



## **SMOKE FREE POLICY**

**Adopted by NSW Netball Association Ltd Board Meeting on  
16<sup>th</sup> February 2016**

<b><i>Update</i></b>	<b><i>Comments</i></b>
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## 1. INTRODUCTION

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Netball NSW is committed to safeguarding the health, safety and welfare of the working environment for its members, staff, volunteers, contractors and visitors. This Policy reflects Netball NSW's commitment to adhere to, promote and implement the *Smoke Free Environment Act 2000* and the *Public Health (Tobacco) Act 2008* within its own and affiliated environments.

Netball NSW believes that smoking is not consistent with the image of, and participation in, the sport of Netball and the values we promote in relation to Netball. Netball NSW accepts the vast body of medical evidence which states that tobacco usage and environmental tobacco smoke can be detrimental to health, especially for children. There are clear health benefits for becoming smoke free and Netball NSW is therefore committed to protecting the health of our workers, players and visitors by adopting a rigorous Smoke Free Policy. In promoting the cleanest and healthiest environment, this policy is to apply equally to e-cigarettes and non-tobacco smoking products.

For the purposes of this policy:

- a. **"e-cigarette"** means a device that is designed to generate or release an aerosol or vapour (whether or not containing nicotine) by electronic means for inhalation by its user in a manner that replicates, or produces an experience similar to, the inhalation of smoke from an ignited tobacco product or ignited non-tobacco smoking product; and
- b. **"non-tobacco smoking product"** means any product (other than a tobacco product) that is intended to be smoked, and includes any product known or described as herbal cigarettes.

This policy applies to all affiliated Associations and they are required to adopt, promote and implement this Policy within their local areas and netball community.

The Netball NSW Smoke Free Policy is to be read in conjunction with the relevant sections of the Netball NSW Staff Handbook, where appropriate.

## **2. IMPLEMENTATION OF THIS POLICY**

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### **2.1 Smoke free areas**

#### **A. Netball Central**

- i) Smoking is prohibited both inside and outside the Netball Central, including within the facility perimeter.
- ii) There are no designated smoking areas either inside or outside of Netball Central.
- iii) As per clause 2.1 (A) (i), staff and visitors are not permitted to smoke on the Netball Central premises even if all staff or visitors in a particular area all want to smoke.
- iv) Staff and visitors are not to smoke within 4 metres of an exit and/or entry point of Netball Central, excluding emergency exits.

#### **B. Netball NSW and Affiliated Association Governed Events**

Netball NSW notes that the *Smoke Free Environment Act 2000* provides that designated spectator areas of sporting grounds must be smoke free while they are being used for an organised sporting event. In particular:

- i) All persons involved in, volunteering, spectating or participating in a Netball NSW and/or affiliated Association governed event are not to smoke within 4 metres of an exit and/or entry point of any indoor facility, excluding emergency exits; and
- ii) All persons are to refrain from smoking at an organised sporting event at a sports ground or other recreational area, but only when an organised sporting event is being held there.

#### **C. Motor Vehicles utilised for Netball NSW organised events**

A person must not smoke in a motor vehicle (including a bus) that is hired and/or utilised to transport persons to and/or from a Netball NSW organised event.

## 2.2 Netball NSW Employees

All employed staff, contractors and volunteers who are carrying out official work for Netball NSW are deemed to be employees for the purposes of this policy. This section of the policy does not refer to a particular facility but refers to conduct required at all times from Netball NSW employees.

- a) In the event that Netball NSW employees wish to smoke whilst at work at Netball Central, they are entitled to do so within authorised breaks and in compliance with the requirements outlined in Clause 2.1.
- b) Netball NSW encourages employees to exercise discretion when choosing to smoke whilst on Netball NSW official duty. Employees are to be cognisant of the philosophy implemented by Netball NSW to have a smoke free environment, outlined in Clause 1. All employees are to take this into consideration and respect this philosophy at all times during representational duties.
- c) In exercising the discretion referred to in Clause 2.2 b) above, Netball NSW encourages employees not to smoke whilst in Netball NSW uniform or in sight of players.

## 2.3 Sponsorship

Netball NSW will comply with all relevant laws including the Public Health (Tobacco) Act. Therefore, Netball NSW is not to seek or accept sponsorship which entails promoting or publicising, or agreeing to promote or publicise, a tobacco product or a trademark or brand name of a tobacco product. **Sponsorship** includes any scholarship, prize, gift or other benefit, and any financial arrangement (other than a genuine contract of employment or a genuine contract for services) for the direction, promotion or publicity of tobacco products or tobacco trademarks/brand names through the medium of sporting.

All affiliated Associations are to avoid entering into sponsorships which are or will be in breach of this clause.

## 3. CONSULTATION WITH EMPLOYEES AND VISITORS

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New employees of Netball NSW will be advised on application for employment at Netball NSW of this Policy and the relevant section of the Netball NSW Staff Handbook.

Where possible, signage is to be placed in relevant areas to inform staff and visitors of the Netball NSW Smoke Free Policy and restrictions regarding where and when smoking is permitted.

Netball NSW will promote this Policy to all affiliated Associations and request that they also consider promoting a Smoke Free Policy within the wider netball community.

#### 4. REVIEW OF THIS POLICY

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The Netball NSW Board of Directors (“Board”) has adopted this Policy in accordance with the NSW Netball Association Limited Constitution dated 14 November 2015.

This policy is effective from **16<sup>th</sup> February 2016** and will operate until replaced. This Policy will be reviewed in accordance with legislative requirements and amended by resolution of the Netball NSW Board.

Copies of the Policy can be obtained from the Netball NSW website [www.netballnsw.com](http://www.netballnsw.com) or by contacting Netball NSW.

#### 5. POLICY BREACHES

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Netball NSW employees who fail to look after the safety of other people at work or people through the work of Netball NSW by not complying with this Policy may be personally liable to a fine under the *Work Health and Safety Act 2011*. Breaches of this policy and in particular, breaches of the identified smoke free areas, may result in charges being laid against the individual and/or the occupier of the relevant premises under the *Smoke Free Environment Act 2000* or against the driver of a vehicle under the *Public Health (Tobacco) Act 2008*.

This Policy is not a statement about a person’s choice to smoke but is a statement about the restriction on where and when Netball NSW employees and visitors to Netball Central are able to smoke.

Netball NSW recognises that employees are entitled to smoke away from the workplace and cannot be disciplined because they smoke away from the workplace and on their own time.

#### 6. SUPPORT TO STAFF

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Netball NSW is supportive of any staff member who seeks support to cease smoking. Professional advice regarding coping without cigarettes and quitting smoking is widely available to the public.

- iCanQuit is the NSW government funded support service partnered with the Cancer Institute NSW for people who need support and information to assist them to stop smoking: <http://www.icanquit.com.au/>
- Quit Now is the Australian Government initiative offering tools and resources for smokers looking for support and advice: <http://www.quitnow.gov.au/>

**Quitline: 13 78 48**