**Singleton Rugby Club Ltd**

**Alcohol & Drug Policy**

**Applicability**

Singleton Rugby Club Ltd Board

**Publication Requirement**

Alcohol & Drug Policy – AD007

**Primary Source**

NSW Liquor Laws, ARU Illicit Drug & Alcohol Policy, SRC Code of Conduct

**Document Status**

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**Amendment Record Amendment**

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**Definitions**

The following terms and acronyms are/may be used within this document:

**Alcohol** – Refers to and is defined in AS 3547:2019

**Drugs** – Refers to and is defined in AS/NZS 4308:2008

**Impairment** – Refers to any detrimental effect induced by an introduced substance or article, on cells or function of cells in the human body

**Code** - Refers to the Singleton Rugby Club Code of Conduct & Rugby AU Alcohol Code of Conduct – Illicit Drug Policy (2019)

**SRC Board** - Refers to the Singleton Rugby Club Elected Board of Directors

**Club** – Refers to Singleton Rugby Club and Grounds. (Bounded by land at 73 Howe St Singleton)

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# Purpose

This Policy is to provide an understanding to all persons of the SRC’s Alcohol and Drug Policy and the standard of behaviour expected while playing for and on behalf of the club or while in attendance at the club.

The club recognises that the use of illicit drugs or performance enhancing drugs is harmful to individuals and sets a poor example to players, members and the wider community. This practice also brings the game into public disrepute; this also extends to the excess consumption of alcohol.

# Principles of Behaviour

All persons must ensure that their personal behaviour and actions are at all times compliant with the Singleton Rugby Club’s Code of Conduct, WH&S Act, ARU Illicit Drugs, and Alcohol Policy’s & NSW Liquor Legislations and that their actions do not affect or have the potential to bring the club’s name into disrepute in any form.

# Exposures

**Alcohol:**

At all times persons are to comply with the NSW Liquor Legislation or SRC Policy’s and follow the directions of Club Staff, Bar Manager, Director or the Clubs Licensee.

Any failure to comply with any directions will result in actions being taken to remove the person or persons from the club and/or grounds.

It is mandatory for all staff serving alcohol at the SRC to hold the Responsible Service of Alcohol (RSA) certificate as required by the NSW Liquor law.

**Drugs:**

The club will not tolerate the use of illicit substances or performance enhancing drugs within the boundaries of the SRC or while playing for the SRC. The club will take action to remove any person or persons suspected of the use or supply of illicit substances at the club; this may include advice to the NSW Police or other regulatory body.

The playing group, coaches & managers must be aware of the ARU Illicit Drugs Policy that can be implemented at any game of Rugby in Australia. Players have a responsibility to make themselves aware of this Policy by referring to the ARU Illicit Drug Policy – 31/07/2019 available on the ARU’s website: [www.aru.com.au](http://www.aru.com.au)

# Expectations & Requirements

* All persons at the club are responsible for their own actions and behaviour at all times.
* No person should supply alcohol to a person or persons under the legal age of 18 years.
* Persons must not compete or officiate in a rugby match or attend training sessions if affected by alcohol.
* Players must not consume alcohol while participating on game days.
* No person/s should be allowed to consume alcohol if they are showing signs of impairment/intoxication/concussion of any kind.
* Persons must not post images on social media of themselves or others drinking alcohol excessively or while at the SRC.
* Where possible if a person knows they are travelling to a game (home or away) they should be dropped off at the club, so there is no potential temptation of driving a vehicle if they have consumed any alcohol or the like.
* Players must not consume or take illicit drugs while participating on game days.
* No person or persons should sell or use illicit drugs while within the boundaries of the SRC.
* Persons must not compete or officiate in a rugby match or attend training sessions if affected by any form of drugs.
* Players must not use performance enhancing drugs while playing for the SRC.
* Any breaches of this Policy must be reported to the Singleton Rugby Club Board Executive and the Board will undertake a review in accordance with the SRC Code of Conduct and take any actions deemed necessary by the Board.
* Players should be aware that random Drug & Alcohol testing may occur at any time during games days.

# Breaches of the Policy & Disciplinary Action

Breaches of the SRC Alcohol & Drug Policy or NHRU or Rugby AU Policy’s involving players or other persons may result in action being taken by the Board.

Disciplinary action may be taken in relation to an employee/worker/player/person if found to have breached the Alcohol & Drug Policy or SRC Code of Conduct.

This may include;

* Dismissal or club suspension; removal from club; written warnings; exclusion access to Club;
* Any contracts of service with the club may be terminated;
* Action taken to recover any imposed fines or unauthorised club costs;
* The matter may be referred to the NSW Police or other regulatory body; and
* Any other actions as deemed appropriate and approved by the SRC Board.