Australian Rugby Union Limited
(ACN 002 898 544)

Illicit Drugs Policy

Effective from 1 July 2011

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1. Position statement

1.1. The use of Illicit Drugs is harmful and the Australian Rugby Union Limited (**ARU**) seeks to educate Participants to prevent the use of Illicit Drugs. Further, the use of Illicit Drugs by Participants can bring the sport of Rugby into disrepute and sets a poor example for other members of the community.

1.2. ARU wishes to prevent the use of Illicit Drugs in Rugby through increased education for Participants in relation to the potential harms of the use of Illicit Drugs.

1.3. This policy is designed to help prevent the uptake of Illicit Drug use and reduce the drug-related harm to individuals and families of Rugby Participants.

1.4. ARU will adopt a management approach which focuses on education and counselling in addressing the use of Illicit Drugs.

1.5. 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 is subject to Commonwealth, State and Territory laws.

1.6. ARU has adopted and implemented an anti-doping policy and rules which conform to the World Anti-Doping Code, known as the ARU Anti-Doping Code. The World Anti-Doping Code Prohibited List includes Illicit Drugs which are prohibited in-competition. This Illicit Drugs Policy differs from the ARU Anti-Doping Code in that it addresses the out-of-competition use of Illicit Drugs, concentrating primarily on education, awareness and prevention initiatives. This Illicit Drugs Policy does not specifically relate to testing of Participants, and if there is any inconsistency with the ARU Anti-Doping Code, then the ARU Anti-Doping Code will prevail.

2. Objectives

2.1. ARU is committed to deterring the use of Illicit Drugs and has developed this policy with the objective of:

a) protecting the health and wellbeing of Participants;

b) educating Participants about the dangers of Illicit Drugs;

c) providing information about, and referrals for drug treatment and rehabilitation services to Participants who are found to be using Illicit Drugs or may otherwise be susceptible to such use;

d) providing an effective and measured deterrent to Illicit Drug use by Participants;

e) providing a positive example for young people and others in the community; and

f) protecting and promoting the image of Rugby as a game free of Illicit Drugs.

3. Application

3.1. This Illicit Drugs Policy applies to all Participants and any other person who has agreed to be bound by this policy.

4. Obligations

4.1. All Participants are bound by this Illicit Drugs Policy as a condition of their participation and/or involvement in Rugby.

4.2. Roles and responsibilities – Participants must to the greatest extent possible:

4.2.1. be knowledgeable of and comply with all rules applicable to them under this policy;

4.2.2. use their influence to reinforce the education messages regarding Illicit Drugs;

4.2.3. 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; and

4.2.4. act in a discreet and confidential manner in discharging their obligations under the Illicit Drugs Policy.

4.3. Roles and responsibilities – ARU will:

4.3.1. adopt, implement and comply with this Illicit Drugs Policy;

4.3.2. require as a condition of membership that the policies, rules and programs of Member Unions are in compliance with this Illicit Drugs Policy;

4.3.3. develop and implement appropriate education and prevention programs and initiatives for Rugby;

4.3.4. use its best efforts to assist all those to whom this policy applies to fulfil their responsibilities under the Illicit Drugs Policy;

4.3.5. apply privacy principles consistent with the ARU Privacy Policy (Attachment A) and the Privacy Act;

4.3.6. make reasonable efforts to make this Illicit Drugs Policy available to Participants and any other Person who has agreed to be bound by this Illicit Drugs Policy;

4.3.7. ensure that at all times it has the authority to enforce this Illicit Drugs Policy;

4.3.8. ensure all employees and personnel act in a discreet and confidential manner in discharging their obligations under this Policy, applying privacy practices consistent with ARU Privacy Policy (Attachment A) and the Privacy Act;

4.3.9. provide information and education to all staff regarding their responsibilities in relation to the ARU Privacy Policy (Attachment A) and the Privacy Act; and

4.3.10. obtain Office for Sport, RUPA and ARU Board approval for any amendments to this Illicit Drugs Policy.

5. Illicit Drugs Policy Officer

5.1. ARU shall appoint a suitable person to the position of Illicit Drugs Policy Officer.

5.2. The Illicit Drugs Policy Officer shall:

5.2.1. be responsible for the supervision and administration of this Illicit Drugs Policy and the associated education programs, and dissemination of this policy to Participants and any other person who has agreed to be bound by this Illicit Drugs Policy; and

5.2.2. act in a discreet and confidential manner in discharging their obligations under this Illicit Drugs Policy, applying privacy practices consistent with the ARU Privacy Policy (Attachment A) and Privacy Act.

6. Education Program(s)

6.1. ARU agrees to develop and implement appropriate education and prevention programs and initiatives for Rugby.

6.2. The education and prevention programs will promote key messages 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:

6.2.1. Illicit Drug use is harmful;
6.2.2. Illicit Drug use can affect your sporting performance – in or out of competition, during the off-season, or on the weekend;
6.2.3. Illicit Drug use can affect your reputation and sporting career;
6.2.4. Illicit Drug use can affect your sports team;
6.2.5. Illicit Drug use can impact on the community who support you; and
6.2.6. participating in sport supports a healthy lifestyle.

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

6.4. ARU will provide information about, and referrals to, counselling and support programs in relation to Illicit Drugs in 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 which is an attachment to this policy (Attachment B).

7.2. Any modifications to the List of Prohibited Illicit Drugs will be approved by the Office for Sport, RUPA and by the ARU Board. The modified list will come into effect 3 months after approval has been adopted by all of RUPA, Office for Sport and the ARU Board.

7.3. ARU will make reasonable efforts to inform Participants of any changes to the List of Prohibited Illicit Drugs.

8. Confidentiality and Reporting

8.1. Jurisdiction

8.1.1. All Participants shall be bound by this Illicit Drugs Policy.

8.2. Privacy

8.2.1. ARU will act in a discreet and confidential manner in relation to all information relating to this Illicit Drugs Policy and associated programs. ARU will adopt privacy practices consistent with the ARU Privacy Policy (Attachment A) and as required, the Privacy Act.

8.2.2. ARU and its members, employees and personnel shall act in a discreet and confidential manner in discharging their obligations under this Illicit Drugs Policy.

9. Amendment and Interpretation of Illicit Drugs Policy

9.1. This Illicit Drugs Policy may be amended from time to time by ARU, subject to Office for Sport approval. A copy of the amended Policy to be provided to the Office for Sport.

9.2. This Illicit Drugs 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 Illicit Drugs. Policy are for convenience only and shall not be deemed part of the substance of this Illicit Drugs 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 Illicit Drugs Policy.

9.5. This Illicit Drugs Policy shall apply from the date the Illicit Drugs Policy becomes 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

Affiliated Union means a union as identified in the ARU Constitution as an affiliated union.

ARU means the Australian Rugby Union Limited ACN 002 898 544.

ARU Privacy Policy means the privacy policy attached as Attachment A (as amended from time to time).

Illicit Drugs means the drugs listed in the List of Prohibited Illicit Drugs.

List of Prohibited Illicit Drugs means the list at Attachment B identifying the Illicit Drugs prohibited under this Illicit Drugs Policy.

Member Union means a union in membership of the ARU as set out in the ARU Constitution.

Office for Sport means the Office for Sport within the Department of the Prime Minister and Cabinet, or such other Australian Government office, department or agency assuming that office’s role under this policy.

Participant means any Person that by way of an ARU Registration Form, or other instrument, has agreed to be bound by the constitution of ARU, ARU policies, ARU Code of Conduct By-Laws and any laws, regulations and By-Laws of the International Rugby Board applying from time to time, where such Persons may include any ARU player (including an amateur or non-contracted player), a referee, touch judge or other match official, a selector, coach, trainer, manager or other team official, or an individual

involved in the organisation, administration or promotion of Rugby including a director, other officer or employee of a Rugby Body.

Person means a natural person or an organisation or other entity, including but not limited to a Participant.

Rugby means the game of rugby football.

Rugby Body means the ARU, any Member Union or Affiliated Union of the ARU.

RUPA means the Rugby Union Players' Association.

Attachment A

ARU Privacy Policy

The Australian Rugby Union Limited (***ARU***, ***we***, ***us***) respects the privacy of the individuals in relation to whom we collect, use, disclose and hold personal information. Our Privacy Policy seeks to safeguard the privacy of your personal information by observing the National Privacy Policy Principles (***NPPs***) contained in the *Privacy Act 1988* (Cth) (***Privacy Act***).

In addition to this policy, we may also have specific and additional privacy provisions which apply to certain activities and promotions. In the event of any inconsistency between the provisions of this Privacy Policy and those other specific and additional provisions, the specific and additional provisions will prevail.

This policy (and our specific and additional privacy provisions) may be amended by the ARU from time to time.

1. COLLECTION

(a) The ARU collects personal information in the course of administering the game of Rugby Union in Australia, including without limitation when we provide you with services, and when you:

(i) request services be provided to you;

(ii) purchase tickets for Rugby Union matches;

(iii) enter into competitions and promotions;

(iv) subscribe to, or seek to be registered in or for, ARU membership programmes or newsletters; and

(v) access the ARU website.

(b) We most commonly collect personal information in relation to rugby participants (both paid and unpaid), including without limitation players, officials, members, ticket purchasers, spectators, supporters, subscribers to our membership programmes, newsletters and promotional offers, and other persons.

(c) The types of personal information we may collect depends on the purpose for which it has been collected, but may include your name, address, email address, telephone number, playing history, purchasing preferences and financial details, among other things. We may also collect sensitive information about you (for example health information) where you consent; the collection is required by law or for insurance purposes; the collection is necessary for your health and safety, or to establish, exercise or defend a legal or equitable claim.

(d) Generally, if appropriate, we will tell you why we are collecting personal information and how we plan to use it, or these things will be obvious when we collect the information.

2. USE AND DISCLOSURE

(a) We use personal information about you for the following primary purposes:

(i) administration of the game of Rugby Union in Australia;

(ii) registration, selection and insurance purposes;

(iii) provision of rugby activities and rugby-related services;

(iv) assessing the level of interest in the game of Rugby Union; and

(v) provision of ARU and rugby-related information, materials and promotional opportunities by the ARU to you.

(b) When you visit our website, the ARU may record anonymous information which tells us about visitors to our website but not the identity of those visitors. For example, we may collect information about the date, time and duration of visits and which pages of our website are most commonly accessed to help us gauge the usage of our website. We may also use “cookies”. These are small pieces of information that allow an organisation to track the websites browsed by a person and customise website information to that person’s requirements and interests. You may be able to adjust your internet browser to disable cookies. If you do so, you may not be able to access some areas of our website or take advantage of the improved functionalities that cookies enable.

(c) The security of your personal information is very important to us, and we are committed to protecting the information that we collect. We have security measures in place at our facilities to protect against the loss, misuse or alteration of information that ARU has collected from you at our website. Unfortunately, no data transmission over the Internet or any wireless network can be guaranteed to be 100 percent secure. As a result, while we strive to protect your personal information, ARU cannot ensure or warrant the security of any information you transmit to us or from our online products or services, and you do so at your own risk.

(d) We may use your personal information for direct marketing where it is impracticable for us to obtain your prior written consent. When we do so, however, we will provide an express option for you to decline receiving any further marketing communications from us. Notwithstanding this, we will only send you promotional emails if you have elected to receive them or if they are in response to an email we have received from you.

(e) We may from time to time disclose your personal information to our service providers, agents and contractors to help us provide and market services to you. For example, we use third parties to provide credit card payment gateway services on our website. If you pay for services via our website we will provide certain financial details to third parties to provide this service. If we disclose information to third parties, we generally require these parties to protect your information in the same way we do.

(f) We may also:

(i) disclose your information to our affiliates (including without limitation your state union and your club) to enable them to administer the game of Rugby Union in their area and provide rugby activities and rugby-related services; and

(ii) unless you inform us otherwise, disclose your information to our sponsors and partners to enable them to provide you with information, materials and promotional opportunities.

(g) In some cases we may transfer personal information about you to someone who is in a foreign country (for example for the purposes of administering our overseas supporters program, a foreign rugby union, the International Rugby Board, or a foreign anti-doping authority).

(h) We reserve the right to share your personal information with third parties if we believe such action is necessary in order to:

(i) conform with the requirements of the law or to comply with legal process served upon us;

(ii) protect or defend our legal rights or property, or

(iii) investigate, prevent or take action regarding illegal activities, suspected fraud, or violations of the terms and conditions of using the ARU website.

3. DATA QUALITY AND SECURITY

(a) The ARU will also take reasonable steps to protect your personal information from misuse, loss and unauthorised access, modification or disclosure. However, as the internet is not a secure environment any information you send us via that method is sent at your own risk.

(b) Our website may contain links which enable you to access other websites. We are not responsible for the content or privacy practices of those sites.

(c) We will take reasonable steps to destroy or permanently de-identify personal information if it is no longer needed for any purpose for which the information may be used or disclosed and if we are no longer obliged at law to retain that information.

4. ACCESS, CORRECTION AND INQUIRIES

(a) The ARU will take reasonable steps to make sure that the personal information we hold on you is accurate, complete and up-to-date. If you think that any information we hold about you is inaccurate, please contact us.

(b) In some circumstances you may gain access to the personal information which the ARU (or third parties) hold on you. If you wish to know what sort of personal information the ARU holds in relation to you, for what purposes it is held, and how we collect, hold, use and disclose that information, please contact us. In situations where we have provided your information to third parties, you may also contact us to obtain or verify that information. Before supplying any personal information to you we must be reasonably satisfied as to your identity (for example, by having sighted a copy of your driver's licence). The ARU is not under any obligation to provide personal information to you where we are not required to do so under the National Privacy Principals or otherwise at law.

(c) All correction and access requests should be placed in writing and should set out as much information as you can about the information you seek, in order to help us retrieve it. We may charge an access fee to cover our costs of supplying personal information to you.

(d) ARU may modify or amend this Privacy Policy from time to time. In an effort to keep you informed of changes to this Privacy Policy, please note that the latest revision occurred in August 2007. Changes to this Privacy Policy will not affect our use of previously provided personal information.

(e) If you have any queries or concerns about personal information which we may hold in relation to you, or our approach to privacy generally, please contact us:

The Privacy Officer
Ground Floor, 29-57 Christie Street
St Leonards NSW 2065

Phone: (02) 8005 5555
Fax: (02) 8005 5676
Email: privacy@rugby.com.au

Attachment B

List of Prohibited Drugs

1	Amphetamine
2	Cannabis (in any form, including flowering or fruiting tops, leaves, seeds or stalks, but not including Cannabis resin or Cannabis fibre)
3	Cannabis resin
4	Cocaine
5	Gammabutyrolactone (GBL)
6	Gamma-Hydroxybutanoic acid (GHB)
7	Heroin (diacetylmorphine)
8	Lysergide (LSD)
9	Methamphetamine
10	3,4-Methylenedioxyamphetamine (MDA)
11	3,4-Methylenedioxymethamphetamine (MDMA)
12	Opium
13	Psilocine
14	Psilocybine
15	Tetrahydrocannabinol (THC)
16	Methadone
17	Morphine
18	Oxycodone
19	Fentanyl
20	Pethidine
21	Dimethylamphetamine
22	Benzphetamine
23	Ephedrine
24	Methylephedrine
25	Cathine (D-norpseudoephedrine)