**Purpose of this Policy**The purpose of this policy is to ensure that the club's committee members and visitors understand the club's stance on illicit drugs and alcohol, as well as the procedures for handling drug- and alcohol-related incidents within its jurisdiction. This policy aims to maintain a safe, family-friendly environment by promoting responsible behaviour, focusing on education, and raising awareness about the risks of illicit drug use and alcohol consumption among club members and the broader community.

**Intoxicated Persons**

* If a person becomes intoxicated (but is not putting others at risk), they will not be served alcohol. Water will be provided, and options for safe transport home will be offered.
* If a person becomes intoxicated and poses a risk to others, they will be asked to leave the club premises immediately, and safe transport options will be offered. Police may be contacted if necessary.

**Responsible Service of Alcohol (RSA)**

* Servers will follow RSA procedures when refusing service to intoxicated persons.
* Alcohol will not be served to persons under 18 years.

**Licensing Requirements**

* Proof of age will be requested from individuals who appear to be 25 years old or younger.
* Only photo IDs will be accepted as proof of age.
* Alcohol will only be served by persons aged 18 years or older.
* Alcohol service will be restricted to the times specified in the club's liquor licence.
* The club will maintain a valid liquor licence and comply with all applicable local by-laws.
* Intoxicated individuals will not be permitted to enter the club premises, and they will be supported to get home safely.

**Extent of this Policy** **Definition of Illicit Drugs**
Illicit drugs are substances prohibited by state or national laws, including but not limited to cannabis, amphetamines, ecstasy, cocaine, heroin, and synthetic drugs. This policy does not cover pharmaceutical or performance-enhancing drugs unless classified as illicit under the law.

**When This Policy Applies**
This policy applies whenever individuals participate in club activities, including:

* At the club’s facilities
* During games, including away games
* During training and events organized by the club Private behaviour outside the club’s jurisdiction is not covered unless the individual is identifiable as a club representative by wearing official club attire.

**Who This Policy Applies to**
This policy applies to all club members and visitors.

**Responsibilities** **Club Responsibilities**

* Activate and comply with this policy.
* Promote the policy among members and visitors.
* Role model expected standards of behaviour.
* Appoint and support Welfare Officers to handle drug-related incidents.
* Respond to breaches discreetly and promptly.
* Investigate incidents thoroughly and fairly.
* Ensure duty of care for members and visitors.
* Review this policy annually.
* Provide annual education on illicit drugs.
* Maintain a list of local health service providers for support.

**Individual Responsibilities**

* Comply with this policy.
* Role model expected behaviour standards.
* Be responsible for their behaviour.
* Report any illicit drug concerns to club officials or Welfare Officers.
* Prioritize the health, safety, and welfare of all members.

**Responding to Illicit Drug-Related Incidents** **Response Protocol**
The club’s response will prioritize the safety and welfare of those involved. All concerns or incidents must be reported to a Welfare Officer, who will document and investigate the issue. If a Welfare Officer is unavailable, a club official may step in.

**Investigation**
The club committee will appoint relevant personnel to investigate incidents discreetly. Based on the findings, appropriate actions or disciplinary measures will be recommended.

**Privacy**
The club will maintain confidentiality in line with its privacy policy:

* The club will act with discretion and only inform members on a need-to-know basis.
* Subject to the right to contact police, if necessary, privacy will be maintained as much as possible.

**Illicit Drug Use by Members Under 18**
If a member under 18 is involved in illicit drug use, the club will:

* Inform the individual that their parent/guardian will be contacted.
* Notify the parent/guardian unless doing so would put the individual at greater risk.
* Inform visiting coaches or officials if the individual is a visitor.

**Notifying Police**

* Police will be notified if illicit drugs are being distributed or sold on club premises.
* Police will be notified if illicit drugs are found within the club’s jurisdiction.

**Non-Compliance with Policy**

The club will address all policy breaches fairly, considering:

* The safety and welfare of those involved.
* The impact on the club and community.
* The age of those involved.
* Whether the breach involved personal use or distribution of illicit drugs.
* Any ongoing police investigation.

**Examples of Breaches and Actions**

1. **Selling/Distributing Illicit Drugs**
	* Notify police immediately.
	* Complete and lodge an incident report with AFL Riverina.
	* Impose penalties, ranging from suspension to expulsion.
	* Issue an official warning letter.
	* Refer individuals to local drug treatment services, where applicable.
	* Assign a senior mentor for reintegration.
	* Notify the parent/guardian if the individual is under 18.
2. **Possession of Illicit Drugs**
	* Request the individual to hand over the substance.
	* Notify police.
	* Complete and lodge an incident report with AFL Riverina.
	* Issue an official warning letter.
	* Refer individuals to local drug treatment services, where applicable.
	* Assign a senior mentor for reintegration.
	* Notify the parent/guardian if the individual is under 18.
3. **Using/Affected by Illicit Drugs**
	* Prioritize the individual’s safety and seek medical assistance if necessary.
	* Notify next of kin if required.
	* Notify police.
	* Ensure safe transport home.
	* Investigate once the individual’s health stabilizes.
	* Impose penalties, with an official warning as a minimum.
	* Refer individuals to local drug treatment services, where applicable.
	* Assign a senior mentor for reintegration.
	* Notify the parent/guardian if the individual is under 18.

**Managing Media**

All media inquiries related to drug-related incidents will be handled by the club’s official spokesperson. No individual names or specific details will be shared, and no admissions of guilt will be made.