



CASUARINA RUGBY UNION FOOTBALL CLUB INC.

DRUG & ALCOHOL POLICY

The Casuarina Rugby Union Football Club Inc. (CRUFC) aims to provide a safe and supportive club culture that protects its registered players, officials and supporters against a range of health-related risks, including the misuse of alcohol and the use of illegal drugs.

The club aims to provide a culture where players, officials, supporters, families and all other members of the community can connect and engage in a sport that is taking positive steps towards a healthier lifestyle.

The Management Committee of CRUFC has a clear expectation that all senior players will at all times project themselves as positive mentors and role models when in the presence of junior players and when representing the CRUFC in the broader community.

That expectation is particularly high so far as this policy is concerned.

REASONS FOR A DRUG POLICY

The use of illegal drugs is seen as a problem in the broader Darwin community. It creates an ongoing issue of legality, personal welfare and safety.

The use of illegal drugs by any member of the CRUFC is entirely contrary to the sporting, health and culture of the CRUFC.

Any drug use by any club member, player, official or supporter in circumstances that fall within the scope of this Policy will not be tolerated by the CRUFC.

Preserving the reputation of the CRUFC and ensuring a healthy social culture for all its members, players, officials and supporters is of the highest priority.

The intent of this policy is designed to cover all forms of unlawful drug activity as defined by States, Territories and Commonwealth Statues and in particular the *Misuse-of-Drugs-Act-NT* (February 2006).

It is the intention of the CRUFC Management Committee to be vigilant and proactive in relation to this policy. All reasonable steps will be taken to ensure that compliance with this policy is met and that the activities of members, players, officials or supporters of the CRUFC comply with acceptable community standards and the law.

CASUARINA RUGBY UNION FOOTBALL CLUB - DRUG POLICY

No CRUFC member, player, official or supporter may possess, use or supply an illegal drug:

- (a) within the vicinity of the clubhouse or any of its annex rooms;
- (b) anywhere within the grounds or extremities of Austar Rugby Park;
- (c) inside the CRUFC clubhouse, immediately outside the club house, car park or anywhere within the boundaries of any particular reserve where CRUFC players are to/have trained or played during any afore-mentioned period; and
- (d) at any other time or place where a CRUFC member, player, official or supporter may, in the specific circumstances of the case, lead a reasonable person to make a direct connection between that possession or use of an illegal drug and the CRUFC.

DISCIPLINARY COMMITTEE

Any breach or suspected breach of this policy must be reported to the CRUFC Disciplinary Committee.

The Disciplinary Committee will be made up of four persons as follows:

- (a) the president of the CRUFC;
- (b) a nominated member of the CRUFC Committee;
- (c) a player representative as appointed by the CRUFC Committee; and
- (d) a life member of the CRUFC as appointed by the CRUFC Committee.

BREACH OF DRUG POLICY

Any member, player, official or supporter who becomes aware of, or suspects, a breach of this policy must report the breach or suspected breach to a member of the Disciplinary Committee.

That member of the Disciplinary Committee is then obligated to call a meeting of the Disciplinary Committee to deal with the breach or suspected breach.

Any other person can report a breach or suspected breach to either the Disciplinary Committee or the president.

RELEVANT FACTORS

When responding to issues involving the use, possession or supply of unlawful drugs the Disciplinary Committee of the CRUFC may take into account the following factors:

- (a) whether the matter involves the use of an unlawful drug or the supply of an unlawful drug;
- (b) where the use or supply of the unlawful drug takes is alleged to have taken place;
- (c) the age of the persons alleged to be involved;
- (d) relevant privacy issues; and
- (e) legal obligations.

The Disciplinary Committee may, at its sole discretion, consider any other factor it believes to be relevant when responding to an alleged breach of this policy.

SANCTIONS

Supply

It is the policy of the CRUFC Management Committee that any allegation of the supply of an illegal drug by a member, player, official or supporter to another will immediately be reported to Northern Territory Police and the Governing Body, the Northern Territory Rugby Union Inc (NTRU)

Once that report has been made then the individual suspected of being involved in the unlawful supply of an illegal drug will be asked to appear before the Disciplinary Committee to have the matter determined.

If the person suspected of breaching this policy elects not to appear before the Disciplinary Committee then they will be suspended from all participation within the CRUFC until such time as they do appear before the Disciplinary Committee and the matter is determined.

Use or Possession

It is the policy of the CRUFC that sanctions for the use or possession of unlawful drugs shall, where appropriate, be on a graduated basis.

The policy of the CRUFC Management Committee in relation to sanctions for the use or possession of a dangerous drug, in the circumstances referred to above, will usually be as follows:

- (a) ***First time offenders, will at the discretion of the Committee, either receive a first and final warning in writing of club policy on drug use or depending on the circumstances and extent of allegations face expulsion from the Club for a period to be determined by the Disciplinary Committee.***
- (b) ***Any further offence regardless will result in a lifetime expulsion from the Club and that person(s) will also be referred to the NTRU. The Club reserves the right to inform the Northern Territory Police for further action if required.***

Despite the above the CRUFC Disciplinary Committee is not bound in any way by the recommendations referred to above and always maintains a complete discretion in relation to the imposition of a sanction in every case.

The CRUFC Disciplinary Committee can, at its discretion and at any time, refer any suspected unlawful drug activity directly to Northern Territory Police if the Disciplinary Committee is of the view that such a referral is warranted in the circumstances.

In the case where a matter is referred to Northern Territory Police for investigation then the alleged offender may still appear before the Disciplinary Committee to have the matter determined, if they so choose, but if they elect not to appear before the Disciplinary Committee then they shall be suspended from all activity in relation to the CRUFC until such time as they do appear before the Disciplinary Committee and the matter is determined.

PROCESS

Upon the report of a suspected breach of this policy to the Disciplinary Committee then the Disciplinary Committee shall call a hearing to determine the particular matter.

The structure of such a hearing will be informal, conducted in private with all the principles of natural justice applying.

The committee will determine the allegation made on the balance of probabilities.

The Disciplinary Committee, subject to the rules of natural justice, is entitled to conduct the hearing in any manner it deems appropriate.

JUNIOR PLAYERS 17 YEARS & UNDER

When a breach, or suspected breach, of this policy involves a player who is 17 years of age or under, the Disciplinary Committee will liaise with the relevant parent or guardian, with the intent of agreeing on participation by the player in structured drug counseling or a mutually acceptable drug education program.

Unless unusual circumstances exist, a period of suspension from all games will also be applied.

The length of any suspension will be at the sole discretion of the Disciplinary Committee and may be influenced by the player and/or parent subsequently producing evidence to the Disciplinary Committee that appropriate counseling and/or drug education has been completed.

As a matter of course the NTRU will be informed of any such drug supply or use as outlined in this policy.

REASON FOR AN ALCOHOL POLICY

It is accepted that the sensible and moderate consumption of alcohol by persons of or over the age of 18 years can be an appropriate part of the social culture of a sporting club,

The CRUFC possesses a Liquor Licence. All aspects of the supply and consumption of alcohol in or near the clubroom is governed by the various requirements of our liquor licence, and the relevant various licensing laws.

The CRUFC Committee consider it vital that the rules and laws applied to liquor possession and/or consumption at the club are strictly obeyed. Preserving the good reputation of the CRUFC as a good citizen and also ensuring a healthy and safe social culture in the context of alcohol consumption is a high priority.

Under Northern Territory law the penalties for breaching the liquor laws can include loss of liquor licence and/or heavy fines. Loss of our liquor licence would severely reduce the ability of the CRUFC to raise income and continue to exist.

CASUARINA RUGBY UNION FOOTBALL CLUB - ALCOHOL POLICY

Casuarina Rugby Union Football Club members, players, officials, supporters or visitors will at all times fully comply with the written conditions recorded on our Liquor Licence, which is on public display in the CRUFC bar.

CRUFC, players, officials, supporters or visitors will at all times comply with the law in relation to the possession and consumption of alcohol at the Clubhouse and at Astar Rugby Park. In that regard the Committee highlights the following:-

- (a) under 18's will not be served or supplied alcohol, nor will they bring their own alcohol onto the premises for consumption (premises includes clubhouse, carpark, and any area within the Astar Rugby Park boundaries);
- (b) zero tolerance policy applies to the serving or supply of alcohol to any person under 18 years;
- (c) under no circumstances must any member, player, official or supporter bring their own alcohol into Astar Rugby Park for consumption or to sell (areas includes clubhouse, carpark, playing fields, grandstands and any area within the Astar Rugby Park boundaries);
- (d) any persons considered to have consumed an excessive amount of alcohol will be refused service.
- (e) at any other time or place where an CRUFC member, player, official or supporter may, in the specific circumstances of the case, lead a reasonable person to make a direct connection between inappropriate consumption of alcohol and the CRUFC

BREACH OF ALCOHOL POLICY

Any member, player, official or supporter who becomes aware of, or suspects, a breach of this policy must report the breach or suspected breach to a member of the Committee.

PROCESS

Upon the report of a suspected breach of this policy to the Committee will have the power to confiscate any personal alcohol brought into Austar Rugby Park or refuse to sell any further alcohol to an intoxicated individual.

If the breach is that of bringing in personal alcohol for consumption or sale, then that person (or persons) will be asked to leave the premises of the CRUFC clubhouse and subsequently that of Austar Rugby Park.

Further, a Disciplinary Committee hearing will be held at the first available opportunity, it will be informal, conducted in private with all the principles of natural justice applying.

The committee will determine the allegation made on the balance of probabilities.

The Disciplinary Committee, subject to the rules of natural justice, is entitled to conduct the hearing in any manner it deems appropriate.

JUNIOR PLAYERS 17 YEARS & UNDER

When a breach, or suspected breach, of this policy involves a player who is 17 years of age or under, the Disciplinary Committee will liaise with the relevant parent or guardian, with the intent of agreeing on participation by the player in structured counseling or a mutually acceptable education program.

SANCTIONS

If in the opinion of Disciplinary Committee the truth of the reported breach is substantiated on the balance of probabilities then the Disciplinary Committee will apply a penalty it believes appropriate to the severity of the circumstances of the particular case.

Such penalty may, where appropriate, include suspension from CRUFC.