



HASTINGS TENNIS & SQUASH CLUB INC

Alcohol and Other Drugs Policy

Address: 611 WHITEHEAD RD HASTINGS 4120

Date: 1 Jan 2019

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Hastings Tennis and Squash Club Inc (Hereafter referred to as 'The Club')

This policy applies to club members, affiliated teams and their guests on The Club owned or leased property and facilities and / or engaged in a club activity. All members of The Club are responsible for being fully aware of the requirements of this policy as well as local laws regarding alcohol and other drugs. The Club holds its members accountable for behaviour that violates this policy and may refer incidents which could constitute a violation of law to the appropriate officials.

ALCOHOL

The Club is committed to the responsible consumption of alcohol and promoting the health, safety and well-being of all members. We provide an environment where members can socialise, unwind together and celebrate success. Social activities may sometimes involve the consumption of alcohol and it is important that we demonstrate care for our people by encouraging responsible drinking behaviour.

Individual Choice and Collective Ownership

At the heart of our policy is the understanding that we will act responsibly and look after each other, which means:

- We respect the decision of those choosing not to drink.
- We don't drink alcohol to a level that affects our behaviour in adverse manner including becoming aggressive or abusive.
- We don't work while under the influence of alcohol, particularly where it may affect our ability to perform our roles safely.
- We are mindful of the position we are in and the organisation we are representing at all times.
- We believe in collective responsibility, with members expected to be aware of the conduct of those around them.

Serving Alcohol

Alcohol will be served in accordance with The Club's liquor license conditions, which includes but is not limited to:

- Alcohol will only be consumed in licensed areas and must not be taken off site.
- An approved manager will be on duty when the bar is open.
- Free drinking water and a selection of non-alcohol beverages will be provided when the bar is open.
- The liquor license must be displayed at the bar at all times.

Intoxicated Patrons

- Alcohol will not be served to any person who is intoxicated. Signs of intoxication include: slurred speech, impaired balance, poor coordination, reduced inhibition, becoming aggressive or argumentative and exhibiting inappropriate behaviour.
- Bar staff will follow procedures provided in their training for dealing with and refusing alcohol to intoxicated patrons. This may include refusing to serve alcohol to any patron they believe is becoming intoxicated.
- Patrons will not supply alcohol to any other person who is intoxicated or who has been refused service by bar staff.
- Intoxicated patrons may be asked to leave The Club.

Underage Drinking

- No alcohol will be sold or supplied to a person aged under 18 years.
- Only the following forms of photographic identification will be accepted:
 - Current drivers' license with a photograph.
 - Current passport.
 - Proof of age card or photo identification card.
- Staff must request proof of age of any person they believe to be aged under 18 years.
- During trips away the person responsible will not allow any underage drinking.

Safe Transport

- We do not drink alcohol to the point where we are at risk of breaking the law and driving a vehicle.
- The approved bar manager and bar staff will encourage all patrons to take safe transport home.
- Taxi phone numbers will be displayed in The Club.
- The Club will look to implement a designated driver programme.
- During trips to club activities designated drivers will have a no alcohol limit.

Our Environment

- Options other than alcohol will be used as prizes / awards.
- A reasonable range of food, including healthy options, will be available when the bar is open.
- A reasonable range of low or non-alcohol drinks will be stocked and priced to encourage purchase.
- No advertising, promotion or serving alcohol to competitors at junior events.
- No 'all you can drink' functions, drinking competitions or event names that promote getting drunk or imply that getting drunk is desirable.
- The Club will provide alcohol-free social events for young people and families.
- The Club will pursue non-alcohol income sources.
- The Club will not endorse any celebrations, functions or end of season events that involve excessive consumption of alcohol.

OTHER DRUGS

The Club is committed to the advancement of clean sports that rejects cheating through the use of performance enhancing drugs and methods.

Smoke-Free Environment

The Club is committed to conducting sporting and social events in a manner that promotes a smoke-free environment. Smoking is not permitted in any part of the premise. This includes the use of vaping machines.

Anti-Doping and Illicit Drugs

All members of Squash Club are required to abide by New Zealand's anti-doping rules, which reflect the World Anti-Doping Agency's World Anti-Doping Code.

In summary the ten rule violations are:

- The presence of a prohibited substance or its metabolites or markers in an athlete's sample
- The use or attempted use by an athlete of a prohibited substance or method
- Evading testing or refusing to provide a sample for drug testing
- Failing to provide accurate and up-to-date whereabouts information or missing a test
- Tampering or attempting to tamper with any part of the doping control process
- Possessing prohibited substances or methods
- Trafficking or attempting to traffic any prohibited substance or method
- Administering or attempting to administer a prohibited substance or method to an athlete
- Covering up an anti-doping rule violation
- An athlete associating with someone, such as a coach or medical professional, who has been found guilty of an anti-doping rule violation or equivalent

Breaches of New Zealand's Anti-Doping Rules shall be dealt with in accordance with those rules.

Responsibilities of Members

- Consume alcohol responsibly at the club, at all club functions and away trips.
- Do not consume alcohol if you are aged under 18 years.
- Do not supply alcohol to intoxicated members or anyone aged under 18 years.
- Do not encourage others to drink excessively.
- Do not spike another persons' drink.
- Reject smoking, drugs and other dangers to our sport.

Whilst The Club will undertake to educate club members about this policy through promotion in club newsletters, website and social media pages and within The Club walls, the enforcement of this policy is a shared responsibility of all club members.

Policy Review

To ensure this policy continues to be relevant for The Clubs' operations and that it reflects The Club's expectations, the policy will be reviewed bi-annually.



Host Responsibility Policy

Hastings Tennis and Squash Club Inc.

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Email: HTSC@airnet.net.nz Web: www.squasheastern.co.nz

The committee and Bar staff of a HASTINGS TENNIS AND SQUASH CLUB INC believe that we have a responsibility to provide an environment that is not only comfortable and welcoming but also where alcohol is served responsibly. Because of this the following Host Responsibility Policy has been implemented:

We provide and actively promote a range of non-alcoholic drinks, including low-alcohol beer, soft drinks, tea and coffee. Iced water is available free of charge at all times.

A good range of food is always available: Hot pies, Sausage Rolls and Pizzas.

It is against the law to serve minors. If we are in doubt as to your age, we will ask for identification. Acceptable forms of proof of age are the photo driver's license, the HANZ 18+ card or a current passport.

Patrons who are visibly intoxicated will not be served alcohol, will be asked to leave the premises and encouraged to take advantage of safe transport options.

We will promote transport options to get you safely home.

We will encourage more people to have a lifesaver (designated driver). We will make the lifesaver's job more attractive by providing an interesting range of low-alcohol and alcohol-free drinks.

We will make sure all these services are well promoted and will display signage required under the Sale and Supply of Alcohol Act 2012.

We will maintain a training and management policy to give our staff the skills and support they need to do their job responsibly.

Please be our guest and take advantage of the services we offer.

Host responsibility makes sure that everyone has a good time, and leaves in safe shape for the road home. It could save our license, and it could save your life.

We're Responsible Hosts

Your Bar Team, Hastings Tennis and Squash.