact the local police to seek their advice.
- The club's incident report is to be completed and lodged with AFL Canberra.
- Consequences for the individual(s) will depend on the circumstances and the severity of the incident.
- 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 the individual(s) concerned is/are under 18, their parent or guardian will be informed immediately of the incident and of the possible consequences, unless informing the parent or guardian would put the individual at risk of greater harm.
- In the case of a visitor, the ANUAFC will inform the visiting club officials.

7.3 If a member is found using drugs/affected by the use of illicit drugs

- 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 will be informed immediately of the incident and of the possible consequences, unless informing the parent or guardian would put the individual at risk of greater harm.
- Ensure individual is safely transported to their home.
- Once the individual's health has returned to a normal state, the Board Executive, and where appropriate in conjunction with the relevant senior coach, may investigate.
- Consequences for the individual(s) will depend on the circumstances and the severity of the incident.
- 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.
- Where applicable, the individual(s) may be referred to a local health service provider.
- In the case of a visitor, the ANUAFC will inform the visiting club officials.

8. Managing media

All contact with the media related to a drug-related allegation or incident within the club's jurisdiction or premises will be managed by the club's official spokesperson ensuring that:

- Individual's names and details specific to the incident are not be discussed
- No admissions of guilt are to be discussed.

9. Policy activated

Approved: 2019 ANUAFC Board

Date: 9 May 2019

Next policy review date is February 2020.



Incident Report Form

All documentation and storage of information must be consistent with the club's privacy policy. A copy of this form must also be forwarded to AFL Canberra.

RECORD OF INCIDENT	
PERSON MANAGING CONCERN/ ALLEGATION	Name:
	Role in Club:
	Date Record Made:
PERSON WHO RAISED CONCERN/ ALLEGATION OR WITNESSED INCIDENT	Name:
	Phone:
	Email:
	Role in Club:
	Date concern made:
PERSON WHO THE CONCERN/ ALLEGATION REFERS TO	Name: Under 18 <input type="checkbox"/> Over 18 <input type="checkbox"/>
	Phone:
	Email:
	Role in Club:
DETAILS OF THE CONCERN/ ALLEGED INCIDENT	Date:
	Location:
	Details:
INITIAL ACTIONS TAKEN	Date:
	Details:
INVESTIGATIVE STEPS TAKEN	Date:
	Details:
OUTCOME	Date:
	Details:



ADVICE AND SUPPORT CONTACT INFORMATION

National

National Alcohol and other Drugs hotline: 1800 250 015

Hotline will automatically connect you to the Alcohol and Drug Information Service operating in your state/territory.

Drug Info Line: 1300 85 85 84

Kids Help Line: 1800 551 800

7 days a week for children and young people aged 5-25

DrugInfo: 1300 85 85 84

Provides confidential, non-judgemental telephone and email information and referral service for anyone seeking help for their own or another person's alcohol or drug use.

Counselling ONLINE: 1800 888 236

Fee online alcohol and drug counselling service with email support for alcohol and other drug users and others affected by alcohol and drug use in the community. www.counsellingonline.org.au

ACT phone: 6207 9977

NSW phone: 1800 422 599

Salvation Army: 13 72 58

Provides a range of abstinence-based recovery, withdrawal management, long-term residential treatment and non-residential community-based support programs offered nationally.

Lifeline: 13 11 14

Family Drug Support: 1300 368 186; 4782 9222

National service for families dealing with drug and alcohol. FDS provides a toll free, 24-hour national telephone support line, as well as support groups, education programs, counselling and bereavement services for families.

ACT

ACT Headspace: 6201 5343

Free or low cost, confidential and non-judgemental service where people from 12 to 25 years old can access qualified youth mental health professionals, offering a range of support for young people who are experiencing a tough time or are worried about their drug and alcohol use, mental, physical or sexual wellbeing.

ACT Location: 170 Haydon Drive, Level B, Bruce. AS OF DECEMBER 2018: 1 Torrens Street, Braddon

ACT Health Directorates' Alcohol and Other Drugs Services: 6207 9977

24 hour Helpline is staffed by professional workers and provides:

- information on alcohol and other drug and associated issues
- advice on assisting and managing people who may have alcohol and other drug issues
- support to people affected directly or indirectly by alcohol and drug use
- advice and information to general practitioners, other health professionals, and business and community groups.

Locations:

- Alcohol and Drug Services, Canberra Hospital
- Belconnen Community Health Centre, 56 Lathlain St, Belconnen
- City Community Health Centre, 1 Moore St, Canberra
- Gungahlin Community Health Centre, 57 Ernest Cavanagh St, Gungahlin
- Tuggeranong Community Health Centre, Anketell St &, Pitman St, Greenway

Canberra Alliance for Harm Minimisation & Advocacy (CAHMA): 6279 1670

Peer based group employing workers who have a first-hand knowledge and understanding of the issues encountered by people who use drugs. Services include peer support, education, representation and advocacy.

Location: 15 NorthPoint Plaza, Chandler Street, Belconnen

CatholicCare Canberra & Goulburn: 02 6163 7600

Provides a professional, non-judgmental service following a harm minimisation approach.

- AOD Support Connections – is an outreach case management program that works in partnership with anyone over 16 who want to stop or reduce their use of alcohol and other drugs.
- Sobering Up Shelter - referrals can be made by individuals, friends, family members, ACT Policing, and the ACT Ambulance by contacting 6163 3711 or 0406 377 623

Location: 57 Hicks Street Red Hill

Directions Health Services: 6132 4800

Provides treatment and support to people and concerned others impacted by alcohol, drugs and other addictions. Programs can be tailored to suit the individual and are backed by the latest health and social research. The focus is on reducing or limiting the harms caused by alcohol, drugs or other addictions and improving personal and public health through providing information and education, free sterile injecting equipment, practical health interventions, counselling, referral, support and detoxification and rehabilitation services.

- Office Location: Level 6, Cosmopolitan Centre, 21 Bowes Street, Woden Square, Woden
- Arcadia House Detox, Mary Potter Circuit, Bruce
- Althea Wellness Centre

Karralika: 6185 1300 or 1800 152 772

Provides a range of therapeutic, alternative, residential, halfway, supportive and outreach services for people who use alcohol and other drugs. Support also available for the families and carers of people who use drugs. Diversion programs provided for drivers with a drink driving offence. Self-referral possible.

Location: Head Office, Ground Floor 2 Napier Close, Deakin

Ted Noffs Foundation: 1800 151 045; 6123 2409

Treatment of young people with drug and alcohol problems and in particular those with comorbid mental health issues with a primary focus on socially disadvantaged and disconnected young people, those from the Indigenous community and those from culturally and linguistically diverse backgrounds.

Toora: 6241 7233

Toora AOD Services deliver trauma-informed alcohol and other drug treatment for women in the ACT and surrounding areas.

Winnunga Nimmityjah Aboriginal Health Service: 6284 6222

Provides medical and specialised clinical care for opiate, amphetamine and benzodiazepine users within the Aboriginal community in the ACT. Access to health promotion activities, research outcomes and "no more boondah" (smoking) groups.

Location: 63 Boolimba Crescent, Narrabundah

ACT Police: 6256 7777 or 131 444



- Suspicious drug-related activity: call Crime Stoppers on 1800 333 000 - these calls can be made anonymously.
- If you find illicit drugs: call Police Assistance Line on 131 444 who will arrange for police to attend and collect the drugs. You should not touch or move the drugs.

Locations:

- Belconnen Police Station, Cnr Benjamin Way and Market Street, Belconnen
- City Police Station, 16/18 London Circuit, Canberra city
- Gungahlin Joint Emergency Service Centre, Cnr Gozzard Street and Anthony Rolfe Street, Gungahlin
- Tuggeranong Police Station, Cnr Soward Way and Anketell Street, Greenway, Tuggeranong
- Woden Police Station, Cnr Callam and Wilbow St, Phillip

NSW (local)

Alcohol and Drug Information Service (ADIS) NSW: 1800 250 015

A confidential 24 hours a day, 7 days a week telephone information, education, crisis counselling and referral service.

Counselling Online

Free online alcohol and drug counselling service with email support for alcohol and other drug users and others affected by alcohol and drug use in the community.

www.counsellingonline.org.au

Directions Health Services - Pathways Program

Treatment and Support Services for people impacted by methamphetamine (Ice) and other drug use. The Pathway program is a partnership between Directions and Ted Noffs and is open to people of all ages and is based on harm minimisation. Services are provided in a non-judgemental and respectful manner.

- Goulburn Region: 23-25 Montague Street, Goulburn – 4855 0559
- Monaro Region: 31 Massie Street, Cooma - 6453 4433

Killard Centre Crossroads Methadone Clinic: 6299 1725

Location: 103 Crawford St, Queanbeyan

Queanbeyan Headspace: 6298 0300

Free or low cost, confidential and non-judgemental service where people from 12 to 25 years old can access qualified youth mental health professionals, offering a range of support for young people who are experiencing a tough time or are worried about their drug and alcohol use, mental, physical or sexual wellbeing.

QBN Location: 98 Monaro Street, Queanbeyan

Queanbeyan Police: 6298 0599 or 131 444

- Suspicious drug-related activity: call Crime Stoppers on 1800 333 000
- If you find illicit drugs: call Police Assistance Line on 131 444 who will arrange for police to attend and collect the drugs. You should not touch or move the drugs.

Location: 8 Farrer Pl, Queanbeyan

Your Room website

The Your Room website is the primary drug and alcohol information and resource website for NSW Health. A suite of web-based and printed factsheets are available and provide information on the effects and harms associated with alcohol and other drug use and how to get help.

Visit: www.yourroom.com.au