



Perth Broncos American Football Club Inc.

ALCOHOL, DRUGS & SMOKING POLICY

June 2021

1. PURPOSE

This policy outlines our procedures for a responsible approach to alcohol, smoking and illegal drugs at club games, special events, functions and other club-related activities. It represents our club's commitment to its members, volunteers, and visitors, acknowledging the role that sporting clubs and associations play in building strong and healthy communities.

This policy will help to ensure our club:

- meets its duty of care in relation to the health and safety of our members, volunteers and visitors who attend any club games, special events, functions, and other activities.
- upholds the reputation of our club, our sponsors, and partners.
- understands the risks associated with alcohol, smoking and illegal drugs and our role in minimising this risk.
- complies with licences, legislation and associated terms and conditions where appropriate.

2. GENERAL PRINCIPLES

A risk management approach will be taken in planning events and activities involving the sale, supply, or consumption of alcohol. Such events and activities will be conducted and managed in a manner consistent with liquor licensing legislation and this policy.

The Perth Broncos American Football Club does not allow the use, distribution or selling of illegal drugs by any club member or any visitors within our club's jurisdiction. This policy reflects our club's commitment to protecting the health, safety and wellbeing of all persons associated with the club and all persons in attendance at club activities.

Our club recognises the importance of educating club members of the risks of smoking and that smoking around young people sends the message that smoking is okay. Implementing this policy and smoke-free areas make smoking less visible, less acceptable and contributes to reduced uptake of smoking amongst young people.

3. PROMOTION AND PERCEPTION

- (1) Our club will:
 - (a) ensure this policy is easily accessible and will promote it via our website, newsletters, social media, announcements during events and functions.
 - (b) educate members, volunteers and visitors about our policy and the benefits of having such a policy.
 - (c) pursue non-alcohol sponsorship and revenue sources.
 - (d) actively demonstrate its attitude relating to the responsible use of alcohol and other drugs and promote positive messages through its social media platforms.
 - (e) actively participate in the Alcohol and Drug Foundation's Good Sports program with an ongoing priority to achieve and maintain the highest Good Sports accreditation.
 - (f) not provide awards and prizes that have an emphasis on alcohol as a reward.
 - (g) not advertise, promote, serve or consume alcohol at junior games, events, functions or activities.
 - (h) not permit the drinking of alcohol in the club change-rooms when people under the age of 18 are present, including underage players in senior teams.
 - (i) Not advertise alcohol brands or display their logo on club materials and merchandise.
- (2) Whilst engaging in club activities, members, volunteers and visitors will:
 - (a) accept responsibility for their own behaviour and use good judgment.
 - (b) encourage and assist others to use good judgment.
 - (c) not provide alcohol only as an award to a player or official for any reason.
 - (d) not post content on social media of themselves or others smoking or using or under the influence of alcohol or drugs.
- (3) All contact with the media related to an alcohol or drug-related allegation or incident within its jurisdiction will be managed by the club's nominated spokesperson.

4. ALCOHOL

- (4) Our club will:
- (a) ensure only Responsible Service of Alcohol (RSA) trained bar servers with current accreditations will serve alcohol.
 - (b) ensure that servers of alcohol will not consume alcohol when on duty.
 - (c) ensure an incident register will be maintained (at the bar/canteen) and any alcohol-related incidents will be recorded on the register.
 - (d) recognise that not all club members may drink alcohol and will ensure that water is provided free of charge.
 - (e) actively encourage the sale of alternative products to that of alcohol and will ensure that at least four non-alcoholic drinks and one low-alcoholic drink option are always available and priced at least 10% cheaper than the cheapest full-strength drink. Healthy drink options will be provided, where possible.
 - (f) not encourage excessive or rapid consumption of alcohol. This means we do not conduct happy hours, cheap drink promotions or drinking competitions.
 - (g) encourage safe celebrations and events by not conducting 'all you can drink' functions.
 - (h) not free pour spirits or serve double measures of spirits.
 - (i) provide substantial food when alcohol is available for more than 90 minutes and more than 15 people are present. Healthy food options will be provided, where possible.
 - (j) ensure that a current and appropriate liquor licence is maintained and will comply with our Liquor licence requirements and all applicable local by-laws.
 - (k) ensure that only people aged 18 years or older serve alcohol and alcohol is not served to persons aged under 18 years.
 - (l) not allow intoxicated people to enter our club premises.
 - (m) display information to help members seek assistance relating to alcohol consumption.

- (5) Bar servers and committee members will:
 - (a) ask for proof of age for anyone who looks 25 years old or younger. Only photo ID's will be accepted as 'proof of age'.
 - (b) follow Responsible Service of Alcohol training procedures when refusing service to an intoxicated person.

- (6) A person is defined as in a state of intoxication if their speech, balance, co-ordination, or behaviour is noticeably affected and there are reasonable grounds for believing that this is the result of the consumption of alcohol.
 - (a) If a person becomes intoxicated (and is not putting other people at risk with their behaviour) the person will not be served alcohol but will be provided with water and options for safe transport home from our club, where available.
 - (b) If a person becomes intoxicated (and is putting other people at risk due to their behaviour) the person will be asked to leave our club premises immediately and offered safe transport options, where available. Police may also be contacted to remove the person, if required.

5. DRUGS

- (1) Our club will:
 - (a) promote and role model expected standards of behaviours at all times.
 - (b) appoint and support appropriate persons such as mentors to lead the initial response, investigation, and action for all illegal drug-related incidents.
 - (c) respond to breaches of this policy discreetly and in a timely manner.
 - (d) investigate all apparent, or alleged, breaches of this policy and take action after all relevant facts and circumstances are known.
 - (e) ensure all responses and actions will reflect the club's duty of care to members and visitors.
 - (f) display information to help members seek assistance to address drug use.

- (2) When responding to an illegal drug-related concern or incident, the responses by the club will focus on the safety and welfare of those directly and indirectly involved. All responses will reflect the club's duty of care to members and visitors.
 - (a) All illegal drug-related concerns or incidents should be discussed with the club's Chairperson as soon as possible. The Chairperson will document the issue using the incident register and investigate the concern/incident further. If the Chairperson is not available, another club official may substitute for them.
 - (b) If illegal drugs are being distributed or sold on the club's premises by a member or visitor of any age, the Chairperson will contact the local police to seek their advice.
 - (c) If illegal drugs are found within the club's jurisdiction the Chairperson will contact local police to seek their advice and expertise on how they can be disposed of safely.
- (3) Where the club identifies that a person under the age of 18 years is involved in illegal drug use the Perth Broncos will:
 - (a) Inform the individual that the Chairperson or relevant committee member may contact the parent or guardian to discuss the incident if it is appropriate and safe to do so.
 - (b) Contact the parent or guardian to discuss, unless, informing the parent or guardian would put the individual at risk of greater harm.
 - (c) In the case of a visitor in this instance, the Perth Broncos will inform the visiting club.
- (4) If a member is found using drugs, or is affected by the use of illegal drugs under the club's jurisdiction, the club will:
 - (a) ensure the safety and wellbeing of the individual is the priority.
 - (b) seek out medical assistance, if required.
 - (c) contact next of kin, if required.
 - (d) ensure individual is safely transported to their home.
 - (e) where applicable, refer the individual(s) to a local health service provider.

- (f) If the individual(s) concerned is/are under 18, inform their parent or guardian immediately of the incident and of the consequences, unless informing the parent or guardian would put the individual at risk of greater harm.
- (g) Investigate and take any necessary action, which may include disciplinary measures.

6. SMOKING

- (1) Our club requires the following areas of our home ground to be smoke-free:
 - (a) all indoor areas.
 - (b) all outdoor playing/training areas.
 - (c) all spectator areas (standing and seated, covered and uncovered).
 - (d) all canteen, catering, eating and drinking areas.
- (2) Smoke-free areas will be signed (where possible) and promoted in club materials. A designated smoking permitted area is available.
- (3) Cigarettes, e-cigarettes and any other tobacco products will not be sold, including from vending machines, at any time at or by our club.
- (4) The club will display information to help members seeking assistance to quit smoking.

7. BREACHES

- (1) All club members and visitors should notify the committee in writing of any suspected breaches of this policy.
- (2) The investigation of breaches of this policy will involve at least two committee members.
 - (a) Where possible, the investigation will remain confidential.
 - (b) Subject to its right to contact the Police, if necessary, the club will maintain the privacy of those involved as far as possible.

- (c) Club members will be informed about the incident on a need-to-know basis only.
 - (d) Once all relevant facts and circumstances are known, the Chairperson will recommend appropriate approaches and/or disciplinary measures to the club committee based on the guiding principles outlined in this policy.
- (3) Any disciplinary measures imposed must:
- (a) be agreed upon by the majority of the committee.
 - (b) be fair and reasonable and will focus on the safety and welfare of those directly and indirectly involved.
 - (c) be based on the evidence and information gathered and the impact on the club, other members, players, patrons, visitors and the community.
 - (d) consider the age and personal circumstances of the people involved.
 - (e) consider whether the incident involved personal use of an illegal drug and/or the supply of an illegal drug to other people.
 - (f) include the appointment of a person to act as a mentor to a suspended individual(s) for a nominated period of time and to assist them to reintegrate with the club, if applicable.