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# ILLEGAL DRUG POLICY

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The Bendigo Umpires Association understands and accepts it has a duty of care to provide a safe and healthy environment, free of illegal drugs. This policy reflects a commitment by the Association to the health, safety and welfare of all its members.

The Bendigo Umpires Association is committed to:

- Encouraging and assisting members to realise their full potential within an environment that actively promotes their health, safety and well-being
- Preventing alcohol and other drug related harm to individuals, property and the reputation of the Association
- Ensuring a supportive and inclusive environment for all members
- Providing support to members who wish to address their patterns of alcohol and/or illegal drug use
- Meeting legal requirements in relation to alcohol and illegal drugs
- Encouraging moderation and a responsible attitude to the consumption of alcohol

## **Purpose**

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

## **Definitions**

- **Illegal drugs**

Illegal drugs are used by many people in the community, including young adults, so it is likely that some members of our Association will have access to them. Currently there are two distinct but related illegal drug issues confronting sporting Associations:

- performance enhancing drugs
- illegal drugs used for social purposes (e.g. at parties, raves, in the home, at the Association, etc).

These two categories are not mutually exclusive. Some illegal drugs used for social purposes (such as amphetamines, e.g. speed) may be used to enhance sporting performance.

- **Association jurisdiction**

The Association jurisdiction extends to the Association premises and all activities organised by or for the Association at any location or venue.

- **Application**

This policy applies to all members, employees and visitors of the **Bendigo Umpires Association**. Members and employees should ensure they do not attend the Association if adversely affected by illegal drugs and/or alcohol.

- **Association confidant**

The Association will designate an appropriate individual to act as the 'Association confidant'. This person may, but does not have to be the Association Chairman or another office bearer and will be responsible for the management of all illegal drug related incidents.

The Association will support this person to carry out their duties whenever required.

## **Illegal Drug Use**

The possession, use, distribution or selling of illegal drugs for any purposes on Association premises or at any function or activity organised by the Association is prohibited.

- In the case of an incident involving an illegal drug, the initial actions and responses will focus on the safety and welfare of those directly and indirectly involved. All responses and actions will reflect the Association's duty of care to members, visitors and all other people.
- The Association will investigate all apparent or alleged breaches of this policy and determine a course of action after all relevant facts and circumstances are known.
- The Association may refer a member who is involved in illegal drug use to a medical or health service for assistance or, if the Association deems it necessary in the circumstances, to the police.

## **Managing illegal drug incidents**

Where an Association member becomes aware that illegal drug use is occurring at the Association or within its jurisdiction, the member should pass on this information to the Chairman and/or Association confidant. Should the need arise, the Association will sanction the individual(s) in line with the Association's rules and policies.

The Association confidant will;

- Speak to the individual(s) in private, expressing concern about their drug use
- Remind the individual(s) of the Association policy and asked for a commitment that it will not happen again
- Offer options for support and referral for counselling or other help
- Leave the door open for further communication with the individual(s) concerned.
- Inform the Association Chairman in the event of non-compliance
- If an individual(s) is under the influence of a legal or illegal drug at the Association, the Association will;
  - Ensure the health and safety of the individual(s)
  - Keep the individual under supervision and monitor them at regular intervals
  - Call for medical assistance if required.
  - Arrange safe transport to take them home, unless this involves further risk.
  - Take control of any remaining drugs in their possession, unless this involves further risk.
  - If the person becomes violent or aggressive, contact police to ensure the safety of all.
  - Inform the Association Chairman (and Association confidant) as soon as possible.

## **Drugs found at the Association or in the possession of an individual**

- If illegal drugs are found at the Association or in the possession of an individual, the Chairman and/or Association confidant will be contacted as soon as possible.  
The Association will:
  - Take possession of the drug if safe to do so.
  - Place the drug in a clean (preferably “snap lock”) plastic bag.
  - Seal the plastic bag with masking tape to ensure it stays closed.
  - The finder and/or Association Chairman should sign and date the tape/bag.
  - Record details in an incident register.
  - Contact local police and request they attend the Association to collect the drugs.
  - Store the plastic bag in a secure place until collected by police.
  - Obtain the signature of attending police for the incident register to show the drugs have been taken into their possession.
  - Ask the person suspected to be in possession of the drugs to leave the premises immediately (assuming it is safe for them to do so), if they deny possessing drugs or refuse to relinquish possession of the drugs to the Association.

### **Supplying Illegal drugs**

- If it is suspected or known that a member is supplying illegal drugs to other members of the Association, the Association confidant will;
  - Speak to the individual to determine if they are supplying illegal drugs to others.
  - If this is verified, or there is a strong belief this is occurring, the Association will contact Crime Stoppers on 1300 333 000.
  - If it is unable to be verified, the Association will monitor the situation and warn the individual that the matter will be reported to the police if the Association has continued concerns.

### **Privacy**

- Subject to its right to contact the police if necessary, the Association will maintain the privacy of those involved where possible
- The Association will act with discretion when absolute confidentiality cannot be guaranteed
- Association personnel will be informed on a need to know basis only

### **Contacting parents**

- In the interests of health and safety, the Association will contact the parents or guardian of a minor where apparent or suspected illegal drug use has occurred (unless by doing so it will place the safety of the individual at risk of greater harm)
- The Association will inform all members aged under 18 years that parents will be notified if the Association is aware (or strongly believes) they are using or supplying illegal drugs.
- If the member is aged over 18 years, the Association will determine each case on its merits and decide whether contacting parents or guardian is in the best interests of the individual.

### **Contacting police**

- If the Association is aware that a member is supplying illegal drugs to other members, they will notify Crime Stoppers of this activity
- In the case of apparent or alleged illegal drug use, the Association may report a person to, or seek the advice of the police

### **Medical emergency**

The Association understands that medical assistance may be required if a person has been using drugs.

### **Media**

- The Association will designate an Association official to communicate with the media on behalf of the Association should the need arise
- The Association may seek advice from the league/association prior to communicating with the media
- No other member of the Association will communicate with the media on this issue, unless specifically requested by the Association official

### **Non-compliance**

All Association committee members will enforce the illegal drug policy and any non-compliance will be handled according to the following process:

- The designated Association confidant (and Chairman) will be informed of the breach of policy
- The individual(s) concerned will be reminded of the Association policy
- Issue a warning of future sanctions for continued non-compliance

The Association confidant and Chairman will use their discretion as to the action taken for non-compliance, based on:

- Whether it involved use or supply
- Whether the use or supply takes place within the Association's jurisdiction or in private
- Age of the persons involved

In general, and depending on any other rules of the Association, should an individual(s) continue non-compliance with this policy, the following will occur;

- suspension for a designated time period
- expulsion from the Association.

### **Policy review**

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