



ILLEGAL DRUGS POLICY

PURPOSE	Greensborough Junior Football Club (GJFC) was established in 1964 and is the oldest junior football club in the Diamond Valley area. GJFC is a growing football club that aims to build the Diamond Valley's most inclusive and supportive community sporting club. The GJFC is committed to providing a safe and enjoyable playing experience and environment for players at all levels. The GJFC's highest priority is the health and wellbeing of our junior players. This policy is to ensure the committee, players, families, volunteers, and officials understand the Club's position regarding illegal drugs and how the Club responds to drug-related incidents within its jurisdiction.
SCOPE	This policy applies to all players, parents, committee, officials, spectators and other volunteers attending GJFC football games, training sessions or facilities.
POLICY	This policy refers to illegal drugs only, which is described 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 and performance enhancing drugs". This policy does not apply to pharmaceutical drugs prescribed by a qualified and registered medical practitioner (unless they are captured in the above definition). This policy applies whenever the individual is taking part in activities under the club's jurisdiction. This includes within our Club's facilities, matches, training, events and trips organized by the Club. Private behaviour of the members is not included in this policy; however, this policy will apply whenever an individual is wearing Club merchandise which would identify them as being associated with the Club. GJFC will: • Activate and comply with the policy. • Promote the policy to everyone within our Club. • Promote and role model expected standards of behaviours at all times. • Appoint and support appropriate persons such as mentors to lead the initial response, investigation and action for all illegal drug-related incidents. • Document and escalate any suspected drug incidents to the Committee for investigation. • Respond to breaches of this policy discreetly and in a timely manner. • Investigate all apparent, or alleged, breaches of this policy and take action after all relevant facts and circumstances are known. • Ensure all responses and actions will reflect the Club's duty of care to members and visitors. • Educate members on illegal drugs. • Have a list of health service providers in our area that would be able to support an individual with a drug and/or alcohol-related issue. Individuals will: • Comply with the policy. • Promote and role model expected standards of behaviours at all times. • Be responsible and accountable for their behaviour. • Alert Club officials with any concern about illegal drug use within the Club. • Honour our commitment to the health, safety and welfare of all of our members. Responding to illegal drugs Privacy Where possible, the investigation of illegal drug-related concerns or incidents will remain confidential, while ensuring governance reporting obligations are met.



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The GJFC will:

1. Always act with discretion, with the safety and welfare of those involved being the top priority.
2. Subject to its right to contact the Police, if necessary, maintain the privacy of those involved as far as possible.
3. Inform Club members about any incidents on a need-to-know basis only.
4. Investigate any concern or incident that is documented and escalated to the Committee.
5. Complete any investigations in a timely and discreet manner.
6. Ensure the safety and welfare of everyone involved prior to initiating an investigation. Once all relevant facts and circumstances are known, the Club will recommend appropriate approaches and/or disciplinary measures based on the guiding principles outlined in this policy.

Response

When responding to an illegal drug-related concern or incident, the responses by the Club will focus on the 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 or Executive Committee as soon as possible. The President or Executive Committee will document the issue and investigate the concern/incident further. In the event that the President or Executive Committee 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 Club Official (or President/Director) will contact the local police to seek their advice.

If illegal drugs are found within the Club's jurisdiction, the Club Official (or President/Director) will contact local police to seek their advice and expertise on how they can be disposed of safely.

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 GJFC will:

- Inform the individual that the President or relevant Club official 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 from the opposing team, in this instance, GJFC will inform the visiting club.

Non-compliance with Policy

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

Examples of breaches of policy

1. If a member **sells or distributes illegal drugs** in the Club's jurisdiction, the following will occur:
 - GJFC 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 of time 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



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- guardian would put the individual at risk of greater harm.
- In the case of a visitor, GJFC will inform the visiting club.
1. If a member is **found in possession of an illegal drug**, the following will occur:
 - 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.
 - GJFC 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 of time 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, GJFC will inform the visiting club.
 2. If a member is **found using drugs, or is affected by the use of illegal drugs** under the Club's jurisdiction:
 - GJFC would ensure the safety and wellbeing of the individual is the first priority.
 - Seek out medical assistance, if required, including calling 000 if:
 - Someone is seriously injured or needs urgent medical assistance.
 - Life or property is being threatened.
 - You have just witnessed a serious incident.
 - 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 or nominated Club official 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, GJFC will inform the visiting club.

Consideration when taking action

When deciding on the appropriate action to take following a drug related incident, all facts will be considered with an unbiased view.

The impact of a decision on an individual and the Club community will be taken into account. All incidents may be different, and some less serious events may allow more leniency.

When determining a consequence or outcome, these tips will be followed:

- Focus on the safety and welfare of those directly or indirectly involved.
- Responses should be always based on actual evidence.
- Consider the impact on the Club, members, players, visitors and community.
- Consider the age of those involved.
- Consider the nature of the incident (possession, under the influence, distribution or selling).
- Consider whether or not it is an individual's first breach of the policy.
- Consider sending an official warning letter to the individual advising that a second breach could result in suspension or expulsion.
- Consider appointing a mentor for the person or referring them to a community service, if required.
- Notify the individual's club if they're a part of the visiting team, if required.
- Cooperate with the police, including contacting them according to the Club's policy.
- If the Club does decide to suspend the person(s), a senior member of the Club will



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be appointed for a nominated time period as a mentor to assist them to reintegrate into the Club.

Policy Review and Ownership

The contents of this document represent the current policy and procedures of GJFC.

This policy is subject to review every two years and will be amended appropriately.

Amendments will be communicated to members as and when appropriate to ensure that it remains current.

Approved by GJFC Committee.

Authorised by

A handwritten signature in black ink, consisting of a series of loops and a long horizontal stroke extending to the right.

Scott Devers

President GJFC

This document is uncontrolled when printed.

The controlled document is available on the Intranet.