

# Illicit Drugs in Sport Policy

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## **1 Position statement**

- 1.1 Softball Australia has adopted and implemented an anti-doping policy and rules which conform to the World Anti-Doping Code (Code). The Code Prohibited List includes illicit drugs which are prohibited in-competition. This Policy differs from Softball Australia's Anti-Doping Policy in that it addresses the out-of-competition use of illicit drugs, concentrating primarily on education, awareness and prevention initiatives.
- 1.2 The use of illicit drugs is harmful to athletes and Softball Australia seeks to educate athletes to prevent the use of illicit drugs in sport. Further, the use of illicit drugs by athletes can bring Softball into disrepute and sets a poor example for other members of the community who view athletes as role models.
- 1.3 Softball Australia wishes to prevent the use of Illicit Drugs in softball through increased education for athletes and members in relation to the potential harms of the use of Illicit Drugs.
- 1.4 This Policy is designed to help prevent the uptake of illicit drug use and reduce the drug-related harm to individuals, families and stakeholders of Softball Australia and the broader community.
- 1.5 Softball Australia will adopt a management approach which focuses on education and counselling in addressing the use of illicit drugs in the out-of-competition context.
- 1.6 Some illicit drugs may be legitimately used under the supervision of a physician for a clinically justified purpose. The possession and use of illicit drugs are subject to Commonwealth, State and Territory laws.
- 1.7 If a Member contravenes this Policy (or any other Softball Australia rule or policy) or any law through the use or possession of illicit drugs that Member may be referred to any relevant authority and may be subject to disciplinary proceedings under Softball Australia's rules and policy framework.

## **2 Objectives**

- 2.1 SA is committed to deterring the use of illicit drugs in softball through:
  - Tailored education and prevention programs, including the use of positive role models Softball Australia,
  - Effective education and counselling for athletes identified as using illicit drugs,
  - Disciplinary action (including sanctions) as appropriate.

## **3 Application**

- 3.1 This Policy applies to:
  - Athletes
  - Members who participate in Softball Australia endorsed softball sport activities
  - Athlete Support Personnel
  - Employees and contractors of Softball Australia, and



- Any other Person who has agreed to be bound by this Policy.

## 4 Obligations

4.1 The persons identified in clause 3 (Application) are bound by this Policy as a condition of their participation and/or involvement in softball.

4.2 Roles and responsibilities – *Athletes* must:

- know and comply with all rules applicable to them under this Policy
- use their influence on other *Athletes* to reinforce the education messages regarding illicit drugs
- read and understand the List of Prohibited Illicit Drugs as it relates to them and keep up to date with any changes to the list (this list is at <https://www.wada-ama.org/en/resources/science-medicine/prohibited-list-documents>), and
- act in a discreet and confidential manner in discharging their obligations under this Policy.

4.3 Roles and responsibilities – *Athlete Support Personnel*, Employees and contractors must<sup>1</sup>:

- know and comply with all rules applicable to them or the *Athletes* whom they support under this Policy
- read and understand the List of Prohibited Illicit Drugs as it relates to them and keep up to date with any changes to the list
- use their influence on *Athletes* to reinforce the education messages regarding illicit drugs, and
- act in a discreet and confidential manner in discharging their obligations under this Policy.

4.4 Roles and responsibilities – Softball Australia will:

- adopt, implement and comply with this Policy
- require as a condition of membership that the policies, rules and programs of all Softball Australia Member organisations comply with this Policy
- develop and implement appropriate education and prevention programs and initiatives for softball
- use its best efforts to assist all those to whom this Policy applies to fulfil their responsibilities under this Policy
- adopt privacy principles consistent with Softball Australia's Privacy Policy
- make reasonable efforts to make this Policy available to *Athletes*, *Athlete Support Personnel*, *Members*, and any other Person who has agreed to be bound by this Policy
- ensure that at all times it has the authority to enforce this Policy

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<sup>1</sup> Note: It is recognised that *Athlete Support Personnel* in certain professions may be subject to legal obligations with respect to confidentiality and disclosure.



- ensure all employees; staff and contractors act in a discreet and confidential manner in discharging their obligations under this Policy, applying privacy practices consistent with the Privacy Act
- provide information and education to all staff regarding their responsibilities in relation to the Privacy Act, and
- obtain any necessary government agency approval for any amendments to this Policy.

## **5 Illicit drugs in sport Policy Officer**

5.1 Softball Australia shall appoint a suitable person (such as the Chief Operations Manager) to the position of Illicit Drugs in Sport Policy Officer.

5.2 The Illicit Drugs in Sport Policy Officer shall:

- be responsible for the supervision and administration of this Policy and the associated education programs, and dissemination of this policy to *Athletes, Athlete Support Personnel, Members*, and any other Person who has agreed to be bound by this Policy, and
- act in a discreet and confidential manner in discharging their obligations under this Policy, applying privacy practices consistent with the Privacy Act.

## **6 Education program(s)**

6.1 Softball Australia will develop and implement appropriate education and prevention programs and initiatives for the sport consistent with the Illicit Drugs in Sport - Education and Action Plan as developed by DoHA or Sport Australia (<https://www.sportintegrity.gov.au/resources/education>) or ASADA (from time to time).

6.2 The education and prevention programs will promote the key messages of the Action Plan to identified target groups and will be delivered through a medium(s) suitable to the target audience(s). These programs and initiatives will reflect key messages such as:

- illicit drug use is harmful
- illicit drug use can affect your sporting performance - in or out of competition, during the off-season, or on the weekend
- illicit drug use can affect your reputation and sporting career
- illicit drug use can affect your sports team
- illicit drug use can impact on the community who support you, and
- participating in sport supports a healthy lifestyle.

6.3 Softball Australia will incorporate information relating to this Policy, including the List of Prohibited Illicit Drugs, into the education programs.

6.4 Softball Australia will provide information about, and referrals to, counselling and support programs in relation to Illicit Drugs in the education programs. These programs may be face to face or an on-line service as appropriate.



## 7 List of Prohibited Illicit Drugs

- 7.1 The drugs prohibited under this Policy will be scheduled in the List of Prohibited Illicit Drugs.
- 7.2 Softball Australia will make reasonable efforts to inform *Athletes, Athlete Support Personnel, Members* and any other Person who has agreed to be bound by this Policy of any changes to the List of Prohibited Illicit Drugs.

## 8 Confidentiality and reporting

### Incorporation of relevant illicit drugs in sport policies

- 8.1 All *Athletes, Athlete Support Personnel* and other Persons under the jurisdiction of Softball Australia are bound by this Policy.

### Privacy

- 8.2 Softball Australia will act in a discreet and confidential manner in relation to all information relating to this Policy and associated programs. Softball Australia will, at all times, act in a manner that is consistent with Softball Australia's Privacy Policy and the Privacy Act.
- 8.3 Softball Australia and its Members, employees and agents shall act in a discreet and confidential manner in discharging their obligations under this Policy.

## 9 Amendment and interpretation of Policy

- 9.1 This Policy may be amended from time to time by Softball Australia.
- 9.2 This Policy shall be interpreted as an independent and autonomous text and not by reference to existing law or statutes.
- 9.3 The headings used for the various Parts and Articles of this Policy are for convenience only and shall not be deemed part of the substance of this Policy or to affect in any way the language of the provisions to which they refer.
- 9.4 The Definitions shall be considered an integral part of this Policy.
- 9.5 This Policy shall apply from the date the Policy became effective.
- 9.6 Words in the singular include the plural and vice versa.
- 9.7 A Person includes a body corporate.
- 9.8 Reference to "including" and similar words are not words of limitation.

## 10 Definitions

**Athlete:** For purposes of Illicit Drugs Testing and Sample Collection, any Person identified by Softball Australia who participates in softball under the authority of Softball Australia.



**Athlete Support Personnel:** Any coach, trainer, manager, agent, team staff member, official, scientist, medical or para-medical or other personnel working with, treating or assisting an athlete preparing or participating for sporting activities.

**Illicit Drug:** Any drug that appears on the List of Prohibited Illicit Drugs.

**List of Prohibited Illicit Drugs:** The List identifying the Illicit Drugs prohibited under this policy.

**Member:** A person who, or a body which, is a member of Softball Australia; a person who, or body which, is affiliated with Softball Australia or a person who is a member of a body which is a Member of or affiliated with Softball Australia.

**Person:** A natural person or an organisation or other entity, including but not limited to: an athlete, athlete support personnel and member.



## Document control

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