

Avoca Football Netball Club

illegal drug policy

This policy has been approved by the Committee of the Avoca Football Netball Club at its meeting on February 10th 2025.

Introduction

Avoca Football Netball Club (AFNC) does not allow the use, distribution or selling of illegal drugs by any club committee member, club member, or club visitors within our club's jurisdiction. 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.

Purpose of this policy

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

Extent of this policy

What is an illegal 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. This includes our club's facilities, including our club rooms and grounds; games, matches and activities organised or sanctioned by our club; and private behaviour that brings our club or sport into disrepute.

Who does this policy apply to?

Our club committee: Our club officer bearers.

Our club members: Our club's coaches, team managers, support people, and players.

Visitors to our club: People who are within our club jurisdiction but are not club committee members or players. This may include club supporters and spectators; officials such as umpires and trainers; visiting teams and their supporters; and people visiting our club's facilities such as grounds-people.

Responsibilities

Our club will:

- Activate and comply with the policy.
- Promote the policy to everyone within our club's jurisdiction.
- Promote and role model expected standards of behaviours at all times.
- Appoint, and providing training and support for, an appropriate person/people to act as the club confidant and be responsible for the management of all illegal drug-related incidents. This may,

but does not have to, be the Member Protection Information Officer, Club President or another office bearer.

- Respond to violations of this policy discretely and in a timely manner.
- Investigate all apparent, or alleged, breaches of this policy and determine a course of action after all relevant facts and circumstances are known.
- Ensure all responses and actions will reflect the club's duty of care to members, visitors and all other people and will be guided by this policy.
- Review this policy every year in consultation with club members and relevant local services and leagues/associations (as outlined in the 'policy review' section).

Individuals will:

- Comply with the policy.
- Promote and role model expected standards of behaviours at all times.
- Be responsible and accountable for their behaviour.
- Discuss their concerns about their own, or another club member's/visitor's, illegal drug use with the club confidant.
- Honour our commitment to the health, safety and welfare of all its members.

Responding to illegal drugs

Initial response

When responding to an illegal drug-related concern or incident, the initial actions and responses by our club will focus on the safety and welfare of those directly and indirectly involved. All responses and actions will reflect the club's duty of care to members, players, patrons, visitors and all other people. A response can include allegations and actual incidents.

All illegal drug-related concerns or incidents should be discussed with a club confidant as soon as possible. The confidant will document the issues in the Incident Report Form (APPENDIX 1.)

If a club confidant is unavailable, the concern or incident should be discussed with a club committee member who will document the issues using the agreed template and pass the details onto the club confidant as soon as possible.

Investigating the concern or incident

The club confidant will investigate all illegal drug-related concerns or incidents in a timely and discrete manner. There are a number of situations that may constitute an investigation by the ANFC.

The situations include (but are not limited to):

- A club member or visitor to the Club (including functions/events) appears to be affected by illegal drugs.

- Illegal drugs are being distributed or sold on the Club's premises.
- Handling of drugs found that are found under the Club's jurisdiction.

In order to manage these situations the following steps should be initiated:

1. Documentation of person's name & contact number
2. If required, protect the person's safety and wellbeing, keep them safe and help arrange safe transport home. Call the police if the person becomes violent or threatening.
3. Confiscation of drugs found. The illegal substances collection kit is located in the meeting room cupboard and includes zip lock bags and rubber gloves. Any drugs must not be handled directly, and the AFNC can confiscate an entire bag or contents if drugs are identified in the contents. Illegal drugs will be collected and stored in a secure location. The Avoca Police will be contacted immediately. Any illegal drugs collected will be signed and dated by the AFNC President and/or the Club Confidant and handed over to Police as instructed.
4. An incident report form will be completed by the Club Confidant, President or other Committee member if the Confidant is not available.
5. Further investigation. The Confidant will collect all relevant facts and circumstances that are known and documented using the agreed template. The Confidant will make recommendations about appropriate approaches and/or disciplinary measures to the club committee based on the penalties listed below. The executive committee will discuss the recommendations and set any penalties at a special meeting. The Confidant will then follow up with the person/s regarding these outcomes.

Privacy

Where possible, the investigation of illegal drug-related concerns or incidents will maintain confidentiality.

Illegal drug use by people under 18 years

Where the club identifies (or strongly believes) that a person under the age of 18 years is involved in illegal drug use:

- The person identified will be advised that their parents/guardians will be notified of the incident.
- The exception to this may occur if the Club believes that to inform the parents/guardians would place the person at risk of greater harm.

Disciplinary measures

Our club will respond to all violations of this policy or to people who have made false and malicious allegations. Any disciplinary measures imposed under our policy must:

- Be fair and reasonable.
- 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 of the people involved.
- Take into account whether the incident involved personal use of an illegal drug or the supply of an illegal drug to other people.
- Take into account whether this is a person's first violation of this policy or if there have been multiple incidents.

Suggested penalties for breach of this Policy:

1. Being reminded of the club policy and receive a warning (verbal &/or in writing) that further violation of this policy may result in disciplinary actions.
2. A referral to the nominated support services (see Appendix 2) for support and counselling. This can only be undertaken with the consent of the person involved.
3. Suspension or termination of club membership, player contract, and/or being banned from club sanctioned activities and facilities.
4. The matter being referred to the police.

Managing media

All contact with the media related to a drug-related allegation or incident within its jurisdiction will be referred to the AFNC Marketing & Promotions Manager and President. No person has the authorisation to make any comments to the media regarding an alleged incident. The AFNC will issue its own statements if it deems it appropriate.

Promoting this policy

The AFNC will tell club members and visitors about this policy at least once a year. This will include using a range of different communication channels, including:

- Social media and the Club's website
- Posting on the AFNC TeamApp
- Inclusion in the Club's Members Handbook
- Reference made in the Club's Code of Conduct that is posted around the club.
- Advising the Coaches of the Policy and how they can assist the club to promote it.
- Hosting an information evening with all grades of football and netball
- Inclusion of the policy in player contracts
- Promotion of the policy at club functions and events.

Policy review

This policy will be reviewed every year in consultation with club members and relevant local services and leagues/associations to ensure it remains relevant to our club operations and reflects both community expectations and legal requirements.

This regular review of our policy will form the basis of our club’s recommitment to:

- The policy
- Identification, training and support of a club confidant
- Informing club members and visitors about the policy

Next policy review date is February 10th 2027

APPENDIX 1: Reporting form

Completed report forms will be handed to the AFNC Secretary for safe storage.

Record of incident

Person managing the concern/allegation/incident	Name: Role in the club: Date record made:
Person who raised the concerns/allegations or witnessed the incident	Name: Under 18 or 18 and over? Phone: Email: Role in the club: Date concerns/allegations made:
Person who the concerns/allegations refer to	Name: Under 18 or 18 and over? Phone: Email: Role in the club:
Details of the concerns or alleged incident	Date: Location: Specific concerns or what was witnessed:
Initial actions taken	Date: Location: Details:

Investigative steps taken:	Date: Location: Details:
Recommendations from club confidant to the club committee	Date: Details:
Club committee decision	Date: Details:
Resolution and/or actions taken by the club	Date: Details:

APPENDIX 2: Referral and support services

Health and alcohol and other drug services that people may be referred to in the event of an illegal drug-related concern or incident:

- Avoca Police Station – 03 653300, 148 High Street Avoca 3350. Acting Sergeant Brett Robinson or Sergeant Mick Rentsch.

If the Avoca Station is not serviced, contact Maryborough Station 5460 3300 or ring 000

- Stawell Grampians Community Health 03 53587400, Drug and Alcohol Intake Worker also covering youth. Avoca falls within the catchment for Stawell for this service. The Confidant can refer a member of the AFNC ‘with consent’ to Grampians Community Health for counselling, follow up etc. Grampians Community Health will respond to the Confidant of the club to let them know if the referred person has engaged with them or not.
- For medical emergencies ring 000

APPENDIX 3: Club Confidant

The AFNC Committee will appoint a Club Confidant annually in line with the review of this policy.

The 2025 AFNC-appointed Club Confidant is: Bill Drummond