

# Illegal Drugs Policy

Policy Name: Illegal Drugs Policy

Policy Number: V2

Document Type: Policy

Effective Date: May 2020

Last Reviewed: June 2023

Next Review: June 2026

Applicable Legislation: As per requirements for Good Sports Accreditation

This policy will be reviewed every three years or earlier if required by the organisation. The review will ensure it reflects both the community expectations and all legal requirements.



## Overview

Volleyball WA (VWA) does not allow the use, distribution or selling of illegal drugs by any employee, volunteer, member, participant, or guest within VWA's jurisdiction. This policy reflects VWA's aim to protect the health, safety and wellbeing of all persons associated with VWA and all persons in attendance at VWA activities. Therefore, the purpose of this policy is to ensure the VWA employees, volunteers, members, participants, and guests understand VWA's position regarding illegal drugs and how it will respond to a drug-related incident within its jurisdiction.

This policy is to be read in conjunction with the following documents:

- VWA Anti-Doping Policy Addendum
- VWA Code of Conduct
- VWA Complaint Management Policy
- VWA Member Disciplinary Policy
- VWA Privacy Policy Addendum
- VWA Staff Misconduct Policy

## Policy Application

1. This policy applies to all VWA affiliates, employees, volunteers, members, participants, guests and all other people or organisations which by agreement or otherwise, are bound to comply with this policy.
2. This policy applies to VWA business, activities, competitions, and events. Private behaviour of employees, volunteers, members, participants, or guests is not included in this policy as VWA cannot be responsible for their behaviour outside of VWA's jurisdiction. However, this policy will apply whenever an individual is wearing a part of the VWA uniform which would identify them as being a representative of VWA.
3. This policy refers to illegal drugs only, which is defined as "a substance that is not permitted to be taken or used according to state or national laws such as cannabis (marijuana), amphetamines (speed and "ice"), ecstasy, cocaine, heroin, and a range of new psycho-active substances known as synthetic drugs."
4. This policy does not apply to pharmaceutical drugs or performance enhancing drugs (unless they are captured in the above definition).

## Responsibilities

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

1. Take all reasonable steps necessary to ensure that everyone in the organisation know:
  - a) What the policy is.
  - b) Their roles and responsibilities.
2. This will be achieved by:
  - a) Including a copy of the Policy in Policy and Procedures Manual.
  - b) Distributing the policy to all affiliates.
  - c) Ensuring all VWA affiliates, employees, volunteers, and members are educated on the policy.
  - d) Including a copy of the policy on the VWA website.
  - e) Notifying participants in all VWA activities that they will be required to comply with the Codes of Conduct of the organisation including this policy.

- f) Responding to all drug related concerns or incidents in conjunction with the VWA Complaint Management Policy.
- g) Have a list of health service providers who would be able to support an individual with a drug and/or alcohol-related issue.

Affiliates, employees, volunteers, members, participants, and guests' roles are to:

1. Comply with this policy and ensure information is made available.
  - a) Promote and role model expected standards of behaviours at all times
  - b) Be responsible and accountable for their behaviour.
2. Collaborate with VWA personnel to implement best practice.
3. Report any areas of concern to VWA in a timely manner.

### **Policy Statement**

VWA will take all breaches of the policy 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.

# Illegal Drugs Procedure

## **Selling or distribution of illegal drugs in VWA's jurisdiction**

1. VWA will contact the local police to seek their advice.
2. Consequences for the individual(s) will depend on the circumstances or severity and in accordance with the VWA Complaint Management Policy.
3. Where applicable, the individual(s) may be referred to a local health service provider.
4. If the individual(s) concerned is / are under 18, their parent or guardian would be informed immediately of the incident and of the consequences, unless informing the parent or guardian would put the individual at risk of greater harm.
5. In the case of a member / guest, VWA will inform any relevant affiliates / partner organisations.
6. All contact with the media related to a drug-related allegation or incident within its jurisdiction will be managed by the VWA Chief Executive Officer.

## **Possession of an illegal drug in VWA's jurisdiction**

1. The individual(s) will be asked to hand-over the substance and VWA will follow the procedures for handling illegal drugs in its jurisdiction.

## **Use of drugs or affected by the use of illegal drugs in VWA's jurisdiction**

1. VWA will ensure the safety and wellbeing of the individual(s) involved.
2. Seek out medical assistance, if required.
3. If required, contact next of kin.
4. If the individual(s) concerned is/are under 18, their parent or guardian would be informed immediately of the incident and of the consequences, unless informing the parent or guardian would put the individual at risk of greater harm.
5. Ensure individual is safely transported to their home.
6. When the individual's health has returned to a normal state, VWA may investigate and take appropriate action in accordance with the VWA Complaint Management Policy.
7. Where applicable, the individual(s) may be referred to a local health service provider.
8. In the case of a member / guest, VWA will inform any relevant affiliates / partner organisations.
9. All contact with the media related to a drug-related allegation or incident within its jurisdiction will be managed by the VWA Chief Executive Officer.