



Document No: TFNC-PRO-1.4.5
Document Name: Drug and Alcohol Policy
Document Owner: General Manager of Football

Revision No: 1.0



DRUG and ALCOHOL POLICY

Doc No.	Revision No.	Owner	Issue Date
TFNC-PRO-1.4.5	1.0	General Manager of Football	3/6/2024


Trafalgar Football Netball Club Inc.

ABN: 44 591 856 946

15 Reserve Road Trafalgar

Phone:

[Type here]

	Document No:	TFNC-PRO-1.4.5
	Document Name:	Drug and Alcohol Policy
	Document Owner:	General Manager of Football
	Revision No:	1.0

Revision Summary

Document Risk Statement: High

This document will be reviewed on a yearly basis unless a process change occurs earlier than this period.


First Issue	Issue Date	Implementation Requirements
1.0	3/6/2024	Document Created

Version No.	Revision Date	Clause No.	Revision Details	Approved By
2.0				

Document Approval

Approval Position	Name	Signed	Date
General Manager of Football			


[Type here]

	<p>Document No: TFNC-PRO-1.4.5</p> <p>Document Name: Drug and Alcohol Policy</p> <p>Document Owner: General Manager of Football</p> <p>Revision No: 1.0</p>
---	--

Contents

1. Policy Statement	4
2. Relevant Legislation	4
3. Responsible Service of Alcohol (RSA)	5
4. Drugs Management	6
5. Disciplinary Actions for Non-Conformance	7
5.4 Appeals Process	8
5.5 Confidentiality	8
6. Support Services	8
7. Policy Review	9

[Type here]

	Document No:	TFNC-PRO-1.4.5
	Document Name:	Drug and Alcohol Policy
	Document Owner:	General Manager of Football
	Revision No:	1.0

Purpose

The Trafalgar Football Netball Club (TFNC) is committed to promoting a safe, healthy, and inclusive environment for all players, members, volunteers, and visitors. This policy outlines our approach to the use, possession, and impact of alcohol and drugs within the Club's operations and activities.

Scope

This policy applies to all Club members, players, coaching staff, officials, volunteers, and visitors attending any TFNC event, training session, match, or function.

1. Policy Statement

The TFNC promotes responsible and lawful use of alcohol and has zero tolerance for illicit drugs. The Club prioritizes the safety, health, and wellbeing of its community by:


- Encouraging responsible attitudes towards alcohol consumption.
- Prohibiting the use, possession, or distribution of illicit drugs.
- Complying with all relevant legislation and sporting codes regarding drugs and alcohol.

2. Relevant Legislation

The following laws and regulations govern the TFNC's approach to alcohol and drugs:

- **Victorian Liquor Control Reform Act 1998:** Regulates the supply and consumption of alcohol.
- **Occupational Health and Safety Act 2004 (VIC):** Ensures a safe environment for all participants.
- **Sport Integrity Australia Act 2020:** Governs the integrity of sport and anti-doping measures.
- **Crimes Act 1958 (VIC):** Addresses the possession and use of illicit drugs.
- **Good Sports Program Standards:** Aims to reduce alcohol and drug-related harm in sports clubs.

[Type here]

	Document No: TFNC-PRO-1.4.5
	Document Name: Drug and Alcohol Policy
	Document Owner: General Manager of Football
	Revision No: 1.0

3. Responsible Service of Alcohol (RSA)

The Trafalgar Football Netball Club (TFNC) is committed to ensuring the responsible service of alcohol at all Club events, in compliance with the **Victorian Liquor Control Reform Act 1998**.

3.1 Licensing Compliance

- Alcohol will only be served by individuals who hold a current Responsible Service of Alcohol (RSA) certificate.
- Alcohol will only be served in accordance with the conditions of the Club's liquor license, including trading hours and designated service areas.
- Alcohol will not be served to:
 - Persons under 18 years of age.
 - Persons who are visibly intoxicated.

3.2 Promoting a Safe Environment

- Free drinking water will be readily available at all events where alcohol is served.
- A variety of non-alcoholic and low-alcohol beverages will be offered.
- Food will be provided or made available at events to encourage responsible drinking.
- Alcohol promotions, including discounts or prizes encouraging excessive consumption, are strictly prohibited.


3.3 Preventing Harm

- Club officials and RSA-trained staff are authorized to refuse service to anyone displaying inappropriate or unsafe behavior due to alcohol.
- Intoxicated individuals will be supported in leaving the premises safely (e.g., arranging transport).
- Any incidents involving alcohol misuse will be documented and reviewed by the Club Committee.

3.4 Alcohol-Free Events

- Junior events, training sessions, and matches are alcohol-free to promote a safe and family-friendly environment.
- Alcohol-free options will also be provided at senior events to accommodate all members and guests.

[Type here]

	Document No:	TFNC-PRO-1.4.5
	Document Name:	Drug and Alcohol Policy
	Document Owner:	General Manager of Football
	Revision No:	1.0

3.5 Member and Visitor Expectations

All members and visitors are expected to:

- Drink responsibly and respect the Club's policies.
- Support RSA staff in enforcing responsible service.
- Avoid bringing alcohol to events unless approved by the Club Committee and permitted under the liquor license.

4. Drugs Management

4.1. Illicit Drugs

- The use, possession, or distribution of illicit drugs is strictly prohibited at any Club activity or premises.
- Any breaches will result in disciplinary action and may involve law enforcement.


4.2. Prescription and Over-the-Counter Medication

- Members must only use medication as prescribed or recommended.
- Members should notify the Club if their medication affects their ability to safely participate in Club activities.

4.3. Anti-Doping

- All players and staff must adhere to anti-doping regulations under Sport Integrity Australia.
- Players found in breach of anti-doping regulations may face disciplinary action and potential sanctions.

[Type here]

	Document No:	TFNC-PRO-1.4.5
	Document Name:	Drug and Alcohol Policy
	Document Owner:	General Manager of Football
	Revision No:	1.0

5. Disciplinary Actions for Non-Conformance

The Trafalgar Football Netball Club (TFNC) takes breaches of this Drug and Alcohol Policy seriously to maintain a safe, inclusive, and respectful environment. Disciplinary actions will depend on the severity and nature of the breach and may include the following:

5.1 Minor Breaches

Examples of minor breaches:

- Consumption of alcohol outside designated areas or times.
- Disregard for Club guidelines on responsible alcohol consumption.

Actions:

- Verbal warning.
- Written warning recorded in Club records.
- Temporary exclusion from Club activities or functions.

5.2 Moderate Breaches

Examples of moderate breaches:

- Persistent disregard for alcohol consumption rules despite warnings.
- Being visibly intoxicated while representing the Club.
- Possession or inappropriate use of prescription or over-the-counter drugs.

Actions:


- Formal written warning with a clear improvement plan.
- Suspension from Club activities, matches, or events for a specified period.
- Requirement to participate in educational programs (e.g., responsible alcohol use or drug awareness).

5.3 Serious Breaches

Examples of serious breaches:

- Use, possession, or distribution of illicit drugs.
- Actions endangering the safety of others due to alcohol or drug misuse.
- Breaches of anti-doping regulations or legal statutes.

[Type here]

	Document No: TFNC-PRO-1.4.5
	Document Name: Drug and Alcohol Policy
	Document Owner: General Manager of Football
	Revision No: 1.0

- Repeated breaches after prior warnings or suspensions.

Actions:

- Immediate suspension from Club activities, including training, matches, and functions.
- Expulsion from the Club with no refund of fees.
- Reporting to relevant authorities, such as Sport Integrity Australia or law enforcement.
- Ineligibility for future membership or involvement with the Club.

5.4 Appeals Process

Individuals subject to disciplinary action may appeal the decision by submitting a written request to the TFNC Committee within 14 days of receiving notice. The appeal will be reviewed, and the individual will be notified of the final decision in writing.

5.5 Confidentiality

All incidents will be managed confidentially to protect the privacy and reputation of those involved, in compliance with relevant laws and Club policies.


Note: The TFNC Committee reserves the right to tailor disciplinary measures to the specific circumstances of a breach while ensuring consistency and fairness in applying this policy.

6. Support Services

The TFNC recognizes that substance abuse may indicate a need for support. Members can access the following services:

- **Alcohol and Drug Foundation (ADF):** 1300 85 85 84
- **Lifeline:** 13 11 14
- **Sport Integrity Australia:** 1300 027 232

[Type here]

	<p>Document No: TFNC-PRO-1.4.5</p> <p>Document Name: Drug and Alcohol Policy</p> <p>Document Owner: General Manager of Football</p> <p>Revision No: 1.0</p>
---	--

7. Policy Review

This policy will be reviewed annually to ensure compliance with legislation and alignment with community standards. Amendments will be communicated to all Club members.

Approval

This policy was approved by the TFNC Committee on 06/12/2024.

By signing this document, members acknowledge their understanding and agreement to adhere to the TFNC Drug and Alcohol Policy.

Signed:

President
