



Creadaptic Volleyball Club

DRUGS, ALCOHOL AND SMOKING POLICY

Effective 3 December 2025

Drugs, Alcohol and Smoking Policy

1. Purpose and Philosophy

- 1.1 Creadaptic Volleyball Club (CVC) operates a high-performance environment. We demand elite standards of health, focus, and professionalism from our athletes and staff.
- 1.2 The use of illicit drugs, unprescribed medication, or alcohol during Club activities compromises the safety of the individual and the team.
- 1.3 This policy establishes the standards required to maintain a safe, legally compliant, and competitive training environment.

2. Scope

- 2.1 This policy applies to all athletes, coaches, staff, volunteers, and parents during:
 - (a) All training sessions, matches, and recovery sessions.
 - (b) Club-sanctioned travel, camps, and overnight stays.
 - (c) Official social functions and awards nights.
 - (d) Any instance where a member is wearing CVC apparel or representing the Club brand.

3. Responsibilities

- 3.1 **Athletes & Members:**
 - (a) Ensure they do not present for duty (training/playing) under the influence of alcohol or drugs.
 - (b) Notify the Head Coach or Medical Staff if they are taking prescription medication that may affect their reaction time, balance, or safety.
 - (c) Adhere to **Sport Integrity Australia (SIA)** guidelines regarding supplements and prohibited substances.
- 3.2 **Coaches & Management:**
 - (a) Take reasonable steps to identify impairment and prevent unsafe participation.
 - (b) Model responsible behaviour regarding alcohol consumption at social events.
 - (c) Facilitate safe transport options for any member deemed unfit to drive or travel alone due to impairment.

4. Alcohol Management

- 4.1 **The "Dry Zone" (Training & Competition):** Alcohol is strictly prohibited at all training sessions, matches, and during active competition windows. No player or official may consume alcohol prior to or during these activities.
- 4.2 **Endorsed Social Events:** At Club-sanctioned social functions (e.g., Awards Nights, Christmas Parties) where alcohol is served:
 - (a) Consumption must be responsible and moderate.

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- (b) **Underage Drinking:** CVC has a zero-tolerance policy. No person under 18 is permitted to consume alcohol at any CVC event, regardless of parental consent.
- (c) **Uniform Rule:** Athletes in competitive uniform must not consume alcohol in public view. Change out of the kit before celebrating.

5. Medications and Supplements (High Performance Safety)

- 5.1 **Prescription Medication:** CVC recognises that athletes may legally require medication. However, if a medication (e.g., strong painkillers, sedatives) impairs physical performance:
 - (a) The athlete must notify the Coach **before** the session begins.
 - (b) The Coach reserves the right to modify the athlete's training load or stand them down to prevent injury.
- 5.2 **Supplements & Anti-Doping:** Athletes are personally responsible for what they put in their bodies. CVC strongly advises checking all supplements against the **Global DRO** or **Sport Integrity Australia** app to ensure they do not contain banned substances (e.g., certain pre-workouts). A positive drug test resulting from a "tainted supplement" is treated as a doping violation.

6. Illicit Drugs

- 6.1 The possession, use, distribution, or manufacturing of illicit drugs is strictly prohibited.
- 6.2 **"Deemed Impairment":** A member is considered in breach of this policy if they attend any CVC activity whilst under the influence of illicit drugs or suffering from the after-effects (e.g., "coming down") such that their performance or safety is compromised.

7. Smoking and Vaping

- 7.1 There is strong scientific evidence that passive smoking and e-cigarettes (vaping) are hazardous to health.
- 7.2 **The 20-Meter Rule:** Smoking and vaping are banned within 20 meters of any training court, playing venue, or group of athletes.
- 7.3 **Brand Protection:** Members wearing CVC apparel must not be seen smoking or vaping in public view. Doing so brings the High-Performance brand into disrepute and is a disciplinary offense.

8. Protocol for Managing Suspected Impairment

- 8.1 **CVC does not conduct clinical drug testing. We act on reasonable suspicion based on observed behaviour.**

Step 1: Identification

If a Coach or Team Manager observes signs of impairment (e.g., smell of alcohol, slurred speech, erratic behaviour, glazed eyes, aggression), they must act **immediately**.

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Step 2: Verification (The "Two-Deep" Rule)

Where possible, the observing official should ask a second official to verify the behaviour to ensure objectivity.

Step 3: Intervention (Stand Down)

The official will approach the member privately and issue a "Stand Down Directive."

"I am concerned for your safety. I am standing you down from this session. Please sit out."

Refusal to comply with a Stand Down Directive is an act of insubordination and triggers automatic suspension.

Step 4: Safe Transport

The Club owes a duty of care. If a member is impaired, they must not be allowed to drive. The Club will:

- (a) Call a parent/guardian (for juniors).
- (b) Arrange a taxi/Uber (at the member's expense) or a lift with a sober member (for seniors).
- (c) If the member attempts to drive while clearly impaired, the Club will notify the Police.

Step 5: Reporting

The official must submit an Incident Report **within 24 hours** outlining the observations and actions taken.

9. Disciplinary Action

9.1 Alcohol/Smoking Breaches:

1st Offence: Formal Written Warning + Education
2nd Offence: Suspension (Minimum 2 Matches)
3rd Offence: Review of Membership (Likely Expulsion)

9.2 Drug Breaches (Illicit or PEDs):

Possession/Use: Immediate suspension pending investigation
Dealing/Supply: Immediate lifetime ban and referral to Queensland Police

9.3 Self-Reporting (Amnesty Clause):

If a member proactively approaches the Club seeking help for a substance issue before an incident occurs, CVC will support them with a referral to professional services without immediate disciplinary sanction, provided they step down from duty during recovery.

9.4

CVC takes no responsibility for any person who acts in deliberate breach of this policy, and they will be held personally liable for their conduct to the extent permitted by law.

10. Review

10.1

This policy was last reviewed in December 2025, and will be reviewed annually.