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**SPORT INTEGRITY
AUSTRALIA**

NSW SSO Roadshow

1 May 2024



In the spirit of reconciliation, we acknowledge the Traditional Custodians of Country throughout Australia and their connections to land, sea and community.

We pay our respect to their Elders past, present and future and extend that respect to all Aboriginal and Torres Strait Islanders peoples.

We recognise the outstanding contribution Aboriginal and Torres Strait Islander peoples make to sport in Australia and celebrate the power of sport in Australia and celebrate the power of sport to promote reconciliation and reduce inequality.








PROTECTING SPORT TOGETHER

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Welcome

Thanks for being here!

What is coming up?

-  Introduction
-  SIA/NIF Background
-  NIF Policy overview
-  NSO & SSO policy implementation
-  What can SSO's do next?



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AUSTRALIA**








PROTECTING SPORT TOGETHER

SPORT INTEGRITY AUSTRALIA

One government organisation to safeguard the integrity of sport.

What areas does SIA cover?

-  Anti-Doping
-  Improper Use of Drugs and Medicine
-  Safeguarding and Member Protection
-  Competition Manipulation & Sports Gambling
-  Complaints Handling

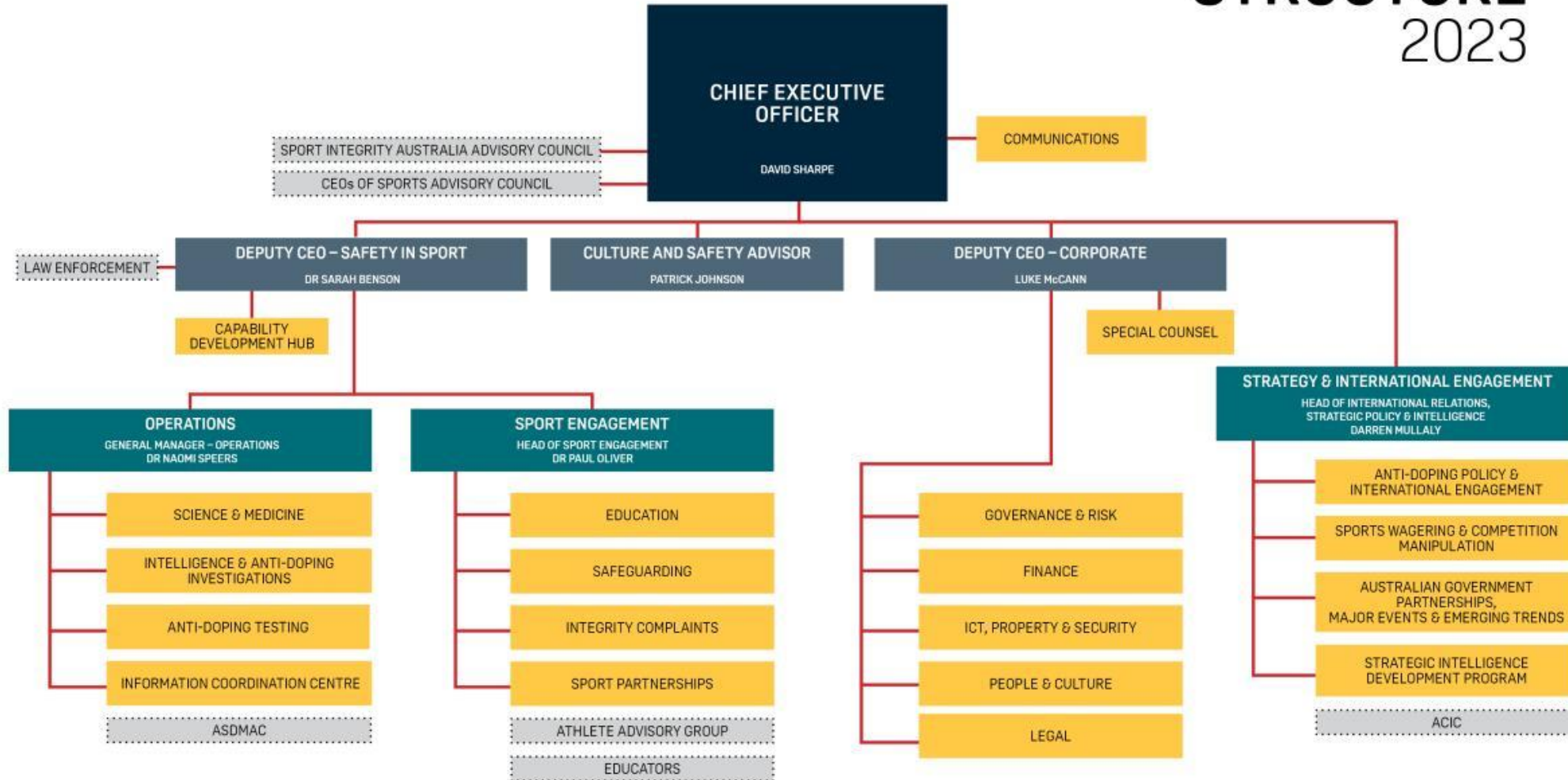


**SPORT INTEGRITY
AUSTRALIA**





ORGANISATIONAL STRUCTURE 2023



KEY



CEO



SES BAND 2



SES BAND 1 – BRANCH HEADS



TEAMS

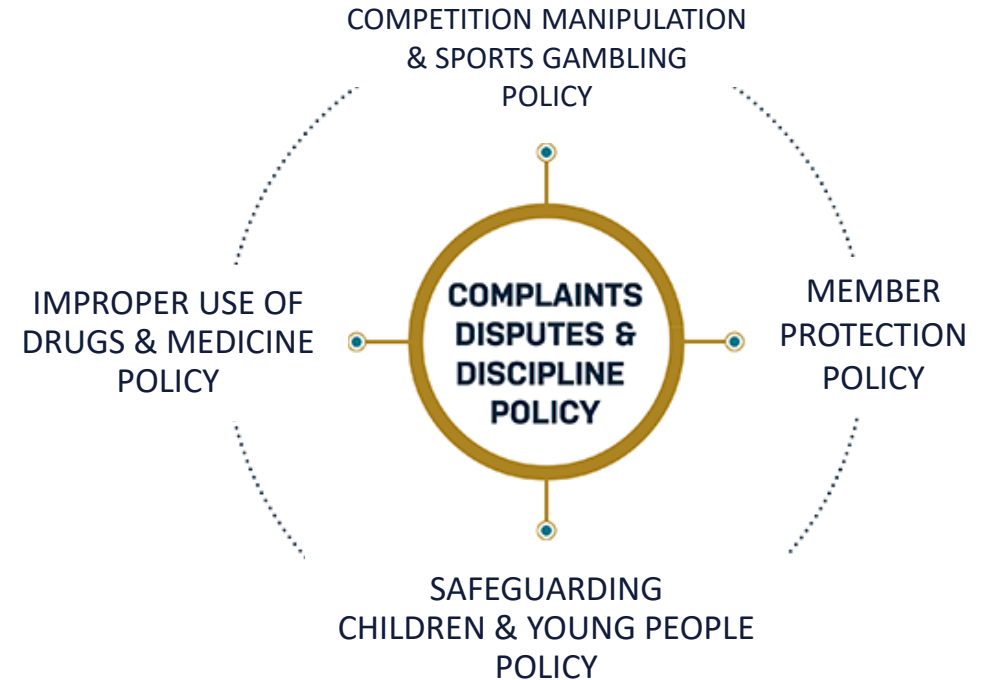


OTHER STAKEHOLDER RELATIONSHIPS



NATIONAL INTEGRITY FRAMEWORK (NIF)

- Five policies designed to protect sport and its participants
- Each policy contains Prohibited Conduct
- The policies set out the expectations of **all** sport members
- Includes a Complaints Process
- Allows Sport Integrity Australia to investigate child safeguarding and discrimination complaints



WHO IS BOUND BY THE NATIONAL INTEGRITY FRAMEWORK?

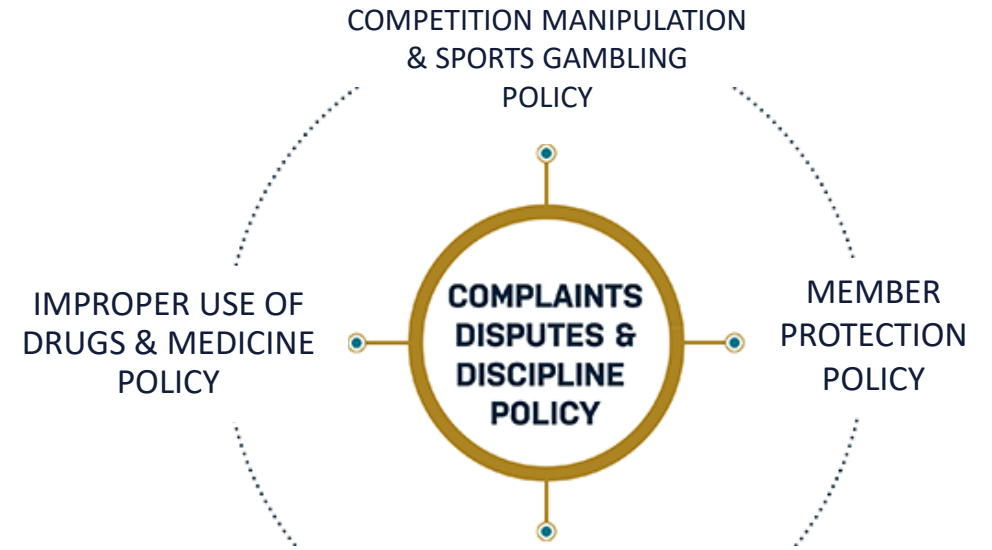
- Each of the policies applies to **Relevant Persons**
- A **Relevant Person** includes:
 - Individual Members
 - Participants
 - Employees
 - Contractors
 - Volunteers
 - Any other individual who has agreed to be bound by the Relevant Policies
- It is the responsibility of the sport to make sure all Relevant Persons are bound by the NIF, including clauses in forms that specify the person is bound by the sport's policies.
- We will talk about this in more depth.



HOW DOES THE NIF APPLY TO SPORTS?



SAFEGUARDING CHILDREN & YOUNG PEOPLE



SAFEGUARDING OF
CHILDREN & YOUNG PEOPLE
POLICY

SAFEGUARDING CHILDREN & YOUNG PEOPLE POLICY

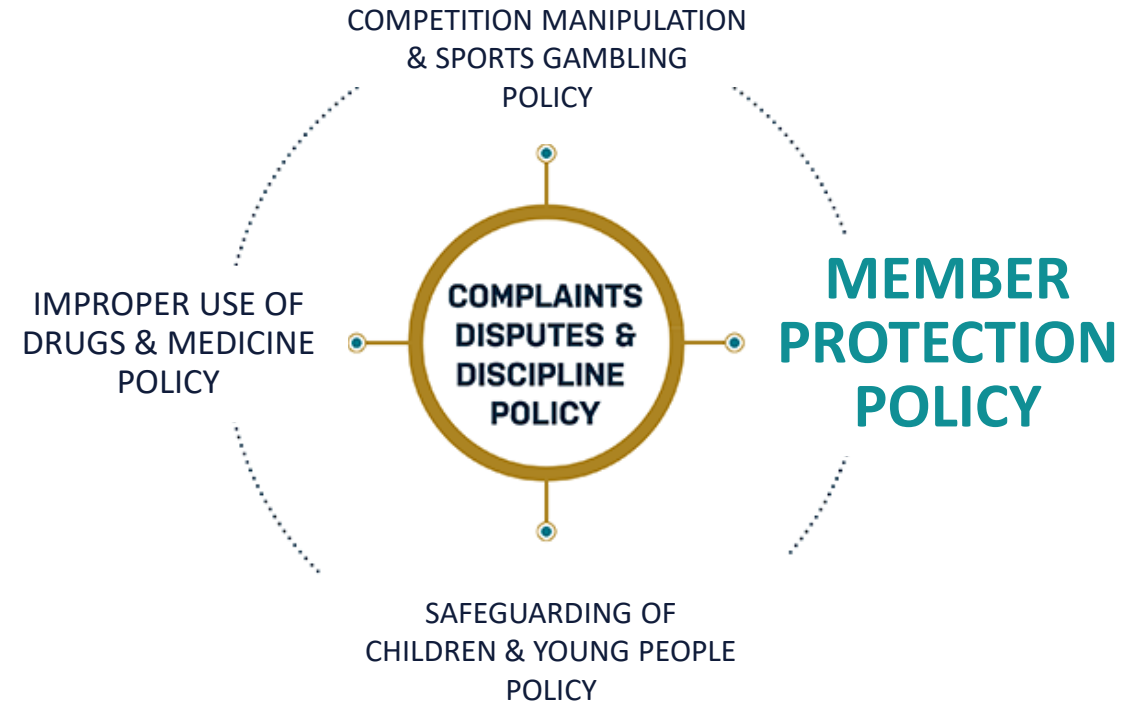
Children and young people involved in sport have a right to feel safe, included and happy.

Children and young people should be:

- Be **supported and protected** from harm
- Treated with **respect**
- Have their **privacy** respected
- Have **input into decisions** that affect them
- Treated **fairly and equally**



MEMBER PROTECTION



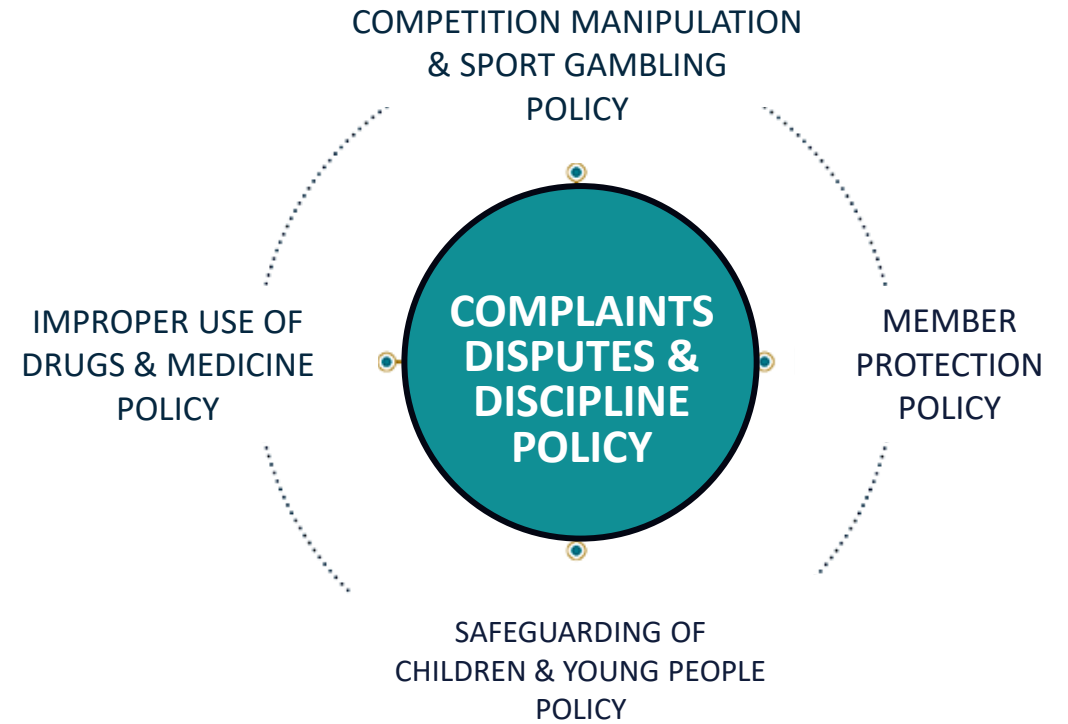
MEMBER PROTECTION POLICY

Everyone involved in your sport has a right to feel safe and be treated with dignity and respect

- The Member Protection Policy applies to Relevant Persons and Relevant Organisations in your sport.
- Prohibited Conduct applies to situations where the affected party is an **adult**
- Prohibited Conduct only applies in situations within the context of the sport



COMPLAINTS, DISPUTES & DISCIPLINE



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COMPETITION MANIPULATION & SPORT GAMBLING POLICY



PROHIBITED CONDUCT

COMPETITION MANIPULATION & SPORT GAMBLING

- Competition Manipulation means purposely manipulating any part of a sporting event to gain a benefit by removing unpredictability.
 - Fixing the result of a match/race/event
 - Intentionally conceding points or committing fouls
 - Tanking (by selection or underperformance)
 - Intentionally providing false information about an athlete
 - Intentionally modifying playing surfaces
 - Intentional misrepresentation of an impairment (para sports only)
 - All complaints dealt with by sport as per CDDP



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IMPROPER USE OF DRUGS & MEDICINE POLICY



IMPROPER USE OF DRUGS & MEDICINE POLICY

Ensuring that science and medicine services in your sport are provided by qualified personnel in a lawful and appropriate way.

- Policy sets rules for providing athletes with medicines and injections
- Outlines best-practice for the use of dietary and sport supplements
- Seeks to reduce the harm of illegal (illicit) drug use in sport
- Different Prohibited Conduct for members, selected athletes, selected personnel, and organisations



NSO/NSOD Engagement

- Early 21 – Nov 23 policy drafting, reviews, approvals, NSO/NSOD board endorsement.
- 87 NSO's adopted the NIF (policies, education, complaints).
- With NSO/NSOD adoption resolved, the priority becomes implementation.
- Integrity Implementation Guide, launched in Jan 24. Phase 1 is the current focus for NSOs/NSODs.
- Requirement of NSOs/NSODs Recognition by the ASC.
- States are essential in the implementation of the NIF.
- All levels of the sport covered by the NIF.



IMPLEMENTATION FOCUS AREAS

Policy & Governance

Website

Communication

Awareness & Education

IMPLEMENTATION PLAN

Policy and Governance

Category	Policy and Governance	Completed (Yes/No)
Phase 1	Key Actions	
	1. NSO/NSODs to accept, implement and enforce the National Integrity Framework policies approved by SIA that address: <ul style="list-style-type: none"> ■ Competition Manipulation & Sports Gambling Policy ■ Improper Use of Drugs and Medicine Policy ■ Member Protection Policy ■ Safeguarding Children and Young People Policy ■ Complaints, Disputes and Discipline Policy 	<input type="checkbox"/> Yes <input type="checkbox"/> No
	2. NSO/NSODs to adopt, implement, and enforce an Anti-Doping Policy approved by SIA and that complies with the World Anti-Doping Code, the NAD Scheme, the Australian National Anti-Doping Policy and applicable IF requirements.	<input type="checkbox"/> Yes <input type="checkbox"/> No
	3. NSO/NSODs to adopt and implement a Sport Integrity Australia approved Education Plan covering Anti-doping and integrity education.	<input type="checkbox"/> Yes <input type="checkbox"/> No
	4. NSO/NSODs to update all non-NIF policies to ensure their alignment (e.g. Social Media Policy, Code of Conduct).	<input type="checkbox"/> Yes <input type="checkbox"/> No
	5. NSO/NSODs Board meetings to include Integrity as a standing agenda item.	<input type="checkbox"/> Yes <input type="checkbox"/> No
	6. NSO/NSODs to have mechanisms in place to ensure all integrity policies are binding on all members at all levels of the sport (e.g. Inclusion NIF endorsement from Associate Members, binding wording in individual membership/Registration forms, competition entry forms, constitution etc as relevant for the sport.).	<input type="checkbox"/> Yes <input type="checkbox"/> No
7. NSO/NSODs to include a Child Safe Commitment Statement section within position descriptions and any advertisements for vacant positions.	<input type="checkbox"/> Yes <input type="checkbox"/> No	

SSOs

- If you are unsure after today, discuss the NIF policies with your NSO/NSOD.
- Refer to sport Constitution and NSO/NSOD website for information on binding.
- SSO Board to resolve to adopt the NSO/NSOD NIF policies.
- Link to Integrity policy hub on NSO/NSOD website.
- Minute and communicate this to their members.
- Communicate the change/ provide access to education and resources. We need to educate people on acceptable behaviour.
- Update NIF policy details on all relevant membership T&C's, event entry forms, volunteer forms, declarations and other membership/event registration.



Thank you

- We are here to help, you aren't on your own.
- 87 sports are implementing the NIF.
- There is a movement to make Australian sport safer and fairer.
- There is a network, with a range of resources and lessons learned to help guide all levels of sport on how to protect their members and provide a better experience for all participants/athletes.
- Progress, not perfection.



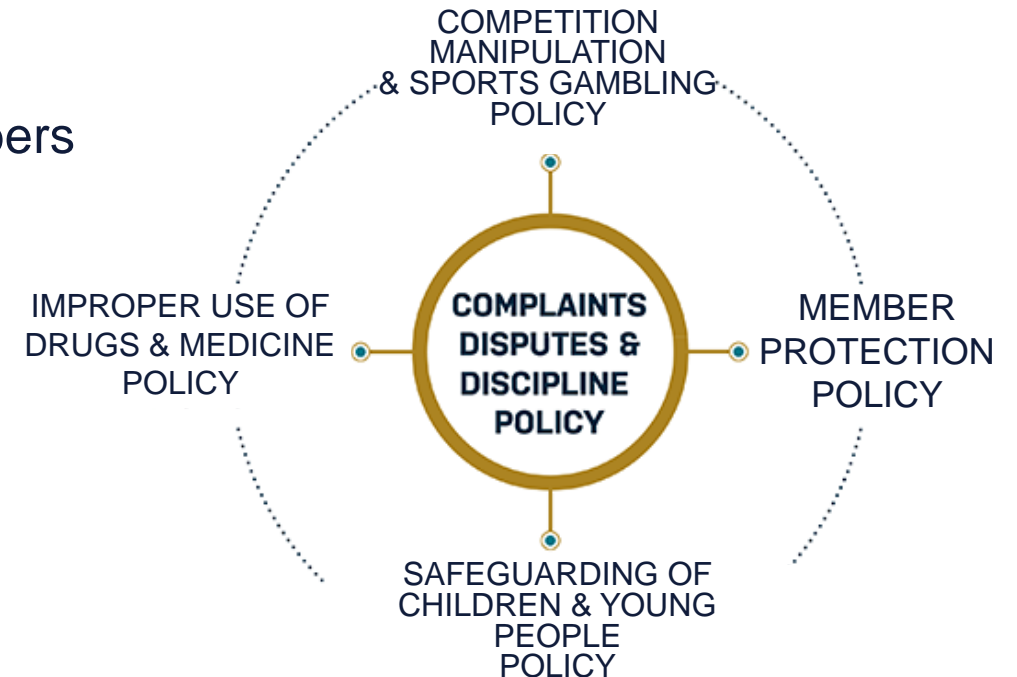


SPORT INTEGRITY
AUSTRALIA

SAFEGUARDING PRIORITIES 2023/24

NATIONAL INTEGRITY FRAMEWORK (NIF)

- Suite of five policies designed to protect sport and its participants
- Each policy contains Prohibited Conduct
- The policies set out the expectations of **all** sport members (organisations, participants, coaches, administrators, volunteers, contractors etc)
- Includes a Complaints Process
- Sports can use the Complaints Process to handle NIF and non-NIF complaints*
- Allows Sport Integrity Australia to investigate child safeguarding and discrimination complaints



THE NATIONAL PRINCIPLES FOR CHILD SAFE ORGANISATIONS



PROTECTING SPORT TOGETHER

Safety in Sport Continuous Improvement Program



PROGRAM IS
NOW IN-HOUSE



GAME PLAN



SSO LEVEL



GRANTS
PROGRAM



Perceptions of safety for children and young people in sport:

- Working with State and Territory Sporting agencies
- National Office for Child Safety
- E-Safety Commissioner
- Annual survey



How does Sport Integrity Australia support safeguarding?



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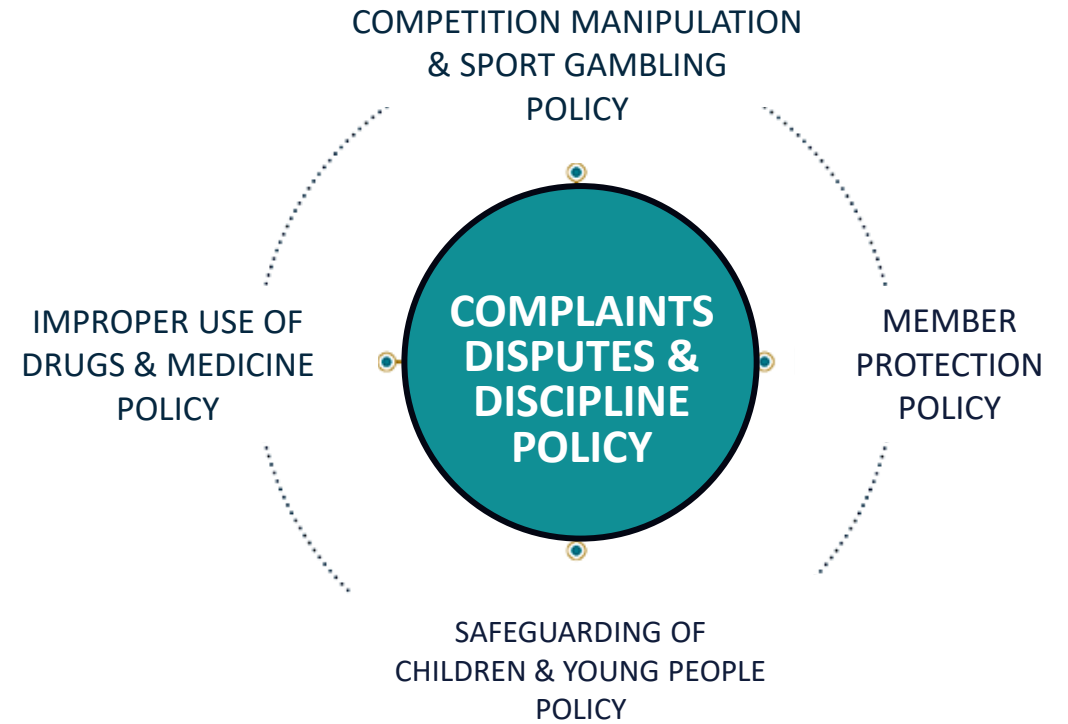
QUESTIONS?

Lisa Purves, Director Safeguarding

safeguarding@sportintegrity.gov.au

Lisa.purves@sportintegrity.gov.au

COMPLAINTS, DISPUTES & DISCIPLINE



WHAT ARE WE SEEING?



Over 570 integrity matters reported to us in 2023



79 referrals to law enforcement



261 cases managed by Complaints



Finalised 30 investigations



Substantiated 36 breaches of integrity policies

THEMES

- **Coaches most comment Respondent**
- **Alleged behaviour from grass roots to high performance**
- **Professional boundaries, electronic communication and inappropriate use of tone and language**
- **Peer-on-peer abuse and bullying**



WHAT ARE WE DOING ABOUT IT?

- Independent and impartial complaints process to manage high risk matters
- Participants can report directly to Sport Integrity Australia
- Developed tools and resources for sport for their own complaint management
- Fund National Integrity Manager program
- Engaging with law enforcement and other government agencies
- Connecting parties with wellbeing support



What Complaints can be managed by Sport Integrity Australia?

- Sport has adopted the National Integrity Framework
- Alleged conduct falls under the Safeguarding Children and Young Persons policy, or Discrimination under the Member Protection Policy
- Alleged conduct occurred after the sport's adoption of the National Integrity Framework
- Complaint is not anonymous

Out of scope – governance, selection, personal grievances, social media



CASE CATEGORISATION MODEL

Category	Factors Considered	Example	Next Steps
1	Low risk, low or no intent to cause harm, one-off incident. Can be resolved through measures such as education or reminder letters.	One off incident of adults swearing at each other	Managed through other means
2	Medium risk, intent to cause harm, more complex or repeated incidents.	Sustained bullying based on a person's disability	Requires an Investigation
3	High risk, or with serious intent to cause harm. Referred to law enforcement	Child Abuse in sport	Referral to Law Enforcement



CASE STUDY 1

A coach raised their voice at an underage athlete:
**‘What is wrong with you, you did it wrong.
Do it again!’**

CASE STUDY 2

An athlete verbally abusing a fellow athlete after finishing second to them in a under 15s race.



CASE STUDY 3

- One-on-one walks at night after competition to provide wellbeing support
- Provided gifts for helping out around the gym
- Arranged social activities outside of the sport
- One-on-one transport from training
- Talked to their under 16s team about sex and relationships



CASE STUDY 4

- 14-year old athlete had intimate image shared
- 7 Respondents. All parties involved were 14-15 years old
- Referred to police
- Parent submitted an image-based abuse report. Resulted in removal of Snapchat accounts that were found to have shared the image. This information supported SIA investigation
- Findings were provided to sport to make the sanction decision
- 3-month temporary suspension (with 2 months suspended), a further 2 months good behaviour period and mandatory education.
- Education rolled out to state sporting organisation to reiterate unacceptable online behaviours to all its members.



NON-NIF Matters

- Information Coordination Centre manages all information coming into the agency
- Anything potentially criminal is referred to law enforcement
- Eligible matters will progress down Complaints pathway
- Reporters offered wellbeing support
- Connect with sport
- Alternate pathways (eSafety, AHRC, Fair Work etc)



HOW CAN SOMEONE MAKE A REPORT TO SIA?



Sport Integrity Australia Website:

www.sportintegrity.gov.au



Hotline: 1300 027 232 (business hours)

Safe Sport record:

1800 161 361 (7am – 7pm)



Sport Integrity App





SPORT INTEGRITY
AUSTRALIA

EDUCATION

Alexis Cooper

Why Educate?



Positive Behaviours

Athlete clean sport behaviors



Staying true to self and to values, even in moments of vulnerability, by sharing concerns and seeking help.



Advocating for clean sport, acting as a role model for younger athletes.



Performing rights and responsibilities outlined in the Code.



Determining which organization's anti-doping rules they must abide by and following them.



Checking anti-doping rules for a competition, event, or major games.



Checking the status of medication against the Prohibited List.



Informing medical professionals that they are bound by the anti-doping rules and questioning medical treatments before receiving them.



Assessing and managing risks associated with supplement use, including conducting thorough research for any supplement prior to using it.



Obtaining a TUE application form, carrying a copy of the certificate, checking the expiration date and reviewing the TUE when needed.



Applying rights and performing responsibilities associated with the testing process.



Using ADAMS/Athlete Central and filing accurate whereabouts information and updating when needed.



Having confidence to report suspicions of doping.



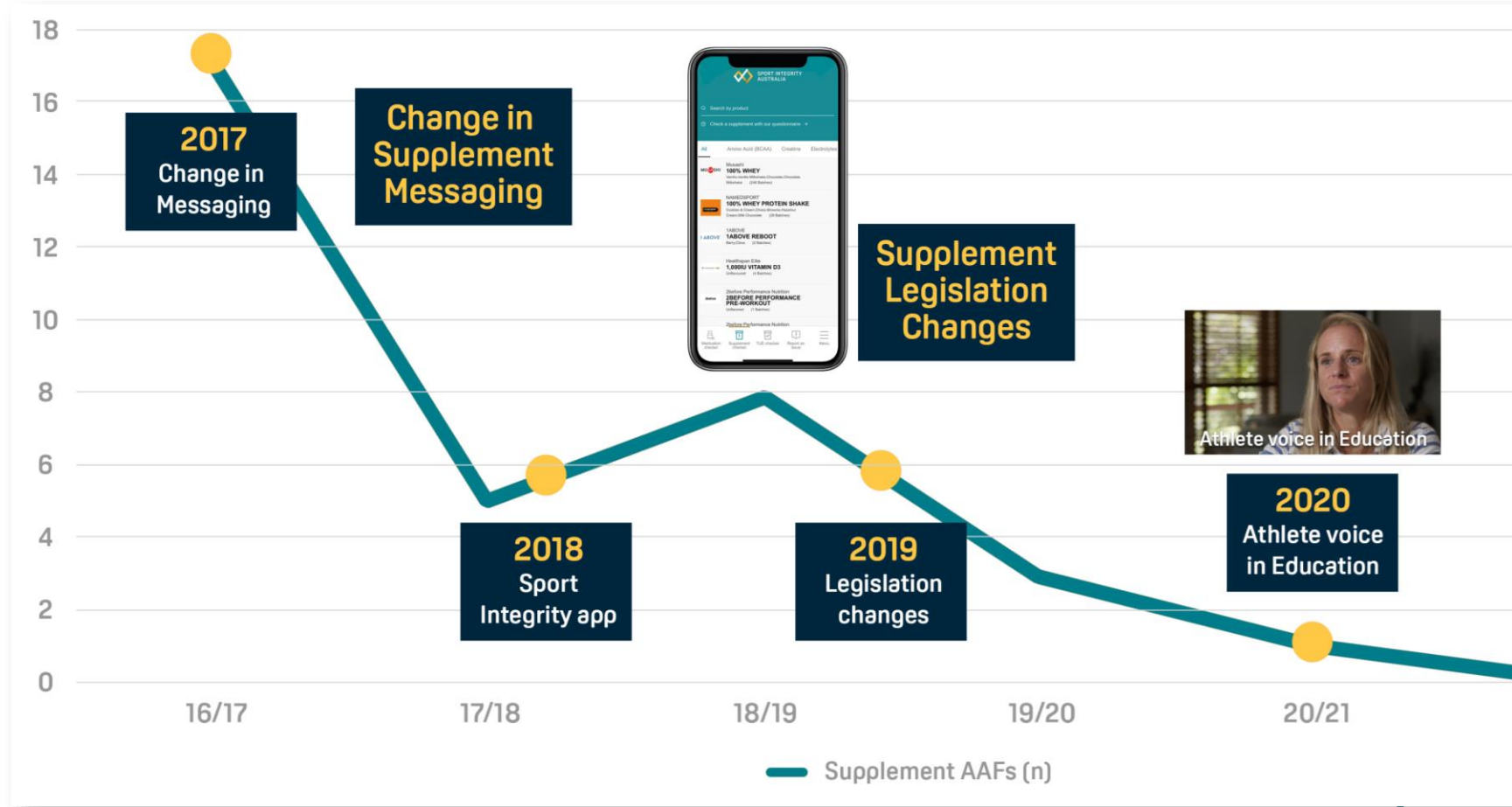
Finding anti-doping information when needed.



Finding and using a list for suspended Athlete Support Personnel (ASP) to check their status.

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Education Works

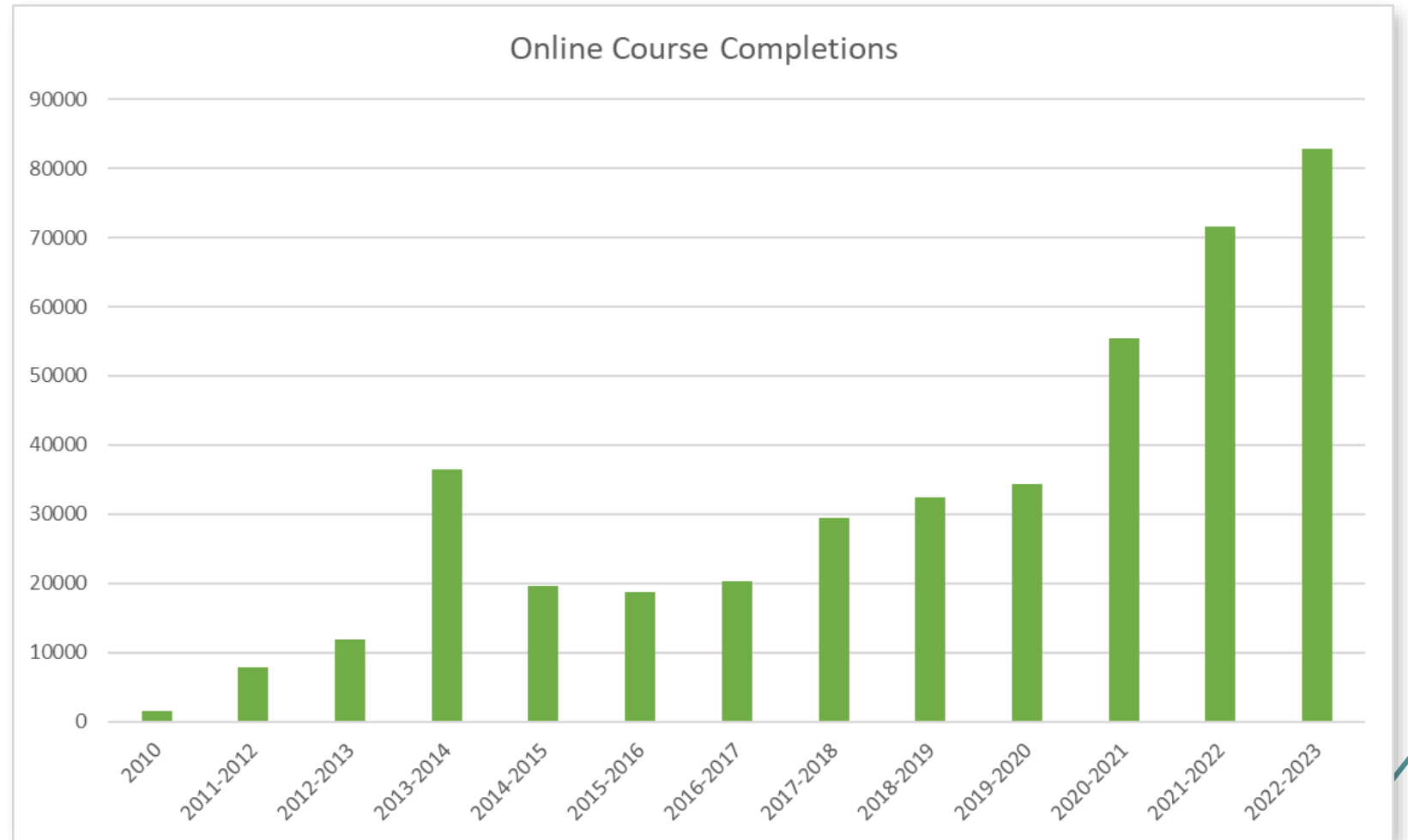


Athlete voice in Education

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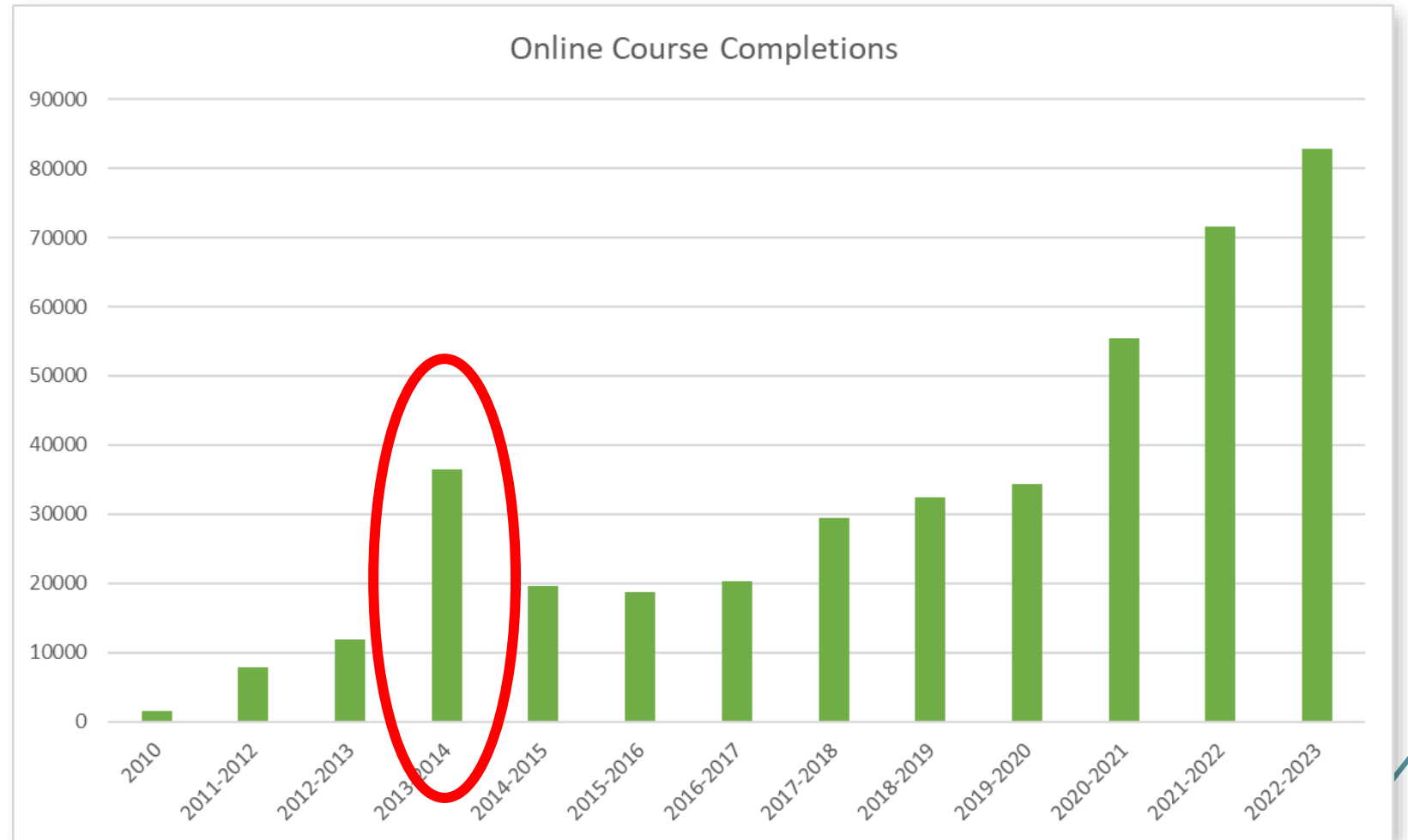
**Don't
Wait**



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OFFICIAL

**Don't
Wait**



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Who does what?



**SPORT INTEGRITY
AUSTRALIA**

Sport



PROTECTING SPORT TOGETHER

How: eLearning

ONLINE COURSES



BASIC



CLEAN SPORT



DECISION MAKING

ADVANCED



ANNUAL UPDATE








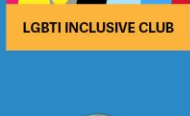




WHEREABOUTS

ONLINE COURSES



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 <p>CHILD PROTECTION AND SAFEGUARDING</p>	<p>The PBTR Child Protection and Safeguarding course is designed to help users: Recognise the Child Safe Standards and find relevant Child Protection Legislation; identify your role in child protection and safeguarding and work through what to do if child abuse occurs in your sport or club; Define the types, signs, risk factors and impacts of child abuse in a sport or club setting; and identify steps to create a child safe environment in your sport or club.</p>	 <p>HARASSMENT AND DISCRIMINATION</p>	<p>The PBTR Harassment and Discrimination online course is an interactive course that provides an introduction to discrimination law and discusses the implications of discrimination and harassment on sports clubs and associations. It provides users with an understanding of discrimination and harassment and what to do if an incident occurs.</p>
 <p>MEMBER PROTECTION INFORMATION OFFICER</p>	<p>The PBTR MPIO online course is tailored towards those seeking to become recognised MPIO officers in their State, covering the MPIO role, complaint resolution procedures, member protection and the law, child protection, harassment and discrimination, and ethical and practical considerations.</p>	 <p>COMPLAINT HANDLING</p>	<p>The PBTR Complaint Handling course is designed to help users understand strategies around how to handle complaints appropriately and efficiently. Participants are encouraged to complete both the Child Protection and the Harassment and Discrimination courses prior to this course.</p>
 <p>INCLUSIVE COACHING</p>	<p>The PBTR Inclusive Coaching course provides an opportunity for community coaches to develop their own approach and strategies for inclusion. It includes practical case studies and examples of what it means to be inclusive of all people, what inclusion and diversity means for your sport, and what discrimination means under the law.</p>	 <p>LGBT INCLUSIVE CLUB</p>	<p>The PBTR LGBTI+ course is designed to help sporting organisations adopt a culture that is inclusive of LGBTI+ people. This course will assist participants to define the LGBTI+ inclusion, adopt inclusive language, and address barriers to inclusion in the future.</p>
 <p>MINI - INTEGRITY</p>	<p>The PBTR Integrity mini-course provides an overview of integrity issues in sport, including how and why integrity issues occur, and what has been done to address them. This course is the recommended starting point for the Integrity in Sport series of mini-courses.</p>	 <p>MINI - WALKING THE TALK</p>	<p>The PBTR Walking the Talk mini-course introduces three case studies based on situations participants might face in community sport. It is designed to encourage participants to think about how integrity can be recognised and improved in a community sport setting.</p>
 <p>MINI - ETHICS</p>	<p>The PBTR Ethics mini-course provides an introduction to ethics, and an ethical decision making framework that participants can use to assist decision making. Participants will learn what ethics are and how they relate to values, principles, and morals, and how to apply the ethical decision making framework in a sporting context.</p>	 <p>MINI - LET KIDS BE KIDS</p>	<p>The PBTR Let Kids be Kids mini-course addresses poor sideline behaviour at junior sport. Participants will learn what motivates children to participate in sport, how to identify and address poor adult behaviour in a sporting context, and how to take into consideration the views and opinions of children and young people.</p>

DECISION MAKING IN SPORT
A 4 part course on how to use values to make tough decisions in real world sporting scenarios.

ILLICIT DRUGS IN SPORT
A scenario based education module that shows the impacts of decisions regarding illicit drugs in sport.

CHILD SAFEGUARDING IN SPORT
The Child Safeguarding in Sport Induction course is for any person and any organisation who is bound by the Child Safeguarding policy. The course provides the foundation knowledge and education required to understand and implement the Child Safeguarding Policy.

WHEREABOUTS
This course explains the Whereabouts rules and provides information, tutorials and advice for Registered Testing Pool athletes and their support personnel.

PARENTS' GUIDE TO CLEAN SPORT
Tailored education for parents of athletes, to ensure they are aware about the anti-doping rules, doping risk factors, healthy sport culture and the risks of supplement use.

NATIONAL INTEGRITY FRAMEWORK (NIF)
This course provides sport administrators with background on Sport Integrity Australia, the development of the National Integrity Framework, and why it was developed including an overview of each Policy.

CYBER SAFETY & SECURITY FOR SPORTS
Designed for anyone working in a sporting organisation, this course covers the potential cyber threats faced by sporting organisations, and equips employees with the tools to make their organisations more resilient to cyber attacks.

ACCESS THESE ONLINE COURSES
in code or visit <https://elearning.sportintegrity.gov.au/>

How: Face to Face Sessions



How: Webinars



1,652 Viewers



97% found them interesting & relevant



All sports & states represented in attendance



Complaint Management in Sport Series – May 2024



How: Outreach Events

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HOME

WHAT WE DO

RESOURCES

NEWS

ABOUT US

CONTACT US

COVID-19

SEARCH

How: Resources

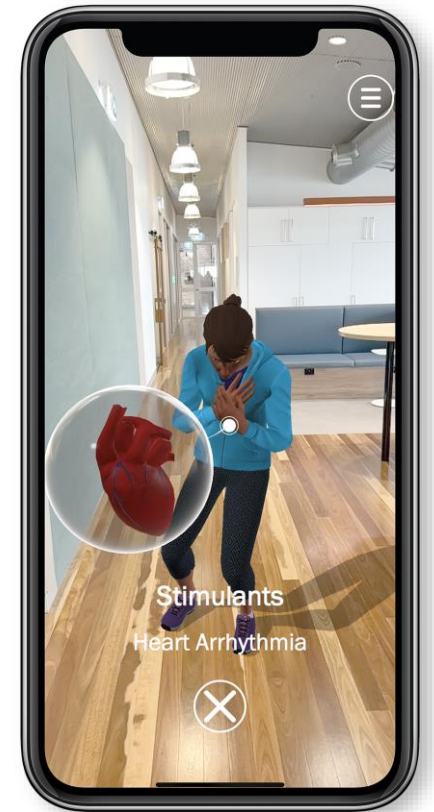
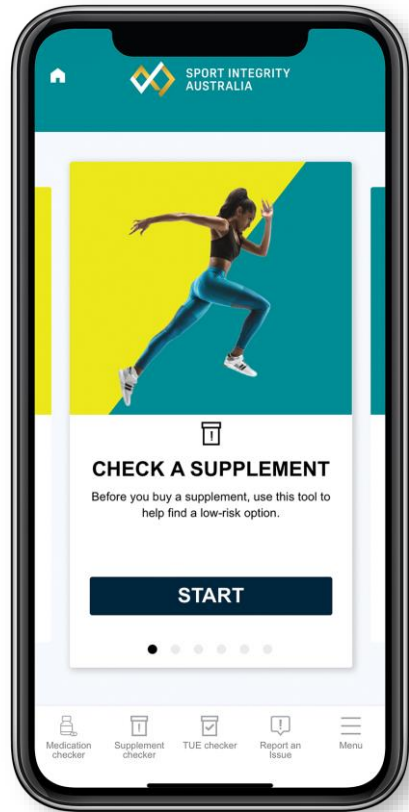
HOME / RESOURCES

RESOURCES

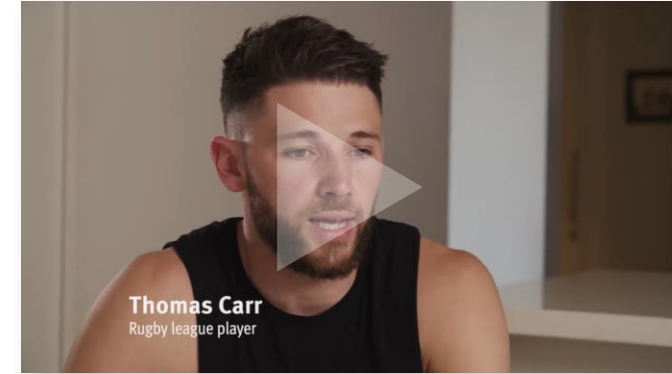
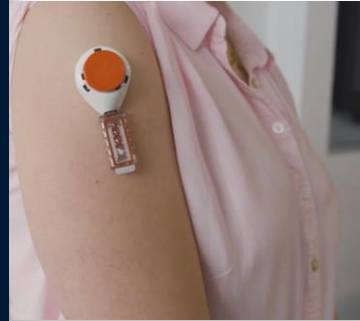
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- › [Resource Packs for Sports](#)
- › [Competition manipulation, Match-fixing and Sport Wagering](#)

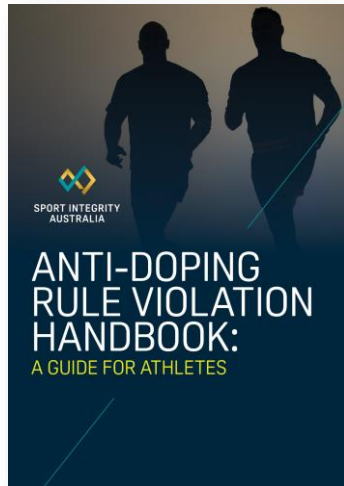
Resources – Doping: App, VR and AR



Resources – Doping: Videos



Resources – Doping: Print and Digital



ANTI-DOPING RULE VIOLATIONS (ADRV)

Under the World Anti-Doping Code there are 11 possible Anti-Doping Rule Violations. Seven apply to Athletes, Support Personnel & Other Non-Participants and four apply to Athletes only.

ATHLETES	
PRESENCE Presence of a prohibited substance in a urine sample.	USE Use or attempted use of a prohibited substance or method.
EVASION Evading, refusing or failing to submit to sample collection.	WHEREABOUTS FAILURES Failing to report whereabouts or being absent during the required testing window. These infractions apply to Athletes only under the 2015 WADA Anti-Doping Code.
ATHLETES, SUPPORT PERSONNEL & OTHER NON-PARTICIPANTS	
TAMPERING Tampering or attempted tampering with any part of doping control.	POSSESSION Possession of a prohibited substance or method.
TRAFFICKING Manufacturing, distributing, trafficking or attempted trafficking of any prohibited substance or method.	ADMINISTRATION Administering or attempting to administer any prohibited substance or method.
COMPLICITY Intentionally assisting, encouraging, covering up or acting as a witness for another person.	PROHIBITED ASSOCIATION Associating with a professional or sports-related support person who is serving a sanction.
RETALIATION Acts to discourage or retaliate against reporting to authorities.	WATCH THE VIDEO The 11 Anti-Doping Rule Violations

FOR MORE INFORMATION:
Please visit our website sportsintegrity.gov.au, contact us at info@sportsintegrity.gov.au, or call our toll-free hotline: 1800 963 343 or contact 1800 927 312.

WHAT HAPPENS TO MY SAMPLE?

Every sample is carefully collected, analysed and investigated according to international rules set out in the World Anti-Doping Code. These rules are designed to protect your rights, and ensure the process is the same no matter where you are located. Let's explore the journey your sample takes from collection to storage.

- STEP 1: SAMPLE COLLECTION**
The Sample Collection Officer will identify themselves and verify the Athlete's name, date of birth, and the location of the sample collection. The Sample Collection Officer will ensure you are provided with a written copy of the sample collection information. A Sample Collection Officer will ensure you are provided with a written copy of the sample collection information. A Sample Collection Officer will ensure you are provided with a written copy of the sample collection information.
- STEP 2: SAMPLE TRANSPORTATION**
The sample is transported to the laboratory in a secure container. The sample is transported to the laboratory in a secure container. The sample is transported to the laboratory in a secure container.
- STEP 3: SAMPLE INSPECTION**
When the sample arrives at the lab, it is inspected for any signs of tampering or other irregularities. The sample is inspected for any signs of tampering or other irregularities. The sample is inspected for any signs of tampering or other irregularities.
- STEP 4: SAMPLE ANALYSIS**
The lab conducts the B and C tests, and compares the results to the reference values. The lab conducts the B and C tests, and compares the results to the reference values. The lab conducts the B and C tests, and compares the results to the reference values.
- STEP 5: SAMPLE RESULTS**
After analysis is complete, the results are entered into a global database called ADAMS. The results are entered into a global database called ADAMS. The results are entered into a global database called ADAMS.
- STEP 6: SAMPLE STORAGE**
The sample will be stored for up to 10 years. The sample will be stored for up to 10 years. The sample will be stored for up to 10 years.

INVESTIGATION IN THE EVENT OF A POSITIVE TEST

If a sample is found to be positive for a prohibited substance, the Athlete will be notified of the result. The Athlete will be notified of the result. The Athlete will be notified of the result.

Resources: Safeguarding

HOW YOUR SPORT LOOKS AFTER KIDS
How you should be treated and what to do if you don't feel safe

Learn about RIGHTS in Sport

Some important rights

- You have the **right to be safe, and to feel safe**. This means that no one is allowed to do things or say things that make you feel unsafe.
- You have the **right to privacy**. Your body belongs to you. Nobody is allowed to touch you or take photos of your body in a way that makes you feel upset, frightened or embarrassed.
- You have the **right to be treated fairly**, no matter what your ability, who you are or where you are from.
- You have the **right to have your say**, and adults should listen to what you say. This means you should be asked about things that matter to you and what you say should be taken seriously. Human rights come with **responsibilities**. This means it is everyone's job to treat other people with respect and kindness. That includes you!

If someone makes you feel upset, hurts you or touches you in a way that you don't like or that makes you feel scared, you should tell someone. This could be a coach, a parent or carer, or any adult you trust. The right person will help you with the next steps to being safe. If you don't get the help you need, you might need to talk to someone else. Keep trying until you feel heard.

www.sportintegrity.gov.au | sportintegrity.gov.au

Overnight or Extended Stays TRAVEL CHECKLIST

Trip Details

Event Name: _____
Date: _____
Purpose of the trip: Competition Training Social Other

Planning

Dates and location confirmed Trip authorized by sporting organisation
 Risk assessment of activity including accommodation/venue complete
 Staff/volunteers required, appointed and had current valid Working with Vulnerable People (WVWP) Working with Children Check (WVWC)

Transport

Transport requirements confirmed Suitability and accessibility confirmed
 Drop off and pickup times confirmed Driver's license confirmed
 Journey times and planned stops organized Insurance confirmed
 Supervision organized for during transport

Accommodation

Accommodation type confirmed Suitable for group, including accessibility, meals, heating, catering, etc?
 Bed, heating, catering, etc? Considered
 Evidence of accreditation from supervisors considered Room lists compiled (considering age, gender, feedback from players)
 Catering considered (special diets, food allergies) Change of accommodation planned if applicable
 Accommodation booking confirmed Insurance confirmed
 Risk assessment complete (specifically to assess such as pools, bodies of water, access to kitchen, music, etc.)

NO CHILD SHOULD EVER BE

NEGLECTED ABUSED
INTIMIDATED THREATENED

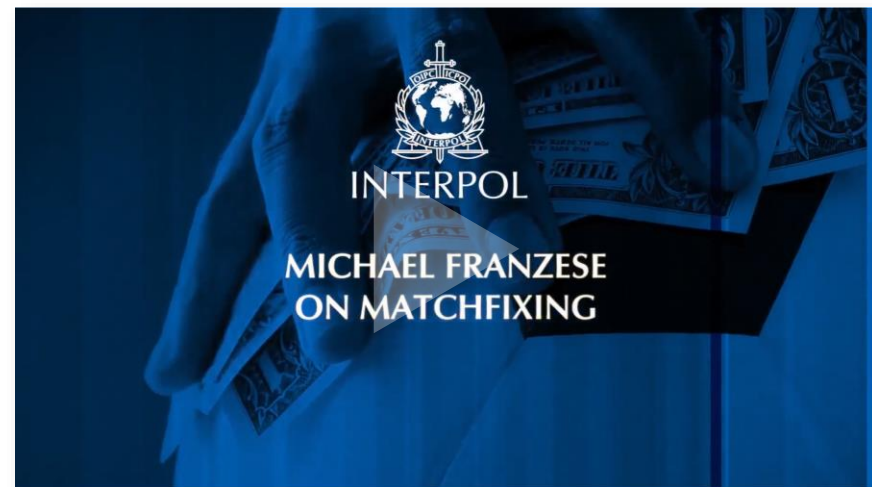
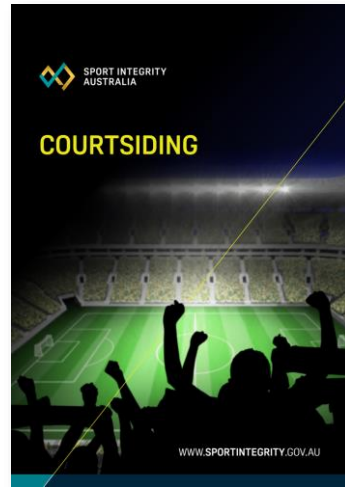
EVERYONE'S RESPONSIBILITY

Child Safe Practices Do's & Don'ts

Communicating Online or Electronically with Children and Young People in Sport

JUNE 2023

Resources: Competition Manipulation



Resources: NIF, Reporting & Complaints Process

**NATIONAL INTEGRITY FRAMEWORK
WHAT IS THE NATIONAL INTEGRITY FRAMEWORK?**

The National Integrity Framework is a suite of policies which sets out rules for unacceptable behaviour in your sport and details the way Complaints about breaches of these rules are managed.

The Framework was developed by the Independent government agency Sport Integrity Australia in consultation with sports to keep your sport safe and fair.

The Framework is a set of rules that all members of your sport need to follow when competing in their sports and conduct in your sport.

There are four core policies which make up the National Integrity Framework. These are:

1. Child Safeguarding Policy
2. Member Protection Policy
3. Integrity Use of Drugs & Medicines Policy
4. Competition Manipulation and Sports Integrity Policy

These policies outline what forms of behaviour are unacceptable in your sport - these behaviours are called Prohibited Conduct. Prohibited Conduct is an action that is a breach of a policy - for example, failing to follow the rules of a sport.

These core policies are underpinned by the Competition, Discipline and Discipline Policy.

The Competition, Discipline and Discipline Policy explains how people who have breached a National Integrity Framework policy are held accountable for doing the wrong thing.

www.sportintegrity.gov.au

**NATIONAL INTEGRITY FRAMEWORK
CHILD SAFEGUARDING POLICY**

Overview

The Child Safeguarding Policy is designed to protect children in sport by outlining in plain and accessible language the actions that are prohibited, permitted and not permitted in all sports.

The Policy includes:

- clear definitions of Prohibited Conduct
- a list of mandatory child safety practices
- mandatory and advisory requirements
- a procedure outlining how to respond to child abuse allegations and report a Prohibited Conduct
- a child safe workplace

Who does this Policy apply to?

The Policy applies to everyone involved in sport including participants, employees, coaches, officials, volunteers and support personnel, at all levels, from the national level through to club sport.

Prohibited Conduct

The following actions and behaviours are breaches of the Policy:

- Child abuse (including physical, emotional, psychological and sexual abuse, as well as neglect and exposure to family violence)
- Misconduct with a child involving age inappropriate behaviour or behaviour which places the child at risk of harm
- Adding a child to keep any communication secret
- Supplying alcohol or drugs (including tobacco) to a child
- Supplying medicines, except when permitted to do so with the consent of the parent, guardian or carer, if the child and under a valid prescription for that child and
- Failing to comply with equipment and licensing requirements
- Failing to report a breach of Prohibited Conduct
- Breaching any of the child safe practices that cover activities such as participating through children, travel arrangements, overnight stays, change room arrangements, electronic and social communications, discipline and physical contact amongst others

The full definitions of Prohibited Conduct and child safe practices are available in the Policy.

www.sportintegrity.gov.au

KEEPING OUR KIDS SAFE IS EVERYONE'S RESPONSIBILITY

If you have seen, heard or experienced poor behaviour in your sport involving children, report it to Sport Integrity Australia.

Sport Integrity Australia can independently investigate child safety issues.

REPORT NOW

For more information please see Safe Sport Hotline at 1800 88 3661, enquiries at 1800 627 232 or visit sportintegrity.gov.au

SPORT INTEGRITY AUSTRALIA

SEEN SOMETHING? HEARD SOMETHING? SAY SOMETHING.

If you have seen, heard or experienced discrimination in your sport, report it to Sport Integrity Australia.

Sport Integrity Australia can independently investigate discrimination in your sport.

REPORT NOW

For more information please see Safe Sport Hotline at 1800 88 3661, enquiries at 1800 627 232 or visit sportintegrity.gov.au

SPORT INTEGRITY AUSTRALIA

**NATIONAL INTEGRITY FRAMEWORK
PROHIBITED CONDUCT**

The National Integrity Framework is a suite of policies that sets out the broad expectations for the conduct of all participants in sport. Prohibited Conduct is the behaviour that would breach one of the National Integrity Framework policies. It is a breach of a policy - for example, failing to follow the rules of a sport.

Below are examples of Prohibited Conduct taken from the National Integrity Framework for ease of reference. However this information should not be used in isolation. Always contact the policies for exact detail around Prohibited Conduct.

Child Safeguarding Policy

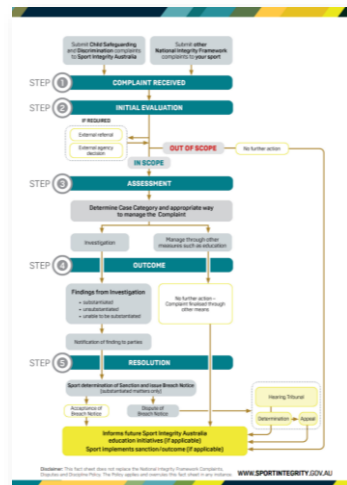
- Child abuse - includes physical abuse, emotional or psychological abuse, sexual abuse, neglect, exposure to family violence
- Misconduct with a child - means any behaviour involving a child that is inappropriate, inappropriate and/or places the child at risk of harm
- Adding a child to keep any communication secret from their parents or guardians
- Supplying alcohol or drugs to a child
- Supplying medicines, except when permitted to do so with the consent of the parent or guardian, without a valid prescription or in a restricted dosage

Failure to comply with the Child Safe Practices and mandatory and advisory requirements as set out in the Policy (see Annexes B and C of the Child Safeguarding Policy)

Adding a child to keep any communication secret from their parents or guardians

Conducting any act affecting a child that would constitute a breach of Prohibited Conduct under the Member Protection Policy

www.sportintegrity.gov.au



SPORT SHOULD BE SAFE, FAIR AND FUN. HELP KEEP IT THAT WAY

If you have seen, heard or experienced racism, cultural issues or discrimination in your sport, Sport Integrity Australia is here to listen.

Call the Safe Sport Hotline from 7am - 7pm and share your story anonymously and confidentially.

1800 161 361

For more information please see Safe Sport Hotline at 1800 88 3661, enquiries at 1800 627 232 or visit sportintegrity.gov.au

SPORT INTEGRITY AUSTRALIA

SPEAK UP AND BE HEARD ON INTEGRITY ISSUES IN YOUR SPORT

If you have seen, heard or experienced racism, cultural issues or discrimination in your sport, Sport Integrity Australia is here to listen.

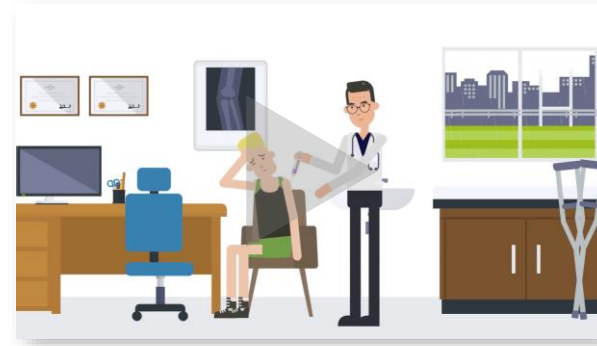
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SPORT INTEGRITY AUSTRALIA

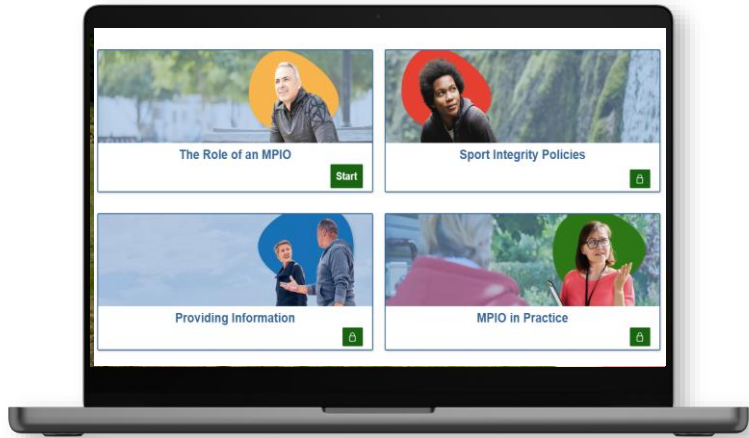
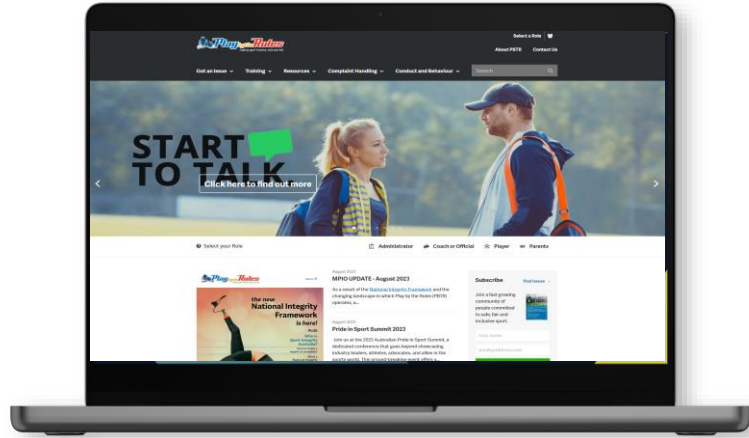
Resources – NIF: Videos



Resources – NIF: Administrators



Play By The Rules and MPIOs



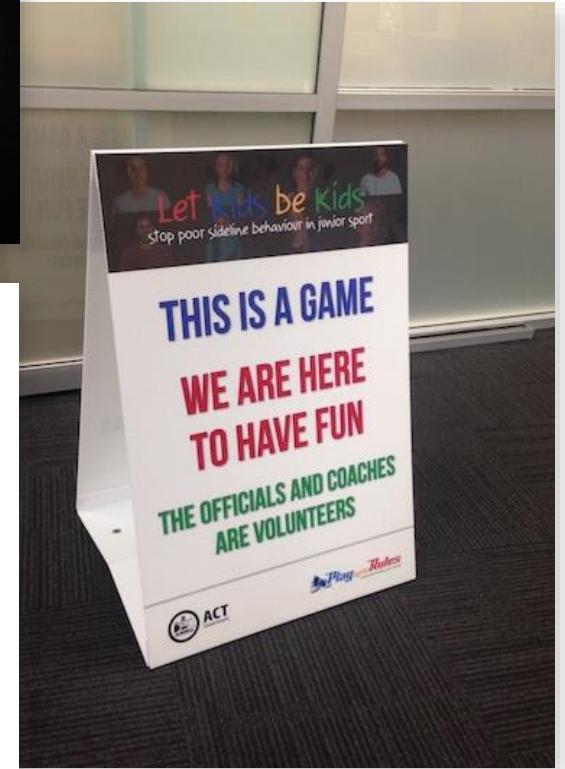
A MESSAGE TO ALL PARENTS

Your child's success or lack of success in sport
does not indicate what kind of parent you are



But having a child that is coachable,
respectful, a great teammate,
mentally tough, resilient and tries their
best is a direct reflection of
your parenting

www.playbytherules.net.au



PROTECTING SPORT TOGETHER

Pulling it all together: NSO Education Plans

- Set **REQUIRED** and **RECOMMENDED** education for each level of sport
- Cover doping, competition manipulation, child safeguarding, illicit drugs, ethical decision making
- Tailored to threats in each sport
- Part of NSO Recognition and Compliance requirements
- More than just a plan – need to be implemented



SPORT 1 - ATHLETICS

Att: Attachment A(ii) – Coach and Support Personnel Required & Recommended Education

		COACHES			SUPPORT PERSONNEL				
		International & National	State & Pathway	Club Level	International & National	State & Pathway	Club Level		
		International Events National Championships	State Championships TTP & Emerging	Club Competitions	International Events National Championships	State Championships TTP & Emerging	Club Competitions		
ANTI-DOPING COURSES	ANTI-DOPING COURSES	Anti-Doping Fundamentals	REQUIRED	REQUIRED	RECOMMENDED	RECOMMENDED	RECOMMENDED		
		Annual Update	REQUIRED	REQUIRED	RECOMMENDED	RECOMMENDED	RECOMMENDED		
		Clean Sport 101			RECOMMENDED			RECOMMENDED	
		Whereabouts <small>(If coaching RTP Athletes)</small>	REQUIRED						
		Coaches Course	REQUIRED	REQUIRED	RECOMMENDED				
		Medical Practitioners Course				REQUIRED <small>(All medical personnel)</small>	REQUIRED <small>(All medical personnel)</small>	RECOMMENDED	
INTEGRITY COURSES	INTEGRITY COURSES	National Integrity Framework							
		Child Safeguarding in Sport Induction	REQUIRED	REQUIRED	REQUIRED	REQUIRED	REQUIRED	REQUIRED	
		Competition Manipulation & Sports Betting	REQUIRED	RECOMMENDED	RECOMMENDED	RECOMMENDED	RECOMMENDED	RECOMMENDED	
		Introduction to Illicit Drugs in Sport	RECOMMENDED	RECOMMENDED	RECOMMENDED	RECOMMENDED	RECOMMENDED	RECOMMENDED	



Connect with us!

Let's work together to spread awareness – education is key.



Final Comments

Mr. Stuart Hodge, Sport NSW CEO

