



# Illicit Drug Use Policy

The Melbourne Rugby Union Football Club

Effective Date 24<sup>th</sup> June 2015

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## Policy Governance

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| <b>Approval</b>         | The Melbourne Rugby Union Football Club Committee is authorised to approve this Policy.  |
| <b>Effective Date</b>   | 24 <sup>th</sup> June 2015   |
| <b>Related policies</b> | <b>Internal</b><br><br>The Rules of the Melbourne Rugby Union Football Club<br><br>Vision, Mission & Values and Code of Conduct<br><br>Alcohol Management Policy<br><br>Safe Transport Policy<br><br>Smoke Free Policy<br><br>Incident Register<br><br><b>External</b><br><br>Good Sports Level 3 Accreditation requirements<br><br>ARU Code of Conduct<br><br>World Rugby Regulations |
| <b>Legislation</b>      | For the avoidance of doubt, this Policy will not contravene any federal or state legislation, and will be updated should there be any conflict.  |
| <b>Review</b>           | A review will be conducted by the committee on an annual basis, or earlier if necessitated by external changes of the Policy.  |

## Definitions

The following definitions are provided without limiting the ordinary and natural meaning of the words. For the avoidance of doubt, words that are not described below should be read in the context of their ordinary meaning.

|                      |  |
|----------------------|--|
| <b>ARU</b>           | Australian Rugby Union Limited   |
| <b>Member Union</b>  | Victorian Rugby Union Ltd  |
| <b>Club</b>          | The Melbourne Rugby Union Football Club (MRUFC)  |
| <b>Member</b>        | A player (including an amateur or non-contract player), a referee, touch judge or other match official, a selector, coach, trainer, manager or other team official, or an individual involved in the organisation, administration or promotion of Rugby including a director, other officer or employee of a Rugby Body. |
| <b>Illicit Drugs</b> | May include: cannabinoids, opioids, stimulants, 'club' drugs, dissociative drugs, hallucinogens, anabolic steroids, inhalants, and the misuse of prescription medication.  |

## **Guiding Statement**

This policy aims to provide a basis for the management of illicit drug use by members, supporters and visitors of the MRUFC. The Club recognises that illicit drug use is a part of the wider community and may affect members. This policy reflects a commitment by the club to the health, safety and welfare of all its members.

The MRUFC aims to support and educate members regarding illicit drug use and where possible work with members to address their use and provide education regarding the harms and legal implications of illicit substance use.

The club recognises the importance of current laws associated with illicit drug use, and promotes and practices a harm minimisation approach. This policy is to ensure club members understand the club's position regarding illicit drug use and explain how the club will respond to a drug-related incident within its jurisdiction. The Club jurisdiction extends to the club premises and all activities organised by or for the club at any location or venue.

The MRUFC 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 illicit drug related harm to individuals
- Ensuring a supportive and inclusive environment for all members
- Providing support to members who wish to address issues related to illicit drug use

## **Our Vision**

To create a positive environment that is the best rugby experience in Victoria.

## **Our Mission**

The Melbourne Rugby Union Football Club is committed to providing the opportunity for our members and the local community to enjoy Rugby Union and all aspects of the game. We also desire to create a centre of excellence for Rugby Union to foster development for the future of the sport.

## **Our Values**

The Melbourne Rugby Union Football Club is committed to the provision of a high level of participation, safety, family and community spirit and opportunity in Rugby Union throughout our local community and Victoria. It aims to provide all members with fair competition; access to high standard coaching, grounds and facilities, and equity at all levels.

## **Our Aims**

To field competitive teams in a club environment where they can enjoy themselves both on and off the field. To develop a strong sense of unity in the club and local community.

## **Illicit drug use**

Illicit drugs may be used by people within the wider community, the club recognises that members may use illicit drugs at times. This may include 'recreational' drugs, including but not limited to; cannabinoids, opioids, stimulants, 'club' drugs, dissociative drugs, hallucinogens, anabolic steroids, and inhalants. Illicit drug use may also include prescribed medications which are being abused.

## **Club Confidant**

The Club will designate an appropriate individual to act as the 'Club confidant'. This person will not hold a position of authority in the club, but will be a respected member, and will be responsible for the management of all illicit drug related incidents. The Committee and senior club members will support this person to carry out their duties when required.

## **Illicit Drug Use**

The possession, use, distribution or selling of illicit drugs for any purpose on club premises or at any function or activity organised by the club is prohibited.

- In the case of an incident involving an illicit drug, the initial actions and responses will focus on the safety and welfare of those directly and indirectly affected. All responses and actions will reflect the club's duty of care to members, and visitors.
- The club 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 club may refer a member who is involved in illicit drug use to a medical practitioner or support service.

## **Managing Illicit Drug Use Incidents**

Where a club member becomes aware that illicit drug use is occurring at the club or within its jurisdiction, the member should pass on this information to the President, a Committee member and/or Club confidant.

The Club confidant will:

1. Speak to the individual(s) in private, expressing concern about their drug use;
2. Remind the individual(s) of the club policy and ask for a commitment that it will not happen again;
3. Offer options for support and referral for counselling or other assistance;
4. Leave the door open for further communication with the individual(s) concerned;
5. Inform the Club President in the event of non-compliance.

If an individual(s) is under the influence of a legal or illegal drug at the club, the club will:

1. Ensure the health and safety of the individual(s);
2. Keep the individual under supervision and monitor them at regular intervals;
3. Call for medical assistance if required;
4. Arrange safe transport to take them home, unless this involves further risk;
5. If the person becomes violent or aggressive, contact police to ensure the safety of all;
6. Inform the Club President (and Club confidant) as soon as possible.

If illicit drugs are found at the club or in the possession of an individual, the President and/or Club confidant will be contacted as soon as possible.

The Club will:

- Take possession of the drug if safe to do so.
- Place the drug in a clean (preferably “snap lock”) plastic bag.
- The finder and a club official should sign and date the bag.
- Record details in the incident register.
- Contact local police and deliver the drugs to the local Police station.
- 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). This member will be counselled by the Club Confidant in line with this policy.

## **Supplying Illicit Drugs**

If it is suspected or known that a member is supplying illicit drugs to other members of the club, the Club confidant will:

- Speak to the individual to determine if they are supplying illicit drugs to others.
- The individual will be reminded of club policies and will be asked to reframe from attending the club if continuing to engage in the supply of illicit drugs. If they do not comply and continue to supply illicit drugs to members, the Club Confidant will contact the President and Committee to consider a further course of action.

## **Privacy**

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

## **Contacting parents**

- In the interests of health and safety, the Club will contact the parents or guardian of a minor where apparent or suspected illicit drug use has occurred (unless by doing so it will place the safety of the individual at risk of greater harm).
- The Club will inform all members aged under 18 years that parents will be notified if the club is aware (or strongly believes) they are using or supplying illicit drugs.