

## POLICY

### POLICY OVERVIEW + PURPOSE:

Mt Gravatt AFC [MGAFC] aims to provide a safe and supportive AFL culture that protects people against a range of health-related risks, including the misuse of alcohol and the use of illegal drugs.

The organisation aims to provide a culture where players, officials, members, supporters, families and all other members of the community can connect and engage in meaningful and positive relationships.

MGAFC has an 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 AFL game in the broader community.

### Drug Policy Justification

The use of illicit drugs has severe legal implications as well as the potential to impact greatly on a person's health and safety.

Any use of illicit drugs by players, registered with MGAFC, is contrary to the sporting culture of the Club.

**Preserving the reputation of the AFL and ensuring a healthy social culture for those who choose to be associated with the game - members, players, officials and supporters, are of the highest priority.**

The policy is in keeping with the State and Commonwealth Statutes, in particular the *Drugs Misuse Act 1986 (QLD)*, which cover all forms of unlawful drug activity.

### THE DRUG POLICY

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

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

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

- (a) within the vicinity of the club rooms;
- (b) anywhere in the grounds or extremities of the Dittmer Park;
- (c) inside any club house, immediately outside any club house, car park or anywhere within the boundaries of any particular reserve where MGAFC players are training or playing; and
- (d) at any other time or place where a MGAFC member, player, official or supporter may, in the specific circumstances of the case, lead a reasonable person to make a direct connection between the possession, supply or use of an illegal drug and the MGAFC.

### DISCIPLINARY COMMITTEE

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

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

- (a) the president of the MGAFC;

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- (b) a member of the MGAFC Board;
- (c) a player representative as appointed by the Board; and
- (d) a member of the Football Department as appointed by the Board.

### **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 MGAFC Management Committee.

### **RELEVANT CIRCUMSTANCES**

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

- (a) whether there is any immediate medical risk to any person;
- (b) whether the matter involves the use of an unlawful drug or the supply of an unlawful drug;
- (c) where the use or supply of the unlawful drug takes place or is alleged to have taken place;
- (d) the age of the persons involved or alleged to be involved;
- (e) relevant privacy issues; and
- (f) 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 MGAFC that any allegation of the supply of an illegal drug by a member, player, official and/or supporter to another will immediately be reported to Queensland Police.

Once that report has been made, then the individual suspected of being involved in the unlawful supply of an illegal drug will be given the opportunity to appear before the Disciplinary Committee to take advice from the Committee as to their standing in the club, pending the results of any police investigation.

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 MGAFC 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 MGAFC that sanctions to be applied for the use or possession of unlawful drugs shall, where appropriate, be on a graduated basis.

The policy of the MGAFC Board, in relation to sanctions to be applied to the use or possession of a dangerous drug, in the 'relevant circumstances' referred to above, will usually be as follows:

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- (a) first time – warning and reminder of club policy on drug use;
- (b) second time – suspension for a designated time; and
- (c) third time – expulsion.

Despite the above the MGAFC Board is not bound, in any way, by the recommendations referred to above and always has complete discretion in relation to the imposition of a sanction in every case.

The MGAFC Disciplinary Committee can, at its discretion and at any time, refer any suspected unlawful drug activity directly to Queensland Police if the Disciplinary Committee is of the view that, in the circumstances, such a referral is warranted or required by law.

In the case where a matter is referred to Queensland Police for investigation then the alleged offender will be required to appear before the Disciplinary Committee to be advised as to their status in the club while the matter is under police investigation. Should the alleged offender elect not to appear before the Disciplinary Committee then they shall be suspended from all activity in relation to the MGAFC 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 matter.

The structure of such a hearing will; be informal, be conducted in private and, adhere to the principles of due process and natural justice.

The Committee will make its determinations on the balance of probabilities.

The Disciplinary Committee, subject to due process and 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 counselling or a mutually acceptable drug education program.

Unless unusual circumstances exist, a period of suspension from 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 counselling and/or drug education has been completed.

### Alcohol Policy Justification

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

The MGAFC possesses a Liquor Licence. All aspects of the supply and consumption of alcohol, in or near the clubrooms, are governed by the various requirements of the Club Liquor Licence, and the associated licensing laws.

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The MGAFC 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 MGAFC as a good citizen and also ensuring a healthy and safe social culture in relation to the consumption of alcohol, is a high priority.

Under Queensland law the penalties for breaching the liquor laws can include loss of liquor licence and/or heavy fines. Loss of the Club Liquor Licence would severely reduce the ability of the MGAFC to raise income and continue to exist.

### THE ALCOHOL POLICY

MGAFC members, players, officials, supporters and/or visitors will at all times fully comply with the written conditions recorded on our Liquor Licence, which is on public display in the MGAFC Can Bar.

MGAFC players, officials, supporters and/or visitors will at all times comply with the law in relation to the possession and consumption of alcohol at the Dittmer Park clubrooms and oval. In relation to the MGAFC alcohol policy the following conditions apply:

- (a) persons under 18 years of age will not be served or supplied alcohol, nor will they bring their own alcohol onto the premises for consumption (premises includes clubhouse, car park, and any area within the Dittmer Park boundaries);
- (b) zero tolerance policy applies to the serving or supply of alcohol to any person(s) under 18 years;
- (c) any person(s) considered by a Committee member(s) and/or their representative(s) to have consumed an excessive amount of alcohol will be refused service.
- (d) at any other time or place where a MGAFC member, player, official and/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 MGAFC the consequences contained in this policy will apply.

### BREACH OF ALCOHOL POLICY

Any member, player, official and/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 MGAFC Board.

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### **SANCTIONS**

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

Such consequence may, where appropriate, include suspension from MGAFC.