



## Drug and Alcohol Policy

### Intent

Red Circle Hockey Club (RCHC) is committed to providing a safe environment for its members where children and youth can have a positive and healthy community experience. Members under the influence of drugs (both prescribed or recreational) or alcohol can pose serious health and safety risks both to themselves and those around them. As such, the use of drugs and alcohol while participating in RCHC leagues is a serious violation to our commitment to health and safety. The purpose of this policy is to outline RCHC's expectations and procedures regarding the use of drugs and alcohol while participating in RCHC activities.

### Definitions

- Drugs – RCHC uses the term 'drugs' to encompass all forms of illegal or recreational drugs or narcotics. This does not include prescription drugs or medication.
- Members – players, parents/guardians, coaches, assistant coaches, team officials, officials (referees and time keepers), convenors, board members and volunteers.
- Risk Management Committee – is an independent committee of the Board of Directors that has oversight of RCHC's health and safety responsibilities. The purpose of the Risk Management Committee is to manage health and safety risks related to player injuries and concussions, vulnerable sector checks and the enforcement of various RCHC health and safety policies.

### Policy/Procedure

#### Impairment – Expectations

RCHC members are strictly prohibited from:

- Reporting to RCHC events or activities while impaired by drugs or alcohol;
- Participating in RCHC events or activities while impaired by drugs or alcohol;
- Becoming impaired by drugs or alcohol while participating in RCHC events and activities; and
- Possessing, distributing or selling drugs or alcohol at RCHC events or activities.

RCHC members on prescription drugs or medication must communicate to the Risk Management Committee any potential side effect, risk, limitation, or restriction that might impact their ability to participate in RCHC events or activities safely. In such circumstances, the Risk Management Committee will review the situation and provide any directions to the member as soon as possible.



RCHC members should report any instances where they observe a RCHC member who may be under the influence of drugs or alcohol at a RCHC event or activity to a member of the board of directors or the Risk Management Committee.

## **Reports of Impairment**

Where a member of RCHC appears to be visibly impaired at a RCHC event or activity, a report should be made to the arena staff who will resolve the situation appropriately by arranging for the member to leave the RCHC event or activity. Where a RCHC member is suspected of being impaired, but does not show visible signs of impairment, a report should be made to the convenor who will forward the report to the VP of Hockey Operations who will forward the report to the Risk Management Committee for review.

The Risk Management Committee will now review the report and investigate as necessary. Where the report indicates an ongoing impairment occurring over several instances, the Risk Management Committee should attempt to identify the veracity of the claim by investigating the matter. If necessary, this may mean observing the member at future events or activities to determine if they exhibit any symptomatic behavior, such as slurred speech, difficulty with balance, watery and/or red eyes, slow or delayed movements, dilated pupils, the odour of alcohol/cannabis, etc.

If necessary, the Risk Management Committee members (two must be present) conducting the investigation may consult privately with the member to determine the cause of the report; establishing whether or not the member is, in fact, impaired by their use of drugs or alcohol. The member may admit to being under the influence of drugs or alcohol, but if not, the board member(s) should make a determination based on their examination and the details of the situation. If an impairment is confirmed, either with or without the member's admission, the Risk Management Committee members must notify the arena staff who will arrange for the member to leave the RCHC event or activity.

A member who has been sent home due to being impaired or under the influence of drugs or alcohol will not be permitted to return to RCHC events or activities until the Risk Management Committee and Hockey Operations has reviewed the situation and determined an appropriate course of action.

## **Violations**

Any member who has been found to have participated in a RCHC event or activity while impaired by drugs or alcohol or who have otherwise violated the contents of this policy will face a suspension or expulsion from RCHC.