

DRUG AND ANTI-DOPING POLICY

INTRODUCTION

Maccabi does not allow the use, distribution or selling of illegal drugs by any Maccabi Participant. This policy reflects our club's commitment to protecting the health, safety and wellbeing of all persons associated with the club and all persons in attendance at club activities. Maccabi condemns doping as fundamentally contrary to the spirit of sport and to the essential principles of fairness, respect, responsibility and safety.

This policy should be read and understood in conjunction with the club's code of conduct.

WHEN DOES THIS POLICY APPLY?

This policy applies whenever the individual is taking part in activities under Maccabi's jurisdiction. This includes our facilities, games, matches, training, events and trips organised by Maccabi, and includes local, national and international events.

Private behaviour of members is not included in this policy as Maccabi cannot be held responsible for the behaviour of its members outside our jurisdiction; however, this policy will apply whenever an individual is wearing Maccabi uniform or can clearly be identified as being a representative of the club.

EXPECTATIONS

Maccabi Australia, state bodies and Maccabi clubs are expected to:

- Activate and comply with the policy.
- Promote the policy to everyone within their club.
- Promote and role model expected standards of behaviours at all times.
- Appoint and support appropriate persons such as mentors to lead the initial response, investigation and action for all illegal drug-related incidents.
- Respond to breaches of this policy discreetly and in a timely manner.
- Investigate all apparent, or alleged, breaches of this policy and take action after all relevant facts and circumstances are known.
- Ensure all responses and actions will reflect the club's duty of care to members and visitors.
- Have a list of health service providers who would be able to support an individual with a drug and/or alcohol-related issue.

All Maccabi Participants are expected to:

- Comply with the policy.
- Promote and role model expected standards of behaviours at all times.
- Be responsible and accountable for their behaviour. They are to take full responsibility for what they ingest, use and possess and accept that ignorance of this policy is not an excuse for an alleged anti-doping rule violation, and will not mitigate culpability in sanction.
- Alert club officials with any concern about illegal drug use within the club.
- Honour our commitment to the health, safety and welfare of all of our members.
- Remain drug-free and not use any illicit or performance-enhancing substances that are included on WADA's Prohibited List of banned substances.
- Attend any drug or anti-doping education program as directed by the relevant Maccabi State Body or their Club as is appropriate;
- If requested by their relevant State Body or Club, to undergo a drug test carried out by a properly accredited drug testing organisation;
- To assist and cooperate with their relevant State Body, their Club and any of their authorised agents in the conduct of any anti-doping enquiries, testing or hearing that they may reasonably request in ensuring adherence to this policy and/or compliance with any other relevant anti-doping laws or rules (as they may exist from time to time).

RESPONDING TO ILLEGAL DRUGS

- Where possible, the investigation of illegal drug-related concerns or incidents will remain confidential.
- Maccabi will always act with discretion when handling sensitive matters. Subject to its right to contact the Police if necessary, Maccabi will maintain the privacy of those involved as far as possible.
- Club members and personnel will be informed about the incident on a need-to-know basis only.
- All illegal drug-related concerns or incidents must be investigated in a timely and discreet manner.
- Once all relevant facts and circumstances are known, the investigator will recommend appropriate approaches and/or disciplinary measures to the relevant committee or management team based on the guiding principles outlined in this policy.
- All illegal drug-related concerns or incidents should be raised as soon as possible.

- When responding to an illegal drug-related concern or incident, the responses by Maccabi will focus on the safety and welfare of those directly and indirectly involved. All responses will reflect the Maccabi's duty of care to members and visitors.
- If illegal drugs are found, or are being distributed or sold on the club's premises by a member or visitor of any age, the relevant representative from the club or management team must contact the local police to seek their advice.

Where Maccabi identifies that a person under the age of 18 years is involved in illegal drug use, Maccabi will:

- Inform the individual that someone from the organisation may contact the parent or guardian to discuss the incident
- Contact the parent or guardian to discuss, unless, informing the parent or guardian would knowingly put the individual at risk of greater harm.
- In the case of a visitor in this instance, Maccabi will inform the visiting club.

NON COMPLIANCE WITH THIS POLICY

Maccabi will respond to all breaches of this policy. Any disciplinary measures imposed must:

- Be fair and reasonable and focus on the safety and welfare of those directly and indirectly involved.
- Be based on the evidence and information gathered and the impact on the club, other members, players, patrons, visitors and the community.
- Take into account the age and personal circumstances of the people involved.
- Take into account whether the incident involved personal use of an illegal drug and/or the supply of an illegal drug to other people.

Where appropriate, the individual(s) may be referred to a local health service provider.

Following any suspensions, it is recommended that the club appoint a senior person to act as a mentor to the suspended individual(s) for a nominated period of time and to assist them to reintegrate with the club, if applicable.

MANAGING MEDIA

Any contact with the media related to a drug or anti-doping-related allegation or incident within its jurisdiction must be directed to the appropriate Maccabi representative (state/national president).