

TAS GOOD SPORTS CLUB'S POLICY

ALCOHOL, SMOKING, ILLEGAL DRUGS & MENTAL HEALTH

1. PURPOSE

This policy outlines our procedures for a balanced and responsible approach to the supply, consumption and promotion of alcohol and our requirements regarding smoke-free environments at club training, games, special events, functions and other club-related activities. It represents our club's commitment to its members, volunteers and visitors, and acknowledges the role that sporting clubs play in building strong and healthy communities.

This policy will help to ensure our club:

- Meets its duty of care in relation to the health and safety of our members, volunteers and visitors who attend any club training, games, special events, functions and other activities where alcohol may be consumed.
- Upholds the reputation of our club, our sponsors and our partners.
- Understands the risks associated with alcohol misuse and our role in minimising this risk.

2. RATIONALE

While our club does not sell alcohol, we acknowledge that alcohol may be consumed at club related events and activities including meetings, after training or games, end of season/presentation functions, sponsors' functions, trivia nights and other fundraising events. Our club may also hold functions at licensed venues.

Our club 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 wellbeing of all persons associated with the club and all persons in attendance at club activities.

Our club aims to provide a safe, supportive and inclusive sporting environment in which all members of the community are welcome to join, participate and contribute to the club in various ways. A safe and supportive club culture protects people against a range of health-related risks. A strong and inclusive club enables players, members, supporters, families and others in the community to engage in meaningful and positive relationships for mutual benefit.

This policy applies to all members and visitors to any formal or informal event, meeting, match, competition or other function that is organised under the auspices of the club. In addition, the club expects its members to acknowledge the policy in their private lives.

3. ALCOHOL

Alcohol misuse can lead to risk taking, unsafe, unacceptable and/or illegal behaviour. Excessive consumption of alcohol will not be an excuse for unacceptable behaviour, particularly behaviour that endangers others or breaches the law, this policy or any other policy of our club.

A risk management approach will be taken in planning events and activities involving the supply or consumption of alcohol. Such events and activities will be conducted and managed in a manner consistent with liquor licensing legislation and this policy.

In addition, our club will promote additional services that are available to members to deal with alcohol related issues if they arise. Such avenues include:

- Contacting a local community health provider e.g. your local GP.
- Visiting the Alcohol & Drug Foundation's 'Help & Support' section on the website <http://adf.org.au/help-support/>.

3.1 Conduct Expectations

Whilst engaging in club activities members, volunteers and visitors:

- Will accept responsibility for their own behaviour, use good judgment and take a responsible approach when alcohol is available.
- Will encourage and assist others to use good judgment when alcohol is available.
- Will not compete, train, coach or officiate if affected by alcohol.
- Will not provide, encourage or allow people aged under 18 years to consume alcohol.
- Will not participate, pressure anyone or encourage excessive or rapid consumption of alcohol (including drinking competitions).
- Will not provide alcohol as an award to a player or official for any reason.
- Will not post images on social media of themselves or others drinking alcohol irresponsibly at club-related activities.

3.2 Intoxicated People

For the purposes of this policy, a person is defined as being in a state of intoxication if his or her speech, balance, co-ordination or behaviour is noticeably affected and there are reasonable grounds for believing that this is the result of the consumption of alcohol.

- Intoxicated people will not be permitted to enter our club premises.
- If a person becomes intoxicated (and is not putting other people at risk with their behaviour) the person will be provided with water and options for safe transport home, where available.
- If a person becomes intoxicated (and is putting other people at risk due to their behaviour) the person will be asked to leave our club premises immediately and

offered safe transport options, where available. Police may also be contacted to remove the person, if required.

3.3 Underage Drinking

- Alcohol will not be provided to persons aged under 18 years.
- Our club will discourage the drinking of alcohol in the club change-rooms to reduce the risk of minors being served alcohol illegally.

3.4 Availability of Non-Alcoholic and Low Alcoholic Drinks

Our club recognises that not all club members may drink alcohol. Our club actively encourages venues we use for club activities and functions to have:

- Non-alcoholic and low alcohol drinks available and to provide drinking water free of charge (where available).
- Non-alcoholic drinks clearly visible and adequate in variety and supply.

3.5 Functions

Our club will encourage safe celebrations and events by:

- Not conducting functions where a minimum amount of liquor sales is required.
- Not promoting or hosting 'all you can drink' functions.
- Not providing alcohol-only drink vouchers for functions.
- Not including alcohol in the price of function tickets.

Advertisements for functions will promote safe celebrations by:

- Not overemphasising the availability of alcohol or referring to the amount of alcohol available.
- Not encouraging rapid drinking or excessive drinking.
- Giving equal reference to the availability of non-alcoholic drinks.
- Displaying a clear start and finish time for the function.
- Including a safe transport message, where possible and relevant.

3.6 Club Trips

Our club will monitor and ensure any club trips, particularly end of season player trips, strictly adhere to responsible behaviour and responsible alcohol consumption in accordance with the principles of this policy and the values of our club.

3.7 Awards/Prizes

Our club will avoid providing awards (e.g. at end of season presentations) and fundraising prizes that have an emphasis on alcohol as a reward.

4. SMOKING

The following areas at our club are smoke free:



Tasmania
University Union

- All indoor areas
- All outdoor playing/training areas
- All spectator areas (standing and seated, covered and uncovered)
- All canteen, catering and eating and drinking areas



Smoke free areas will be signed (where possible) and promoted in club materials.

In addition:

- Cigarettes and other tobacco products will not be sold, including from vending machines, at any time at or by our club.
- Club functions, including social and fundraising events and meetings, held at or away from club facilities will be smoke free.

5. SAFE TRANSPORT

Our club recognises that driving under the influence of alcohol is illegal and hazardous to individuals and the wider community. We ask that all attendees at our functions plan their transport requirements to ensure they get home safely and avoid driving under the influence of alcohol.

In addition, our club will:

- Promote strategies that encourage members to plan how they'll get home safely before they go out e.g. pre-arranged transport.
- Include safe transport messages on relevant club activity and event invitations or flyers.
- Ensure the MC for events or club committee members advise attendees that the club is a Good Sports accredited club, communicate the safe transport options and regularly remind attendees to behave responsibly around alcohol.
- Ensure telephone calls can be made free of charge to call a sober person to provide transport from the club or venue.

6. ILLEGAL DRUGS

This policy refers to illegal drugs only, which is defined as “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 above definition).

6.1 Investigating the Concern or Incident

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

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

6.2 Response

When responding to an illegal drug-related concern or incident, the responses by the club will focus on safety and welfare of those directly and indirectly involved. All responses will reflect the club's duty of care to members and visitors.

All illegal drug-related concerns or incidents should be discussed with the club's president as soon as possible. The president will document the issue using the incident register and investigate the concern/incident further. If the president is not available, another club official may substitute for them.

If illegal drugs are being distributed or sold on the club's premises by a member or visitor of any age, the president will contact local police to seek their advice and expertise on how they can be disposed of safely.

6.3 Illegal Drug use by a Member Under 18 Years

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

- Inform the individual that the president or relevant committee member 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 in this instance, our club will inform the visiting club.

6.4 Examples of Breaches

- If a member **sells or distributes illegal drugs** in the club's jurisdiction, the following will occur:
 - o Our club will contact the local police to seek their advice.
 - o Consequences for the individual(s) will depend on the circumstances or severity.
 - o Where applicable, the individual (s) may be referred to a local health service provider.
 - o The club will appoint a senior person to act as a mentor to a suspended individual(s) for a nominated period and to assist them to reintegrate with the club, if applicable.
 - o If the individual(s) concerned is/are 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.
 - o In the case of a visitor, our club will inform the visiting club.
- If a member is found **in possession of an illegal drug**, the following will occur:
 - o The individual(s) will be asked to hand-over the substance and the club will follow the procedures for handling illegal drugs in its jurisdiction.

- Our club 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 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 and to assist them to reintegrate with the club, if applicable.
 - If the individual(s) concerned is/are 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, our club will inform the visiting club.
- If a member is found **using drugs, or is affected by the use of illegal drugs** under the club's jurisdiction:
- Our club would ensure the safety and wellbeing of the individual is the 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 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 individual is safely transported to their home.
 - When the individual's health has returned to a normal state, the club president/committee members may investigate and take appropriate action.
 - Where applicable, the individual(s) may be referred to a local health service provider.
 - In the case of a visitor, our club will inform the visiting club.

7. MENTAL HEALTH

Our club will:

- Encourage open communication and work towards a culture that supports mental wellbeing for all those involved with the club;
- Appoint and provide support for Welfare Officers who have the responsibility to assist club members who might require help; OR appoint a member of the club leadership with suitable skills to act as an escalation point for issues or incidents concerning the mental health of an individual;
- Display key contact numbers in accessible places including the provision of a list of suitable health service providers who can help club members or player as required;
- Display information about mental health issues;

Conduct an annual Good Sports day to promote safe alcohol consumption and mental health;

- Undertake activities that promote members to seek help and to decrease stigma, such as mental health themed events, game days, inviting expert speakers to address players and/or members,

undertaking mental health education, promoting mental health messaging through websites and social media;

- Encouraging coaches, committee members and club officials to take note of changes in individual's behaviour and reporting any concerns to the club escalation point or Welfare Officer, and to be vigilant about identifying those who may be struggling.

7.1 Supporting Members with Mental Health

- Open non-judgmental communication is encouraged between all members, including players and coaches, so that members feel comfortable to talk about any support they may require to maintain their health. This might mean a break from training, or training in a less intensive manner for a period.
- Coaches, club officials, committee and members are encouraged to look past negative behaviour of individuals to see why such behaviours are taking place, and to ask individuals if they need help
- The club will elect an official responsible for acting as an escalation point for mental health and wellbeing.

7.2 Responding to a Need

All information provided to the club in relation to a member's mental health is treated as private and confidential unless that member requests that others are made aware of their circumstances. If there is a crisis this information may need to be shared with the appropriate services/supports to ensure the health and wellbeing of the member.

- When responding to a situation of need the club will focus on the safety and wellbeing of those directly and indirectly involved in a discreet manner. All responses will reflect the club's duty of care to members and visitors.
- Where concern is raised about a member's mental health and wellbeing they will be approached discreetly by a Welfare Officer, President or other club official, to discuss the concerns observed. In concert with the member, club officials will determine how the club may be able to support that member.
- Where applicable the member is encouraged to a medical centre or health agency for advice.
- Where the club is unsure of how to approach or how to manage mental health concerns or incidents, the club will seek advice from professional mental health service provider

7.3 Incident Management

It is important in an incident that people remain calm, offer reassurance to those affected, and approach the situation in a thoughtful manner.

In the case of a person behaving in an erratic or disturbed manner, club members will alert a club official (e.g. Welfare Officer, President) who will take charge of the situation.

The club official will approach the person to talk calmly about what is happening and what help is required.

- Where deemed necessary the club official will contact a doctor, mental health service, police, a suicide helpline or 24-hour crisis line for advice and support;
- They will explain to the person needing help the steps that are being taken to support them, by whom and in what way;
- They will contact the person's family/partner or significant other;

In the case of a person behaving in a violent manner, or threatening violence, including self-harm, the club official in charge will immediately contact police for assistance. If it is safe to do so, the club official will endeavour to calm the person and seek their co-operation.

8. PROMOTING THIS POLICY

Our club will:

- Educate members, volunteers and visitors about our policy and the benefits of having such a policy.
- Ensure this policy is easily accessible and will promote it via [our website, newsletters, social media, announcements during events and functions].
- Not advertise, promote or have alcohol served or consumed at junior events or activities.
- Actively demonstrate our attitude relating to the responsible use of alcohol and promote positive messages through our social media platforms.
- Promoting positive mental health messages through the club's social media.
- Pursue non-alcohol sponsorship and revenue sources.
- Actively participate in the Alcohol and Drug Foundation's Good Sports program with an ongoing priority to maintain Good Sports accreditation.

9. NON-COMPLIANCE

Club committee members will uphold this policy and any non-compliance will be handled according to the following process:

- Club members and/or guests should notify the committee of any breaches of this Policy (for example, individuals turning up intoxicated or bringing their own alcohol

to a club activity).

Explanation of the policy to the person/people concerned, including identification of the section of policy not being complied with.

- Continued non-compliance with the policy should be handled by at least two committee members who will use their discretion as to the action taken, which may include asking the person/ people to leave the facilities or function.

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.
- Consider the age and personal circumstances of the people involved.
- Consider whether the incident involved personal use of an illegal drug and/or the supply of an illegal drug to other people.

10.PRIVACY

The Privacy Policy of our club is as follows:

- Our club will always act with discretion.
- Subject to its right to contact the Police if necessary, our club 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.

11.POLICY REVIEW

This policy will be reviewed annually to ensure it remains relevant to our club operations and reflects both community expectations and legal requirements.

SIGNATURES:

CLUB NAME: University of Tasmania Athletics Club Incorporated

SIGNED: 

NAME: Stuart Morse – Public Officer

DATE: 10/09/2019

Support Numbers



EMERGENCY 000 or 112 (mobile)	
Mental Health Services	
Mental Health Services Helpline	1800 332 388
SANE Helpline	1800 187 388
Beyond Blue – Depression & Anxiety	1300 224 636
Wellways	1300 111 400
headspace	1800 650 890
Relationships Australia (Tasmania)	1300 365 277
Crisis Numbers – Suicide	
Lifeline	13 11 14
Lifelink Samaritans	1300 364 566
Suicide Callback Service	1300 659 467
ATAPS Suicide Support Line	1800 859 585
Standby Response Service – Post Suicide	
North & North West	0439 556 660
South	0400 183 490
Child Abuse Prevention Services	1800 688 009
Child & Family Services	1800 001 219
Family Violence Counselling & Support	1800 608 123
Relationships Australia	1800 002 222
Rural Alive & Well (RAW)	1300 4357 6283
Mens Line	1300 789 978
Alcohol & Drugs Services	
Alcohol & Drug Services	1300 139 641
Alcohol & Drug Foundation Info Line	1300 858 584
Cannabis Information & Helpline	1800 304 050
Alcohol & Drug Information Service	1800 250 015
Salvation Army Bridge Centre (AoD Services)	03 6278 8140
ADATS (Drug & Alcohol Treatment Services)	1800 243 232
Family Drug Support	1300 368 186
Narcotics Anonymous	1300 652 820
Alcoholics Anonymous	Hobart (03) 6234 8711 Launceston (03) 6334 7060



www.eheadspace.org.au