



ILLICIT DRUGS POLICY - MAY 2019

INTRODUCTION

The Club has a duty of care to provide a safe and healthy environment free of illicit drugs.

Whilst the Club does not believe that it has a current endemic problem, it must remain vigilant at a time when illicit drug taking is apparently on the increase in society.

Everyone associated with the Club or attending Club events (including playing in or attending matches and going on Club tours) is required to comply with this Policy.

This policy, which has been approved by the Club's Management Committee, should be read in conjunction with RFU Regulation 20 - Anti Doping

www.englandrugby.com/mm/Document/General/General/01/32/72/79/RFURegulation20_English.pdf

DEFINITION OF ILLICIT DRUGS

There are two types of drugs that are causing issues within society and therefore sports clubs:

- Recreational drugs (eg cannabis, cocaine, amphetamines); and
- Performance enhancing drugs (eg anabolic steroids, stimulants).

Alcohol and tobacco are socially acceptable and legal, they are therefore not deemed to be illicit except when provided to or used by anyone who is under age.

Not all illicit drugs are illegal, but all are covered by this policy.

CLUB POLICY

The possession, use, distribution or selling of illicit drugs at any Club event (or in any circumstances where the actions could be associated with the Club) is strictly prohibited. This includes the taking of performance enhancing drugs by any member or player associated with the Club at any time and in any location.

- In the case of an incident involving an illicit drug, the initial actions and responses will focus on the immediate safety and welfare of all those directly and indirectly involved. This may involve calling for medical or Police assistance.
- The Club will investigate all alleged breaches of this policy in accordance with the Club Rules.
- The Club will, in a case involving illegal drugs or in the case of a threat (whether actual or potential) to young people report the matter to the RFU. Where required by Law or where deemed appropriate by the Club the matter will also be reported to the Police.

If the breach of this policy is carried out by a guest of a member, then that member will be held accountable for their guest's behaviour and may be subject to a separate disciplinary investigation and sanction.

Breaching this policy could lead to an individual involved being temporarily or permanently expelled from the Club and/or reported to the RFU and Police.

REPORTING

It is an obligation on all members to ensure that this policy is complied with.

If anyone at a Club event becomes aware of any breach of this policy, they must inform a senior member of the Club (President, Vice President, Committee member or Captain) at the earliest opportunity. That senior member will then be responsible for informing the Chairman as a matter of urgency.

The Chairman will then take the necessary steps to (1) safeguard all those directly or indirectly involved, (2) initiate an investigation in accordance with the Club Rules and (3) decide whether to inform the RFU and/or the Police.

If anyone under the age of 18 is directly or indirectly involved, the Chairman shall also immediately inform the Club's Child Safeguarding Officer. Except in exceptional circumstances relating to the welfare of the individual, the individual's parent or legal guardian will then be informed.

The source of any information relating to a breach of this policy will be treated as confidential and no information disclosed about the informant (unless the Club is required to do so by Law) without the express written permission of the informant.

All incidents will be reported to the Management Committee.

DISCIPLINARY HEARINGS

Disciplinary Hearings shall be conducted in accordance with the Club Rules.

The burden of proof at disciplinary hearings in respect of breaches of this policy shall be "on the balance of probability".

FURTHER ASSISTANCE

Any person who takes illicit drugs should be encouraged to seek professional medical help.

Further information can be found at:

www.nhs.uk/live-well/healthy-body/drug-addiction-getting-help/

PUBLICATION

This policy will be published on the Club's website.

REVIEW

This policy should be reviewed by no later than June 2022.

This policy was adopted by the Management Committee at its meeting on **15th MAY 2019**