



**Swimming
Northern
Territory**

DEVELOPING SWIMMING IN THE NT

Swimming Northern Territory

Drug and Alcohol Management Policy

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1. Introduction

This policy aims to provide a basis for the responsible management of alcohol and drug use by Swimming Northern Territory (SNT). The Work Health & Safety (National Uniform Legislation) Act 2011 places a duty of care upon employers and employees to ensure they are not, by the consumption of alcohol or any other drug, in such a state as to endanger the safety of themselves or the safety of other people.

It is recognised that where the health, well-being and performance of staff members and members is adversely affected by alcohol or drug misuse, that it is in the best interest of SNT, its members and affiliates that such illness be treated and controlled.

SNT has developed this Policy on Alcohol and other Drugs as part of an overall commitment to the health, safety and welfare of staff and the health and safety of members. The policy recognises the need for effective and consistent action, while striking a proper balance between performance, privacy and concern for the individual.

SNT recognises that alcohol, drug or other substance abuse will impair the ability to perform properly and will have serious adverse effects on the safety, efficiency and productivity of staff and members. Where it is demonstrated that alcohol and other drug use is adversely affecting performance or bringing SNT into disrepute, management has a legitimate interest in taking action including, if necessary, rehabilitating or other assistance.

Implementation of this policy will not require or result in any special regulations, privileges or exemptions from the standard administrative practices applicable to job performance requirements.

2. Objectives

This policy is designed to meet the following objectives:

- Ensure the safe and professional conduct of all SNT events and work practices by minimising alcohol related incidents and associated harm to participants, spectators, general community, and property.
- Reduce alcohol and other drug related personal and professional losses.
- Preserve the reputation of SNT to members and the general community.
- Ensure compliance with the policy.

3. Statement Of Principles

This policy does not attempt to stop legal alcohol and prescription drug use at SNT events (unless venue or facility compliance bans the consumption of alcohol) but rather ensure, as far as possible, that when members drink alcohol, they do so moderately and responsibly.

4. Scope

This policy applies to all SNT events and work practices including but not limited to:

- Competitions, team travel, conferences, meetings, seminars, workshops and functions.



5. Policy

The policy is that no employee or volunteer is to commence duty or return to work while under the influence of alcohol or drugs. The purpose of this policy is to maintain a work environment free from the effects of the use of alcohol and drugs. The consequences of breaching this policy are detailed in the SNT Discipline and Termination Policy.

6. Roles And Responsibilities

All employees, volunteers and members are responsible for ensuring that risks to themselves, others, SNT and the sport of swimming, from alcohol or drug use is negated. This section specifies the responsibilities of all parties involved in negating the impact of alcohol and drug use within swimming:

6.1 Management

- Is responsible for the implementation and continual review of this policy.

6.2 Volunteers, Staff and Officials

- should recognise that performance of their duties could be affected by alcohol or other drugs;
- should not attend an event or drive a motor vehicle if affected by alcohol or other drugs;
- should not consume alcohol when supervising children;
- must exercise good judgment when consuming alcohol at a function organised by another company;

6.3 Athletes

- must not participate in any SNTI event under the influence of alcohol or any other drug unless the use of the substance is approved in writing by fully accredited medical personal.
- under the age of 18 must not self-administer any medication during any SNTI event or team travel. Athletes, under the age of 18, self-administering medication will be removed from the competition floor at an event and will be sent home in the case of team travel.

7. Notification

Members that are under the age of 18 and require medication during team travel or during any other SNT event are required to notify, in the event of team travel, the team manager, and in any other event the SNT administration, of this requirement before participating in the SNT event or team travel.



8. Company Vehicles

Vehicles are not to be driven by anyone who is under the influence of alcohol or drugs. SNT will accept no liability for any damage to a vehicle, injury to any person, or damage or injury to any third party, incurred while the driver of the vehicle is in breach of this policy or of the law. All liabilities shall rest with the driver concerned.

9. Prescription Drugs

If you take prescription drugs, please check with your doctor to establish if the use of the drug will impact on work performance. If so, please obtain this advice in writing and provide this advice to your manager.

10. Smoking

Please refer to the SNT Non-Smoking Policy.

11. Drug & Alcohol Management

11.1 Responsible Service of Alcohol

Where alcohol is to be served at a SNT event, only venues that exercise the responsible service of alcohol will be used as the venue for that event.

11.2 Intoxication

Intoxication will not be tolerated at any SNT workplace or at any SNT event. If a person becomes intoxicated at a SNT workplace or event, the following will occur:

- The person will be refused any additional alcohol.
- The person will be reminded of this policy.
- The intoxicated person will be asked to leave the event.
- An incident report will be completed and submitted to the CEO as soon as practicable following the incident.

11.3 Safe Transport

If a person is asked to leave a function on the basis of intoxication, SNT, where possible, will organise safe transport for the intoxicated person.

11.4 Underage Drinking & the use of illicit substances

Underage drinking is defined as any person under the age of 18 in possession of or in the process of drinking an alcoholic substance.

The use of illicit drugs and underage drinking will not be permitted at any SNT workplace or event. Members caught drinking underage or using illicit drugs will not be permitted to participate in any further SNT events or team travel for ***two calendar years commencing at the date of the incident.***



12. Policy Promotion

This policy will be made available to all members via the Swimming NT website. This policy will be communicated to all staff members, board members, committee members and regional committees.

13. Review

This policy will be reviewed by the Board of Swimming Northern Territory every 2 years from the date of approval by the SNT Board.

14. Additions Or Amendments

In addition to the scheduled review of this policy recommended changes to the policy may be submitted to the Board of Swimming Northern Territory for consideration, at any time. In the event that the changes are accepted, the policy will be updated, dated and circulated to all relevant stakeholders.

15. Related links

[SNT Code of Conduct](#)

[Swimming Australia Code of Conduct](#) [Australian National Anti-Doping Policy](#)

[Swimming Australia National Integrity Framework](#)

[Work Health & Safety \(National Uniform Legislation\) Act 2011](#) [SNT Discipline and](#)

[Termination Policy.](#)

[SNT Non-Smoking Policy](#)