



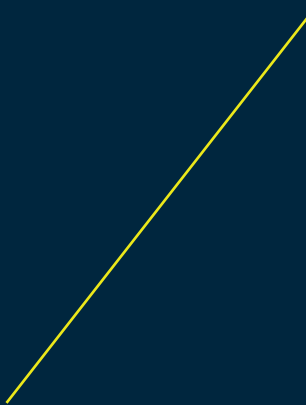
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# NATIONAL INTEGRITY FRAMEWORK





This is a summary of the **National Integrity Framework** and integrity policies under it and should be read as an overview only. For more detail refer to the policies that form the Framework.



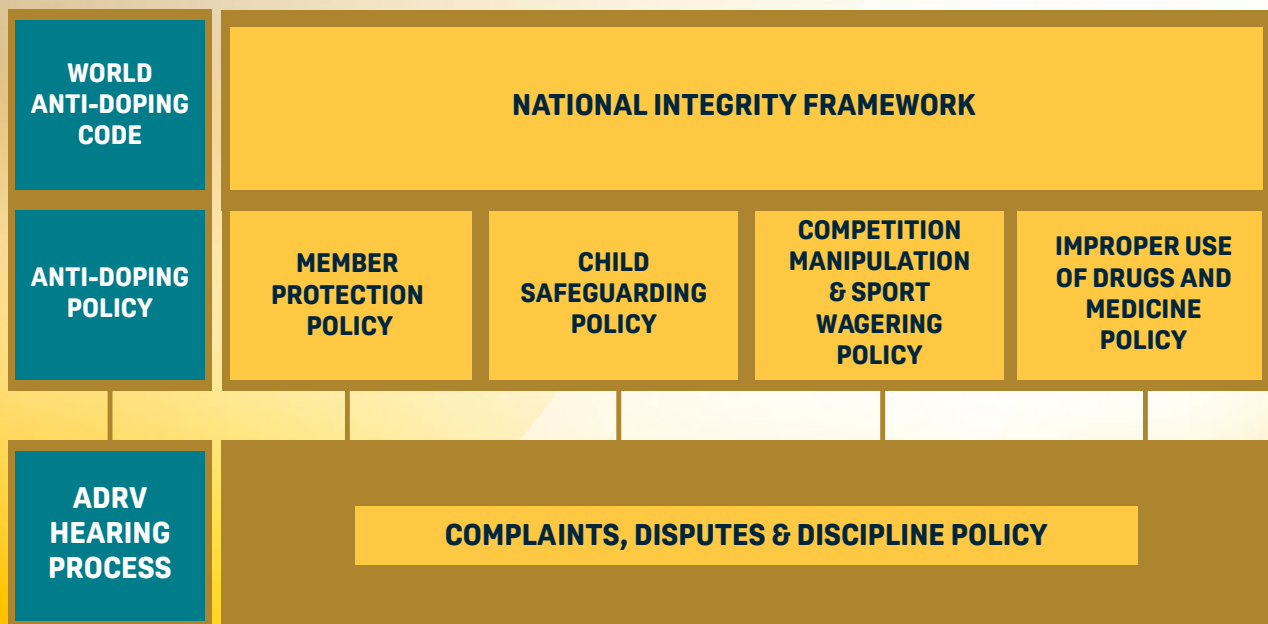
Answers to frequently asked questions about the National Integrity Framework are available on the [Sport Integrity Australia](#) website, or if you would like to discuss the Framework and its adoption, email the [Sport Integrity Australia Sports Engagement team](#).

# OVERVIEW

In today's world, sports face a number of integrity threats that can seriously impact their athletes, employees, volunteers and fans, as well as the very competition they run. Each day we see media reports of physical and online abuse of athletes, the infiltration of match fixing to alter the outcomes of sporting competitions and the use of doping to win at all costs.

To provide sports at all levels with guidance in the integrity space, Sport Integrity Australia has developed a suite of 6 policies under the National Integrity Framework.

Each policy covers Definitions, Jurisdiction, Prohibited Conduct and Obligations. The items Prohibited Conduct and Obligations are important as they detail the behaviours and expectations placed on participants and organisations.



## How the National Integrity Framework helps your sport

Integrity threats confront sports at all levels – from professional all the way to grassroots. At all levels, sports must consider how to mitigate those threats to protect their members, and their competitions. The intention behind the National Integrity Framework is to offer any sport, at any level, a streamlined approach to tackle sport integrity threats and a clear and independent process for managing potential breaches of integrity policies. This helps to reduce the administrative burden on sports and provides better outcomes for sports and their members when disputes arise.

Through the Framework, Sport Integrity Australia will also provide extra support to sports including education, training, resources and in relation to child safeguarding, a continuous improvement plan.

Ultimately, the intent of the Framework is to provide sports at all levels with a system to proactively mitigate integrity threats, which in turn provides a safe, fair and inclusive environment for participants at all levels of sport.

## What's not covered by the Framework

The Framework was never intended to cover every matter considered an integrity issue. While the Framework covers a broad range of topics, there are several elements that fall outside of its scope, including:

- whistleblower disclosures
- selection disputes
- personal grievances
- Code of Conduct breaches
- governance misconduct
- employment disputes
- competition-related rules
- anti-doping (these matters are managed under the Anti-Doping Policy provided by Sport Integrity Australia).

For these matters we recommend sports ensure they have their own policies and procedures in place to manage issues as they arise.





# FRAMEWORK SNAPSHOT

## National Integrity Framework

The National Integrity Framework is the overarching governance document for managing and bringing to life the Framework and its integrity policies. This document outlines the definitions, jurisdiction, scope, education requirements and reporting responsibilities for the Framework and integrity policies.

The document outlines the key responsibilities of National Sporting Organisations as well as defining what constitutes Prohibited Conduct.

For National Sporting Organisations Prohibited Conduct is:

- required to have a designated National Integrity Manager who is responsible for the implementation of the Framework
- required to have a designated Complaints Manager for the purpose of managing the organisation's obligations under the Complaints, Disputes and Discipline Policy
- able to define Relevant Persons<sup>1</sup> and Relevant Organisations as it relates to their sport within the Framework.

Prohibited Conduct under the Framework includes:

- failure to report prohibited conduct under the Framework or associated integrity policies
- failure to comply with or enforce sanctions under the Framework
- deliberately withholding or providing inaccurate information during proceedings.

## Competition Manipulation and Sport Wagering Policy

The manipulation of sporting competitions (or related activities) through things like match-fixing, inside information or tanking, undermines the integrity of competition and can also be a crime and punishable by law.

Prohibited Conduct under the Competition Manipulation and Sport Wagering Policy can include:

- improperly altering the result or course of an activity in order to remove all or part of the unpredictable nature of the activity to obtain a benefit for themselves or others. Examples may include, but are not limited to, intentionally conceding points, pre-arranging the outcome of a competition, deliberate underperformance (also known as tanking) and intentionally unfair or incorrect officiating
- betting on your own sport, or entering into any other form of financial speculation on an activity
- disclosure of inside information connected to the conduct, management or organisation of a sporting event that is not generally publicly available
- failure to promptly report any information obtained in relation to competition manipulation. For example, failing to report that a player was approached to fix a competition.

The policy also imposes obligations in relation to commercial arrangements with Wagering Service Providers, reporting breaches, and the sharing of information with relevant regulatory and law enforcement agencies.

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<sup>1</sup> As a general rule, Relevant Persons should include members, participants (athletes, coaches, administrators, officials and support personnel), employees, contractors and volunteers. The sport must ensure that any Relevant Person listed has agreed to be bound by the Framework.

## Member Protection Policy

The Member Protection Policy ensures everyone in sport is treated with respect and dignity, and are protected from discrimination, harassment, bullying and abuse. The policy also highlights the key legal and ethical rights and responsibilities, as well as the standards of behaviour expected of everyone in sport.

Prohibited Conduct under the policy includes:

- Abuse – including physical, emotional, psychological or sexual abuse,
- Bullying and the inappropriate use of power, where actions are repeated and deliberate
- Harassment – including unwanted behaviours which are reasonably likely to cause harm
- Sexual harassment and sexual offences
- Discrimination – either deliberate or inadvertent
- Victimisation of anyone who chooses to make a complaint, or plans to
- Vilification of anyone based on a particular characteristic, as covered by legislation

The Member Protection Policy only applies in relation to direct involvement in a sport activity or event. If an interaction has no clear link to a sporting event or activity, the Member Protection Policy may not apply, and may be more appropriately dealt with under a different policy, code of conduct or other sport rules.

The section of the policy covering Prohibited Conduct should be read in conjunction with Schedule 1, which provides examples and the thresholds for the prohibited conduct.



# Child Safeguarding Policy

Children have the right to take part in sport in a safe, positive and enjoyable environment.

This policy seeks to create and maintain a child-safe culture in sport where everyone involved is aware of their rights and responsibilities in relation to children. It is part of a proactive and preventative approach to upholding a commitment to the safety, wellbeing, participation and empowerment of all children who participate in sport and includes:

- child safe practices and prohibited conduct, including examples
- obligations on sporting organisations in relation to mandatory reporting, responding to allegations of prohibited conduct, and implementing a commitment to child safety and child safe practices
- the process for the recruitment and screening of volunteers and employees, including conducting working with children checks
- the process for responding to and reporting child abuse allegations.

This policy aligns with the *National Principles for Child Safe Organisations* that were developed as a recommendation from the *Royal Commission into Institutional Responses to Child Sexual Abuse*.

Prohibited Conduct under the policy includes:

- Child abuse – including physical, emotional, psychological and sexual abuse, as well as neglect and exposure to family violence
- Grooming
- Misconduct with a child - including age inappropriate behaviour, or behaviour which places the child at risk of harm
- Asking a child to keep any communication secret
- Supplying alcohol, drugs (including tobacco), or medicines, except with appropriate consent and under a valid prescription
- Failing to comply with recruitment and screening requirements
- Failing to report a breach of prohibited conduct
- Breaching any of the child safe practices which cover actions such as: photographing/filming children, travel arrangements, overnight stays, change room arrangements, electronic and online communications, discipline and physical contact, amongst others.



## Improper Use of Drugs and Medicine Policy

The Improper Use of Drugs and Medicine Policy aims to mitigate the risks associated with the misuse and maladministration of drugs, non-compliant supplements and medicines in sport. The policy also recognises that illegal drugs represent a widespread community problem that can pose a serious health issue for individuals, and seeks to deter those involved in sport from the use of such substances.

The policy places obligations on sports to ensure that:

- sports science and sports medicine services are provided by appropriately qualified and supervised staff
- supplement use follows a best practice, evidence-based approach to reduce risk to athletes, including the risk of inadvertent doping
- medications are used appropriately
- injections are only administered as part of appropriate medical treatment.

This policy allows National Sporting Organisations to determine which athletes (i.e. Relevant Athletes) are bound by this policy. At a minimum, it is suggested Relevant Athletes include international-level athletes (those competing for Australia at international events).

Prohibited Conduct under the policy includes:

- a criminal conviction relating to or involving an illegal drug
- use of prescription or over the counter medication in an unlawful manner
- unauthorised injection or possession of hypodermic needles or other injection equipment
- supplying or providing non-compliant supplements to a Relevant Athlete.





## Complaints, Disputes and Discipline Policy

The Complaints, Disputes and Discipline Policy sets out the process for resolving complaints and imposing disciplinary action arising from an individual or organisation engaging in prohibited conduct under the Framework and associated integrity policies.

The policy has been designed in collaboration with the National Sports Tribunal, to ensure that sport integrity-related complaints are dealt with independently and consistently to ensure a fair and effective resolution.

Sports that opt-in to the independent complaint management system, managed by Sport Integrity Australia, will ensure complaints are dealt with transparently and in the most appropriate manner.

The policy includes:

- the process for complaint management such as initial threshold questions, assessment process and resolution phase
- provides several options to resolve an issue: Alternative Dispute Resolution; Breach Notice; or Hearing Tribunal (internal or via the National Sports Tribunal)
- key responsibilities for the National Sporting Organisation's Complaint Manager, such as the issuing of Breach Notices, arranging Alternate Dispute Resolution and enforcing sanctions.

**IMPORTANT:** This policy does not cover the management of complaints in relation to anti-doping, breaches of a code of conduct, protected disclosures under whistleblower legislation, eligibility and selection disputes, competition-related rules, personal grievances, governance matters, employment related issues, historical matters that occurred prior to the commencement date or complaints that have previously been finalised.





