

SWIMMING AUSTRALIA TEAMS CONSUMPTION OF ALCOHOL POLICY

1. General

Swimming Australia is committed to creating an Australian Team environment that supports peak performance and ensures that the highest standards of behaviour and conduct are maintained by all Team Members.

This policy articulates the boundaries set and agreed for the responsible consumption of alcohol during team competitions and camps by Members of each Australian Team including, but not limited to, the:

- a) Senior National Team; Youth Transition Program and National Training Centre (NTC) Transition Program (“Senior Team”);
- b) Para Sport National Teams; and
- c) Junior Teams
- d) and any other Team that is selected to represent Swimming Australia from time to time.

(“Teams”).

It also sets out the boundaries for the responsible consumption of alcohol by Swimming Australia Limited and its Member Association staff and other support team members (including, but not limited to, Team coaches, management, physios, doctors, sports scientists, psychologists and media team members) for each of the Teams (“**Support Team Members**”).

The parameters set out in this policy are in line with:

- the Teams’ values of “respectful, professional and enjoyable”;
- the Swimming Australia values and behaviours;
- the obligations and responsibilities that we all have under the Swimming Australia Safe Sport Framework; and
- individual Athlete and Team agreements with Swimming Australia.

Adequate supervision of Athlete Team Members under the age of 18 years (“**Athlete Minors**”) is paramount at all times and must occur in accordance with section 4 of this Policy.

2. Circumstances in which the responsible consumption of alcohol is not permitted

The responsible consumption of alcohol is not permitted at any time by:

- e) the Team Leader, Head Coach, and Team Manager(s) on Junior Teams;
- f) all Athlete Minors on any Team, including Senior Team Athletes that are under the age of 18 years;
- g) all Team Athletes 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 designated Team Leader.
- h) Designated Support Team Members of the Teams who are supervising Athlete Minors in line with section 4 below;
- i) all Support Team Members:
- i. on Team flights; and
 - ii. at competition venues.

3. Circumstances in which the responsible consumption of alcohol is permitted

Alcohol consumed when on Swimming Australia Teams must be in an area designated by the Team Leader at the commencement of the camp or competition.

The Team Leader, at their absolute discretion, may, from time to time, make a directive to not permit the consumption of alcohol under any circumstances for a particular tour, 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.

The responsible consumption of alcohol is only permitted by Team Athletes over the age of 18 years and Support Team Members over the age of 18 years in the following circumstances:

a) **Athletes:**

Athletes are only permitted to responsibly consume alcohol in accordance with any curfew assigned by the Team Leader:

- 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;
- after a function organised by Swimming Australia in an area designated by the Team Leader; and
- at any other time as designated at the sole discretion of the Team Leader

b) **Support Team Members:**

Other than the Team Leader, Head Coach and Team Manager/s for Junior Teams and subject to there being the appropriate Designated Support Team Members in supervisory roles refraining from the consumption of alcohol to supervise Athlete Minors, Support Team Members are only permitted to responsibly consume alcohol after each dinner meal in an area designated by the Team Leader.

4. Supervision of Athlete Minors by Support Team Members

It is imperative that Support Team Members ensure that they do not adversely affect their work performance or cause any risk to health and safety, to ourselves or others, through the consumption of alcohol. This is heightened when Athlete Minors are present.

At all times, in circumstances in which Support Team Members are permitted to responsibly consume alcohol and there are Athlete Minors present:

- a) The Team Leader must designate Support Team Members 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) Support Team Member to THREE (3) Athlete Minors who do not consume alcohol (“**Designated Support Team Members**”); and
- b) Regardless of paragraph [4(a)] above, there must at all times be at least THREE (3) Designated Support Team Members who do not consume alcohol.

5. Standards of behaviour expected of Team Members

At all times, Athletes and Support Team Members who are permitted to responsibly consume alcohol must conduct themselves in line with:

- a) the Teams’ values of “respectful, professional and enjoyable”;
- b) the Swimming Australia General Code of Conduct and the Code of Conduct for dealing with Children and Young People as set out in Part 3 of the Swimming Australia Safe Sport Framework, as amended from time to time;
- c) the terms and conditions of their Athlete Agreement, Team Agreement, Employment Agreement or Contract of Service, as applicable;
- d) local laws in place in the jurisdiction in which competition occurs and/or alcohol is being consumed; and
- e) any reasonable direction of the Team Leader or Team Manager and/or the Designated Support Team Members.

All Athlete Team Members and Support Team Members are not permitted to display conduct which may be inappropriate or disruptive to others, whether intoxicated or not. This conduct includes:

- Intoxicated, violent, quarrelsome or disorderly behaviour;
- Speech which is loud or boisterous, or use of offensive language;
- Annoying or disrupting fellow Team Members and/or others; or
- Other conduct deemed to be inconsistent with the standards expected of all Team Members.

6. Responsibilities of all Team Members under this Policy

Each individual Team Member is responsible for understanding the parameters and boundaries of this policy as it relates to themselves. In addition:

- a) Team Leaders or Managers must ensure that they communicate the key provisions of this Policy to Athlete and Support Team Members prior to the commencement of a competition or staging camp, or travel to a competition or staging camp, as the case may be.
- b) all Support Team Members have a responsibility to ensure that Athlete Minors understand and abide by the provisions of this Policy.

7. Consequences of Breaches of this Policy

Failure to comply with any provision of this Policy may result in disciplinary action in accordance with:

- a) section 4.15 of Swimming Australia's Safe Sport Framework; or
- b) the terms of either the Athlete Agreement, Team Agreement, Employment Contract or Contract of Services, as the case may be.

The Team Leader or Manager, consistent with the process as outlined in Swimming Australia's Team Members Code of Conduct will determine the sanction(s) to be applied to the offending Team Member(s) or refer matters to the Swimming Australia Limited CEO as necessary. These may include termination of membership of the team and/or imposing of penalties or disciplinary action appropriate.

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