

Improper Use of Drugs and Medicine Policy

Owner: Sport Integrity

CS/SI/0028

Last reviewed: 10/09/2025

Version: 2.00

1 Purpose

The Queensland Academy of Sport (QAS) seeks to ensure that everyone involved in the QAS, and its activities is aware of their rights and responsibilities and sets out the standards of behaviour expected of those involved in QAS and the behaviours that are not acceptable (Prohibited Conduct).

Sport Integrity Australia (SIA) developed the National Integrity Framework for a consistent approach to protect sport from integrity threats. In supporting this ethos, the QAS has developed a suite of sport integrity policies (QAS Integrity Policies) that meet the Integrity Policy Standards established by SIA and are derived from the National Integrity Framework. The QAS Integrity Policies include:

- Improper Use of Drugs and Medicine Policy
- Safeguarding Children and Young People Policy
- Participant Protection Policy
- Competition Manipulation and Sports Gambling Policy
- Sport Integrity Complaints Policy.

The purpose of this Policy and its supporting documents is to:

- ensure appropriately qualified personnel provide science and medicine services to Athletes within QAS
- ensure injections are only administered to Athletes participating in QAS activities as part of appropriate medical treatment
- ensure all medications are used lawfully and appropriately
- ensure QAS establishes a best practice approach and documented procedures for the recommendation and supply of supplements to athletes in line with the [QAS Supplement Guidelines and Procedures](#), with a focus on safety and evidence-based use, acknowledging the risk that supplements may contain substances included on the Prohibited List
- address and deter any unlawful distribution or use of illegal drugs in connection with QAS
- aim to reduce the harm caused by illegal drugs to Relevant Persons and the broader community.

This Policy is supported by the following documents:

- [QAS Anti-Doping Policy](#)
- [QAS Intravenous Fluids Position Statement](#)



- [QAS Needle Policy](#)
- [QAS Self-Injection Guideline](#)
- Sport Integrity Complaints Policy.

2 Statement

The QAS recognises there is increasing concern in society about the improper use of drugs and medicine in sport. QAS is committed to the health, safety and wellbeing of Relevant Persons and to providing a safe and clean environment for its Athletes, including ensuring science and medicine services are provided to Athletes by appropriately qualified and supervised staff that are subject to the QAS sport integrity policies.

2.1 Prohibited Conduct

The application of this Policy is defined, guided and supported by the following principles:

2.1.1 Prohibited Conduct of Relevant Persons

A Relevant Person commits a breach of this Policy when they:

- are convicted of a serious drug offence; or
- facilitate, administer, assist, aide, abet, encourage, induce, cover up or are in any way complicit in a breach of subclauses in Prohibited Conduct 7.1.1, 7.1.2 and 7.1.3; or
- without reasonable cause, fail to promptly report any conviction of a serious drug offence or other conduct that is reasonably likely to be prohibited conduct under this Policy to QAS and to any other entity as required by law; or
- provide a Relevant Athlete with prescription medication or over the counter medication in an unlawful manner.

2.1.2 Prohibited Conduct of Relevant Athletes

A Relevant Athlete commits a breach of this Policy when they:

- use, possess or distribute prescription or over the counter medication in an unlawful manner; or
- possess hypodermic needles or other injection equipment, unless the individual's possession has been authorised by the Chief Medical Officer or other Medical Practitioner; or
- self-inject any substance unless authorised to do so by the Chief Medical Officer or other Medical Practitioner for a permitted purpose under this Policy; or
- allow any person, other than a health professional authorised to administer injections or authorised carer¹, to administer an injection to them, for a purpose other than a permitted purpose under this Policy.

2.1.3 Prohibited Conduct of a Relevant Person

A Relevant Person commits a breach of this Policy when they:

² Carers who are not the Relevant Athlete's parent or guardian must still obtain prior consent from a parent or guardian where required to do so by law or policy, including under the Safeguarding Children and Young People Policy.

- a) possess any hypodermic needles or other injection equipment², unless the individual is a health professional authorised to administer injections or authorised carer for the Relevant Athlete; or
- b) administer an injection to a Relevant Athlete unless the individual is a health professional authorised to administer injections or an authorised carer for the Relevant Athlete; or
- c) administer an injection to a Relevant Athlete for a purpose other than a permitted purpose under this Policy; or
- d) supply or provide a prohibited supplement to a Relevant Athlete.

2.1.4 Prohibited Conduct of Relevant Organisations

A Relevant Organisation commits a breach of this Policy when they:

- a) without reasonable cause, fail to promptly report any conviction of a serious drug offence or other conduct that is reasonably likely to be prohibited conduct under this Policy to QAS and to any other entity as required by law; or
- b) facilitate, assist, aide, abet, encourage, cover up or are in any way be complicit in a breach of this clause.

2.1.5 Permitted Purpose

- a) A permitted purpose under this Policy is only where an injection is medically required for:
 - i) vaccination purposes; or
 - ii) treatment of a documented medical condition; or
 - iii) investigation of a suspected medical condition.
- b) The possession and use of needles for the purpose of acupuncture, dry needling and management of blisters and splinters are not considered injections. They are permitted under this Policy and would not constitute a breach.

2.2 Interaction with anti-doping

- a) The Australian National Anti-Doping Policy or an applicable World Anti-Doping Code compliant anti-doping policy (ADP) will prevail to the extent of any inconsistency with this Policy in all instances. Any allegation relating to a breach or possible breach of the

³ The possession and use of needles for the purpose of acupuncture, dry needling and management of blisters and splinters are not considered injection equipment. They are permitted under this Policy and would not constitute a breach.

Australian National Anti-Doping Policy (ANADP), or other ADP will be dealt with under that policy.

- b) There is a risk that the lawful prescription, administration and use of drugs, medications and supplements may amount to a contravention of the ANADP or other ADP.

2.3 Patient confidentiality

For the avoidance of doubt, nothing in this Policy shall operate to override the patient confidentiality requirements of professional ethics for health practitioners registered with the Australian Health Authority Practitioner Regulation.

2.4 Lifesaving medical treatment

For the avoidance of doubt, lifesaving medical treatment should not be withheld. Provision of lifesaving medical treatment will not constitute a breach of this Policy.

2.5 Education

- a) To prevent breaches of this Policy, build positive behaviours in sport and protect participants from the threat posed by the improper use of drugs and medicines, QAS is responsible for developing and implementing an education plan addressing the content and subject matter of this Policy.
- b) QAS should engage SIA to assist in the design, implementation, and maintenance of the education plan and to determine priority education groups and appropriate interventions.
- c) QAS may, from time to time, direct certain participants to undertake education, which will be relevant and proportionate to their level of participation in QAS activities and the associated integrity risks.
- d) SIA education resources and training material can be found [here](#).

3 Authority

Public Sector Act 2022

Public Sector Ethics Act 1994

Work Health and Safety Act 2011

Human Rights Act 2019

4 Scope

This policy applies to all persons who perform work for the QAS including:

- Relevant Persons
- Relevant Athletes
- Relevant Organisations
- Employees
- Contractors
- QAS Board members

5 Delegations

There are no delegations to be exercised for this policy.

6 Responsibilities

Board

- Ensure QAS has appropriate policies that support sport integrity and the improper use of drugs and medicine at QAS.

Chief Executive Officer

- Ensure QAS has appropriate guidelines and tools that support sport integrity and the improper use of drugs and medicine at QAS.
- Liaise with the Sport Integrity Manager regarding the case management approach for any reports or complaints relating to a breach of this policy that is managed under the QAS Sport Integrity Complaints Policy and/or Sport Integrity Complaints Procedure.
- Support, approve or advise key actions and decisions under the policy or the Sport Integrity Complaints Policy.

Senior Leadership Team

- Specific members of the senior leadership team may participate in case management processes as appropriate.

Sport Integrity Manager

- Lead all reports or complaints in line with the Sport Integrity Complaints Policy and/or Sport Integrity Complaints Procedure.
- Liaise with the Chief Executive Officer throughout the case management process including seeking approval for key actions and decisions under this policy or the Sport Integrity Complaints Policy.
- Maintain all files relating to each report or complaint in the approved QAS complaint management system.
- As policy owner, liaise with the QAS Chief Medical Officer and Head of Performance Health regarding any updates or changes to this policy.

Employees and Contractors

- Ensure they understand how this policy applies to their position, and they are clear on how to meet their obligations under this policy.
- Ensure the timely submission of reports or complaints, as required.
- Maintain confidentiality of all report or complaint processes in which the employee participates.
- Undertake mandatory training (education) on the improper use of drugs and medicine in sport, as required.

7 Reporting requirements

QAS is required to report on customer complaints including those made under this policy. For further details, please refer to the [Complaints Management Policy](#).

8 Information Privacy

All personal information will be managed in accordance with the [Information Privacy Act 2009](#), in particular the Queensland Privacy Principles (QPPs) in that Act. This includes providing personal information, as required under this policy, with the respective national sporting organisation and SIA.

9 Storage of information

All information will be managed in accordance with the:

- [Public Records Act 2023](#)
- [Queensland Government Recordkeeping and Information Management Framework](#)
- [Queensland Government Records Governance Policy](#)

10 Complaints management

- Allegations of prohibited conduct under this Policy should be submitted to:
 - the QAS Sport Integrity Manager via
 - the Sport Integrity Report/Complaint Form
 - in person
 - a phone call.
- Allegations of prohibited conduct under this Policy will be managed in accordance with the Sport Integrity Complaints Policy, or where the allegations relate to an employee, the QAS [Complaints Management Policy](#) may be used.
- Allegations of Prohibited Conduct under this Policy may also be a breach of a sport's Improper Use of Drugs and Medicine Policy (or equivalent). As such a Report or Complaint can instead be submitted to the relevant sport by the complainant alleging Prohibited Conduct under the sport's Improper Use of Drugs and Medicine Policy.
- A person who is dissatisfied with, and is directly affected by, a service, action or decision made by QAS, its staff or persons it has engaged to provide services may lodge a complaint in accordance with the [Public Sector Act 2022](#) as outlined in the QAS [Complaints Management Policy](#).
- If a complainant is dissatisfied with any action taken by QAS in relation to a complaint, and after they have exhausted all available avenues of review within QAS as outlined in the [Complaints Management Policy](#), they can request for QAS' decision to be reviewed by the [Queensland Ombudsman](#).

11 Employee grievances and appeals

An employee who is the subject of an administrative decision or action is entitled to lodge a complaint in accordance with the Managing Employee Grievances Policy should they feel the administrative decision is unfair or biased.

Employees who are unsatisfied with the outcome of their employee complaint may be entitled to lodge an appeal in accordance with [PSC Appeals Directive 04/23](#).

An appeal may be started by giving the Industrial Registrar an appeal notice. Further information on starting an appeal and appeal rights is available from the [Queensland Industrial Relations Commission](#) website.

12 Human rights considerations

The human rights relevant to this Policy: Right to life and Right to privacy and protection have been considered. This policy does not limit those human rights.

This document was last reviewed in 02/04/2025 to ensure actions and decisions under the policy are made in a manner compatible with human rights. Please note, when implementing this policy, employees must still consider if any human rights are relevant to and likely to be impacted by a particular decision, and whether any limitation of human rights are reasonable and justified.

13 Definitions

Word/Term/Acronym	Meaning
Activity	A sporting contest, match, competition, event, or activity (including training, testing and specialist support provision), whether on a one-off basis or as part of a series, league, or competition, organised or supported by QAS.
Affiliate Organisation	A national sporting organisation, state sporting organisation or National Institute Network organisation that is officially affiliated with QAS, either through partnership or affiliation agreements with QAS or through the administration of an Activity.
Athlete	A person who has a current athlete agreement with QAS.
AIS Sports Science Sports Medicine Practitioner Minimum Standards	The mandatory minimum standards for sports science and sports medicine staff and Contractors engaged to deliver services in those disciplines as published and amended by the Australian Institute of Sport (AIS) from time to time.
Batch-tested	A product which has been screened by an approved accredited organisation where no prohibited substance has been detected in the batch.
Chief Medical Officer	The Medical Practitioner appointed by QAS to advise and lead medical services for QAS.
Contractor	Any person or organisation engaged to provide services for, or on behalf of QAS including: – on-hired personnel from a recruitment agency – independent contractors (individual or entity) including their sub-contractors, engaged to provide services, such as physiotherapy, nutrition or other professional services. – consultants.

Word/Term/Acronym	Meaning
Employee	A person employed at the QAS under the <i>Public Sector Act 2022</i> for services at the QAS. An employee may be: a) permanent, fixed-term and temporary b) secondees from other agencies (including staffing approved under interchange or mobility arrangements) c) work placement staff (such as trainees, work experience students, cadets) d) students (working at QAS under a university agreement) e) non-executive employees engaged via a fixed term contract f) senior officers and senior executives including those engaged via a section 155 contract. <i>The term staff may be used interchangeably for employee throughout this policy.</i>
Health Professional	A person who is listed as a health professional with the Australian Health Practitioner Regulatory Agency.
Health Professional authorised to administer injections	A Health Professional who is permitted under their registration and scope of practice to perform an injection. This may include Medical Practitioners, pharmacists, dentists, nurses and paramedics currently registered with the relevant professional board in that field.
Illegal Drug	Any substance listed under Schedule 9 and 10 of the current Commonwealth Therapeutic Goods (Poisons Standard) , as well as any substance listed in Schedule 1 to the Criminal Code Regulations 2019 (Cth) , as well as those substances howsoever proscribed under relevant state or territory legislation, as amended from time to time.
Medical Practitioner	A person registered in the medical doctor category by the Australian Health Practitioner Regulation Agency.
Medications	Substances classified by the Therapeutic Goods Administration (TGA) as a therapeutic good (listed under Schedules 1-8 of the current Commonwealth Therapeutic Goods (Poisons Standard) , which are ingested, infused, inhaled, injected, inserted or absorbed by the human body. They may take the form of pills, tablets, capsules, liquids, creams, gels, injectable liquids, sprays, adhesive patches, infusions, inhaled powders, vapours or liquids, pessaries, or suppositories.
National Institute Network organisation	Organisations that comprise the National Institute Network in Australia, being the Australian Institute of Sport and the eight State and Territory Institutes and Academies of Sport.

Word/Term/Acronym	Meaning
Participant	a) Athletes b) QAS program coaches appointed to train an Athlete or team in an activity c) administrators who have a role in the administration or operation or activity of QAS including board or other persons d) officials including referees, umpires, technical officials, or other officials appointed by QAS, or any league, competition, series, or team sanctioned by QAS e) support personnel who are appointed in a professional or voluntary capacity by QAS, including sports science sports medicine personnel, team managers, agents, selectors, and team staff members, and f) any other person who participates in or is involved in running an activity.
Permitted Purpose	The meaning given under Prohibited Conduct, clause 2.1.5 .
Possession	The actual, physical possession, or the constructive possession of a drug or psychoactive substance ³ .
Prohibited Conduct	Conduct proscribed at clause 2.1 of this Policy.
Prohibited List	The ' World Anti-Doping Code International Standard Prohibited List ' as amended from time to time.
Prohibited Supplement	Includes a Category D Supplement within the AIS Sport Supplement Framework .
Relevant Athlete	An Athlete who is an International-Level Athlete or National-Level Athlete: a) International-Level Athletes – which means Athletes who compete in sport at the international level, as determined by each International Federation, consistent with the International Standard for Testing and Investigations b) National-Level Athletes – which means: i) an Athlete in the Sport Integrity Australia Chief Executive Officer's Registered Testing Pool, National Testing Pool or Domestic Testing Pool; or ii) an Athlete who participates in, or prepares for, a sporting event or sporting competition declared under clause 1.05A of the National Anti-Doping scheme and published on the Sport Integrity Australia website.

³ Constructive possession refers to a situation where a Relevant Person has no hands-on custody of Illegal Drugs but has knowledge of the location of Illegal Drugs and the ability to exercise control/or a degree of control over them. For example, if the Relevant Person has drugs stored in a safety deposit box. Whilst the Relevant Person does not have actual physical custody of the Illegal Drugs, they have knowledge of the location of the Illegal Drugs and the ability to exercise control over them. Thus, under the legal doctrine of constructive possession, the Relevant Person is still considered in possession of the contents of their safety deposit box.

Word/Term/Acronym	Meaning
Relevant Organisation	Any of the following organisations: a) QAS b) any organisation that participates in or is involved in the administration of an activity (including an affiliate organisation), in connection with that activity.
Relevant Person	Any of the following persons: a) Participant b) Employee c) Contractor d) QAS board members e) QAS program coaches f) any other individual who has agreed to be bound by QAS policies.
Serious Drug Offence	An offence under a Commonwealth, state or territory law that prohibits the possession or trafficking in a drug or psychoactive substance.
Sport Integrity Complaints Policy	The policy adopted by QAS for the handling and resolution of allegations regarding prohibited conduct relating to this policy by a Relevant Person, Relevant Athlete, Relevant Organisation, Contractors and, depending on the conduct, Employees. Allegations against employees will be considered against and managed as per the QAS Complaints Management Policy.
Supplement	Single or multi-ingredient product in powder, limited volume liquid, pill or capsule form providing nutrients or other dietary components to achieve a specific health and/or performance benefit.
Team	A collection or squad of Athletes (persons who have a current athlete agreement with QAS).
Traffic/Trafficking	Selling, giving, transporting, sending, delivering or distributing (or possessing for any such purpose) a drug or psychoactive substance (either physically or by any electronic or other means) by a Relevant Person to any third party; provided, however, this definition shall not include the actions of an AHPRA registered Medical Practitioner involving a drug or psychoactive substance used for genuine and legal therapeutic purposes or other acceptable justification.
Therapeutic Use Exemption (TUE)	An exemption that allows an Athlete to use, for therapeutic purposes only, an otherwise prohibited substance or method (of administering a substance).
Use	The utilisation, ingestion, injection, or consumption by any means whatsoever of any illegal drug.

14 Date of effect and review

This policy and its supporting documents:

- come into effect from the date of delegate approval
- will be reviewed
 - within two years of the approval date
 - following a SIA National Integrity Framework review
 - unless otherwise:
 - stipulated in statutory obligations
 - triggered by circumstances determined appropriate by QAS.

15 Delegate approval

DAVID LYONS Chair Queensland Academy of Sport Board
Date: 10 September 2025

16 Version history

Version	Date	Author	Amendment description	Action
1.00	01 May 2025	Sport Integrity	New document	Approved by the Director-General
2.00	10 September 2025	Sport Integrity	Updates made for statutory body	Approved by the QAS Board

Appendix A

1. Sport science and sport medicine personnel

Relevant Organisations should, in the sports science and sports medicine fields:

- a) where an individual will be working with Relevant Athletes in the sports science and medicine fields, (only employ or engage) individuals who:
- b) comply with the [AIS Sports Science Sports Medicine Practitioner Minimum Standards](#); or
 - i) are registered with the Australian Health Practitioners Regulation Agency (for example as a Chiropractor, Nurse, Osteopath or Paramedic),
 - ii) and do not have current restrictions in place on their practice;
- c) employ or engage such individuals under a written document, which must incorporate compliance with the [AIS Sports Science Sports Medicine Practitioner Minimum Standards](#) as an obligation imposed on the relevant individual; and
- d) ensure that educational or vocational qualifications, or applicable professional registrations, of all such individuals are verified, checked and recorded on commencement and at the expiry/renewal of a specific requirement.

2. Medication

- a) Relevant Athletes should refer to the [Global DRO website](#) or the Sport Integrity Australia App to assist them to determine whether medications (prescription and non-prescription) are permitted for use in sport, have conditions associated with their use in sport or are prohibited. Medications with conditions or which are prohibited may be able to be taken if a therapeutic use exemption (TUE) is sought and granted.
- b) QAS should direct all Relevant Athletes to determine if they need an [in-advance](#) or [retroactive](#) TUE by referring to the [Sport Integrity Australia website](#) or App. The QAS may also refer a Relevant Athlete to their sport for further consultation and advice. Once determined, the Relevant Athlete should comply with the relevant requirements.
- c) Relevant Athletes should notify the Chief Medical Officer or person nominated by QAS when medications have been provided/prescribed by a Medical Practitioner not appointed by QAS.
- d) Relevant Athletes should not use expired Medication.

3. Injections

- a) QAS should maintain a self-injection register as detailed in the [QAS Needle Policy](#) and in line with the [QAS Self-Injection Guideline](#).
- b) A Relevant Person or Relevant Athletes with a documented medical condition requiring the possession of injection equipment should notify the Chief Medical Officer or nominated person of their medical authority to inject and subsequently be listed on the QAS self-injection register.
- c) If a self-injection register is maintained, in exceptional circumstances (such as insufficient time or opportunity), retrospective approval of possession of injection equipment and self-injection may be granted at the discretion of QAS Medical providers.

4. Supplements

- a) No supplement is free from anti-doping risk. In particular, prohibited supplements present a risk to athlete health and integrity and may also lead to a breach of a relevant anti-doping policy.
- b) QAS recognises that dietary supplements may be taken by Relevant Athletes and is committed to establishing a best practice approach and documented procedure for the use of supplements, with a focus on safety and evidence-based use, given the risk that supplements may contain substances included on the Prohibited List.
- c) QAS acknowledges the value of accredited third-party auditing programs to reduce the risk of supplements containing substances included on the Prohibited List. QAS warns that there is no guarantee that any supplement is free from prohibited substances, despite any claims made by supplement manufacturers or clearance by third party auditing companies.
- d) QAS adopts the [AIS Sport Supplement Framework](#), which classifies supplements into four categories according to their effectiveness, safety and current status on the Prohibited List.
- e) Supplements should only be used by Relevant Athletes in accordance with:
 - i) this Policy; and
 - ii) any documented requirements for the use of supplements, as adopted by the Relevant Organisation from time to time.

5. Illegal Drugs

Relevant Persons should refrain from any behaviour that advocates, condones, or encourages the involvement in or the use, possession or trafficking of illegal drugs, including publishing or transmitting any content (e.g., a video showing Illegal Drugs being used).