



BASEBALL AUSTRALIA (BA) ALCOHOL POLICY

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1. Introduction

- 1.1. This Alcohol Policy (**Policy**) aims to provide guidelines on restrictions, and raise awareness about Alcohol use in and around our sport. set a standard of behaviour regarding Alcohol use in and around the sport of Baseball and outline a process for reporting and sanctioning and breaches of the standards as set out in this Policy.
- 1.2. This Policy is introduced to protect Participants and other persons involved with our sport from abusing or being exposed to the inappropriate consumption of Alcohol that may negatively impact their health and reputation, and the reputation and integrity of our sport.
- 1.3. BA will not tolerate unlawful activity associated with irresponsible Alcohol consumption or irresponsible service or consumption of alcohol. BA reserves its right to report to law enforcement and other government agencies any unlawful activity pertaining to Alcohol abuse of which it becomes aware.

2. Application of Policy

- 2.1. This Policy is to be read in conjunction with the BA National Integrity Framework (**Framework**).
- 2.2. Capitalised terms not defined in this Policy are defined terms in the Framework.
- 2.3. Nothing in this Policy limits the rights and obligations under the BA Anti-Doping Policy, Member Protection Policy, applicable Codes of Conduct, the BA Improper Use of Drugs and Medications Policy, Child Safeguarding Policy or any other relevant agreements and policies.

3. Scope

- 3.1. Persons bound by this Policy are referred to as 'Relevant Persons' and include the following:
to:
 - (a) All Members and Participants as defined in the National Integrity Framework;
 - (b) All BA registered members, players, coaches, umpires and scorers and other Participants;
 - (c) All Support Personnel, whether volunteer or otherwise, providing support to registered members, players, coaches, umpires and scorers and other Participants;
 - (d) All contractors and agents acting on behalf of BA;
 - (e) All persons who are able to be bound by conditions of entry to a BA sanctioned event;
and
 - (f) Any other Person identified by BA who has agreed to be bound by this Policy.

For the avoidance of doubt, and without limiting the generality of the Persons to whom this Policy applies, this Policy applies to all Participants, Persons and Clubs participating in or involved with the following Competitions or Events:

- (i) The Australian Baseball League; and
 - (ii) BA-sanctioned local and domestic national competitions.
- 3.2. BA strongly encourages all Persons and Participants to read and understand this Policy. BA will endeavour to provide information, guidance and support throughout all levels of the sport relating to Alcohol abuse.

4. Responsibilities of Relevant Persons

- 4.1. Strict Liability: Persons bound by this Policy are personally responsible for anything found in their system. A person bound by this Policy should ensure they are personally satisfied that any advice they receive regarding the use of any substance is accurate and up to date.
- 4.2. All Persons must:
 - (a) comply with all rules applicable to them under applicable Liquor and Licencing Laws;
 - (b) comply with all rules applicable to them under this Policy;
 - (c) not bring alcohol to games except where expressly permitted by BA or the BA sanctioned venue operator/caterer;
 - (d) not irresponsibly consume alcohol;
 - (e) not irresponsibly provide alcohol;
 - (f) where serving alcohol, observe relevant state and territory standards for the responsible service of alcohol;
 - (g) where serving alcohol, display all relevant signage from relevant state bodies regarding liquor law and service of alcohol in a place where they are reasonably observable to all who might enter premises with the intention to purchase or consume alcohol;
 - (h) not serve alcohol to a person who they reasonably believe to be intoxicated;
 - (i) not participate in a BA sanctioned event while visibly intoxicated;
 - (j) not promote the consumption of alcohol to minors;
 - (k) not promote or advertise alcohol in any form, including by way of sponsorship, without the express written permission of BA;
 - (l) agree to immediately leave a BA sanctioned event when they are visibly intoxicated in the opinion of BA or any ABL staff or event staff with authority delegated by BA or the ABL;
 - (m) not provide Alcohol to or procure alcohol for a minor (under the age of 18) at a BA sanctioned club, venue or event at any time;
 - (n) ensure that food and low-alcohol and/or non-alcoholic drinks are available at events we hold or endorse where alcohol is served;
 - (o) ensure that safe transport options are taken where alcohol is consumed;
 - (p) comply with all reasonable requests by BA to participate in education, rehabilitation and counselling arising from a breach of this policy;
 - (q) act in a professional manner in discharging their obligations under this Policy;
 - (r) if a person over 18, act as a positive role model in their dealings with alcohol;
 - (s) not behave in a manner that may bring the sport into disrepute; and
 - (t) behave in a manner that is consistent with the spirit and intent of this Policy.

5. Complaints and Reporting of Potential Breaches

- 5.1. All complaints are to be handled in accordance with the terms of the BA Conduct and Disciplinary Policy.
- 5.2. All breaches are to be reported at the level at which the breach occurred, being Clubs for a Club level event, the State Body for a State level event and BA for a National level event.
- 5.3. Breaches of this Policy relating to Liquor Licencing should be referred to the local State/Territory Licencing Authority.
- 5.4. Any unlawful conduct should be reported to the relevant law enforcement agency. Any conduct presenting an immediate danger should be immediately reported to the local police.

6. Investigations

- 6.1. Investigations are conducted in accordance with the BA Conduct and Disciplinary Policy. However, the BA Integrity Unit or the relevant Club or State body (relevant investigating body) may conduct an initial investigation into breaches of this Policy and may, in the course of that investigation, refer Relevant Persons to appropriate education, counselling or support services. An external investigator may be appointed to conduct or assist with the investigation if necessary.
- 6.2. All Relevant Persons must fully cooperate with all investigations arising from this Policy;
- 6.3. Where the BA Integrity Unit or relevant investigating body determines at any stage that the conduct may constitute Prohibited Conduct or an alleged breach under the Framework, the matter may be referred by them to Sport Integrity Australia for investigation;
- 6.4. Where the BA Integrity Unit or relevant investigating body determines that a matter under investigation may involve criminal or unlawful conduct, it may refer the matter to the relevant law enforcement and/or investigative authorities and share any information as needed.

7. Disciplinary Action and Sanctions

- 7.1. All Discipline and Sanctions arising from breaches of this Policy are dealt with in accordance with the BA Conduct and Disciplinary Policy.

8. Referral to Support Program

- 8.1. BA will facilitate access to support in the form of education, medical or counselling services for any person bound by this Policy who has either breached this Policy or requested assistance in connection with Alcohol abuse.
- 8.2. BA may refer a person for education, counselling or treatment as an outcome of an investigation into Alcohol abuse.
- 8.3. A person may refer themselves or another person bound by this Policy to BA for education, counselling or treatment at any time. Subject to a referral, BA is not bound to compel any person bound by this policy to commit to the forementioned education, counselling or treatment outside of an investigation as outlined in 6.2.

9. Confidentiality and Privacy

- 9.1. BA may disclose personal and confidential information in relation to Persons subject to this Policy to third parties involved in education, counselling and/or treatment of those Persons. Each Person consents to the disclosure of such information solely for the purpose of providing education, counselling and/or treatment.
- 9.2. BA may disclose personal, sensitive and confidential information in relation to Persons subject to this Policy to any government agency and/or law enforcement agency.
- 9.3. If a Person places in the public domain any circumstances relating to a breach of this Policy, BA and any Member Organisation or Club will be entitled to receive information regarding that breach.

- 9.4. For the avoidance of doubt, nothing in this Policy or the Framework shall operate to override the patient confidentiality requirements of professional ethics for health practitioners registered with the Australian Health Practitioner Regulation Agency.
- 9.5. To the extent that anything in this Policy is inconsistent with the relevant operative Privacy Laws, the relevant operative Privacy Laws shall prevail.

10. Changes to this Policy

- 10.1 BA may amend or replace this Policy at any time. Changes are effective upon posting the amended Policy on BA's website. It is the responsibility of all Persons to remain informed of any amendments or updates to this Policy. Printed copies of this Policy may not be up to date; it is recommended that the current version of the Policy be accessed via BA's website

11. General

- 11.1 To the extent that anything in this Policy is inconsistent with the relevant prevailing laws applicable to the subject matter being dealt with under the Policy, or is inconsistent with relevant provisions of the National Integrity Framework, the relevant laws and National Integrity Framework policies shall prevail.