



Casey Panthers Soccer Club

Anti-Smoking Policy

Smoke-free laws in Victoria have banned smoking in certain public spaces, due to the high risk that secondary smoke can cause amongst our communities. In Victoria, the Tobacco Act 1987 regulates where smoking is permitted and the sale/promotion of tobacco.

Casey Panthers Soccer Club members, spectators and officials must adhere to the following:

SMOKING BANS AND RESTRICTIONS

At organised underage sporting events, smoking is banned within 10 metres (about two car lengths) of the public outdoor sporting venue during an organised under -18's event.

The ban extends to training or practice, as well as breaks or intervals during the event, training or practice.

There are restrictions that ban smoking where food is being served.

- Smoking is banned in outdoor dining areas such as hospitality venues, food fairs or within 10 metres of food stalls/vendors at organised events.
- E-cigarettes are also banned from outdoor dining areas.

Please adhere to the smoke free signs around our grounds and canteen.

Any person seen to be not adhering to the anti-smoking policy, will be asked by a Casey Panthers committee member or ground marshal to either -

- Put out the cigarette or be asked to stop smoking e-cigarette
- Remove themselves from the restricted area to a non-restricted area.

No smoking area at soccer ground

Any person found not to be adhering to the anti-smoking policy or behaving in an aggressive manner when approached to stop or move to a designated smoking area, will be brought to the attention of the Casey Panthers Committee and may face disciplinary action as per the discipline process outlined in our club constitution.

For further information or advice on how to quit smoking contact <https://www.quit.org.au/>



Casey Panthers Soccer Club

Illegal Drug/Alcohol Policy

Casey Panthers Soccer Club is committed to providing a safe and supportive environment for the care, health and wellbeing of its members. The purpose of the illegal drug use policy is to ensure a protective environment with clear structures and boundaries, provide positive role models and a place for people to connect and socialise, to assist in the prevention and minimise the harms caused by alcohol and other drugs.

Casey Panthers Soccer 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

Suspected illegal drug use or extreme alcohol usage should be treated with care, with the aim to focus more on the persons mental health and well-being. It is not possible to know if someone uses drugs unless you see them using, or they appear obviously intoxicated, and even then, there may be another valid explanation e.g. red eyes could indicate cannabis use or an eye irritation. Common signs associated with drug use, such as tiredness, poor concentration, excitement, and withdrawal, can be symptoms of illness, a bad reaction to prescription medication, 'adolescence', or unrelated medical conditions.

This policy comes into effect when there may be concerns of a person's health and wellbeing. These concerns can be raised to the Casey Panthers committee, who will treat the information confidentially and approach the person to discuss the nature of the concerns and any ways in which we can assist.

This policy refers to illegal drugs only which may be referred to 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 the Casey Panthers club's code of conduct.

This policy is applicable to all Club committee, players, officials, members and visitors to club facilities and events or activities organised by the club and anywhere an individual is wearing a club uniform which would identify them as being a representative of the club.

Responsibilities involved in this policy –

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 mentors 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 and visitors.
- Review this policy every year.
- Educate members 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 with any concern about illegal drug use within the club.
- Honour our commitment to the health, safety and welfare of all our members.

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 the Casey Panthers Soccer Club is as follows:

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

Investigating the concern or incident –

The committee will investigate all illegal drug-related concerns or incidents in a timely and discreet manner. Once all relevant facts and circumstances are known, the president will recommend appropriate approaches and/or disciplinary measures to the club committee based on the guiding principles outlined in this policy.

Response –

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. All illegal drug-related concerns or incidents should be discussed with the club's president as soon as possible. The president will document the issue using the incident register and investigate the concern/ incident further. In the event that the president is not available, another club official may substitute for them. If illegal drugs are being distributed or sold on the club's premises by a member or visitor of any age, the President will contact the local police to seek their advice. If illegal drugs are found within the club's jurisdiction the President will contact local police to seek their advice and expertise on how they can be disposed of safely.

Illegal drug use by a member under 18 years –

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

- Inform the individual that the president or relevant committee member may 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.
- In the case of a visitor in this instance, the Casey Panthers Soccer Club will inform the visiting club.

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, players, patrons, 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 sells or distributes illegal drugs in the club's jurisdiction, the following will occur:
 - The Casey Panthers Soccer 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.
 - The club will appoint a senior 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.
 - 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, the Casey Panthers Soccer Club will inform the visiting club.
2. If a member is found in possession of an illegal drug, the following will occur:
 - The individual (s) will be asked to hand-over the substance and the club will follow the procedures for handling illegal drugs in its jurisdiction.

- The Casey Panthers Soccer 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.
 - The club will appoint a senior 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.
 - 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, the Casey Panthers Soccer Club will inform the visiting club.
3. If a member is found using drugs, or is affected by the use of illegal drugs under the club's jurisdiction:
- The Casey Panthers Soccer 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.
 - When the individual's health has returned to a normal state, the club president/committee members may 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, the Casey Panthers Soccer Club will inform the visiting club.

Managing media –

All contact with the media related to a drug-related allegation or incident within its jurisdiction will be managed by the club's official spokesperson.

Note – policy developed inline with the goodsports illegal drugs template.

<https://goodsports.com.au>

Help and support can also be found at the Australian Drug Foundation Website

<https://adf.org.au>