

1. Purpose of Policy

- 1.1. Eastern Gymnastics Club provides a safe and caring environment for its staff, coaches, gymnasts and families. As a sporting organization, the Club takes a healthy approach to food, diet and exercise.
- 1.2. It is expected that staff, coaches and Committee members will at all times be conscious of their obligation to act as good role models for others.

2. Policy Coverage

- 2.1. This policy covers the use of illicit drugs and consumption alcohol on Club premises and during Club activities.
- 2.2. In addition, the policy limits the activities of intoxicated persons at the Club for safety reasons.

3. Content

- 3.1. Individuals are expected to behave appropriately, responsibly and in accordance with all Club policies as well as the Codes of Conduct at all times.
- 3.2. The Club does not condone the use of illicit drugs and consumption of alcohol by those under the age of 18 under any circumstances and this is not permitted on Club premises nor at Club activities.
- 3.3. Consumption of alcohol during Club activities is not acceptable without approval in advance by the Committee.
 - a) Approval may be given for appropriate events such as wine and cheese following the AGM, fundraising activities such as trivia nights, etc.
- 3.4. External users and hirers are not permitted to use illicit drugs or consume alcohol on Club premises without prior approval in writing from the Committee
- 3.5. It is not acceptable for coaches or volunteers to be working for the Club under the influence of illicit drugs or alcohol; any person found to be, will be immediately relieved of their responsibilities until review, and the incident reported to the Committee.
 - a) Coaches, chaperones and officials are not permitted to use illicit drugs or consume alcohol for the entire duration of any camps or sleepovers

- 3.6. Any person under the influence of illicit drugs or alcohol is not permitted to participate in any gymnastic activities.
- 3.7. The Club reserves the right to eject from its premises any person who is drug or alcohol affected.
- 3.8. Any offsite private function following a Club activity is not the responsibility of the Club nor should it be considered a Club activity.

4. Roles & Responsibilities

4.1. All individuals

- a) Provide an appropriate model of behaviour for others
- b) Only consume alcohol responsibly and in compliance with this policy, no use of illicit drugs will be tolerated
- c) Where alcohol is available or permitted at approved Club activities, assist in ensuring this policy is complied with

4.2. Club Coordinator

- a) Ensure staff are aware of the content of this policy
- b) Publicise the policy at appropriate times and/or events
- c) Monitor (or delegate the monitoring of) compliance with this policy, and make decisions regarding the relief of responsibilities of intoxicated persons and ejection from the premises in accordance with 3.7
- d) Report to the Committee any action taken under 3.5, 3.6 or 3.7

4.3. Committee

- a) Consider at which events it is appropriate for the consumption of alcohol to be permitted
- b) Consider what sanctions or actions, if any, may be appropriate in response to any reported incidents