

## **Our Aim**

Our aim is to act in a way which will achieve the highest possible standard of health and safety for our members. This is because we recognise that we can contribute to a safe, healthy and productive environment by preventing drugs and alcohol problems, by raising awareness, by identifying problems at the earliest stage and by offering support to those who have a problem.

## **Our Policy**

Our policy is to ensure that drugs and alcohol problems are dealt with effectively and consistently so that everyone within the Club are protected and those affected are encouraged to seek help. We expect all of those to whom this applies to support this policy and in doing so comply with the rules below.

For the purposes of this policy, drug and alcohol problems are defined as those which incorporate a variety of behaviours caused by drugs or alcohol which may be problematic to the individual and/or to the Club.

### ***Definition of Drugs:***

For the purpose of this policy the term "drug" shall include all mood-altering substances, both legal and illegal and involve substances such as:

- Alcohol: Includes all food, beverages, medications and any other product containing alcohol.
- Drugs: include illegal drugs, prescription or pharmacy drugs, or synthetic drugs as defined below.
- Illegal Drugs includes:
  - any drug prohibited by Australian State, Territory or Federal law or any other laws (including foreign and international laws) to which the Company is subject or which apply to the work performed at or for the Company;
  - prescription or pharmacy drugs (as defined below) which are used without the necessary prescription, or for non-medical purposes;
  - Any synthetic drug (whether prohibited by law or not), being a psychoactive herbal and/or chemical product which, when consumed, mimics the effects of a prohibited drug, for example synthetic cannabis (aka 'Chronic').
- Prescription Drugs: means lawful drugs which are prescribed by a medical practitioner for a diagnosed medical purpose and issued by a pharmacist.
- Pharmacy Drugs: means drugs which are lawfully available at Australian pharmacies (without a prescription) and are required for a legitimate medical purpose.

This policy applies to all of our members as well as visitors and sponsors when on our premises.

Professional assistance and support can be made available to those to whom this policy applies and we would urge anyone who feels that they may have a drug or alcohol problem to come forward to discuss this confidentially with the Member Protection Information Officer (MPIO) or Committee Member.

## What we ask you to do

All members and sporting personnel are required to comply with the following.

- Drink and behave responsibly at all Club functions, events and away trips.
- Do not supply alcohol to team members if they are aged under 18.
- Do not drink alcohol at the Club, Club functions, matches or while away on trips if you are aged under 18.
- Do not bring alcohol or drink alcohol while at events (e.g. as a spectator, in your role as a coach, as an official or as a volunteer).
- Do not encourage others to drink alcohol excessively.
- Do not encourage or take part in team bonding activities that involve alcohol.
- Do not spike another person's drink.

## Non-compliance

The Club will take action for breaches of behaviour and responsibilities outlined in this policy.

If members or sporting personnel become drunk or in possession of any drugs at the Club or other social events they will be asked to leave. Ongoing instances of intoxication will be in breach of our Code of Behaviour and can result in disciplinary action (e.g. suspension or termination of membership).

Spiking of drinks is a criminal offence that can be reported to police by victims. It can lead to serious police charges being laid against the offender/s. Separate action can be taken as a breach of our state sporting organisation's and Swimming Australia National Integrity Framework to provide for the protection, safety and welfare of members.

Serving alcohol to a minor is a criminal offence that can be reported to the police and the relevant liquor licensing authority by victims and their parents. It can lead to heavy fines. Separate action can be taken as a breach of our state sporting organisation's and our Club's Member Protection Policy to provide for the protection, safety and welfare of children.

Any person aged under 18 found to have consumed alcohol or taken any other drug while at a Club function or on a trip in the care of the Club (e.g. while attending a carnival) may be suspended for the remainder of the competition/tournament. The young person's parents shall be advised and will be responsible for getting their son/daughter home at their own expense.

Any member or sporting personnel found to have behaved inappropriately because of over-consumption of alcohol or drugs (e.g. sexual harassment, verbal abuse, physical assault, neglect of a child) will face disciplinary action as outlined in Code of Conduct or Swimming Australia National Integrity Framework.