



GOOD SPORTS

Hawthorn Rowing Club

Illegal Drugs Policy

Introduction

Hawthorn Rowing 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 attending club activities.

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

This policy refers to illegal drugs prohibited by state or national laws, including cannabis (marijuana), amphetamines (speed and "ice"), ecstasy, cocaine, heroin and new psycho-active substances known as synthetic drugs.

This policy does not apply to pharmaceutical drugs or performance enhancing drugs, which are the subject of Rowing Australia's Anti Doping Policy

see <https://rowingaustralia.com.au/ra-anti-doping-policy/>

This policy applies to all club members and visitors to the club taking part in activities under the club's jurisdiction, including regattas, training, social rowing, and use of the club's facilities and equipment. It applies whenever an individual is wearing club uniform or insignia which would identify them as associated with the club.

Responsibilities

The Club will:

- Activate and comply with the policy.
- Promote the policy to everyone within our club.
- Nominate and support persons to lead the response to any illegal drug-related incidents.
- 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.
- Review this policy every year.
- Identify and list appropriate local health service providers who would be able to support an individual with a drug and/or alcohol-related issue.

Individuals will:

- Comply with the policy.
- Promote and 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

Where possible, the investigation of illegal drug-related concerns or incidents will remain confidential and the Club will act with discretion, but may contact the Police if necessary. The Club will maintain the privacy of those involved as far as possible, and other Club members will be informed on a "need-to-know basis".

All illegal drug-related concerns or incidents should be discussed with the Club's president as soon as possible. The president or nominated delegate will document the issue using the incident register and investigate the concern/incident further.

The Club committee or its nominee(s) 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 principles in this policy.

The Club's responses 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.

If illegal drugs are being distributed or sold on the club's premises, or found within the club's jurisdiction, the President will contact the local police to seek their advice.

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, the 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 from another club, that club will be informed.

Non-Compliance with Policy

The club will respond to all breaches of this policy. Any disciplinary measures imposed must:

- Be fair and reasonable and focussed 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, 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.

If a member sells or distributes illegal drugs in the club's jurisdiction:

- The 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.
- If the member is suspended, the Club may appoint a senior person to act as a mentor to the individual (s) to assist them to reintegrate with the club.
- If the individual (s) concerned is/are under 18, their parent or guardian will 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.

If a member is found in possession of an illegal drug:

- 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.
- The Club may 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.
- If the member is suspended, the Club may appoint a senior person to act as a mentor to the individual (s) to assist them to reintegrate with the club.
- If the individual(s) concerned is/are under 18, their parent or guardian will 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.

If a member under the club's jurisdiction is found using illegal drugs, or is affected by the use of drugs:

- The Club will ensure the safety and wellbeing of the individual is the first 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 will 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.

Managing Media

All contact with the media related to a drug-related allegation or incident within its jurisdiction will be managed by the club's official spokesperson.