



MWAS Alcohol and Illicit Drugs Policy

Adopted by Board – 19/12/2013

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1. DEFINITIONS

Alcohol refer “Drug”

Alcohol and Drugs Testing Alcohol and drug testing may include but is not limited to a breathalyser test for alcohol or a urine test.

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.

Rehabilitation A progressive and coordinated program designed to facilitate the person’s non-dependence on alcohol or other drugs.

2. Aims

- 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 Provide assistance through educational and rehabilitative measures to overcome alcohol and/or other drug problems;

- 2.4 To ensure that staff and athletes detected of breaching this policy are dealt with in a fair and constructive manner;
- 2.5 Provide a confidential employee/athlete assistance referral service for MWAS employees/athletes who may be experiencing difficulties complying with this policy.

MWAS is committed to assisting athletes to reach their potential both in and out of sport. Smoking, drinking excessively and/or using illicit drugs is detrimental to health and to athletic performance. Athletes who engage in such use of drugs, during MWAS services or in their private life are considered to be in breach of this policy and will face disciplinary actions which may include suspension of services or scholarship, referral to corrective services and the MWAS Board may decide to expel the athlete's scholarship after serious or repeat policy breaches.

3. Standards

- 3.1 This policy applies to any person who performs work for MWAS or is a scholarship holder of MWAS;
- 3.2 The only legitimate use of drugs (excluding alcohol) is under the care of a qualified physician;
- 3.3 MWAS 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 MWAS Anti-Doping Policy.
- 3.4 The MWAS CEO shall:
 - Ensure that adequate resources are allocated for the implementation of this policy;
 - 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 effect from drugs or alcohol while carrying out duties for or on behalf of MWAS;
 - 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;
 - Ensure that this Policy and Procedure is followed;
 - Request staff/contractors/coaches/athletes suspected of breaching this policy to leave the MWAS until fit/sober for duties/training;
 - Following a positive result from an alcohol and other drugs test, take all reasonable steps to ensure the employee, athlete or contractor returns to MWAS to be free from any detrimental effect from drugs or alcohol;
- 3.5 Employees/athletes/contractors shall:
 - Maintain a safe and healthy environment, which includes reducing the risk of injury and illness to themselves and others;
 - Adhere to the MWAS Anti-Doping Policy;
 - Not smoke in the presence of others, or when representing or providing services to MWAS;

- Athletes shall not smoke, drink excessively, utilise recreational drugs and/or breach Western Australian or Australian law. This includes both within MWAS training and activities and in their personal life;
- Ensure that he/she is not under the influence of alcohol or other drugs while performing MWAS duties/training;
- 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;
- 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, report that concern to the MWAS CEO;
- Cooperate with a request by the 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 accused may be under the influence of alcohol or other drugs; and
- If affected by alcohol and other drugs, the employee/athlete/coach/contractor should not report for duties, instead advising their manager or coach of their absence and expected return to MWAS.

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

- Alcohol will only be served in accordance with the requirements set out in the Liquor Licensing Act 1998;
- Non-alcoholic options will be available;
- Water will be provided free of charge where alcohol is served; and
- Food will be provided where alcohol is being served.

3.7 If one breaches of this policy the following will occur:

- Breaches should be reported to the MWAS Chief Executive Officer either in writing or verbally;
- MWAS Board of Management has the right to terminate and/or suspend staff/contractors/athletes/coaches for breach of this policy;
- Athletes who breach this policy will be deemed as unsuitable for a scholarship with the MWAS;
- The MWAS should refer suspended athletes to counselling or other support. It is at the discretion of the MWAS Board of Management as to whether the MWAS financially supports such counselling; and
- In the event of termination of athletes, the MWAS will provide the athlete with continued access to the MWAS Athlete Wellbeing and Education program for 12 months.

4. Supporting Procedures and Policies

- MWAS Athlete Code of Conduct
- MWAS Coach and Officials Code of Conduct
- MWAS Anti-Doping Policy
- MWAS Supplementations, Medications and Injections Policy