

ALCOHOL MANAGEMENT & ILLEGAL DRUGS POLICY

Labrador Hockey Club

1. PURPOSE

This policy outlines our procedures for a balanced and responsible approach to the service, supply, consumption and promotion of alcohol at Club games, special events, functions and other club-related activities. The purpose of this policy is also to ensure the Club committee and club members understand the club's position regarding illegal drugs and how it will respond to a drug-related incident within its jurisdiction.

It represents our Club's commitment to its members, volunteers and visitors, acknowledging the role that sporting clubs play in building strong and healthy communities.

This policy will help to ensure our Club:

- Meets its duty of care in relation to the health and safety of our members, volunteers and visitors who attend any Club games, special events, functions and other activities where alcohol may be consumed.
- Upholds the reputation of our Club and our corporate partners.
- Understands the risks associated with alcohol misuse and our role in minimising this risk.
- Complies with a valid liquor licence* and associated terms and conditions.

2. RATIONALE

Labrador Hockey Club recognises the legal responsibilities and the financial and social benefits of holding and operating a liquor license in the community. Level 3 Accreditation under the *Good Sports* program requires us to implement practices and policies regarding the responsible management of alcohol. As such, we will adhere to liquor licensing laws and the criteria of the *Good Sports* program.

3. GENERAL PRINCIPLES

- A risk management approach will be taken in planning events and activities involving the sale, supply or consumption of alcohol. Such events and activities will be conducted and managed in a manner consistent with liquor licensing legislation and this policy.
- Alcohol misuse can lead to risk taking, unsafe, unacceptable and/or illegal behaviour. Excessive consumption of alcohol will not be an excuse for unacceptable behaviour, particularly behaviour that endangers others or breaches the law, this policy or any other policy of the Club.

4. CONDUCT EXPECTATIONS

Whilst engaging in Club activities, members, volunteers and visitors:

- Will accept responsibility for their own behaviour, take a responsible approach and use good judgment when alcohol is available.
- Will encourage and assist others to use good judgment when alcohol is available.
- **Will not compete, train, coach or officiate if affected by alcohol.**
- **Will not provide, encourage or allow people aged under 18 years to consume alcohol.**
- Will not participate, pressure anyone or encourage excessive or rapid consumption of alcohol (including drinking competitions).
- Will not provide alcohol only as an award to a player or official for any reason.
- Will not post images on social media of themselves or others drinking alcohol irresponsibly at club-related activities.

5. ALCOHOL MANAGEMENT

Our Club will ensure that:

- A current and appropriate liquor licence is maintained.
- The Club's liquor licence* is displayed as near as practical to the entrance of the clubroom or beside the bar (as required by relevant state law).
- All mandatorily required liquor licence signage will be displayed in each area covered by the Club's licence.
- Servers of alcohol will not consume alcohol when on duty.
- Information posters about '[Standard Drink measures](#)' will be displayed prominently near where alcohol is served.
- An Incident Register will be maintained (at the bar) and any alcohol-related incident will be recorded on the register.
- Alcohol is not advertised or promoted at junior games, events, functions or activities.

5.1 Service of Alcohol

Alcohol will be served according to the Club's liquor license with the safety and well-being of members and visitors the priority. Our club will ensure:

- Only RSA trained bar servers with current qualifications will serve alcohol or supervise designated volunteers to serve alcohol.
- Standard drink measures are used for non pre-packaged alcohol (e.g. drinks in glasses), where possible.
- Servers are aware of standard drink sizes and are competent in measuring standard drinks.
- The service of double measures of spirits is discouraged.
- People aged under 18 years do not serve alcohol.
- Excessive or rapid consumption of alcohol is not encouraged. This means we do not conduct happy hours, cheap drink promotions or drinking competitions.

5.2 Intoxicated People

For the purposes of this policy, a person is defined as in a **state of intoxication** if his or her speech, balance, co-ordination or behaviour is noticeably affected and there are reasonable grounds for believing that this is the result of the consumption of alcohol.

- Intoxicated people will not be permitted to enter our Club premises.
- Alcohol will not be served to any person who is or appears intoxicated.
- Servers will follow RSA training procedures when refusing service to an intoxicated person.
- If a person becomes intoxicated (and is **not** putting other people at risk with their behaviour) the person will not be served alcohol but will be provided with water and options for safe transport home from our Club, where available.
- If a person becomes intoxicated (and **is** putting other people at risk due to their behaviour) the person will be asked to leave our Club premises immediately and offered safe transport options, where available. Police may also be contacted to remove the person, if required.
- Any alcohol-related incident and any action taken will be recorded in our Club's incident register.

5.3 Underage Drinking

- Alcohol will not be served to persons aged under 18 years.
- Bar servers and committee members will ask for proof of age whenever the age of a person requesting alcohol is in doubt.
- Only photo ID's will be accepted as 'proof of age'.
- Our Club will not encourage the drinking of alcohol in the Club change-rooms to reduce the risk of minors being served alcohol illegally.

5.4 Availability of Non-Alcoholic and Low Alcohol Drinks

Our club recognises that not all club members may drink alcohol and alcohol is not the only revenue stream available. Our club actively encourages the sale of alternative products to that of alcohol and will ensure that:

- Water is provided for sale at the bar area.
- Non-alcoholic drinks are clearly visible and adequate in variety and supply.

6. FUNCTIONS

Our Club will encourage safe celebrations and events by:

- Not conducting functions where a minimum amount of liquor sales is required.
- Not promoting or hosting 'all you can drink' functions.
- Not providing alcohol-only drink vouchers for functions.
- **Limiting the number of drinks included in the price of function tickets to a maximum of four, as recommended by the Australian Health and Medical Research Council.**

Advertisements for functions will promote safe celebrations by:

- Not overemphasising the availability of alcohol or referring to the amount of alcohol available.
- Not encouraging rapid drinking or excessive drinking.
- Giving equal reference to the availability of non-alcoholic drinks.
- Displaying a clear start and finish time for the function.
- Including a safe transport message, where possible and relevant.

7. ILLEGAL DRUGS

Illegal drugs are 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 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).

Labrador Sports Club does not allow the use, distribution or sale of illegal drugs by any club member or any visitors within our Club’s jurisdiction.

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 and/or the player representative will recommend appropriate approaches and/or disciplinary measures to the club committee based on the guiding principles outlined in Club document *‘Responding to Illegal Drugs’*.

8. SAFE TRANSPORT

Our Club recognises that driving under the influence of alcohol and/or drugs is hazardous to individuals and the wider community. Accordingly, our Club implements a Safe Transport Policy that is reviewed regularly in conjunction with this Alcohol Management Policy. We ask that all attendees at our functions plan their transport requirements to ensure they arrive home safely and prevent driving under the influence of alcohol.

9. CLUB TRIPS

Our Club will monitor and ensure any Club trips, particularly end of season player trips, strictly adhere to responsible behaviour and alcohol consumption in accordance with the principles of this policy and the values of the Club.

10. AWARDS/PRIZES

Our Club will avoid providing [awards](#) (e.g. at end of season presentations) that have an emphasis on alcohol as a reward. RSA rules confirm this point.

11. PROMOTING THIS POLICY AND RESPONSIBLE USE OF ALCOHOL

Our Club will:

- Educate members, volunteers and visitors about our policy and the benefits of having such a policy.

- Ensure this policy is easily accessible and will promote it via **our website, newsletters, social media, announcements during events and functions.**
- Actively demonstrate its attitude relating to the responsible use of alcohol and promote positive messages through its social media platforms.
- Pursue non-alcohol corporate partnerships and revenue sources.
- Actively participate in the Alcohol and Drug Foundation's *Good Sports* program with an ongoing priority to **maintain** the highest Good Sports accreditation.

12. NON-COMPLIANCE

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.
- Consider the age and personal circumstances of the people involved.

13. POLICY MANAGEMENT

The presence of a **person who has current RSA qualifications and/or committee member**, whenever our **bar is open selling alcohol**, is essential to ensure compliance with this policy and liquor licensing laws.

14. POLICY REVIEW

This policy will be reviewed annually to ensure it remains relevant to club operations and reflects both community expectations and legal requirements.

SIGNATURES:

Signed: *Scott Beasley*
Scott Beasley, Club President
Date: 23 March 2019

Signed: *G Lomas*
Club Secretary
Date: 23 March 2019

Next policy review date is 1 March 2020.

ENQUIRIES REGARDING OUR POLICY:

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Visit: www.goodsports.com.au for information regarding the Good Sports program.