

This policy was approved by the Board of Dynamic Running at its board meeting on 3 October 2018.

Introduction

Our club does not allow the use, distribution or selling of illegal drugs by any club member, volunteer or any visitors at our club events¹. This policy reflects our club's commitment to protecting the health, safety and wellbeing of all persons associated with our club and all persons in attendance at club activities.

Purpose of this policy

The purpose of this policy is to ensure our club members and volunteers understand the club's position regarding illegal drugs and how it will respond to a drug-related incident.

Extent of this policy

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."

This policy does not apply to pharmaceutical drugs or performance enhancing drugs (unless they are captured in the above definition).

This policy should be read and understood in conjunction with our club's code of conduct.

When does this policy apply?

This policy applies whenever the individual is taking part in activities at our club. This includes our club's races, training, events and trips organised by our club.

Private behaviour of members and volunteers are not included in this policy as our club cannot be responsible for the behaviour of its members and volunteers outside our club's activities; however, this policy will apply whenever an individual is wearing a part of the official club uniform which would identify them as being a representative of our club.

Who does this policy apply to?

All club members, volunteers and visitors to our club.

¹ A 'Club event' is any hosted race, training session, club trip or social get-together where Dynamic Running is the event organiser.

Responsibilities

Our club will:

- Activate and comply with the policy.
- Promote the policy to everyone within our club.
- Promote and role model expected standards of behaviours at all times.
- Appoint and support appropriate persons such as a Welfare Officer to lead the initial response, investigation and action for all illegal drug-related incidents.
- Respond to breaches of this policy discreetly and in a timely manner.
- Investigate all apparent, or alleged, breaches of this policy and take action after all relevant facts and circumstances are known.
- Ensure all responses and actions will reflect the club's duty of care to members, volunteers and visitors.
- Review this policy every year.
- Educate members and volunteers on illegal drugs.
- Have a list of health service providers in our area who would be able to support an individual with a drug and/or alcohol-related issue.

Individuals will:

- Comply with the policy.
- Promote and role model expected standards of behaviours at all times.
- Be responsible and accountable for their behaviour.
- Alert club officials or the Welfare Officer with any concern about illegal drug use within our club.
- Honour our commitment to the health, safety and welfare of all of our members and volunteers.

Responding to illegal drugs

Privacy

Where possible, the investigation of illegal drug-related concerns or incidents will remain confidential in line with our club's privacy policy.

The Privacy Policy of Dynamic Running is as follows:

- Our club will always act with discretion.
- Subject to its right to contact the Police if necessary, our club will maintain the privacy of those involved as far as possible.
- Club members and volunteers will be informed about the incident on a need-to-know basis only.

Investigating the concern or incident

The Welfare Officer will investigate all illegal drug-related concerns or incidents in a timely and discreet manner.

Once all relevant facts and circumstances are known, the Welfare Officer will recommend appropriate approaches and/or disciplinary measures to our Board of Directors based on the guiding principles outlined in this policy.

Response

When responding to an illegal drug-related concern or incident, the responses by our 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, volunteers and visitors.

All illegal drug-related concerns or incidents should be discussed with a Welfare Officer as soon as possible. The Welfare Officer will document the issue using the incident register and investigate the concern/incident further. In the event that a Welfare Officer is not available, a club official may substitute for them.

If illegal drugs are being distributed or sold at an event by a member, volunteer or visitor of any age, the Welfare Officer or Director of the Board will contact the local police to seek their advice.

If illegal drugs are found at an event the Welfare Officer or Director of the Board will contact local police to seek their advice and so they can be disposed of safely.

Illegal drug use by a member or volunteer under 18 years

Where the club identifies that a person under the age of 18 years is involved in illegal drug use our club will:

- Inform the individual that a Welfare Officer will contact the parent or guardian to discuss the incident, if it is appropriate and safe to do so.
- Contact the parent or guardian to discuss, unless informing the parent or guardian would put the individual at risk of greater harm.
- Contact the police, local school or relevant child safety department to seek their advice, if the parent or guardian cannot be contacted.
- In the case of a visitor in this instance, our club will inform the visiting club, if applicable.

Non-compliance with policy

Our club will respond to all breaches of this policy. Any disciplinary measures imposed under our policy must:

- Be fair and reasonable and will 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, volunteers, visitors and the community.
- Take into account the age and personal circumstances of the people involved.
- Take into account whether the incident involved personal use of an illegal drug and/or the supply of an illegal drug to other people.

Examples of breaches of policy:

1. If a member or volunteer **sells or distributes illegal drugs** at a club event, the following will occur:
 - Our club will contact the local police to seek their advice.
 - Consequences for the individual (s) will depend on the circumstances or severity.
 - Where applicable, the individual (s) may be referred to a local health service provider.
 - Our club will appoint a mentor to a suspended individual (s) for a nominated period of time and to assist them to reintegrate with our club, if applicable.
 - 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.
 - In the case of a visitor, our club will inform the visiting club, if applicable.

2. If a member or volunteer is found **in possession of an illegal drug**, the following will occur:
 - The individual (s) will be asked to hand-over the substance and our club will follow the procedures for handling illegal drugs at its events.
 - Our club will contact the local police to seek their advice.
 - Consequences for the individual (s) will depend on the circumstances or severity.
 - Where applicable, the individual (s) may be referred to a local health service provider.
 - Our club will appoint a mentor to a suspended individual (s) for a nominated period of time and to assist them to reintegrate with the club, if applicable.
 - 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.
 - In the case of a visitor, our club will inform the visiting club, if applicable.

3. If a member or volunteer is found **using drugs, or is affected by the use of illegal drugs** at a club event:
 - Our club would ensure the safety and wellbeing of the individual is the first priority.
 - Seek out medical assistance, if required.
 - If required, contact next of kin.
 - 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.
 - Ensure individual is safely transported to their home or a medical facility.
 - When the individual's health has returned to a normal state, the Welfare Officer will investigate and take appropriate action.
 - Where applicable, the individual (s) may be referred to a local health service provider.
 - In the case of a visitor, our club will inform the visiting club, if applicable

