

Fairhaven SLSC: Illicit Drugs Policy

18th November 2017



Club Overarching Policy Statement

Fairhaven Surf Lifesaving Club does not allow **the use, distribution or sale** of illicit drugs at the club venue, club functions, or any club activities. Further to this, the Committee prohibits arrival at the club venue, functions or any club activities of any individual(s) under the influence of illicit drugs. This extends to any activities outside the club where members are wearing club attire. This policy reflects our club's commitment to protecting the health, safety and wellbeing of everyone associated with the club and those attending club activities as well as the club's reputation. Where there is a breach of this policy our club will seek support for individuals whilst also applying the appropriate disciplinary measures as attached.

Purpose of this policy

The purpose of this policy is to ensure the Club Committee, members and visitors understand the position regarding illicit drugs and how the Committee will respond to drug-related incidents within its jurisdiction.

Definition of this policy

What is an illicit drug?

A substance that is not permitted to be taken or used according to state and national laws.

When does this policy apply?

This policy applies in all areas under our club's jurisdiction including activities at the club facilities, including clubrooms, bunkhouse, gym/training facilities, functions and activities organised or sanctioned by our Club at alternative venues e.g. carnivals, social functions both locally, interstate and internationally.

Responsibilities

Our Club Committee will:

- Abide by policy and promote it as widely as possible.
- Role models for the expected standards of behaviours at all times.
- Appoint appropriate people to provide referral for members where needed.
- Respond to violations of this policy discreetly and in a timely manner.
- Investigate breaches of this policy and determine a course of action as per club procedures.
- Recruit support where the law has been broken and/or welfare professionals are needed.

Individuals will be expected to:

- Abide by the policy.
- Exhibit role model behaviours consistent with this policy and the Codes of Conduct
- Be encouraged to raise concerns about their own, or another club member's/visitors, illicit drug use with the Wellbeing Officer
- Honour our Club's commitment to the health, safety and welfare of all its members.
- ***Say Something if they see something.***



COMMITTEE CLUB PROCEDURES

Responding to Illicit Drugs

When responding to an illicit drug-related concern or incident

- The initial actions and responses by our club personnel will focus on the safety, welfare and duty of care of those directly and indirectly involved.
- Relevant support services can be contacted to support individuals and guide club actions.

Concern about Illicit drug use by people under 18 years

Where club personnel identify (or strongly believe) that a person under the age of 18 years is involved in illicit drug use, they will refer to the Wellbeing Team / Personnel who will:

1. Inform the individual of the concerns and plans to notify parents
2. Raise concerns with parent/s or guardian/s (Where it's safe to do so)
3. Inform the person of the role that the Wellbeing Team perform and how they can assist
4. Contact support services for referral information and/or advice.

Concern about Illicit drug use by people 18 years and over

Where club personnel identify (or strongly believe) that a person aged 18 years or over is involved in illicit drug use, they will refer to the Wellbeing Team / Personnel who will:

1. Inform the individual of the concerns
2. Inform the person of the role that the Wellbeing Team perform and how they can assist
3. Contact support services for referral information and/or advice.

Initial Responses to an Allegation

Any person who has an allegation regarding sale or supply of illicit drugs within the club is encouraged to take their concern to the Wellbeing Team and/or Club President and then on to the police.

All members of the Club Committee and or Wellbeing Team will make direct reports to the police when they have witnessed first-hand sale or supply of illicit drugs at the club or club-related activities.

Any person who has concerns about a member's welfare related to substance use is encouraged to bring those concerns to the club Wellbeing Team / Officer in confidence.

Affected or Using Drugs at the Club or Club Activity

If a Club member or visitor within our Club's jurisdiction appears to be affected by an illicit drug or is caught using, the initial response by Club personnel will be to focus on the safety and welfare of those directly and indirectly involved.

This may include:

- Identifying any potential or perceived risks
- Speaking with the individual's peers to collect more information
- Deciding whether medical support is required
- Organising safe transport or
- Contacting Victoria Police.

Where the visitor is a guest of a member, it is the member's responsibility to endorse the clubs policy.

Where the visitor is a member of another club, they will be referred to their clubs representative.

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Once the risk of immediate harm to anyone in our Club has been reduced the nominated Club Committee member will arrange a discussion with the person involved, and:

1. Issue an official letter of warning that any further breach of the policy will result in a suspension to be determined by the club committee
2. Refer the individual(s) to the relevant Drug & Alcohol Service
3. Inform the person of the role that the Wellbeing Team perform and how they can assist
4. If under 18, a parent or guardian will also be informed
5. If it is a visitor, the visiting Club President will be informed by the FSLSC President.
6. Life Saving Victoria (LSV) should be informed of this matter and any action taken

Handling illicit drugs that are found within our Club's jurisdiction

If illicit drugs are found in our Club's facilities or are confiscated from a Club member, visitor or person within our Club's jurisdiction, the President and/or Wellbeing Team will be contacted as soon as possible. The following action will be taken:

1. Secure the area or confiscate
2. Contact Victorian Police
3. Issue an official letter of warning that any further breach of the policy will result in a suspension as determined by the committee.
4. Refer to the relevant Drug & Alcohol Service
5. Inform the person of the role that the Wellbeing Team and how they can assist
6. If under 18, a parent or guardian will also be informed
7. If it is a visitor, the visiting Club President will be informed
8. Life Saving Victoria (LSV) should be informed of this matter and any action taken

Sale or distribution of illicit drugs in the club's jurisdiction

If a person is caught or convicted for the sale or supply of illicit drugs at the club or to club members the following will occur:

1. The Club President will report the incident to the Victorian Police
2. A penalty will be given to the individual (s) in the form of a suspension or expulsion depending on the circumstances and the severity of the incident as determined by the committee.
3. As a minimum, an official warning letter will be sent to the individual (s) which advises of suspension and that a second breach would result in expulsion.
4. Where applicable, the individual (s) may be referred to a drugs and alcohol service
5. The club will appoint a Wellbeing Team Member to act as a mentor to the suspended individual (s) for a nominated period of time and to assist them to reintegrate with the club.
6. If the individual (s) concerned is/are under 18, their parent or guardian would be informed immediately and the penalties to be imposed, unless informing the parent or guardian would put the individual at risk of greater harm.
7. In the case of a visitor in this instance, the Club President will inform the visiting Club President.
8. Life Saving Victoria (LSV) should be informed of this matter and any action taken

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Disciplinary measures

Our Club Committee will respond to all violations of this policy in the following manner:

- Be fair and reasonable.
- Focus on the safety and welfare of those directly and indirectly involved.
- 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 of the people involved.
- Take into account whether the incident involved personal use of an illicit drug or the supply of an illicit drug to other people.
- Take into account whether this is a person's first violation of this policy.
- Subsequent violations of this policy will be referred directly to Victoria Police.

Managing media

All media enquiries related to a drug-related allegation or incident within the Clubs jurisdiction will be directed to the official club spokesperson.