



ALCOHOL AND DRUG POLICY

**Adopted by NSW Netball Association Ltd Board Meeting on
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1. INTRODUCTION

Netball NSW is committed to safeguarding the health, safety and welfare of the working environment for its members, staff, volunteers, contractors and visitors. Netball NSW is also committed to providing a safe, alcohol controlled environment for all persons participating in Netball NSW governed events and associated activities. This Policy reflects Netball NSW's commitment to adhere to, promote and implement a responsible alcohol and drug policy within its own and affiliated environments.

Netball NSW believes that excessive alcohol consumption is not consistent with the image of, and participation in, the sport of Netball and the values we promote in relation to Netball. Netball NSW accepts the vast body of medical evidence which states that excessive alcohol consumption can be detrimental to health. There are clear health benefits for responsible drinking and Netball NSW is therefore committed to protecting the health of our workers, visitors and members by adopting this Alcohol and Drug Policy.

The Netball NSW Alcohol and Drug Policy is to be read in conjunction with the relevant sections of the Netball NSW Employee Handbook, where appropriate.

For the purposes of this policy, the following definitions apply:

- a) **Function** includes any ceremonious, public or social gathering or occasion outside of the normal business/work environment, including but not limited to State Dinners, NNL events and Gala Dinners.
- b) **Gathering** includes a social activity or gathering of a relaxed nature.
- c) **Netball NSW Governed events** includes all netball competitions, championships, games, workshops and courses organised and run by Netball NSW.

2. SCOPE OF THIS POLICY

2.1 This policy applies to all Netball NSW Board Members, employees, contractors and volunteers who are carrying out official work for Netball NSW. Such persons are deemed to be workers for the purposes of this policy. This policy also applies to all Netball NSW registered members whilst participating in Netball NSW governed events and functions, training activities and other events related or incidental to Netball NSW events and activities.

2.2 Netball NSW's policy for the various locations and personnel is as follows:

- a) **Netball Central.** Consumption of alcohol within, on and around the premises of Netball Central, is only to be undertaken during an organised office event/function, with the specific permission of the CEO.
- b) **Netball NSW Workers.** Netball NSW workers are to comply with the following:
 - i. Netball NSW workers are not to partake of alcohol whilst in Netball NSW uniform or in sight of players.
 - ii. Netball NSW workers are to be responsible drinkers when consuming alcohol at organised Netball NSW functions and gatherings.

- c) **Netball NSW Governed Events.** Netball NSW notes that individual councils and areas may have declared Alcohol Free Zones and Alcohol Prohibited Areas under the *Local Government Act 1993*. All Associations are to be aware of and comply with such declared zones and areas at all times. Nonetheless, all Netball NSW events held within LGA locations are to be alcohol free.
- d) **Netball NSW members.** All Netball NSW members are to refrain from the possession and consumption of alcohol at all games and competitions organised under the banner of Netball NSW. All games and sporting fields and courts utilised for such events are to be alcohol free during the duration of the events, including set up and closing. All Netball NSW members are **not** to be under the influence of alcohol at any time when participating in Netball NSW Governed events and when travelling to and from such events.
- e) **Drivers.** All Netball NSW members and employees of Netball NSW who are designated to drive vehicles to and/or from Netball NSW Governed events or any function or gathering under the auspices of Netball NSW or individual Associations are to refrain from partaking of alcohol and drugs and are not to drive under the influence of alcohol and/or drugs under any circumstance. All Netball NSW employees and personnel are reminded that driving under the influence of alcohol and/or drugs is an offence under State law and compliance with the law is required.

3. ALCOHOL

- 3.1 Although technically alcohol is legally regarded as a drug under Australian law, for the purposes of this policy, it will be addressed individually.
- 3.2 Whilst consumption of alcohol is not illegal or frowned upon, Netball NSW expects and enforces responsible drinking of alcohol for all Netball NSW workers. All Netball NSW workers are to be cognisant of the National Guidelines for alcohol consumption which have been developed by the National Health and Medical Research Council to help reduce risk of harm from alcohol. The key recommendations are:
 - a) For healthy men and women, drinking **no more than two standard drinks on any day** reduces your risk of harm from alcohol-related disease or injury over a lifetime; and
 - b) Drinking **no more than four standard drinks on a single occasion** reduces the risk of alcohol-related injury arising from that occasion.
- 3.3 The stages of alcohol intoxication are as follows:

Stage one - Subclinical phase

It is called subclinical because the effects of alcohol are not obvious or clearly visible. When observed, the behaviour of the alcohol drinker is nearly normal. However, the impairment can be detected with the help of special tests.

Stage two - Euphoria phase

This stage is called euphoria because it is during this stage that the person experiences mild euphoria and a feeling of pleasure. As the inhibitions are decreased in this stage, symptoms like excessive talkativeness, increased confidence levels and increased sociability are observed. As the alcohol diminishes the functioning of central nervous system, other signs and symptoms such as diminished attention span, impairment of sensory and motor coordination, slow processing of information and lack of efficiency, are observed. All these effects are mild, but fairly visible.

Stage three - Excitement stage

There is instability in emotions, impairment of perception, memory and comprehension, loss of judgement skills, lowered self-control, decreased sensory response and increased reaction time. In this stage, the effects are also observed on vision and speech, and there is reduced visual acuity and peripheral vision, slurred speech and slow glare recovery. Other effects of alcohol intoxication in this stage are impaired balance, disturbed sensory motor coordination, vomiting, nausea and drowsiness. The person becomes unusually passive or argumentative.

Stage four - Confusion phase

In this phase, intellectual as well as psychological symptoms are enhanced. There is disorientation, mental confusion and exaggerated emotional states. At this level, the relaxed and euphoric state fades away, and the state of anxiety and restlessness begins to develop. The person may experience excessive grief, fear or phobia, rage and other emotions. The muscle incoordination is increased which leads to staggering gait or ataxia. There are disturbances in vision, change in perception and vertigo. The person may experience lethargy and apathy towards everything. There is deterioration in personal hygiene or appearance.

Stage five - Stupor phase

This stage is characterized by decreased response to stimuli, marked muscle incoordination, urine or stool incontinence and gradual loss of motor functions. The person has impaired consciousness and goes in to a state of stupor. There is loss of memory, and the drinker is unable to recall certain events or names.

Stage six - Coma phase

When the BAC reaches up to the above mentioned level, the person goes in to a state of complete unconsciousness or coma. The reflexes are completely depressed and there is severe impairment in respiration and circulation. The body temperature is low and the skin is cold and clammy.

Stage seven - Death

The effects of alcohol vary from one person to another. There are several factors that account for this variation. These factors also affect the signs and symptoms that the person may exhibit to indicate alcohol intoxication. Some of the major factors accounting for this variation are prior experience with alcohol, existing medical conditions, taking medications and blood alcohol concentration.

- 3.4 Persons are not to consume alcohol to a degree in which they fall into **stage three** of intoxication. Any degree of alcohol consumption which exceeds **stage two** intoxication is unacceptable.

4. IDENTIFICATION AND ACTION

- 4.1 Unlike some offences under legislation relating to drink driving and other alcohol related crimes, it is not necessary for a breath or blood test to be undertaken to determine if someone is *under the influence of alcohol*.

To be *under the influence of alcohol* is different to having a blood alcohol content (BAC) or prescribed concentration of alcohol (PCA) level.

- 4.2 To determine whether it is reasonable to believe that someone is *under the influence of alcohol*, the conduct of the person suspected of being *under the influence of alcohol* is to be compared with that of a reasonable person who has not partaken of any alcohol. In particular, the key signs to look for when making such assessment are as follows:

- a) Speech - in particular, is it slurred, unclear or is the person being nonsensical.
- b) Behaviour - in particular, is the person acting out of the ordinary, in an unusually loud and/or forthright and/or aggressive manner.
- c) Balance - is the person finding it difficult to stand still or bumping into things or others more than usual.
- d) Co-ordination – is the person unusually uncoordinated.
- e) Appearance – are the person's eyes bloodshot and/or saggy; does the person look unusually unkempt.
- f) Smell – does the person smell of alcohol.

- 4.3 In taking the factors at paragraph 4.2 into account, other possibilities for the person's presentation such as sleeplessness, illness (such as ear infections, fever or vertigo), possible effects of prescription drugs and/or other medical issues that may be present are to be considered.

- 4.4 The general rule is that if:

- a) the person's speech, balance, co-ordination or behaviour is noticeably affected, and
- b) it is reasonable in the circumstances to believe that the affected speech, balance, co-ordination or behaviour is the result of the consumption of alcohol,

then it is more likely than not that the person is *under the influence of alcohol*.

- 4.5 If a person is identified as being *under the influence of alcohol*, witnesses are to note down the time, date and the reason as to why they believe that a person is so affected. This information may be required to be utilised at a later time.

- 4.6 **Discipline action.** A person may be charged with an offence and dealt with by a Hearings Tribunal, in accordance with the **Disciplinary Measures** outlined in the Member Protection Policy.

- 4.7 Any person who is found to be in breach of the law with regards to alcohol abuse at a Netball NSW facility or event will be reported to the relevant authority.

5. DRUG AND SUBSTANCE ABUSE

- 5.1 Drug and/or substance abuse is not acceptable nor condoned by Netball NSW. The terms 'drug abuse' or 'substance abuse' are defined as the use of chemical substances that lead to an increased risk of problems and an inability to control the use of the substance. All Netball NSW workers are to refrain from partaking of illicit, prohibited or illegal drugs and/or plants and psychoactive substances. This includes abuse of prescription drugs.
- 5.2 For the purposes of this policy, the following definitions apply:
- a) **illegal drugs** includes but is not limited to:
 - i. Cannabis, including synthetic cannabinoids
 - ii. Cocaine
 - iii. Ecstasy (MDMA)
 - iv. GHB (gamma hydroxybutyrate)
 - v. Heroin
 - vi. LSD (lysergic acid diethylamide)
 - vii. PCP (phencyclidine)
 - viii. PMA (paramethoxyamphetamine)
 - ix. PMMA (paramethoxymethamphetamine)
 - x. Ice (crystal methamphetamine)
 - xi. Mephedrone

 - b) **illicit drug** means:
 - i. delta-9-tetrahydrocannabinol (also known as THC),
 - ii. methylamphetamine (also known as speed),
 - iii. 3,4-methylenedioxymethylamphetamine (also known as ecstasy).

 - c) **New psychoactive substances (Synthetics) (NPS)** are a range of drugs that have been designed to mimic established illicit drugs, such as cannabis, cocaine, ecstasy and LSD. These include new and emerging drugs (NEDs), synthetics, legal highs, herbal highs, party pills, party pellets, synthetic cocaine, synthetic cannabis, NBOMes, herbal ecstasy, bath salts, plant fertilisers, herbal incense, room deodourisers, aphrodisiac tea, social tonics, drug analogues, research chemicals and synthetic cannabis.

 - d) **prescription drug abuse** means:
 - i. a drug prescribed by a medical practitioner that is taken more regularly and/or in greater doses than the prescribed amount and dosage;
 - ii. a codeine-based medicinal drug purchased from a pharmacy that is taken in greater doses and/or in greater frequency than what the manufacturer's instructions prescribe.

 - e) **prohibited drug** includes, but is not limited to,
 - i. these drugs that are not provided by a doctor on prescription:
 - amphetamines or its derivatives,
 - buprenorphine
 - benzodiazepines
 - cognitive enhancers (smart drugs such as modafinil or methylphenidate)
 - betel nut

- methadone
 - oxycodone
 - ii. ketamine
 - iii. kava
 - iv. khat
 - v. performance enhancing drugs, including steroids
 - vi. any substance specified in Schedule 1 of the *Drug Misuse and Trafficking Act 1985* (NSW).
- f) **prohibited plant** means:
- i. a cannabis plant cultivated by enhanced indoor means, or
 - ii. a cannabis plant cultivated by any other means, or
 - iii. any growing plant of the genus *Erythroxylon* or of the species *Papaver Somniferum* or *Papaver orientale*, also known as *Papaver bracteatum*.
- g) **psychoactive substance** means any substance that, when consumed by a person, has the capacity to induce a psychoactive effect.
- h) **psychoactive effect**, in relation to a person who is consuming or has consumed a psychoactive substance, means:
- i. stimulation or depression of the central nervous system of the person, resulting in hallucinations or a significant disturbance in, or significant change to, motor function, thinking, behaviour, perception, awareness or mood, or
 - ii. causing a state of dependence, including physical or psychological addiction.
- 5.3 Any person who is found to be consuming any of the above categories of drugs, plants and/or substances or engaging in prescription drug abuse will be dealt with in accordance with either the Member Protection Policy and/or the Employee Handbook, whichever is applicable.
- 5.4 Any person who is found to be in possession of an illegal substance at a Netball NSW facility or event will be reported to the relevant authority.

6. CONSULTATION WITH WORKERS

- 6.1 New workers of Netball NSW will be advised upon induction of employment at Netball NSW of this Policy and the relevant section of the Netball NSW Employee Handbook.

7. POLICY BREACHES

- 7.1 Netball NSW workers who fail to look after the safety of other people at work or people through the work of Netball NSW by not complying with this Policy can be personally liable to a fine under the WHS Act.
- 7.2 This Policy is not a statement about a person's choice to drink alcohol and the degree to which they partake of alcohol and/or drugs; it is a statement about the restriction on where and when Netball NSW workers and visitors to Netball Central and persons who participate in activities, events and other functions and competitions are able to partake of alcohol
- 7.3 Netball NSW recognises that workers are entitled to consume alcohol away from the workplace and cannot be disciplined away from the workplace and on their own time.
- 7.4 Netball NSW further recognises that drug and/or substance abuse is in breach of the laws and will not condone the taking of such under any circumstances.

8. SUPPORT TO WORKERS

- 8.1 Netball NSW is supportive of any worker who seeks support to reduce or stop consuming alcohol and/or drugs. Professional advice regarding these issues are widely available to the public.
- Drinkwise Australia support services www.counsellingonline.org.au
 - Alcoholics Anonymous phone 1300 222 222 or <http://www.aa.org.au/>
 - Lifeline phone 13 11 14 or www.lifeline.org.au