



## **Northampton Casuals RFC – Drugs Disciplinary Policy**

Management does not believe the club in itself has an inherent drugs problem amongst its membership and guests, but recognises that the issue exists in society and that all local educational establishments would acknowledge the issue. This document is therefore a pre-emptive measure against the use and supply of drugs.

The club can only involve itself in dealing with matters involving club members that arise on or in the vicinity of club premises and/or at club related events such as, but not limited to, away games, tours & tournaments.

The policy will also incorporate appropriate RFU and East Midlands RFU policies where they exist.

The club believes it should try to educate members on the risks inherent in taking performance enhancing and recreational drugs. To facilitate this, the club will run drugs awareness education sessions for age groups U16 to senior on a periodic basis. This will cover performance enhancing and recreational drugs and will be delivered by a consultant who works with the RFU drugs testing unit.

The default stance on uncovering a member using performance enhancing or recreational drugs will be to help and support them, subject to the guidelines supplied by the RFU and the East Midlands RFU where they exist.

The clubs default stance on discovering a member trading drugs on club premises / at club events is likely to be a lifetime ban.

Policy 1 - Anyone found in possession (for personal use) or using performance enhancing or recreational drugs on club premises or at club events will be dealt with by the club Disciplinary Sub-Committee. This includes taking performance enhancing drugs away from the club, in that they would have an impact on performance in matches.

- a) If the member is an under 18 player, the outcome may involve a ban from playing matches for a period of time and a mandatory requirement to participate in a 'Help with drugs' programme (eg local authority managed). The parents or guardian will be notified in advance of the club disciplinary hearing and will be required to either :
  - a. attend the hearing.
  - b. ensure another appropriate adult is in attendance
  - c. consent to the Northampton Casuals RFC providing an appropriate chaperone.
- b) If the member is an over 18 player, the outcome may involve a ban from playing matches for a period of time and a recommendation to participate in a 'Help with drugs' programme (eg local authority managed).
- c) If the member is not a player, the outcome may involve a ban from club facilities / events for a period of time and a recommendation to participate in a 'Help with drugs' programme (eg local authority managed).
- d) If the person involved is a non member attending a club function / club event, then they will be subject to a ban for a period of time from attending the club or any club functions

Links to RFU performance enhancing drug policies :-

<http://www.englandrugby.com/governance/anti-doping/rfu-testing-programme/>      <http://www.englandrugby.com/governance/anti-doping/rfu-testing-programme/therapeutic-useexemptions/>

Policy 2 - Anyone found selling performance enhancing or recreational drugs on club premises or at club events will be dealt with by the club Disciplinary Sub-Committee.

The matter will be referred to the police by the Disciplinary Sub-Committee in order that criminal matters can be considered.

The criminal justice system will take into account the individual circumstances of each case, applying threshold and gravity testing to the evidence before considering cautions or charges.

The Club disciplinary outcome will take into account the degree of criminality proven when determining the club sanction.

- a) The default outcome will normally be for the member to be barred from the club and club events for life. This would be particularly the case if the member was a responsible adult and if a police conviction has been received.
- b) At the other end of the scale, if the member was an under 18 player and if this was a first occurrence and if they had only received a police caution then a measure of leniency and education would be more appropriate. An outcome would be a ban from playing matches for a period of time and a mandatory requirement to participate in a 'Help with drugs' programme (eg local authority managed)
- c) It is the task of the Disciplinary Sub-Committee to determine an appropriate outcome for offences lying between these two ends of the scale.
- d) If the person involved is a non member attending a club function / club event, then they will be subject to a life ban from attending the club or any club functions and the matter will be referred to the Police

Policy 3 - The club reserves the right to undertake random drugs tests or targeted drugs tests on members suspected of taking drugs. Members failing to consent to a requested drugs test will be referred to the Disciplinary Sub Committee for appropriate sanction.