

APF DRUG AND ALCOHOL POLICY

Australian Parachute Federation Ltd. is a member of Air Sport Australia Confederation and thus is bound by the ASAC anti-doping policy which can be found [Here](#). The ASAC Policy binds all members, participants and non-participants in the sport of skydiving during the conduct of any competition, training or associated air sport event. Where there is discrepancy between anything in this document relating to anti-doping and the ASAC policy, the ASAC anti-doping policy prevails.

1. Underpinning Principles

The following principles underpin APF drug and alcohol procedures:

1. APF is committed to maximising the safety of all individuals associated with all its operations.
2. APF recognises that the use of certain drugs and/or alcohol limits the ability of an individual to act safely and responsibly. This can lead to impairment of a person's fitness for parachuting and skydiving activities and can be a contributing factor in incidents and fatalities.
3. It is also recognised that an individual's unsafe acts or decisions due to impairment resulting from the use of certain drugs and/or alcohol may create increased risks and threats to other participants and individuals. APF intends to prevent harm caused by such risks and threats to everyone while engaged in parachuting and skydiving activities in Australia or when representing Australia at overseas events.
4. The final determination of whether a person is fit, unimpaired and not under the influence of drugs and/or alcohol for parachuting and skydiving activities is assessed by the Chief Instructor, Drop Zone Safety Officer or Safety and Training Officer and, where appropriate, may be made in conjunction with other assessment procedures, which may include assessment under a Group Member's own policies and procedures.
5. APF and Group Members may conduct random drug and alcohol testing of Members involved in parachuting and related activities to ensure they are not, by use of alcohol or a drug, in a state which may endanger their own safety or the safety of any other person. Results of random drug and alcohol tests may be disclosed between APF and Group Members and otherwise in accordance with APF's privacy policy (including as required by law, to prevent a threat to health or safety, and/or for disciplinary purposes).
6. APF is committed to maximising the safety of competitors and participants at State/Territory and Australian National Championships operations. The relevant Drop Zone Safety Officer is responsible for policing the APF Drug and Alcohol policy during APF-sanctioned events.

2. Definitions

In the context of these procedures, the following definitions will apply:

Alcohol – Refers in general to any alcoholic beverage (e.g. beer, wine, spirits) or anything containing alcohol, but also refers to the organic compound that is “alcohol”.

Authorised Collector - A person appropriately trained and qualified to conduct alcohol and other drugs testing according to Australian national standards in place at the time of the test.

BAC – Blood Alcohol Concentration, a measure of alcohol in a person's body, expressed as milligrams of alcohol per 100 ml of blood. This is most accurately measured by a blood test. Sometimes the result of breath alcohol analysis is expressed as BAC.

BrAC – Breath Alcohol Concentration, a measure of alcohol in a person's body, measured by means of a breathalyser. It is expressed as milligrams of alcohol per 100 ml of blood.

CASA – Civil Aviation Safety Authority is the regulator of civil aviation in Australia and promulgates requirements in respect to drug and alcohol use in respect to parachuting and skydiving. CASA has its own drug and alcohol testing policy which is available at [this link](#).

Drug – Any performance affecting substance, including illegal, prescription and over-the-counter drugs, substances or medications.

Field test – An alcohol or drug test conducted by a qualified collector on site, e.g. a breathalyser test for alcohol or a field oral fluids or urine test for drugs.

Illicit or prohibited substance – Narcotic or other substance that is prohibited by law, such as (but not limited to) amphetamines, cocaine, heroin, opiates, barbiturates and benzodiazepines.

Impaired/Impairment – Being in a state where one's judgement, decisions or actions are influenced by the presence of a substance or a specific condition, or being in an altered mental, physical or emotional state. Impairment does not need to be proven and assessment by a Drop Zone Safety Officer or Safety and Training Officer is sufficient. The presence of a drug or alcohol in a person's system (any positive test result) will be considered being impaired. Any Member who is observed to be acting in a manner that raises reasonable suspicion of alcohol or drug use may be deemed to be impaired by a DZSO or STO. (Unimpaired is defined as the opposite of being impaired)

Laboratory test – A follow up alcohol and/or drug test in a laboratory by qualified staff of specimens obtained during a test (e.g. oral fluids, urine, blood or hair). The results of a laboratory test will be a scientific specific test with conclusive results.

Medication - *Prescription medication (or drug)*: Drugs that have been prescribed by a registered Medical Practitioner for a valid medical reason and which could potentially impair a person and reduce their ability to act safely. *Non-prescription medication (or drug)*: Over-the-counter medication legally obtained for a valid medical reason and which could potentially impair a person and reduce their ability to act safely.

Member – Any member recognised as such under the APF Constitution who is also an individual.

Group Member – A Club, organisation or centre, in whatever legal form; recognised as an APF member under the APF Constitution.

Negative result – Drugs or alcohol were not detected as a result of a test for either drugs or alcohol.

Non-negative result – For drugs, an initial field test that indicates the presence of illegal substances.

Positive result – For alcohol, any breath test or blood test that indicates a BAC more than 0.00% For drugs, any detection of a prohibited substance.

Random testing – Means random on *when* testing may occur (i.e. unannounced); not random on *who* may be tested.

Rating holders – APF members who hold an APF rating or have been approved to a position of responsibility and as such have a duty of care towards other participants under their supervision (e.g. instructors, coaches, display organisers, packers, etc.)

Reasonable cause/suspicion - Refers to any suspicion by a Drop Zone Safety Officer, Chief Instructor or Safety and Training Officer that a person is using or has used drugs and/or alcohol while conducting relevant activities. Examples may include, but are not limited to, unusual, abnormal or erratic behaviour; where evidence of drug or alcohol use or possession is found; someone smells of alcohol; a member who was involved in a parachuting incident. Such suspicion will be based upon specific information and inferences either observed by or made known to the DZSO, CI or STO.

Registered medical practitioner or pharmacist – A medical practitioner or pharmacist who is appropriately registered on the relevant Board through the Australian Health Practitioner Regulation Agency, e.g. Medical Board of Australia, Physiotherapy Board of Australia, Pharmacy Board of Australia, etc.

Substances – Includes drugs and alcohol.

Supervising staff – Any person in position of responsibility who has a duty of care towards other participants under their supervision. This includes, but is not limited to, APF rating holders.

Under the influence – A person will be deemed under the influence of a drug or alcohol if there is any presence of a drug or alcohol in a person's system (any positive test result). Also, any Member who is observed to be acting in a manner that raises reasonable suspicion of alcohol or drug use may be deemed by a CI, DZSO or STO to be "under the influence of alcohol or a drug".

3. Application, Responsibilities and Obligations

3.1 Application

These procedures apply to and are binding on all APF Members and Group Members when engaged in parachuting and skydiving activities.

3.2 Supervising staff obligations

The Chief Instructor of a Training Organisation is the person held accountable by the APF for the Group Member's compliance with all rules and regulations of APF. The CI is responsible for ensuring a Safety Management System (SMS) is in place and implemented, that all individuals involved in parachuting and skydiving activities conduct themselves in accordance with the SMS and comply with all APF rules and regulations.

4. Counselling and Treatment

APF may assist Members who have a drug or alcohol abuse problem by referring them to a qualified practitioner. The nature of the assistance, if any, will be determined on a case-by-case basis. Please contact the APF Contact Officer contactofficer@apf.com.au for guidance. All requests for assistance will be treated confidentially.

5. Prohibited substances, prescription and non-prescription medications/drugs

5.1 Prohibited substances

Any Member who illegally uses, offers for sale or has in his or her possession, or is under the influence of any prohibited substance while conducting parachuting/skydiving activities or at an APF-related function, is subject to disciplinary action, up to and including cancellation of membership. In such circumstances the APF is required to refer the matter to the appropriate legal authorities.

5.2 Prescription and non-prescription ("over the counter") medications

Medications may have mind and/or physical altering properties that could impair a person's ability to act safely, and this may result in unsafe acts or decisions in the course of parachuting and skydiving activities. If a member is prescribed medication, or obtains non-prescription medication, from their registered medical practitioner or pharmacist, he/she should ensure the possible side-effects of the medication has been discussed. If the medication has the potential to adversely impact on safety, the person must not engage in relevant activities.

Certain prescription and non-prescription medication can give a positive result to a field drug test. It is the member's responsibility to ensure that the collector is informed that he/she is taking such medication. This information will be treated confidentially and there is no requirement to reveal the nature of the condition being treated.

6. Responsible service and consumption of alcohol

It is recommended that Group Members and those hosting State and National Championships follow strict guidelines regarding the responsible service and consumption of alcohol.

The distinction is drawn here between “social drinking” (allowed) and “drinking during parachuting activities” (prohibited). The exceptions are on the condition of compliance with O.R. 6.2.3 and relevant legislation.

7. Drug and alcohol tests

The purpose of drug and alcohol testing is to reduce the risk of having members conducting parachuting activities whilst being impaired by alcohol, drugs or controlled substances and thereby endangering their own health and safety or the health and safety of any other persons. By reducing this risk, the APF aims to contribute to the safety of all involved in parachuting activities.

The testing programme can also assist in identifying members who may require assistance with counselling or treatment for drug or alcohol related problems.

7.1 When tests are conducted

APF may require Members to undergo drug and/or alcohol testing for the following reasons:

- *For cause: Reasonable cause/Reasonable suspicion*
A member may be required to undergo a drug and/or alcohol test if there is reasonable cause or suspicion that the member is under the influence of alcohol or a drug. Examples may include, but are not limited to, unusual, abnormal or erratic behaviour; evidence of drug or alcohol use or possession is found; someone smells of alcohol; a member was involved in a parachuting incident.
- *Random testing*
All members may be subject to random, unannounced drug and alcohol testing. Selection of members for random tests will be done objectively without prejudice.
- *Return to work/parachuting*
Any member who has been stood down from parachuting activities after a positive result for a laboratory test for illicit or prohibited substances, or who was admitted to a treatment or counselling programme for drug or alcohol abuse, will be subject to follow-up tests prior to being allowed to return to parachuting activities. Members will be subject to unannounced follow up testing at APF's discretion for a one year period from their return to parachuting.
- *Voluntary self-test*
Members can volunteer themselves at any point for voluntary alcohol and drug tests.
- *Competitions*
APF supports drug testing at Australian National Championships and is committed to its relationship with [Sport Integrity Australia](#). See O.R. 2.1.2 and [Here](#).
- *Tests conducted by other parties*
Employers, Group Members and CIs may wish to conduct their own scheduled or random drug and alcohol testing of employees or other individuals engaged in parachuting activities. CASA also conducts random drug and alcohol testing independently of APF, employers and Group Members. When tests are conducted by such third parties, non-negative or positive results will be dealt with under these procedures as if the tests were conducted or requested by APF and with the same consequences, in addition to any action taken by employers, Group Members or CASA.

7.2 Trained and Authorised Collectors

Drug and alcohol testing will be conducted by Authorised Collectors; however, the results of tests conducted by persons not suitably qualified or authorised may be used as reasonable cause for a test by an Authorised Collector.

7.3 Tampering, Refusal or Threats

Any tampering or interfering with a test or test sample, or any attempt to tamper or interfere, will result in disciplinary action in accordance with the Misconduct Policy and Procedures Manual and will be recorded as a non-negative or positive result.

Any refusal or avoidance to be tested, regardless of the reason, will result in disciplinary action in accordance with the Misconduct Policy and Procedures Manual and will be recorded as a non-negative or positive result.

Any threat against a collector, in any form, may affect the conduct or process of a test and integrity of the outcome, and will result in disciplinary action in accordance with the Misconduct Policy and Procedures Manual and will be recorded as a non-negative or positive result.

7.4 Threshold levels for drug and alcohol

For alcohol testing, APF has set a breath or blood alcohol concentration (BrAC) of 0.000% as the acceptable BrAC when engaged in any parachuting activity.

For other drugs, the APF has set the requirement of a total absence of the presence (zero detection) of any drug (as per [AS/ANZ 4308:2008](#)) as the acceptable level when engaged in any parachuting activity. Exceptions to this are made in the case of a member who is undergoing gender transition and is taking testosterone supplements as a result.

7.5 Managing test results and consequences of results

- *Negative results for drug or alcohol field tests:*
A negative result for a field drug or alcohol test will not be recorded and the person will continue with parachuting activities.
- *Positive result for alcohol or drug field or laboratory test:*
A positive result for a field breath alcohol or drug test or laboratory alcohol or drug test will result in a member being stood down from parachuting activities and may result in disciplinary action in accordance with the APF Misconduct Policy and Procedures Manual or the ASAC Anti-Doping Policy and may expose the member to legal action
- *Negative result for laboratory drug test:*
A negative result for a laboratory test for illicit or prohibited substances will result in the Member being allowed to resume relevant activities. Records of the result will not be retained.
- *Retention of records:* Records of negative test results will not be retained. Records of positive test results will be retained indefinitely.

8. Confidentiality and disclosure of results

8.1 Subject to 8.2, all Member records and information generated as a result of these procedures, including but not limited to test results and medication records, shall be treated in the strictest confidence by the APF. Appropriate action will be taken against any individual who breaches confidentiality.

8.2 Drug and alcohol test results may be disclosed between the APF and APF Group Members and may otherwise be disclosed in accordance with APF's Privacy Policy (including as required by law, to prevent a threat to health or safety, and for disciplinary purposes).

9. Procedural and Supporting Documents and Related Topics

- APF Organisational Safety Management System
- Group Member Operational Safety Management System
- APF Operational Regulations
- APF Misconduct Policy and Procedures Manual
- APF Privacy Policy
- APF Member Protection Policy

APF may amend this Policy from time to time.

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