



POL1300: Drug and Alcohol

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Next review: May 2018

Summary

SA Country Basketball is committed to providing a safe, healthy and productive environment.

Everyone has a responsibility to ensure that they take reasonable care to protect the health and safety of themselves and others whilst performing their role by not being affected by alcohol or other drugs to the extent that it impacts on those around them.

Athletes, employees or volunteers who have concerns about working with any other party due to possible alcohol or other drug use should consult with the leader of the event immediately. Should this person be the cause of concern, the Executive Officer or President of SA Country should be contacted.

For the purpose of this Policy, SA Country Basketball defines alcohol and drugs as follows:

- **“Alcohol”** refers to any beverage, containing an alcoholic content that temporarily impairs a person's physical or mental capacity.
- **“Drugs”** refers to a chemical substance, whether it is legal or illegal, which may have the ability to impair a person's physical or mental capacity. These can include prescribed drugs issued by a medical practitioner, or non-prescribed drugs, for example, but not limited to, speed, heroin, amphetamines, LSD, crack, cocaine, ecstasy, marijuana, etc.

Athletes

Athletes within our program are all under the age of consent and are therefore prohibited from consuming alcohol whilst at an event managed by or for SA Country. Consumption of drugs not prescribed by a Doctor or authorised by the athlete's parent or guardian is also prohibited.

Athletes must not self-medicate without the approval of SA Country and their family. All medication must be handed to the Team Manager at the commencement of an event.

Athlete breach of policy

An athlete found possessing, consuming, distributing, selling or manufacturing alcohol or other drugs or under the influence of alcohol or other drugs, on SA Country premises will be subject to disciplinary action, dependent to the nature of incident, which may result in the athlete being:

- Counselling;
- Instantly suspended on from participation, pending the outcome of an investigation into the incident; or
- Dismissed from the program, provided the manager/supervisor has actual proof.

In all instances the family of the athlete will be contacted to participate in the investigation and disciplinary process as deemed appropriate by the manager/supervisor.

The manager/supervisor will confiscate the substance in question for possible evidence.

SA Country reserves the right to search its premises or any premises under its control and/or responsibility for alcohol or other drugs.

Employees and volunteers

All employees and volunteers of SA Country are prohibited from selling, distributing, manufacturing, possessing or consuming alcohol (to the point where they are unable to adequately function) or other drugs while performing their role or when on the premises of SA Country. Employees and volunteers are also prohibited from arriving to perform their role or returning to perform their role from any break under the influence of alcohol or other drugs.

However, there may be certain occasions where alcohol may be available at SA Country functions. In these specified situations, SA Country accepts that alcohol may be consumed within the appropriate guidelines and with the permission of management.

In instances when employees or volunteers attend either workplace functions or functions on behalf of SA Country, management and employees will be expected to behave in a professional and responsible manner, ensuring that duty of care is provided to both themselves and others.

In circumstances where an employee or volunteer is taking medically prescribed drugs to manage a specific condition that may interfere with their ability to perform their role, they are required to notify their manager/supervisor. The manager/supervisor, in consultation with the employee or volunteer (and the employee's or volunteer's doctor if relevant to the particular circumstances), may (if practicable) make adjustments to the role of the employee or volunteer concerned.

If this is not possible and the situation is temporary, the employee or volunteer will either resume or commence sick leave (in the case of an employee) or suspend themselves from their role until the employee or volunteer is able to resume that role.

The right of employees and volunteers to consume alcohol or take other drugs socially is acknowledged, however it is inappropriate to do so while performing their role for SA Country. Therefore, SA Country reserves the right to take action if an employee or volunteer is:

- Affected by alcohol or other drugs, so as to endanger their own safety or the safety of members, clientele or any other employee or volunteer;
- Found in the possession of drugs or drug use equipment on SA Country premises; or
- Affected by alcohol or other drugs, so that the employee's or volunteer's ability to perform their role is affected.

Employee/Volunteer breach of policy

An employee found possessing, consuming, distributing, selling or manufacturing alcohol or other drugs or under the influence of alcohol or other drugs, on SA Country premises will be subject to disciplinary action, dependent to the nature of incident, which may result in the employee or volunteer being:

- Counselling;
- Instantly suspended on full pay, pending the outcome of an investigation into the incident; or
- Dismissed for misconduct, provided the manager/supervisor has actual proof.

The manager/supervisor will confiscate the substance in question for possible evidence.

SA Country reserves the right to search its premises or any premises under its control and/or responsibility for alcohol or other drugs.