

LAST REVIEWED	November 2021
NEXT REVIEW	November 2024

INTRODUCTION

Country Football WA (CFWA) does not allow the use, distribution or selling of illegal drugs by any League or club committee member, member, or club visitor within our Affiliated Leagues' jurisdiction. This policy reflects CFWA's commitment to protecting the health, safety and wellbeing of all persons associated with country football and all persons in attendance at country football activities.

PURPOSE OF THIS POLICY

The purpose of this policy is to ensure that our Affiliated League and Club committees, club members and visitors understand CFWA's position regarding illegal drugs and how it will respond to a drug-related incident within its jurisdiction.

EXTENT OF THIS POLICY

What is an illegal drug?

An illegal drug is a substance that is not permitted to be taken or used according to state and national laws. For a full list of banned substances under the WADA code, visit <https://www.wada-ama.org/sites/default/files/resources/files/wada-2016-prohibited-list-en.pdf>

When does this policy apply?

This policy applies in all areas under CFWA's jurisdiction. This includes at League matches and events and within affiliated Club facilities, including club rooms and grounds, matches and activities organised or sanctioned by affiliated clubs; and private behaviour that brings the code or sport into disrepute.

Who does this policy apply to?

- League and Club committees: our League and club officer bearers.
- League and Club members: including coaches, team managers, support people, and players.
- Visitors to our League and Club: people who are within our affiliated club jurisdiction but are not club committee members or players. This may include club supporters and spectators; officials such as umpires; visiting teams and their supporters; and people visiting affiliated club's facilities such as grounds people.

RESPONSIBILITIES

CFWA will:

- Activate and comply with the policy.
- Promote the policy to our network.
- Promote and role model expected standards of behaviours at all times.
- Provide promotional material, training and support for Leagues and Clubs.
- Respond to violations of this policy discretely and in a timely manner.
- Investigate all apparent, or alleged, breaches of this policy and determine a course of action after all relevant facts and circumstances are known.
- Ensure all responses and actions will reflect a duty of care to participants, visitors and all other people and will be guided by this policy.
- Review this policy every year in consultation with the AFL, WAFC, ASADA and our Leagues and Clubs.

Our Leagues will:

Activate and comply with the policy.

- Promote the policy to everyone within their jurisdiction.
- Promote and role model expected standards of behaviours at all times.
- Respond to violations of this policy discretely and in a timely manner.
- Investigate all apparent, or alleged, breaches of this policy and determine a course of action after all relevant facts and circumstances are known.
- Ensure all responses and actions will reflect the League's duty of care to members, visitors and all other people guided by this policy.
- Review this policy every year in consultation with CFWA and affiliated clubs and relevant local services and leagues/associations (as outlined in the 'policy review' section).

Our clubs will:

Activate and comply with the policy.

- Promote the policy to everyone within our club's jurisdiction.
- Promote and role model expected standards of behaviours at all times.
- Respond to violations of this policy discretely and in a timely manner.
- Investigate all apparent, or alleged, breaches of this policy and determine a course of action after all relevant facts and circumstances are known.
- Ensure all responses and actions will reflect the club's duty of care to members, visitors and all other people and will be guided by this policy.
- Review this policy every year in consultation with club members and relevant local services and leagues/associations (as outlined in the 'policy review' section).

Individuals will:

Comply with the policy.

- Promote and role model expected standards of behaviours at all times.
- Be responsible and accountable for their behaviour.
- Discuss their concerns about their own, or another club member's/visitors, illegal drug use with the club confidant.
- Honour CFWA's commitment to the health, safety and welfare of all its members.

RESPONDING TO ILLEGAL DRUGS

Initial response

When responding to an illegal drug-related concern or incident, the initial actions and responses by our club will focus on the safety and welfare of those directly and indirectly involved. All responses and actions will reflect the club's duty of care to members, players, patrons, visitors and all other people.

All illegal drug-related concerns or incidents should be discussed with a club confidant as soon as possible. The confidant will document the issues using the agreed template/issues register (*Attachment 1*) and investigate the concern/incident further in line with this policy.

If a club confidant is unavailable, the concern or incident should be discussed with a club committee member who will document the issues using the agreed template and pass the details onto the club confidant as soon as possible.

Investigating the concern or incident

The club confidant will investigate all illegal drug-related concerns or incidents in a timely and discrete manner.

Once all relevant facts and circumstances are known and documented using the agreed template, the confidant will make recommendations about appropriate approaches and/or disciplinary measures to the club committee based on the guiding principles outlined in this policy.

Privacy

Where possible, the investigation of illegal drug-related concerns or incidents will maintain the strictest confidentiality.

Illegal drug use by people under 18 years

Where the club identifies (or strongly believes) that a person under the age of 18 years is involved in illegal drug use, the following additional measures must be followed:

- Inform the individual that the club will be informing his/her parents or legal guardian.
- Notify the parent or legal guardian.
- An exception may occur if the club believes that to inform the parent or legal guardian would place the individual at risk.
- All players and members under 18 years should be informed through the club's drug policy or code of conduct that parents will be informed if the club is aware (or strongly believes) that they are using or are involved with illicit drugs.

A club member or visitor appears to be affected by an illegal drug

If a club member or visitor within and affiliated clubs jurisdiction appears to be affected by an illegal drug, our initial response will focus on the safety and welfare of those directly and indirectly involved. This may include:

- Aim to minimise harm
- Express your concerns
- Assure them you are there to help
- Refer them to the appropriate health professional (*Attachment 3*)

Once the risk of immediate harm to everyone has been reduced, the club confidant will investigate the incident and make recommendations to the club committee about disciplinary measures based on the guidelines in this policy.

If illegal drugs are being distributed or sold on our club's premises

If an individual is distributing or selling illegal drugs in a club's jurisdiction, a club's initial response and processes will focus on the safety and welfare of those directly and indirectly involved. This may include:

- Speaking directly to any person who is suspected of supplying drugs to ascertain if this is happening (assuming it is safe to do so).
- Monitor the individual in question.
- Consider contacting Crime Stoppers on 1300 333 000.

Once the risk of immediate harm to anyone in our club has been reduced, the club confidant will investigate the incident and make recommendations to the club committee about disciplinary measures based on the guidelines in this policy.

Handling illegal drugs that are found within our club's jurisdiction

If illegal drugs are found in a club's facilities or in the possession of a club member, visitor or person within a club's jurisdiction, the club confidant and President will be contacted as soon as possible and the club will:

- Take possession of the drug.
- Place the drug in a clean plastic bag.
- Seal the plastic bag with masking tape.
- The finder and President should sign and date the bag.
- Details should be written in the Incident Report (*Attachment 1*).
- Contact the local police and request they attend and remove the drug (the plastic bag should be stored in a secure place until the police arrive).
- Attending police should sign the Incident Report (*Attachment 1*).
- If the person suspected to be in possession of illegal drugs will not give them to the club, they should be asked to leave the premises immediately (assuming it is safe to do so).
- Remind all participants of the WACFL Illicit Drug Policy.
- Consider Contacting Crime Stoppers on 1300 333 000.

Disciplinary measures

A League or Club will respond to all violations of this policy or to people who have made false and malicious allegations. Any disciplinary measures imposed under our policy must:

- Be fair and reasonable.
- Focus on the safety and welfare of those directly and indirectly involved.
- Be based on the evidence and information gathered and the impact on the club, other members, players, patrons, visitors and the community.
- Take into account the age of the people involved.
- Take into account whether the incident involved personal use of an illegal drug or the supply of an illegal drug to other people.
- Take into account whether this is a person's first violation of this policy or if there have been multiple incidents.

Possible measures that may be taken include:

- Being reminded of the club policy and receive a warning that further violation of this policy may result in disciplinary actions.
- A referral to a health or alcohol and other drug service for support and counselling.
- Suspension or termination of club membership, player contract, and/or being banned from club sanctioned activities and facilities.
- The matter being referred to the police.

Managing media

All contact with the media related to a drug-related allegation or incident within its jurisdiction must abide by the following guidelines for Leagues and Clubs:

- Media must be handled by the League or Club President (unless otherwise delegated).
- Individual's names or details specific to the incident should not be discussed with the media.
- No admissions of guilt should be discussed
- Continually refer to the WACFL Illicit Drug Policy.

Promoting this Policy

WACFL and our affiliated Leagues and Clubs will inform club members and visitors about this policy at least once a year. This will include using a range of different communication channels, including:

- CFWA Club Manuals
- Membership forms
- Information session
- Websites and social media
- Providing signage
- A pre-season email to all registered players

Policy Review

This policy will be reviewed each year in consultation with club members and relevant local services and leagues/associations to ensure it remains relevant to our club operations and reflects both community expectations and legal requirements.

This regular review of this policy will form the basis of a club's recommitment to:

- The policy
- Identification, training and support of a club confidant
- Informing club members and visitors about the policy.

Policy Activated

This Policy was reviewed in November 2021.

CFWA ILLEGAL DRUG POLICY



ATTACHMENT 1: REPORTING FORM

Record of incident

Person managing the concern/allegation/incident	Name: Role in the club: Date record made:
Person who raised the concerns/allegations or witnessed the incident	Name: Under 18 or 18 and over? Phone: Email: Role in the club: Date concerns/allegations made:
Person to whom the concerns/allegations refer	Name: Under 18 or 18 and over? Phone: Email: Role in the club:
Details of the concerns or alleged incident	Date: Location: Specific concerns or what was witnessed:
Initial actions taken	Date: Location: Details:
Investigative steps taken:	Date: Location: Details:
Recommendations from club confidant to the club committee	Date: Details:
Club committee decision	Date: Details:
Resolution and/or actions taken by the club	Date: Details:

CFWA ILLEGAL DRUG POLICY



ATTACHMENT 2: REFERRAL AND SUPPORT SERVICES

Health, alcohol and other drug services to which people may be referred in the event of an illegal drug-related concern or incident may include:

NATIONAL

Counselling Online

24 hours a day, 7 days a week

Free alcohol and drug counselling online

Cannabis Information and Helpline

1800 30 40 50

11am–7pm, Monday to Friday (including public holidays)

Family Drug Help

1300 660 068

24 hours a day, 7 days a week

Family Drug Support

1300 368 186

24 hours a day, 7 days a week

Support for families faced with problematic drug use

Quitline

13 78 48

8am–8pm, Monday to Friday

Say When

Online tool to monitor alcohol intake

WESTERN AUSTRALIA

Parent Drug Information Service (PDIS)

Perth: 08 9442 5050

Regional: 1800 653 203

Alcohol & Drug Information Service (ADIS)

Perth: 08 9442 5000

Regional WA: 1800 198 024

A 24-hour, confidential telephone service that provides information, counselling, referral and advice