

AFL TOWNSVILLE UMPIRES ASSOCIATION

ALCOHOL, DRUGS & SMOKING POLICY



PURPOSE

This policy outlines our procedures for a balanced and responsible approach to:

- The service, supply, and consumption of alcohol at games, special events, functions, and other Association-related activities.
- Provide a smoke free environment at games, special events, functions, and other Association-related activities.
- Foster our club's reputation as a healthy environment.

This policy will help to ensure our Association:

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

Accordingly, the following policy shall apply to all members, administrators, officials, coaches, players, spectators, visitors, and other volunteers and/or or staff of the association:

ALCOHOL

- Our Association recognises that not all Association members may drink alcohol and alcohol is not the only revenue stream available.
- Our Association will ensure that water is provided free of charge.
- Our Association actively encourages the sale of alternative products to that of alcohol and will ensure a variety of non-alcoholic drinks and at least one low-alcohol drink option are always available at a cheaper price.
- Excessive or rapid consumption of alcohol is not encouraged. This means we do not conduct happy hours, cheap drink promotions or drinking competitions, or all you can drink functions.
- Our Association will encourage safe celebrations and events by not providing alcohol-only drink vouchers for functions.
- We do not serve spirits at our clubrooms.

SMOKING & TOBACCO

- Cigarettes including e-cigarettes and other tobacco products will not be sold, including from vending machines, at any time by the association.
- Coaches, players, officials, and volunteers will refrain from smoking while involved in an official capacity for the Association at training or on and off the field and around the clubrooms.
- Association functions, including social and fundraising events and meetings facilities are to be smoke free. This includes at our own facilities and venues away from association facilities.

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- If provided, smokers may only smoke at outdoor or designated smoking areas and are to dispose of cigarette butts safely before entering facilities.
- Smoke free areas will be signed (where possible). Smoking is permitted adjacent to our training venue on Golf Links Drive.
- All umpires are to adhere to non-smoking policies of the League and AFLTUA at any grounds that they attend that are mandated by Queensland Government laws. Queensland legislation (*Tobacco and Other Smoking Products Act 1998*) prohibits smoking:
 - In any part of sport facilities managed by Stadiums QLD
 - At fenced sporting grounds at which persons may consume food or drink purchased at the ground
 - Outdoor eating and drinking areas where food and drink are provided as part of a business
 - Indoors, if you hold a liquor licence.

Smoke Free Areas

- Our Association requires the following areas of the club to be smoke free:
 - All indoor areas
 - All outdoor playing/training areas
 - All spectator areas (standing and seated, covered and uncovered)
 - All canteen, catering, eating and drinking areas.

DRUGS

The Association in no way endorses the use of unprescribed drugs/medication drugs.

- Anyone found to be taking drugs while on Association activities or functions will be dealt with on a case by case basis and in a confidential manner by the Executive Committee.
- Any member found to be taking unprescribed drugs/medication can face immediate expulsion from the Association unless they can adequately convince the Executive Committee of the reasons for the use of such drugs.
- Any member found to be taking drugs or alcohol prior to appointed games will be immediately withdrawn from their game/s and will not be reappointed until the executive committee has reviewed the matter

LEGAL REQUIREMENTS

- Our Association will ensure that a current and appropriate liquor licence is maintained and will comply with our Liquor licence requirements and applicable local by-laws.
- Our Association will ensure only Responsible Service of Alcohol trained bar servers with current qualifications will serve or supervise the service of alcohol.
- Our Association will ensure that alcohol is only served during the times specified in our liquor licence.
- 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'.
- Intoxicated people will not be permitted to enter our Association premises.
- Servers will follow Responsible Service of Alcohol training procedures when refusing to serve an intoxicated person.

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- 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, may be asked to leave our Association premises immediately, with options for safe transport home from our Association, where available.
- Our Association will ensure an Incident Register will be maintained (at the bar/canteen) and any alcohol-related incidents will be recorded on the register.

Association committee members will uphold this policy and any non-compliance, particularly regarding Licencing Laws, smoking or taking of drugs, will be handled according to the following:

THE ASSOCIATION:

- Will avoid providing awards and fundraising prizes that have an emphasis on alcohol as a reward.
- Will not allow the drinking of alcohol, smoking or drug taking in the Association change-rooms.
- When promoting events, the Association will adopt the practices of 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 a function
 - Including a safe transport message, where possible and relevant.

MEMBERS

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

- Will display responsible behaviour in relation to alcohol and other drugs.
- Will accept responsibility for their own behaviour, and take a responsible approach when alcohol is available
- Whilst engaging in Association activities, members, volunteers, and visitors will not post images on social media of themselves or others smoking or drinking alcohol irresponsibly at Association-related activities.
- Will encourage and assist others to use good judgment when alcohol or drugs are concerned
- Will not compete, train, coach or officiate if affected by alcohol or drugs
- Will not provide or allow people aged under 18 years to consume alcohol
- Will not participate, pressure anyone or encourage excessive or rapid consumption of alcohol or taking of drugs
- 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 smoking or others drinking alcohol irresponsibly at Association-related activities.
- Use discretion as to the action taken, which may include asking the person/ people to leave the facilities
- Explanation of the policy to the person/people concerned, including identification of the section of policy not being complied with
- Continued non-compliance with the policy should be handled by at least two committee members

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NON-COMPLIANCE

All association committee members will apply the above policy and any non-compliance will be handled according to the following process:

- Explanation of the association policy and the relevant code of conduct or laws to the person/people concerned.
- Continued non-compliance with the policy should be handled by the committee who will use their discretion as to the action taken. This may include asking the person/people to leave the association facilities or function.

PROMOTION

Our Association will:

- Ensure this policy is easily accessible and will promote it via our website, newsletters, social media, announcements during events and functions
- Educate members, volunteers and visitors about our policy and the benefits of having such a policy
- Actively demonstrate its attitude relating to the responsible use of alcohol taking of drugs and smoking
- Actively participate in the Alcohol and Drug Foundation's Good Sports program with an ongoing priority to achieve/maintain the highest Good Sports accreditation.
- Whilst engaging in Association activities, members, volunteers, and visitors will not compete, train, coach or officiate if affected by drugs or alcohol.

POLICY REVIEW

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