
VQ Alcohol and Other Drugs Policy

Title: Alcohol and Other Drugs Policy
Author: Carole Cooper Consulting
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1. Purpose of Policy

This Policy sets out Volleyball Queensland's (VQ) expectations for the use of alcohol and other drugs by all people involved in VQ activities. It applies to players, coaches, officials, team managers, volunteers, parents and guardians, and any other person participating in or attending a VQ sanctioned activity.

This Policy supports and should be read alongside the VQ Code of Conduct, the Volleyball Australia Improper Use of Drugs and Medicine Policy (National Integrity Framework), and the VQ Workplace Health and Safety Policy.

Volleyball Queensland is committed to providing a safe, inclusive and positive environment for everyone involved in volleyball, particularly children and young people. The use of alcohol and other drugs is incompatible with that commitment and will not be tolerated at VQ activities.

VQ has a particular responsibility to protect children and young people. Volleyball Queensland takes its obligations under Queensland law and the National Integrity Framework seriously and expects everyone involved in VQ to do the same.

2. Scope

This Policy applies to:

- All VQ Employees
- all players, including junior players under the age of 18
- coaches, team managers and support staff
- officials including referees, umpires and technical officials
- volunteers
- parents and guardians attending VQ activities
- any other person participating in or attending a VQ sanctioned activity, competition, event or training session.

3. Alcohol

3.1 Under 18s

The sale, supply or consumption of alcohol by anyone under the age of 18 is illegal under Queensland law and is strictly prohibited at all VQ activities, regardless of the setting or circumstances. There are no exceptions to this requirement.

Any adult who supplies alcohol to a person under 18 at a VQ activity will be reported to the relevant authorities and may be subject to disciplinary action under the VQ Code of Conduct, VQ Grievance Policy, and the National Integrity Framework.

3.2 Adults

Adults are expected to model responsible behaviour at all times. Adults of legal drinking age may consume alcohol in appropriate settings, provided their conduct does not interfere with the safety or wellbeing of participants, particularly junior players, and does not bring VQ into disrepute.

At VQ sanctioned social or celebratory events where alcohol has been expressly authorised, adults who are of legal drinking age are expected to consume alcohol in moderation. Behaviour that is disruptive, inappropriate or brings VQ into disrepute will not be tolerated regardless of the setting.

At VQ competitions, pathways activities, training sessions and similar activities where junior participants are present, adults must not consume alcohol while wearing VQ branded uniform or identification. This is to ensure that adults in a representative capacity are not consuming alcohol in environments where children and young people are participating.

This restriction does not apply to VQ sanctioned social or celebratory events, such as awards functions or end of season events, where junior participants are not the primary attendees.

3.3 Prohibited Behaviour

The following behaviours are not acceptable at any VQ activity:

- supplying alcohol to a person under 18 years of age under any circumstances
- consuming alcohol in areas designated for junior participants
- attending or participating in a VQ activity while under the influence of alcohol in a way that affects behaviour, performance or the safety of others
- encouraging or pressuring others to consume alcohol.

3.4 Persons representing VQ

Any person performing a role on behalf of Volleyball Queensland, including coaches, team managers, officials and open-age players in a representative capacity, must not be impaired and/or visibly affected by alcohol or other drugs while performing that role, whether on or off the court. This applies to all aspects of the role including decision-making, supervision of participants, and any duty of care owed to others.

Impairment and/or visibly affected is not defined by a specific blood alcohol level. Any level of alcohol or drug use that affects a person's judgement, coordination, reaction time or capacity to fulfil their responsibilities is unacceptable.

Where a person's duties include driving to and from VQ events, they must comply with all applicable Queensland drink-driving laws, including the 0.05 blood alcohol concentration limit or the zero limit where their licence class requires it. VQ strongly encourages a zero-alcohol approach as best practice whenever athletes are being transported, regardless of legal limits.

4. Other Drugs

4.1 National Integrity Framework

Volleyball Queensland adopts the Volleyball Australia Improper Use of Drugs and Medicine Policy as part of the National Integrity Framework. All Relevant Persons are expected to comply with that policy in full. This Policy should be read alongside that policy, not as a substitute for it.

4.2 Practical Expectations

In practical terms, this means:

- illegal drugs must not be used, possessed or distributed at any VQ activity or in connection with VQ
- supplements used by athletes should be batch-tested and evidence-based, given the risk that supplements may contain substances on the World Anti-Doping Code Prohibited List
- medications should be used lawfully and in accordance with a valid prescription where required
- injections may only be administered by an appropriately qualified health professional for a permitted medical purpose.

Coaches, team managers and support staff working with athletes should be familiar with the Volleyball Australia Improper Use of Drugs and Medicine Policy and ensure they comply with its requirements when working with Relevant Athletes.

4.3 Smoking and Vaping

Smoking and vaping are not permitted at any VQ activity where junior participants are present, including competitions, training sessions, pathways activities and any other sanctioned activity involving players under the age of 18.

This applies to all persons including coaches, officials, team managers, volunteers, parents and guardians.

Under Queensland law, smoking and vaping are prohibited in enclosed public places, outdoor eating and drinking areas, and within specified distances of children's recreational areas. All persons attending VQ activities must comply with applicable Queensland legislation regarding smoking and vaping at all times.

Where smoking or vaping is permitted at a VQ sanctioned event, it must only occur in designated areas away from participants, spectators and playing areas, and must not be visible to junior participants where reasonably practicable.

Persons in a representative capacity on behalf of VQ, including coaches, officials and open-age players, should be mindful that their behaviour in relation to smoking and vaping reflects on VQ and should act accordingly.

5. Responsibilities

5.1 Volleyball Queensland and Member Organisations

VQ and Member Organisations are responsible for ensuring this Policy is communicated clearly to all participants and that appropriate controls are in place at activities and events.

5.2 Coaches, Team Managers and Officials

Coaches, team managers and officials are responsible for modelling appropriate behaviour, ensuring the environments they manage are consistent with this Policy, and reporting any concerns promptly to VQ or the relevant Member Organisation.

5.3 Parents and Guardians

Parents and guardians are responsible for ensuring their child understands these expectations and for modelling responsible behaviour themselves at all VQ activities.

5.4 Players

Players are responsible for their own conduct and for looking out for the wellbeing of teammates and fellow participants.

6. Raising Complaints or Concerns

Anyone with a concern about alcohol or drug use at a VQ activity should report it promptly to the relevant team manager, club official or Volleyball Queensland directly.

Where the concern involves a child or young person, it should also be reported in accordance with VQ's safeguarding obligations and the Volleyball Australia Safeguarding Children and Young People Policy.

Allegations of prohibited conduct will be managed in accordance with the Volleyball Australia Complaints, Disputes and Discipline Policy.

7. Breaches

A breach of this Policy may result in one or more of the following:

- removal from the activity or event
- referral to VQ or the relevant Member Organisation for disciplinary action under the VQ Complaints Handling Procedure and the VQ Code of Conduct
- referral to law enforcement where the conduct involves illegal activity
- reporting to Sport Integrity Australia where relevant under the National Integrity Framework.

8. Review

This Policy will be reviewed annually or earlier if there are changes to relevant Queensland legislation, the National Integrity Framework, or VQ policy.

All participants will be notified of material changes to this Policy.

9. Related Documents

- VQ Code of Conduct
- Volleyball Australia Improper Use of Drugs and Medicine Policy (National Integrity Framework)
- VQ Workplace Health and Safety Policy
- VQ Child Safety Policy
- Volleyball Australia Safeguarding Children and Young People Policy
- VQ Complaints Handling Procedure
- VQ Grievance Policy