



AFF DRUG & ALCOHOL POLICY

1. AIM

The AFF is committed to providing a safe and healthy sporting environment. This policy is aimed at minimising the risk of injury or harm to the health and safety of Registered Fencers, Officials and others from the use of alcohol or Drugs.

2. COMMENCEMENT OF THE POLICY

This policy will commence on 1 December 2018.

3. SCOPE

3.1 This policy covers the use of alcohol and other drugs, generally for recreational and social purposes. It is not intended to cover performance enhancing drugs, which are covered by the AFF Anti-Doping Policy. This policy:

- (a) must be read in conjunction with all other AFF policies, including the AFF Anti-Doping Policy, the AFF Member Protection Policy and the AFF Disciplinary Policy; and
- (b) is subject to any additional restrictions on the use of alcohol and other drugs which are imposed by the AFF in specific circumstances (for example, under the AFF Tour Rules).

3.2 This policy applies to:

- (a) all Registered Fencers and Officials; and
- (b) all Sporting Places and AFF sanctioned functions (for example, social functions, seminars, training courses and other official functions).

4. RESPONSIBILITIES

4.1 All Registered Fencers and Officials must:

- (a) comply with this policy;
- (b) observe all directions from the AFF in regards to this policy; and
- (c) recognise that the performance of their Duties could be adversely affected by alcohol or drugs.

4.2 Except as set out in this policy, Registered Fencers and Officials must not:

- (a) possess, distribute, sell, use or consume Drugs or alcohol at Sporting Places or AFF sanctioned functions; or
- (b) perform Duties or attend Sporting Places while under the influence of Drugs or alcohol.

5. DRUGS

5.1 Subject to the qualification for Prescription Drugs and Pharmacy Drugs below, the AFF prohibits the possession, distribution, use or supply of Drugs:

- (a) at any Sporting Place or any other event sanctioned by the AFF; or
- (b) in the performance of any Duties for or on behalf of the AFF.

Such conduct may result in action being taken in accordance with this policy. It may also constitute a criminal offence, in which case the AFF may notify the police, or other appropriate authorities.

- 5.2 Where a Registered Fencer or Official is taking Prescription Drugs and Pharmacy Drugs for medical purposes, the Registered Fencer or Official will not be in breach of this policy if the Registered Fencer or Official:
- (a) takes the Prescription Drugs or Pharmacy Drugs in accordance with the instructions of their medical practitioner and normal directions applying to the use of those drugs;
 - (b) does not misuse or abuse the use of Prescription Drugs or Pharmacy Drugs; and
 - (c) ensures that he/she is able to perform his/her Duties effectively, competently and safely.
- 5.3 If the AFF suspects that a Registered Fencer's or Official's ability to safely perform his/her Duties is affected, the AFF may take steps to address the issue in accordance with this policy.

6. ALCOHOL

- 6.1 The AFF recognises that at some sport related functions responsible consumption of alcohol is allowed, for example, at an official function. In these circumstances, the following restrictions apply:
- (a) Registered Fencers and Officials must consume alcohol responsibly;
 - (b) Registered Fencers and Officials must not become inebriated. Inebriation does not diminish an individual's responsibility for misconduct; and
 - (c) Registered Fencers and Officials must ensure a safe means of transport from such functions. Registered Fencers and Officials must not drive any vehicle if they are over the legal blood alcohol limit.
- 6.2 If a Registered Fencer or Official is required to return to Duty, or continue Duty after a function, and the consumption of alcohol could adversely affect their ability to perform their Duties effectively and safely, consumption of alcohol by those Registered Fencers and Officials is not permitted.
- 6.3 If a Registered Fencer or Official breaches this policy at a sport related function and acts inappropriately, the Registered Fencer or Official may be subject to disciplinary action, and may not be permitted to consume any alcohol at future sport related functions.

7. SMOKING

- 7.1 Smoking is not permitted at or in the immediate vicinity of any Sporting Place hosting sporting events involving children and young people under the age of 18.
- 7.2 Functions or social events sanctioned by the AFF will be smoke free, with smoking only permitted at designated outdoor smoking areas.
- 7.3 Registered Fencers and Officials will refrain from smoking while they are involved in an official capacity, both on and off the field of play.

8. WHERE SUSPECTED TO BE UNDER THE INFLUENCE

8.1 If the AFF suspects, on reasonable grounds, that a Registered Fencer or Official is under the influence of Drugs or alcohol in breach of this policy, the AFF will take steps to address the issue. Reasonable grounds may include where the Registered Fencer or Official:

- (a) is unable to co-ordinate their actions;
- (b) has red or bloodshot eyes, or dilated pupils;
- (c) smells of alcohol;
- (d) acts contrary to their normal behaviour;
- (e) is not behaving in a professional and competent manner; or
- (f) otherwise appears to be impaired or affected by Drugs or alcohol.

In such circumstances, the AFF may take the one or more of following actions (and any other actions which are reasonable in the circumstances):

- (g) direct the Registered Fencer or Official to go home;
- (h) direct the Registered Fencer or Official to undergo a Drug Screen Test and/or Alcohol Screen Test; and/or
- (i) direct the Registered Fencer or Official to attend a medical examination to determine whether the member is fit to perform their Duties effectively and safely. The medical examination may include a Drug Screen Test and/or Alcohol Screen Test.

8.2 If a Registered Fencer or Official refuses to undergo a Drug Screen Test and/or Alcohol Screen Test or attend a medical examination, he/she will be directed to go home (at his or her own expense). Refusal to undergo a Drug Screen Test and/or Alcohol Screen Test, refusal to attend a medical examination, refusal to go home, or providing false information constitutes a breach of this policy and may result in action being taken in accordance with this policy (or any other AFF policy).

9. DRUGS OR ALCOHOL AT A SPORTING PLACE

9.1 If the AFF finds Drugs or alcohol at a Sporting Place or suspects that a Registered Fencer or Official has Drugs or alcohol in their possession at a Sporting Place in breach of this policy, the AFF may take one or more of the following actions (and any other actions which are reasonable in the circumstances):

- (a) investigate the matter in order to attempt to determine who is responsible or whether a Registered Fencer or Official does have such Drugs or alcohol in his/her possession, including by conducting searches, as set out in this policy;
- (b) request a Registered Fencer or Official to open their room, locker, bag, or vehicle or to empty their pockets or jacket for the purpose of locating any Drugs or alcohol; and/or
- (c) require some or all Registered Fencers or Officials, to undergo a medical examination or Drug Screen Test and/or Alcohol Screen Test in order to test for the presence of Drugs or alcohol.

9.2 Registered Fencers and Officials are required to permit such inspection and co-operate in any investigation. Failure to co-operate, or providing false information in an investigation, constitutes a breach of this policy and may result in action as set out below under 'Breach of this Policy'.

10. DRUG OR ALCOHOL TESTING

10.1 The AFF may require a Registered Fencer or Official to undergo testing for the presence of Drugs or alcohol in the following circumstances, with or without, prior notice:

(a) Causal Based

- (i) If the AFF suspects, on reasonable grounds, that a Registered Fencer or Official is under the influence of Drugs or alcohol in breach of this policy.
- (ii) Upon finding evidence that a Registered Fencer or Official has used, possessed, sold, solicited or transferred Drugs whilst in a Sporting Place.
- (iii) Upon receipt of a report of Drug or alcohol use in breach of this policy, provided by a reliable and credible source and confirmed by investigation.
- (iv) Where a Registered Fencer or Official has previously received a positive Alcohol Screen Test or Drug Screen Test and has refused to undergo a Confirmatory Test, he/she will be required to undergo subsequent testing.

(b) Targeted Testing

Where the Registered Fencer or Official occupies a position or undertakes a role in the AFF in which the use of drugs or alcohol by that Registered Member or Official in carrying out the Duties and responsibilities of that position would pose a risk to the health, welfare or safety of that Registered Fencer or Official, or others in a Sporting Place.

10.2 All information obtained through the above testing is covered by Australian privacy laws and the AFF Privacy Policy. The AFF will not use this information other than for the purposes for which it is collected. The purposes of such monitoring and examination are to ensure the productivity, health and safety of personnel, to apply this policy, and for disciplinary purposes.

10.3 A refusal to undergo a Drug Screen Test and/or Alcohol Screen Test or providing false information, constitutes a breach of this policy and may result in action being taken against the Registered Fencer or Official, including action as set out below under 'Breach of this Policy'.

11. BREACH OF THIS POLICY

11.1 If a Registered Fencer or Official is found to have breached this policy, he/she may be subjected to disciplinary action. The type and severity of the disciplinary action will depend upon the circumstances of the case and the seriousness of the breach. Examples of disciplinary action that may be taken include (but are not limited to):

- (a) a formal warning;
- (b) suspension;
- (c) termination of appointment or contract; and
- (d) referral to counselling, treatment or rehabilitation for drug or alcohol dependency.

11.2 In circumstances where a Registered Fencer's or Official's behaviour or conduct may involve a breach of any law, the AFF may notify the police or other relevant authority.

12. DEFINITIONS

The following are terms used in this policy:

“AFF” means Australian Fencing Federation Ltd.

“Alcohol Screen Test” means any analytical procedure or test which is carried out on a Registered Fencer or Official to determine the presence and/or the concentration alcohol.

“Authorised Officer” means a suitably trained, qualified and authorised person from an independent testing agency or a suitably trained, qualified and authorised person appointed by the AFF for the purposes of undertaking or arranging an Alcohol Screen Test and/or Drug Screen Test.

“Confirmatory Test” means any analytical procedure or test which is undertaken subsequent to a first Alcohol Screen Test or Drug Screen Test, which is used to verify the presence of drugs or alcohol.

“Drugs” include illegal drugs, Prescription Drugs and Pharmacy Drugs.

“Drug Screen Test” means any analytical procedure or test which is carried out on a Registered Fencer or Official to determine the presence and/or the concentration of any drug.

“Duties” includes competing, officiating, coaching, managing, administering first aid, administration tasks and any contracted work for or on behalf of the AFF or in an AFF sanctioned activity.

“Illegal Drugs” includes:

- (a) any drug prohibited by laws to which the AFF is subject to or which apply to the Duties performed at Sporting Places or for the AFF;
- (b) Prescription Drugs or Pharmacy Drugs (as defined below) which are used without the necessary prescription or for non-medical purposes; and
- (c) any synthetic drug (whether prohibited by law or not), being a psychoactive herbal and/or chemical product which, when consumed, mimics the effects of a prohibited drug.

“Official” means all persons performing duties at the direction of, or on behalf of the AFF (for example team managers, tour managers, referees, coaches, contractors, subcontractors, agents, consultants, volunteers and temporary staff).

“Pharmacy Drugs” means drugs which are lawfully available at Australian pharmacies without a prescription.

“Prescription Drugs” means lawful drugs which are prescribed by a medical practitioner for a diagnosed medical purpose and issued by a pharmacist.

“Registered Fencer” means a person recognised or affiliated with a state/territory fencing association that is a member of the AFF.

“Sporting Places” means:

- (a) sporting places that hold any events sanctioned by the AFF including competition venues, training venues, or AFF fencing tours; and

- (b) any other places where Registered Fencers and Officials are performing Duties or representing the AFF.

13. POLICY ISSUE DETAILS

This policy was issued on 1 December 2018.

This version 1.0 of this policy.

The AFF reserves the right to vary, replace or terminate this policy from time to time.