



# **Consumption of Alcohol Policy**

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**Owner:** Integrity/High Performance

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**Version:** Final

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**Approved by:** Swimming Australia Board

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**Effective from:** 22 September 2020

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# Consumption of Alcohol Policy

## IMPORTANT POINTS

- This Policy articulates the boundaries set and agreed upon for the responsible consumption of alcohol by Swimmers, Team Members, Technical Officials and Coaches during Team competitions and camps, including where Minors are present.
- Swimming Australia is committed to ensuring a safe, healthy and productive environment that supports peak performance and ensures that the highest standards of behaviour and conduct are maintained by all Relevant Persons.
- Swimming Australia is committed to carrying out its activities in a manner that encourages the responsible consumption of alcohol at all times.
- Swimming Australia does not tolerate drunken and/or disorderly behaviour by Relevant Persons.

## 1. PURPOSE

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The purpose of this Policy is to set out boundaries and guidelines for the responsible consumption of alcohol during Team Competitions and camps by Relevant Persons.

## 2. APPLICATION

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- (a) This Policy applies to Relevant Persons.
- (b) This Policy is to be read together with each other policy referred to in the Team Member Agreement and Swimmer Agreement.
- (c) This Policy forms part of the Team Member Agreement and the Swimmer Agreement. Any breach of this Policy by a Relevant Person who is a party to either agreement constitutes a breach of the applicable agreement.
- (d) This Policy may be updated by Swimming Australia from time to time, with the amended Policy effective on the date and time it is published.

## 3. RESPONSIBILITIES

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- (a) It is the responsibility of Relevant Persons to:
  - (i) familiarise themselves with, and to comply with the current version of, this Policy; and
  - (ii) understand the parameters and boundaries of this Policy as it relates to them.
- (b) Prior to the commencement of a Competition or Team camp, the Team Leader must ensure that they communicate the key provisions of this Policy to Team Members.
- (c) Designated Team Members have a responsibility to ensure that Minors understand and abide by the provisions of this Policy.

## 4. CONSUMPTION OF ALCOHOL

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- (a) The consumption of alcohol is not permitted at any time by:

- (i) the Team Leader, National Head Coach, and Team Leader(s) on junior Teams;
  - (ii) all Minors, including senior Team Members that are under the age of 18 years;
  - (iii) Swimmers when on Team flights, at competition venues, at staging camps, at Team accommodation venues, (unless organised by Swimming Australia); and at any other place directed by the Team Leader;
  - (iv) Team Members who are supervising Minors in line with clause 5 below; or
  - (v) Team Members on Team flights; and at competition venues.
- (b) Subject to clauses 4(c) and 4(d) below, the responsible consumption of alcohol is only permitted by:
- (i) **Swimmers** over the Legal Age, and in accordance with any curfew assigned by the Team Leader, in the following circumstances:
    - (A) at a function organised by Swimming Australia and designated by the Team Leader as a function at which the responsible consumption of alcohol is permitted;
    - (B) after a function organised by Swimming Australia in an area designated by the Team Leader; and
    - (C) at any other time as designated at the sole discretion of the Team Leader.
  - (ii) **Team Members** over the Legal Age (other than the Team Leader, National Head Coach, and Team Leader(s) on Junior Teams) after each dinner meal in an area designated by the Team Leader, provided, where Minors are present, there is one or more appropriate Designated Team Member (defined below) present.
- (c) Alcohol consumed when on Teams must, at all times, be:
- (i) at a time and location approved by the Team Leader; and
  - (ii) in an area designated by the Team Leader at the commencement of the camp or Competition that is away from the Team Hotel and/or not visible to the athletes.
- (d) The Team Leader, at their absolute discretion, may, from time to time, make a directive to prohibit the consumption of alcohol under any circumstances for a particular Team camp or Competition. In issuing such a directive, the Team Leader will consider local laws and customs, the age distribution of the Team, any potential or actual impacts on Team Member safety and performance and any other grounds that they feel relevant.

## 5. SUPERVISION OF MINORS

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- (a) It is imperative that Team Members ensure that they do not adversely affect their work performance or cause any risk to health and safety, to themselves

or others, through the consumption of alcohol. This is heightened when Minors are present.

- (b) At all times, in circumstances in which Team Members are permitted to responsibly consume alcohol and there are Minors present:
  - (i) the Team Leader must designate a Team Member who will be responsible for Minor supervision (**Designated Team Member**) at the commencement of the camp or Competition (or from time-to-time during the camp or Competition as necessary) at the ratio of at least one (1) Team Member to three (3) Minors who do not consume alcohol; and
  - (ii) regardless of sub-clause (i) above, there must at all times be at least three (3) Designated Team Member who do not consume alcohol.

## **6. STANDARDS OF BEHAVIOUR**

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At all times, Relevant Persons who are permitted to responsibly consume Alcohol in accordance with this Policy must at all times:

- (a) behave in a dignified and professional manner that promotes and upholds the Team values;
- (b) act as role models for their Team and Swimming Australia;
- (c) not put themselves or other Relevant Persons nor the general public at risk of serious physical and social harms;
- (d) accept that they are responsible and accountable for the choices they make and the consequences of these choices;
- (e) assist Relevant Persons if they have had too much to drink, this includes suggesting safe travel options;
- (f) comply with the Swimming Australia Team Member Code of Conduct, the Code of Conduct for dealing with Children and Young People, and the policies of Swimming Australia including but not limited to those referred to in the Team Member Agreement;
- (g) consider and comply with the local laws in place in the jurisdiction in which a Competition or camp takes place and/or alcohol is being consumed;
- (h) comply with any reasonable direction of the Team Leader and/or the Designated Team Member; and
- (i) not display conduct which may be inappropriate or disruptive to others, whether intoxicated or not including:
  - (i) intoxicated, violent, quarrelsome or disorderly behaviour;
  - (ii) speech which is loud or boisterous, or use of offensive language;
  - (iii) annoying or disrupting fellow Team Members and/or other Relevant Persons; or

- (iv) other conduct deemed to be inconsistent with the standards expected of Relevant Persons, and in particular, Team Members.

## 7. CONSEQUENCES

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- (a) A Relevant Person who breaches this Policy may be responsible for any loss suffered by Swimming Australia or its Associated Parties.
- (b) If a breach of this Policy is substantiated, disciplinary action may result.
- (c) Breaches of this Policy will be dealt with in accordance with the disciplinary provisions under Swimming Australia's Team Member Code of Conduct.

## 8. DEFINITIONS

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- (a) Capitalised terms not defined in this Policy have the same meaning as that given to them in the Team Member Agreement.
- (b) For the purpose of this Policy, the below definitions apply:

**Alcohol** means any drink that contains alcohol.

**Associated Parties** means Swimming Australia Members, Sponsors, stakeholders and other parties associated with Swimming Australia.

**Coach** means any coach accredited with Swimming Australia.

**Code of Conduct for Dealing with Children and Young People** means the relevant code as set out in Part 3 of the Swimming Australia Safe Sport Framework (as amended from time to time)

**Competition** means any swimming competition held anywhere in the world, whether or not affiliated with a Governing Body, in which a Swimmer is a participant, or in which a Swimmer is registered or has been registered as a participant, and includes part of a Competition.

**Designated Team Member** has the meaning given to that term in clause 5(b)(i).

**Governing Body** includes Swimming Australia, the Australian Paralympic Committee, the Fédération Internationale de Natation (**FINA**) and World Para Swimming.

**Legal Age** means at least 18 years of age, or at or over the legal drinking age of the country in which the Competition or camp takes place.

**Minors** means Team Members (including senior Team Members) who are under the Legal Age.

**National Head Coach** means the person appointed as National Head Coach of a Team from time to time.

**Policy** means this Consumption of Alcohol Policy as amended from time to time.

**Relevant Persons** mean:

- (i) Team Members;
- (ii) Swimmers;
- (iii) Technical Officials; and
- (iv) Coaches.

**Sponsor** means a sponsor of Swimming Australia, whether the sponsorship is cash or contra or a combination of both.

**Staff Members** mean all employees and contractors of Swimming Australia, including but not limited to permanent, casual and temporary staff and students on placement, as well as members of the Swimming Australia board.

**Swimmer** means an individual who has signed, or is required to sign, a Swimmer Agreement.

**Team** means any team of Swimmers and support staff, including but not limited to coaches and Swimming Australia employees, selected or appointed and otherwise designated by Swimming Australia as the “Australian Swim Team” or the “Australian Swim Squad” or any other applicable team or squad selected by Swimming Australia which is representing Swimming Australia at any team activity including training sessions, camps, competitions, functions and any event determined by Swimming Australia to be a team activity from time to time.

**Team Leader** means the person appointed as Team Leader of a Team from time to time who may include (without limitation) the Olympic Leader or the Team Operations Co-ordinator.

**Team Member** means an individual who has signed, or is required to sign, a 'Team Member Agreement' with Swimming Australia including but not limited to the team manager, team doctors, physiotherapists, sports scientists and dietitians.

**Technical Official** means an official registered with Swimming Australia.