



VOLLEYBALL WESTERN AUSTRALIA

Alcohol Policy

Date of Issue
Last Reviewed
Controlling Body

December 2014
December 2014
VWA Board

Overview

Volleyball Western Australia Alcohol Policy has been introduced to support and promote the responsible consumption of alcohol and to address any inappropriate behaviour that results from excessive drinking.

Volleyball WA will not support events, celebrations or trips that involve excessive consumption of alcohol and alcohol-free events will be provided for young people and families.

Background

The negative effects of alcohol and associated behaviours have been widely publicised.

Sport, in particular, has had an ongoing affiliation with alcohol through sponsorship and celebration events. However, sports organisations are taking a greater responsibility to change traditions and promote an environment where 'responsible consumption of alcohol' is the accepted norm.

Policy Application

1. This policy applies to all VWA members and all other people or organisations which by agreement or otherwise, are bound to comply with this policy (including contractors, Board Directors, Regional Network representatives, employees, administrators, volunteers and attendees at functions of VWA).
2. This policy applies to behaviour occurring during the course of VWA business, activities, competitions and events, when the behaviour involves individuals associated with VWA and which negatively effects relationships within VWA.
3. Signs of intoxication include slurred speech, impaired balance, poor coordination, reduced inhibition, aggressive, belligerent and disrespectful behaviour.

Responsibilities

VWA'S role and contribution in making this policy work is to:

1. Prepare a policy statement on Responsible Consumption of Alcohol as a part of the VWA Membership Protection Policy
2. Ensure relevant risk management plans include consumption of alcohol
3. Take all reasonable steps necessary to ensure that everyone in the organisation knows:
 - what 'responsible consumption of alcohol' is
 - what the legal requirements are
 - that excessive consumption of alcohol will not be toleratedThis will be achieved by
 - including a copy of the Policy in Policy and Procedures Manual
 - distributing the Policy to all Associations and Clubs
 - ensuring all Association and Club personnel are educated and trained with the policy
 - including a copy of the policy on the VWA website
 - notifying participants in all VWA activities and / or events that they will be required to comply with this policy
3. Alcohol will be served in compliance with the requirements of the liquor licence and in accordance with the safety and wellbeing of VWA members and members of the public:
 - Only trained servers will be permitted to serve alcohol. They are not permitted to drink while serving alcohol.
 - The liquor licence will be displayed at the bar.
 - Excessive or rapid consumption of alcohol will be discouraged.

- A person aged under 18 will not be permitted to be behind the bar under any circumstances.
 - A VWA staff member will be present at events where alcohol is served.
 - Servers will follow procedures, provided in their training by the Liquor Licensing Commission, for dealing with and refusing alcohol to intoxicated patrons.
 - Alcohol will not be served to any person who is intoxicated and intoxicated patrons will be asked to leave. Safe travel options will be suggested.
 - People aged under 18 will not knowingly be served alcohol. Staff will request proof of age, where appropriate, and only photo ID will be accepted.
 - A range of snacks will be available when alcohol is served.
 - Low-alcohol drinks and free water will also be provided.
4. The 'Responsible Consumption of Alcohol' message will be promoted
- 'Alcohol. Think Again' material and / or posters about responsible drinking and standard drinks measures will be prominently displayed.
 - Alcohol will not be advertised, promoted or served at junior events or activities.

The Clubs / Associations, VWA members and spectators role and contribution is to:

1. Comply with this policy and ensure information is made available
2. Ensure all significant personnel are familiar with the policy and required procedures at each level of the VWA Network.
3. Drink and behave responsibly at all functions, events and away trips.
4. Do not supply alcohol to team members if they are aged under 18.
5. Do not drink alcohol at events, functions, matches or while away on trips if aged under 18.
6. Do not encourage others to drink alcohol excessively.
7. Do not encourage or take part in team bonding activities that involve alcohol.
8. Do not spike another person's drink.
9. Offer support to anyone who may be drinking excessively
10. Maintain complete confidentiality if information is provided during the investigation of a complaint.
11. Avoid gossiping or spreading rumours (outside giving information as part of a legitimate investigation process). Such behaviour can result in legal action for defamation.

Policy Statement

VWA will take all complaints of excessive consumption of alcohol and intoxication seriously and will ensure they are dealt with promptly, sensitively and confidentially. Disciplinary action may be taken against a person who is found in breach of this policy, in accordance with the Complaints Management Procedure.

Reviewed by the Volleyball WA Board - December 2014