



## Alcohol and Drugs Policy

**Owner: SWAS**

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**Version: 2.0**

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**Approved by: SWAS CEO**

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**Effective from: June 2018**

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## **1. Definition**

- 1.1** Alcohol - Refer "Drug"
- 1.2** Alcohol and Drugs Testing - Alcohol and drug testing may include, but is not limited to, a breathalyser test for alcohol, or a urine test for drugs.
- 1.3** Drug - Any substance including alcohol, which may chemically modify the body's function or perception which may result in psychological or behavioural change. It includes prescribed medication, legal and illegal substances.
- 1.4** Rehabilitation - A progressive and coordinated program designed to facilitate the person's non-dependence on alcohol or other drugs.

## **2. Aim**

- 2.1** To maximise the health and safety of athletes and staff, by reducing the risks of injury and illness associated with alcohol and other drug use.
- 2.2** To actively promote, encourage and support strategies which minimise harm from alcohol and other drug use.
- 2.3** To provide assistance through educational and rehabilitation measures to overcome alcohol and/or other drug problems.
- 2.4** To ensure that staff and athletes detected breaching this policy are dealt with in a fair and constructive manner.
- 2.5** To conduct alcohol and other drug testing where:
  - (a) Alcohol or drug use is suspected.
  - (b) Following a serious accident or incident, and/or;
  - (c) As part of an alcohol and drug rehabilitation program.
- 2.6** To provide a confidential employee/athlete assistance referral service for SWAS employees/athletes who may be experiencing difficulty complying with this policy.

### **3. Standards**

**3.1** This policy applies to any person who performs work for SWAS, any athlete on the SWAS program, or anyone on SWAS business, whether or not as an employee.

**3.2** The only legitimate use of drugs is under the care of a qualified physician.

**3.3** SWAS has an “Anti-Doping Policy” which applies to all athletes, staff and contractors. It is a working document that is designed to strongly discourage the use of drugs for performance enhancement. Some recreational drugs, both legal and illegal, are also considered to be performance enhancing drugs under this policy. Sanctions independent of this policy do apply to those being found to be in breach of the SWAS Anti-Doping Policy.

**3.4** The SWAS CEO shall:

3.4.1 Ensure that adequate resources are allocated for the implementation of this policy and procedure. This includes education, training, counselling, random testing and other program requirements which may stem from this policy and procedure.

3.4.2 Take all reasonable steps to ensure that all employees (including all contractors and persons employed by/or operating on behalf of contractors) within their area of responsibility are free from any detrimental affect from drugs or alcohol while carrying out duties for or on behalf of SWAS.

3.4.3 Ensure that all employees and athletes (including all contractors and persons employed by/or operating on behalf of contractors) within their area of responsibility have the information and training to understand this policy and associated procedure.

3.4.4 Ensure that this policy and procedure is followed.

3.4.5 Request staff/contractors/coaches/athletes suspected of breaching this policy to leave SWAS until fit for duties.

3.4.6 Following a positive result from an alcohol and/or drug test, take all reasonable steps to ensure the employee, athlete or contractor returns to SWAS to be free from any detrimental affect from drugs or alcohol.

**3.5** Employees/athletes/contractors shall:

- 3.5.1 Maintain a safe and healthy environment, which includes reducing the risk of injury and illness to themselves and others.
- 3.5.2 Ensure that he/she is not under the influence of alcohol or other drugs while performing SWAS duties.
- 3.5.3 When taking prescribed or over-counter drugs that may interfere with his/her capacity to work/behave safely and effectively, inform his/her manager/coach/parent or association in order that appropriate arrangements can be made.
- 3.5.4 Report any concern to the SWAS CEO where it is noticed that another employee/athlete/coach/contractor appears to be in an unfit state to perform duties, which may be due to the influence of alcohol or other drugs.
- 3.5.5 Cooperate with a request by the SWAS CEO or an authorised employee to undertake an alcohol/drug test either routinely, randomly, following an accident or incident or where a coach/contractor/parent has reasonable cause to believe that the employee/athlete/contractor may be under the influence of alcohol or other drugs.
- 3.5.6 If affected by alcohol and other drugs, the employee/athlete/coach/contractor should not report for duties but instead advise their manager of their absence and expected return to SWAS.

**3.6** In the case of SWAS events and functions, the following measures are also implemented:

- 3.6.1 Alcohol will only be served in accordance with the requirements set out in the Liquor Licensing Act 1998.
- 3.6.2 Non-alcoholic options will be available.
- 3.6.3 Water will be provided, free of charge, where alcohol is served.
- 3.6.4 Food will be provided where alcohol is being served.
- 3.5.7 SWAS has the right to terminate staff/contractors/athletes/coaches for breach this policy, if that person jeopardises the health and safety of other staff/contractors/athletes and coaches.

#### **4. Supporting Procedures and Policies**

**4.1** SWAS Athlete Code of Conduct Policy

**4.2** SWAS Anti-Doping Policy