



Ice Hockey New South Wales Alcohol Policy and Procedures

Policy Name:	Alcohol Policy and Procedures
Date of Approval:	30/04/2025
Policy Coverage:	All participants
Date of Review:	29/04/2027

1 Introduction

1.1 Purpose

This Alcohol Policy and Procedures aims to promote the responsible consumption of alcohol and ensure the safety and well-being of all members, participants, and stakeholders within Ice Hockey New South Wales (IHNSW). The policy provides clear guidelines for the consumption of alcohol in association with IHNSW events and activities and sets standards to promote healthy, respectful, and responsible behaviour.

1.2 General Policy Statement

IHNSW acknowledges that alcohol consumption is a personal choice; however, it is committed to ensuring that the health and safety of its members, particularly young players, is always a priority. As such, IHNSW actively encourages responsible alcohol consumption and promotes environments that minimize harm, particularly for underage participants.

2 Definitions

In this policy the following words have the corresponding meaning:

Administrator: A person who has a role in the administration, operation, or activity of a Relevant Organisation, including owners, directors, committee members, or other persons responsible for the governance and decision-making processes of the organisation. Administrators are responsible for ensuring all roles within the sport, such as players, coaches, officials, and volunteers, are accessible and inclusive.

Alcohol-Affected: Refers to a state in which an individual's physical or mental faculties are impaired due to the consumption of alcohol. An individual is considered alcohol-affected if their ability to perform their duties, including officiating, coaching, or participating in an event, is compromised. This can be determined by objective observation or assessment by an appointed Officer or a responsible member of IHNSW.

Alcohol Consumption: The act of drinking alcohol, including any beverage that contains ethanol (e.g., beer, wine, spirits). This includes any consumption of alcohol in both public and private settings associated with IHNSW activities, including ice rink areas and licensed premises.

Alcohol-Free Environment: A setting where no alcohol is available or consumed. In the context of this policy, it refers specifically to events, training sessions, or activities where players under the age of 18 are involved and alcohol consumption is prohibited.

Coach: A coach is an individual responsible for the development, training, and management of athletes or teams in Ice Hockey. This includes all levels of coaching, whether as a head coach, assistant coach, or bench coach.

Committee of Management: The governing body of Ice Hockey New South Wales (IHNSW) responsible for overseeing the enforcement of policies and procedures, including those related to misconduct, disciplinary actions, and overall organizational governance.

Excessive Alcohol Consumption: The intake of alcohol that exceeds responsible and moderate drinking guidelines. Excessive consumption is typically defined as drinking more than what is considered low-risk for harm, leading to impaired judgment, behaviour, or health risks. This is strongly discouraged in relation to any IHNSW activities.

Ice Hockey: The sport of Ice Hockey, as governed by Ice Hockey New South Wales Ice Hockey Australia and the International Ice Hockey Federation from time to time.

Ice Hockey New South Wales: New South Wales Ice Hockey Association Inc., also referred to as IHNSW and Ice Hockey NSW.

Licensed Bar Area: A designated area within an ice rink or other venue where alcohol is legally sold and consumed. These areas are subject to the relevant state or local laws regarding the sale and consumption of alcohol and are the only permitted locations for alcohol consumption during IHNSW events.

Member: A member of a Relevant Organisation, including:

a) Member Organisation: A company or incorporated association that is a member of Ice Hockey Australia, including each state, territory, and club member.

b) Individual Member: An individual registered with a Relevant Organisation.

c) Non-Members and Visitors: Individuals who attend Ice Hockey events, activities, or facilities but are not registered as members of the relevant organisation. This includes individuals who may be friends, family members, or casual visitors to events. Non-members and visitors are expected to comply with the same standards of behaviour as members while on the premises or participating in activities.

Minor (Under 18): A person under the age of 18 years, as defined by Australian law, who is prohibited from consuming alcohol according to the laws of New South Wales and the IHNSW policy.

Misconduct: Any behaviour by a participant, whether a player, coach, official, volunteer, or spectator, that violates the values, expectations, or regulations set forth by IHNSW. Misconduct related to alcohol includes, but is not limited to, underage drinking, alcohol consumption before or during games, excessive drinking, and alcohol-related violence or abuse.

Organisation: A group of individuals working together towards common goals, governed by roles, policies, and procedures. In the context of Ice Hockey NSW, it refers to the governing body and its affiliated clubs.

Participant: Includes players, coaches, administrators, officials, support personnel, parents/carers, and spectators, all of whom are subject to the Code of Conduct. This broad category encompasses anyone who plays a role in the organisation or participation in Ice Hockey activities, whether professional or voluntary.

Policy: A set of guidelines or principles adopted by a Relevant Organisation to govern the operation, management, and conduct of Ice Hockey activities. Policies ensure

consistency, fairness, and transparency, and are designed to uphold the integrity, safety, and well-being of all participants.

Player: A person who is registered with or entitled to participate in an Activity, such as training, competitions, or games, either as part of a team or individually. This includes all individuals who engage in Ice Hockey activities under the governance of IHNSW.

Relevant Organisation: Any organisation involved in the governance, support, or facilitation of Ice Hockey activities, including Ice Hockey Australia, state and territory organisations, clubs, and affiliates.

Relevant Person: An individual bound by this policy, which includes players, coaches, officials, volunteers, employees, contractors, and other participants involved in Ice Hockey activities.

Responsible Alcohol Consumption: The practice of consuming alcohol in a manner that does not harm oneself or others. Responsible consumption involves moderating the amount of alcohol consumed, considering the safety of oneself and others, and ensuring that alcohol does not impair the ability to perform tasks or duties, such as officiating, coaching, or playing.

Spectator: An individual who attends an Ice Hockey event or activity to watch, support, or enjoy the game. Spectators are expected to show respect for all participants, including players, coaches, and officials, and maintain a positive, supportive atmosphere at all events.

Sponsorship: The financial or material support provided by companies, organisations, or individuals to support IHNSW activities. Sponsorship related to alcohol includes any financial support or promotional partnership with companies that produce, sell, or promote alcoholic beverages. IHNSW encourages non-alcohol-related sponsorships to avoid promoting alcohol in association with its activities.

Underage Alcohol Consumption: The act of consuming alcohol by individuals who are under the legal drinking age of 18 years in Australia. IHNSW prohibits this activity in all circumstances, regardless of location or event.

Volunteer: Any person who engages with a Relevant Organisation in a capacity that is not classified as an employee or contractor. Volunteers may include coaches, officials, administrators, team support personnel, and others who contribute their time and skills for the development of the sport.

Zero Tolerance for Alcohol Misuse: A stance where IHNSW will not tolerate any form of alcohol misuse, including excessive consumption, underage drinking, or alcohol-related misconduct, and will take swift and appropriate action to address such behaviour.

3 Responsible Consumption of Alcohol

3.1 IHNSW will implement the following strategies to promote responsible alcohol consumption.

3.1.1 *Encouragement of Responsible Consumption*

IHNSW actively encourages all members to drink responsibly, in moderation, and with respect for the safety and well-being of themselves and others.

3.1.2 *Alcohol-Free Environment for Minors*

- In the interest of the health and safety of underage players, IHNSW actively promotes alcohol-free environments for players under the age of 18.
- Where possible, IHNSW will facilitate and encourage venues to create alcohol-free zones during events involving players under the age of 18.

3.1.3 *Licensed Bar Areas*

- IHNSW recognises that some ice rinks have licensed bars; therefore, alcohol consumption is permitted only in these designated areas.
- Alcohol consumption is not permitted in any areas where players are actively participating in activities (i.e., the ice rink, dressing rooms, or spectator areas).

3.1.4 *Sponsorship and Advertising*

- IHNSW prohibits the advertising or promotion of alcohol products or alcohol-related companies on any uniforms, equipment, or materials associated with IHNSW representative state teams.
- The association encourages the use of non-alcohol sponsorships and seeks alternative revenue sources that align with responsible behaviours and values.

4 Restrictions on Alcohol Consumption

4.1 IHNSW has set the following guidelines regarding the consumption of alcohol in relation to players, officials, and staff:

4.1.1 *Alcohol Consumption Before, During, and Immediately After Games*

- IHNSW strongly discourages the consumption of alcohol before, during, or immediately after participation in any game, training session, or other official events.
- Alcohol consumption can impair judgment, reaction time, and overall safety, potentially affecting both individual performance and the well-being of others.

4.1.2 *Underage Consumption*

- IHNSW strictly prohibits the consumption of alcohol by players under the age of 18.
- This policy is non-negotiable, and violations will be treated with the utmost seriousness.

5 Alcohol-Related Misconduct and Officer Conduct

5.1 IHNSW does not condone alcohol-impaired behaviour, particularly in the context of any official duties or responsibilities. The association holds its volunteers, officials, and participants to the highest standards of behaviour, especially when involved in decision-making or carrying out duties at events.

5.2 *Alcohol-Affected Officers*

- IHNSW prohibits any officer, official, or individual in a responsible position from carrying out their duties if they are deemed alcohol-affected.
- The assessment of whether an individual is alcohol-affected will be based on objective observation by an appointed Officer of IHNSW, or by another member of the Association who is in a position of responsibility.

5.3 *Objective Assessment*

- If an appointed Officer is not available to assess the situation, any responsible member will assess whether an individual is alcohol-affected.
- The member will then report their assessment to an appointed Officer for further action.

5.4 *Misconduct Reporting*

- Any reports of alcohol-related misconduct will be handled according to the current procedures adopted by IHNSW.
- This may include an investigation, potential disciplinary action, and/or referral to the Committee of Management for further action.

5.5 *Confidentiality*

- All reports will be treated with confidentiality to ensure that those involved are not unduly exposed or prejudiced during the investigation process.

6 Education and Awareness

6.1 IHNSW is committed to providing education about the risks of excessive alcohol consumption and the potential impacts on performance, health, and safety. This includes:

- Promoting awareness of alcohol-related issues, particularly in the context of youth participation.
- Organising information sessions on responsible drinking and the risks of alcohol abuse.
- Encouraging individuals, especially coaches and team managers, to set positive examples of responsible alcohol consumption.

7 Reporting and Enforcement of the Policy

7.1 Failure to comply with this Alcohol Policy and Procedures may result in disciplinary action, including but not limited to:

- Temporary suspension from participating in games or training sessions.
- Removal from the event or activity where the policy was violated.
- Referral to the IHNSW Committee of Management for further investigation and decision-making.

7.2 Case-by-Case Assessment and Disciplinary Action

- All incidents involving violations of this policy will be assessed on a case-by-case basis, and appropriate actions will be taken to address and resolve any issues in line with IHNSW's broader policies on misconduct and disciplinary procedures.

7.3 The disciplinary actions taken will be in line with IHNSW's broader policies on misconduct and disciplinary procedures, ensuring that:

- The actions are appropriate to the severity of the violation.
- A fair and impartial investigation is conducted.
- Individuals are given the opportunity to respond to allegations or violations made against them.
- Any disciplinary decisions will also consider the safety, well-being, and integrity of all participants involved in IHNSW activities.

8 Conclusion

8.1 IHNSW recognises the importance of promoting a culture of respect, safety, and responsibility within the sport of ice hockey. Through the implementation of this Alcohol Policy and Procedures, IHNSW aims to provide a framework that ensures the responsible consumption of alcohol while safeguarding the health and well-being of its members, particularly young athletes.

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