



SPORT INTEGRITY
AUSTRALIA

Tasmanian SSO Workshop

October 2024



Acknowledgement of Country

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 to promote reconciliation and reduce inequality.








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Welcome



**SPORT INTEGRITY
AUSTRALIA**

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



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Sport Integrity Australia

One government organisation to safeguard the integrity of sport



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What areas does SIA cover?

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



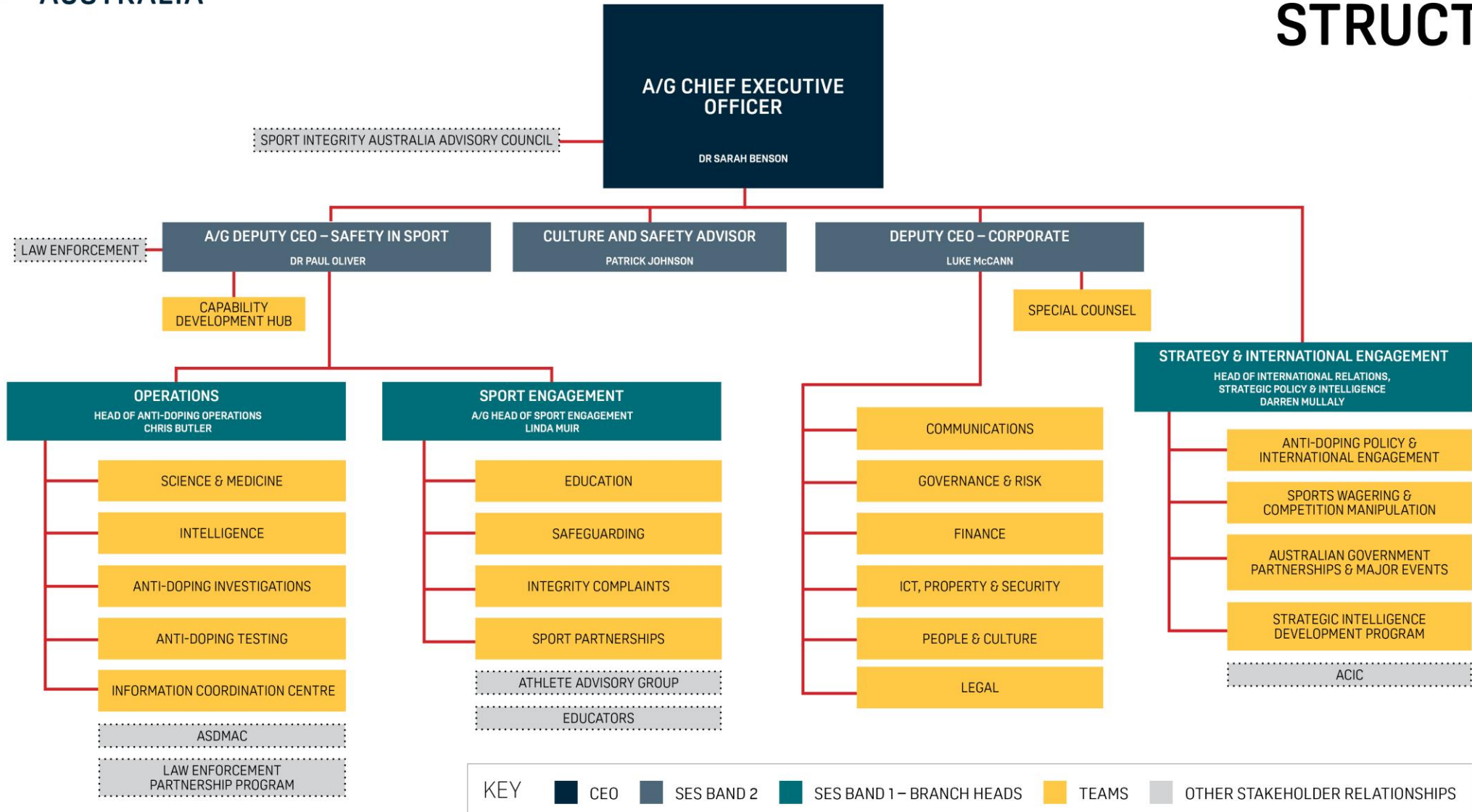
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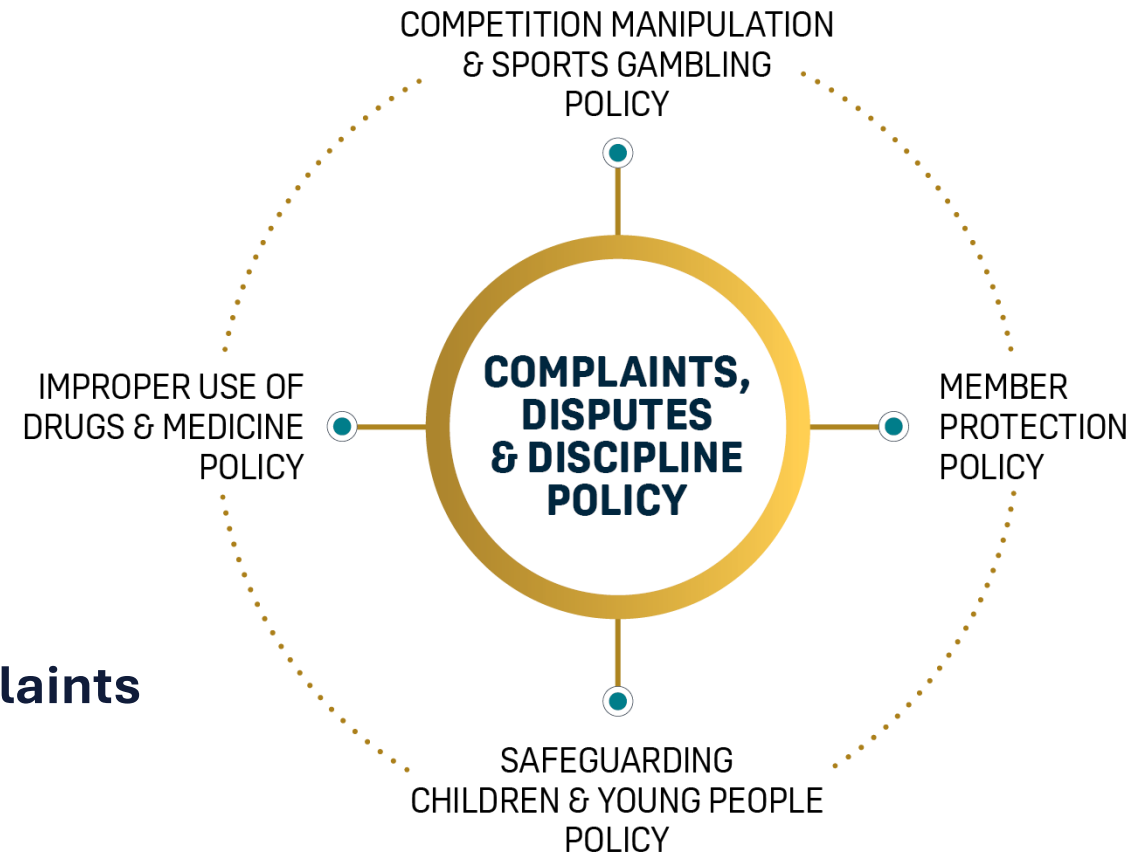
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ORGANISATIONAL STRUCTURE 2024



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 NIF?

- 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



How does the NIF apply to sports?

National Sporting
Organisation (NSO)

State Sporting
Organisation (SSO)



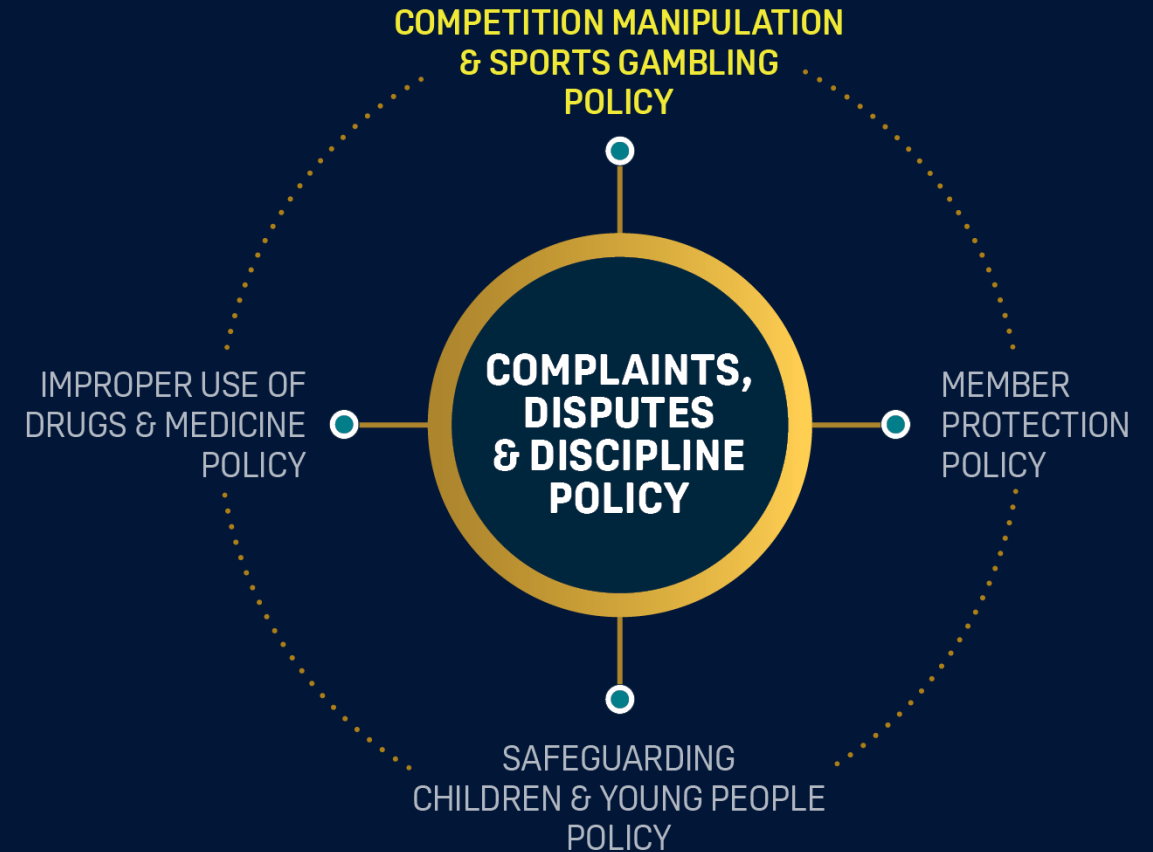
Clubs &
Associations



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Competition Manipulation & Sports Gambling



Competition Manipulation & Sport Gambling Policy

Competition Manipulation means **purposely manipulating** any part of a sporting event **to gain a benefit by removing unpredictability.**

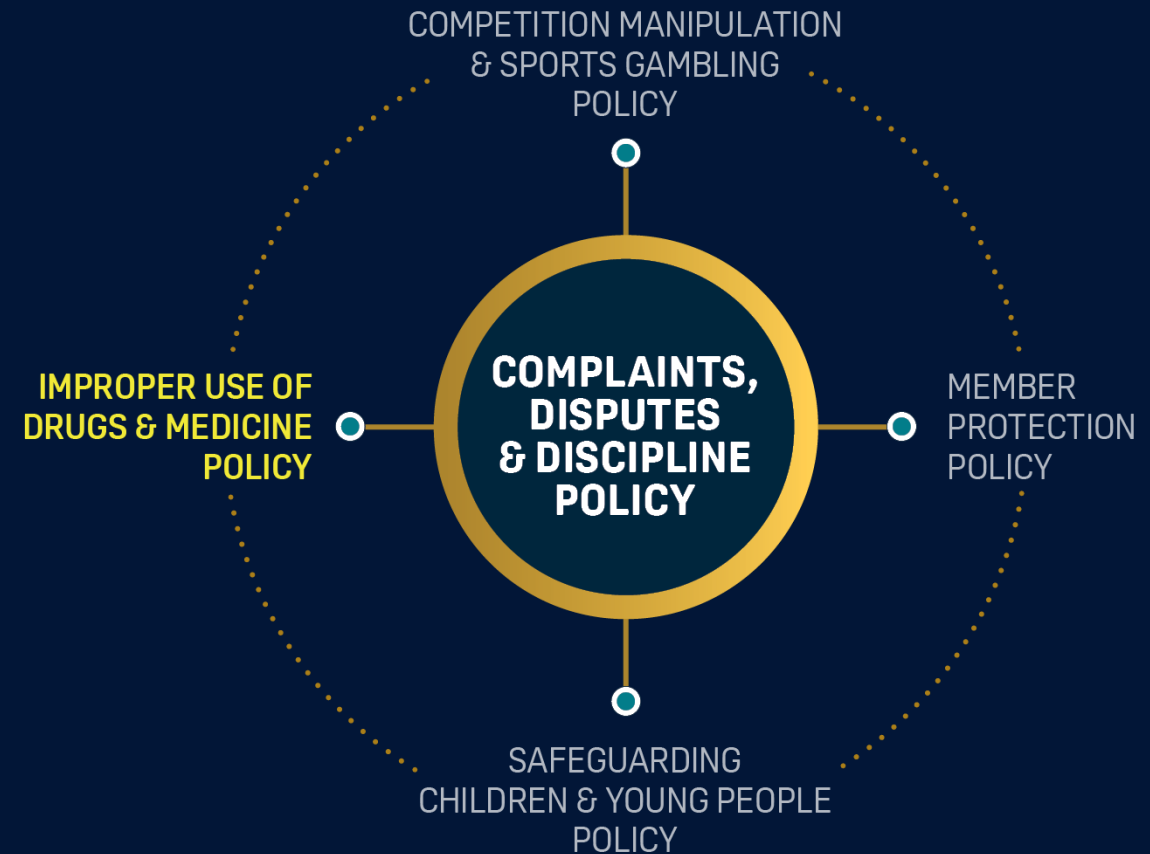
Prohibited Conduct includes:

- **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.



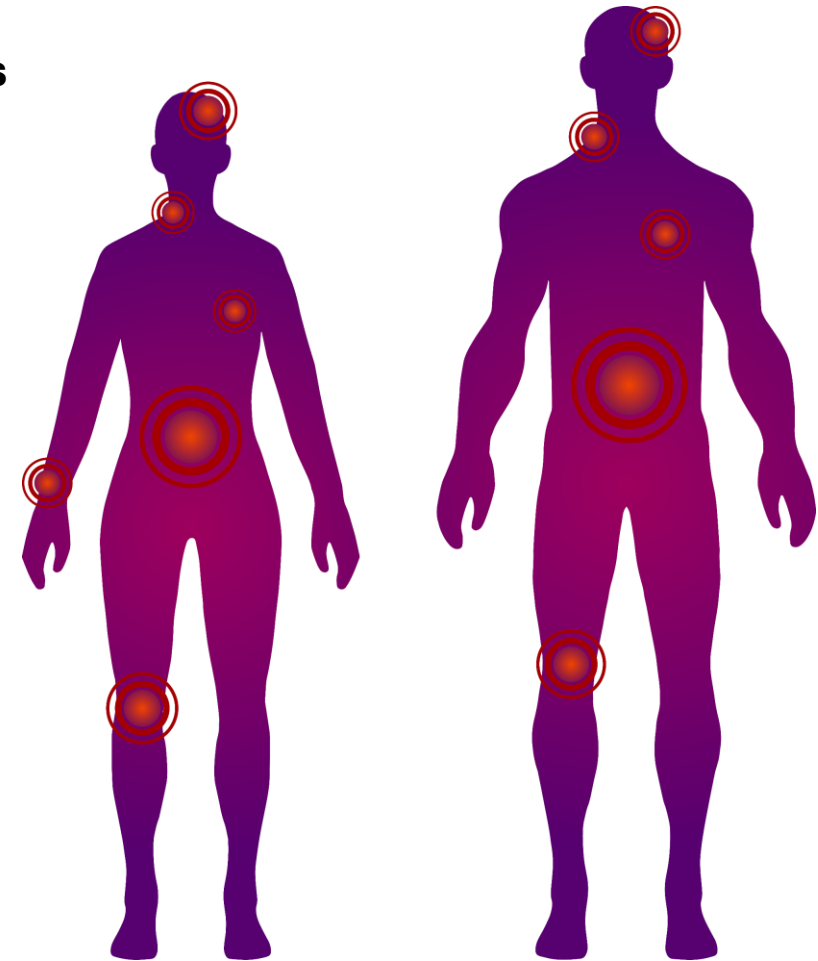
Improper use of Drugs & Medicine



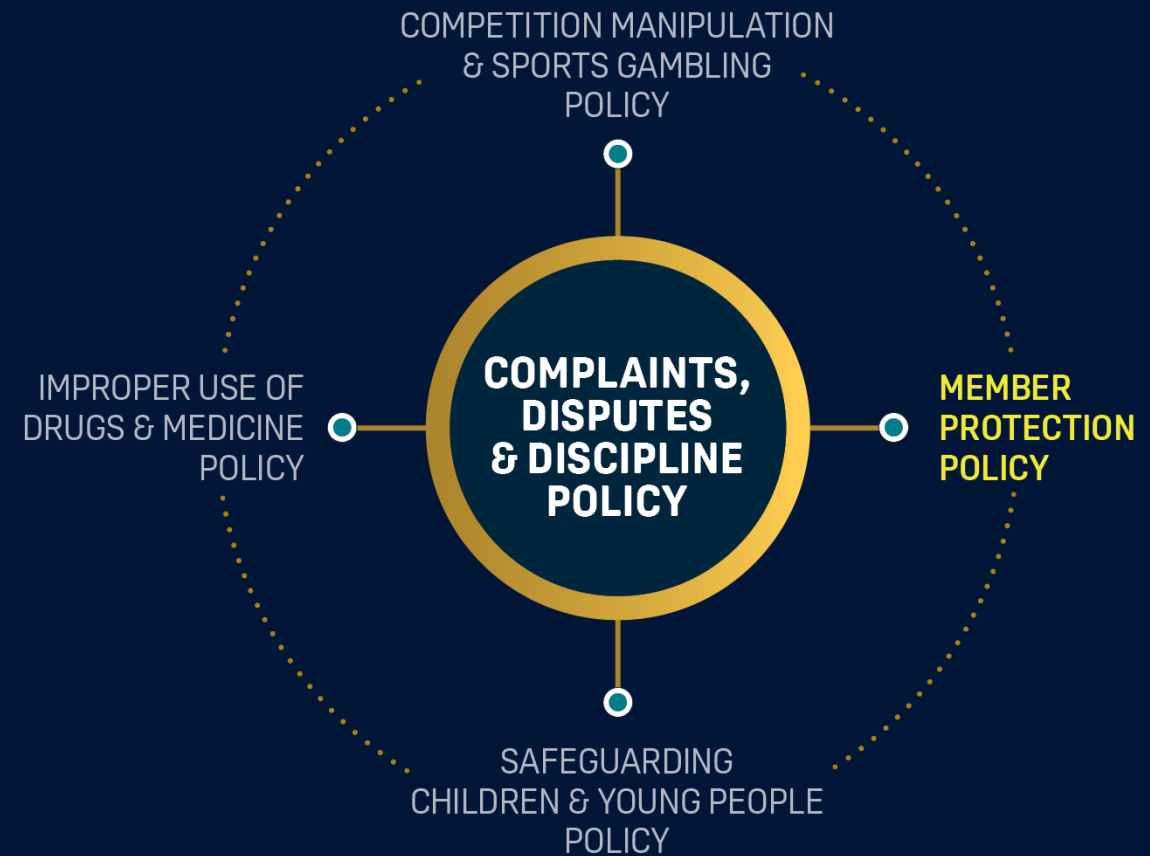
Improper use of Drugs & Medicine Policy

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



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



Member Protection

Provides reference for sports to protect members from:

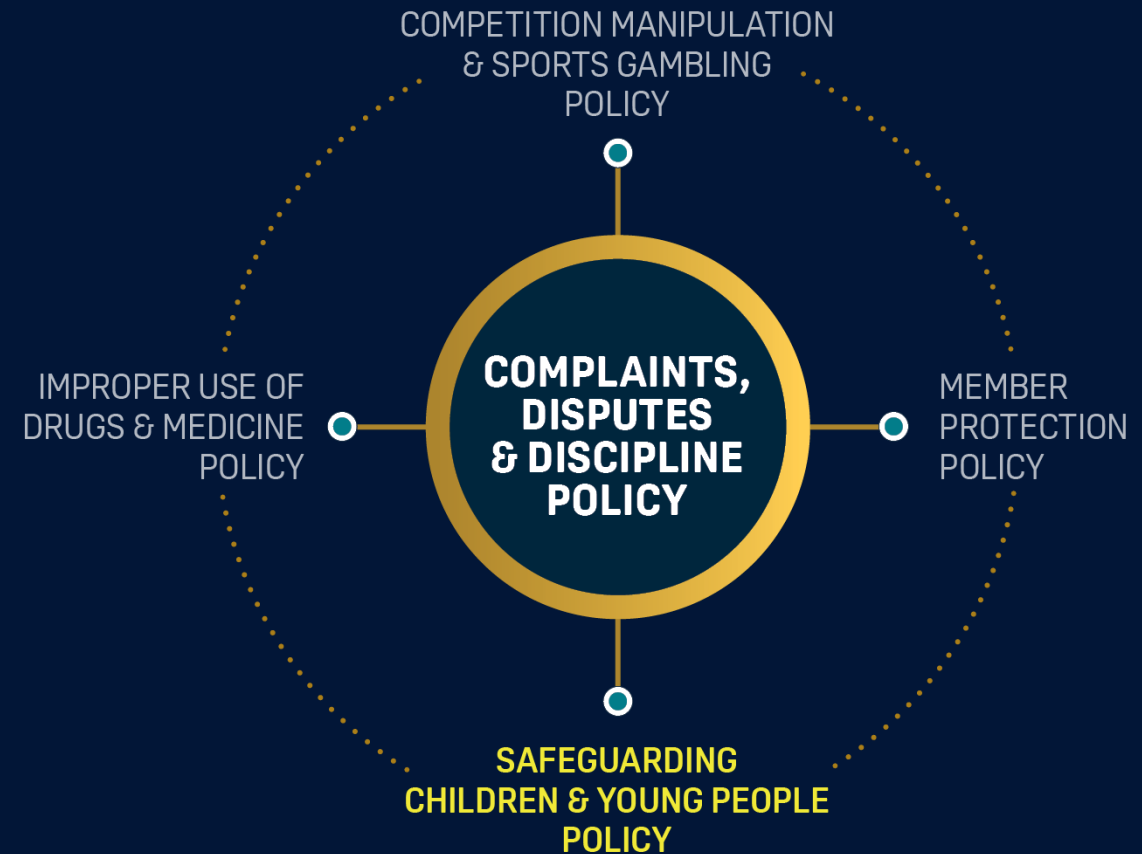
- Abuse
- Bullying
- Harassment
- Sexual Misconduct
- **Discrimination**



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Safeguarding Children & Young People



Safeguarding Children & Young People Policy

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

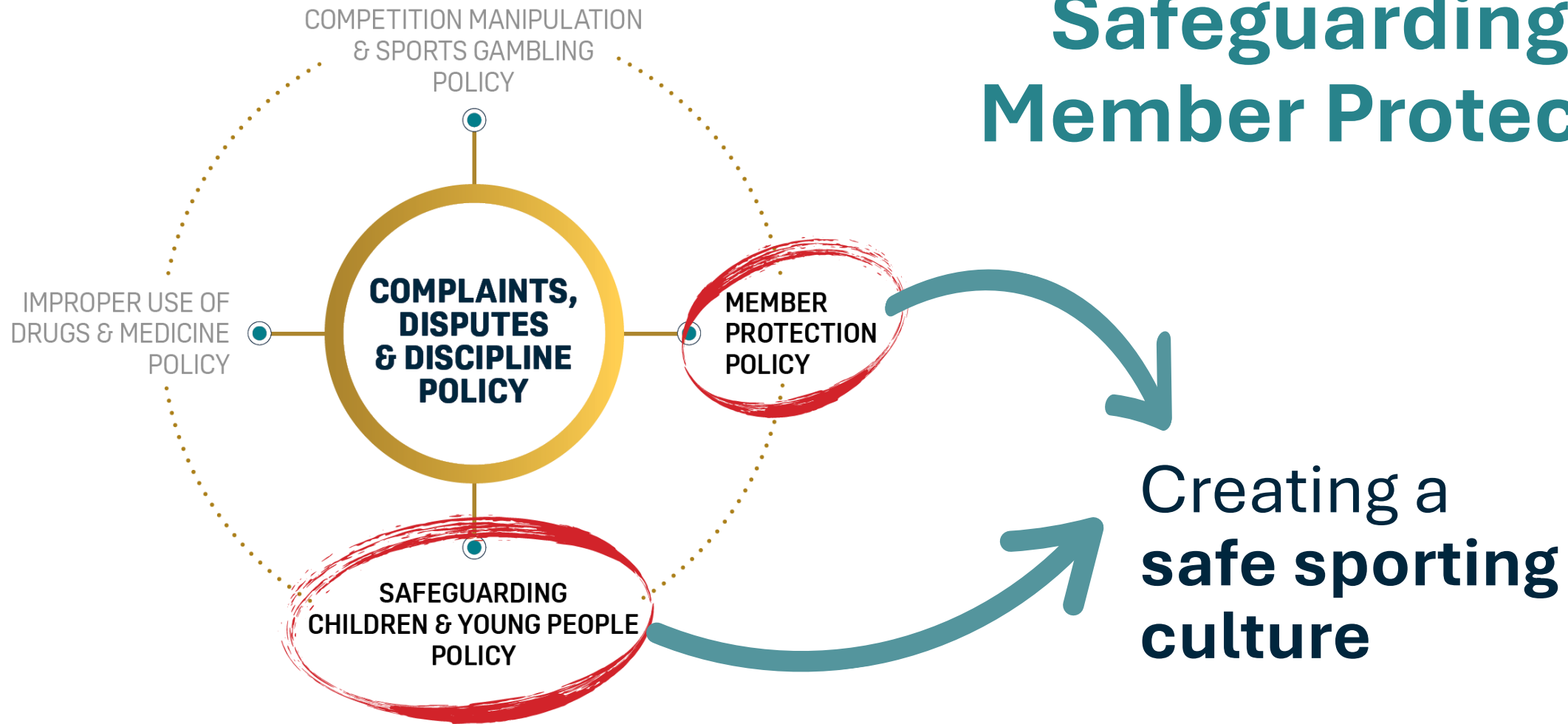
Children and young people should:

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



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Safeguarding and Member Protection



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**Why a separate
consideration for
safeguarding
children?**



National Principles for Child Safe Organisations 2025/6



Safety in Sport Continuous Improvement Program



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National Principles

A road map for leading practice

Your pace and capacity

SSO

Grants

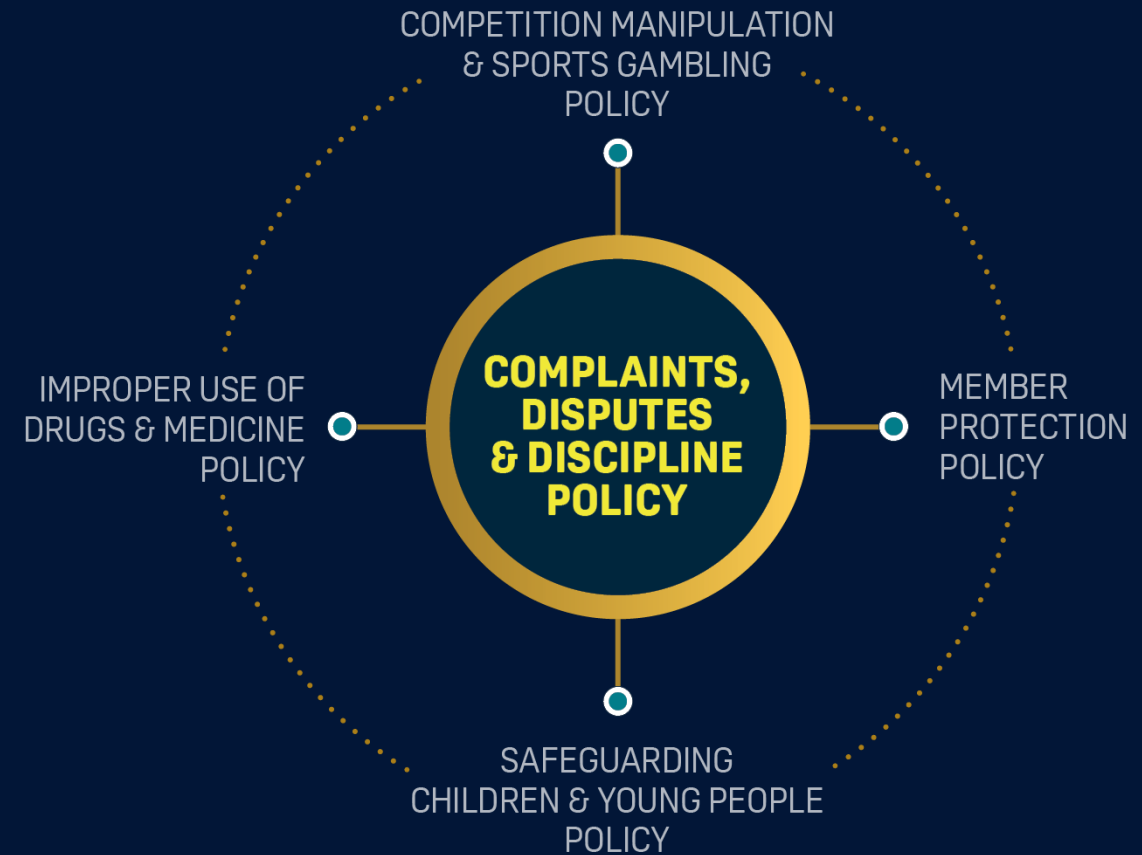


Perceptions of safety for children and young people in sport

- National survey
- 12 to 18 years
- Thoughts about behaviours seen in sport?
- Annual survey



Complaints, Disputes & Discipline



Who handles different types of complaints?

Of all NIF complaints to date, **over 80% are Child Safeguarding or Discrimination** which SIA manage



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Sports

National Integrity Framework

- **Child Safeguarding matters**
- **Discrimination matters**
(involving discrimination based on a protected characteristic such as race, disability, sex, age, sexual orientation).

- Non-discrimination Member Protection matters
(i.e. low-level verbal abuse)
- Competition Manipulation & Sport Wagering matters
- Improper Use of Drugs and Medicine matters

Non-NIF matters

- Governance matters
- Selection/eligibility disputes
- Personal grievances
- Employment disputes



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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



What are we seeing?



Over **570 integrity matters** reported to us in 2023



79 referrals to law enforcement in 2023



261 cases managed by Complaints

60 open matters at any given time

THEMES

- **Coaches** most common 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**



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



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Case Study 1

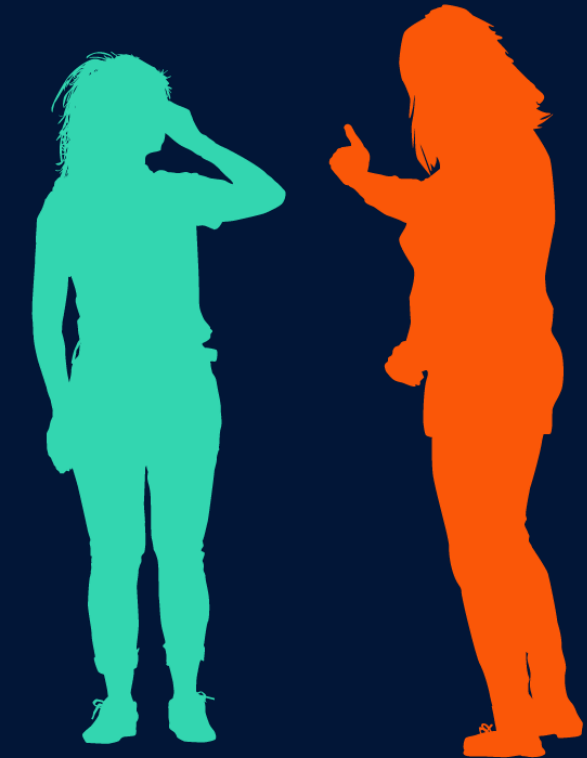
A coach raised their voice at an underage athlete.
The coach has no previous history of this kind of
behaviour.

**‘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



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**



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NSO/NSOD engagement so far...

- Early 2021 – Nov 2023 policy drafting, reviews, approvals, NSO/NSOD board endorsement.
- **89 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.**



What can you do as the SSO?

- ✓ **Discuss the NIF policies** with your NSO/NSOD.
- ✓ Check your sport's **Constitution**.
- ✓ Check your **website** and **update your policies**.
- ✓ Put a **link on your website** to the **Integrity policy hub** on the NSO/NSOD website.
- ✓ **Communicate the NIF to your members** and 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.



Next steps



There is a range of resources to help guide all levels of sport on how to protect their members and provide a better experience for all participants/athletes.



Establish a strong working relationship with your NSO.
This is of benefit to your sport and all participants.

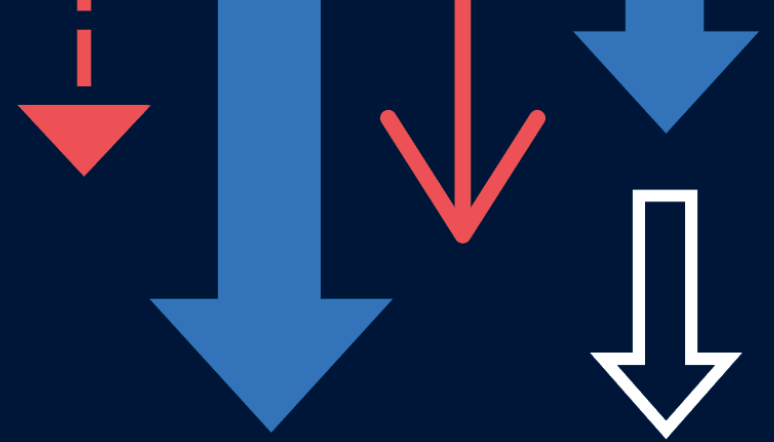


Unified sports with **aligned policy, strong governance and leadership** are stronger.



Education

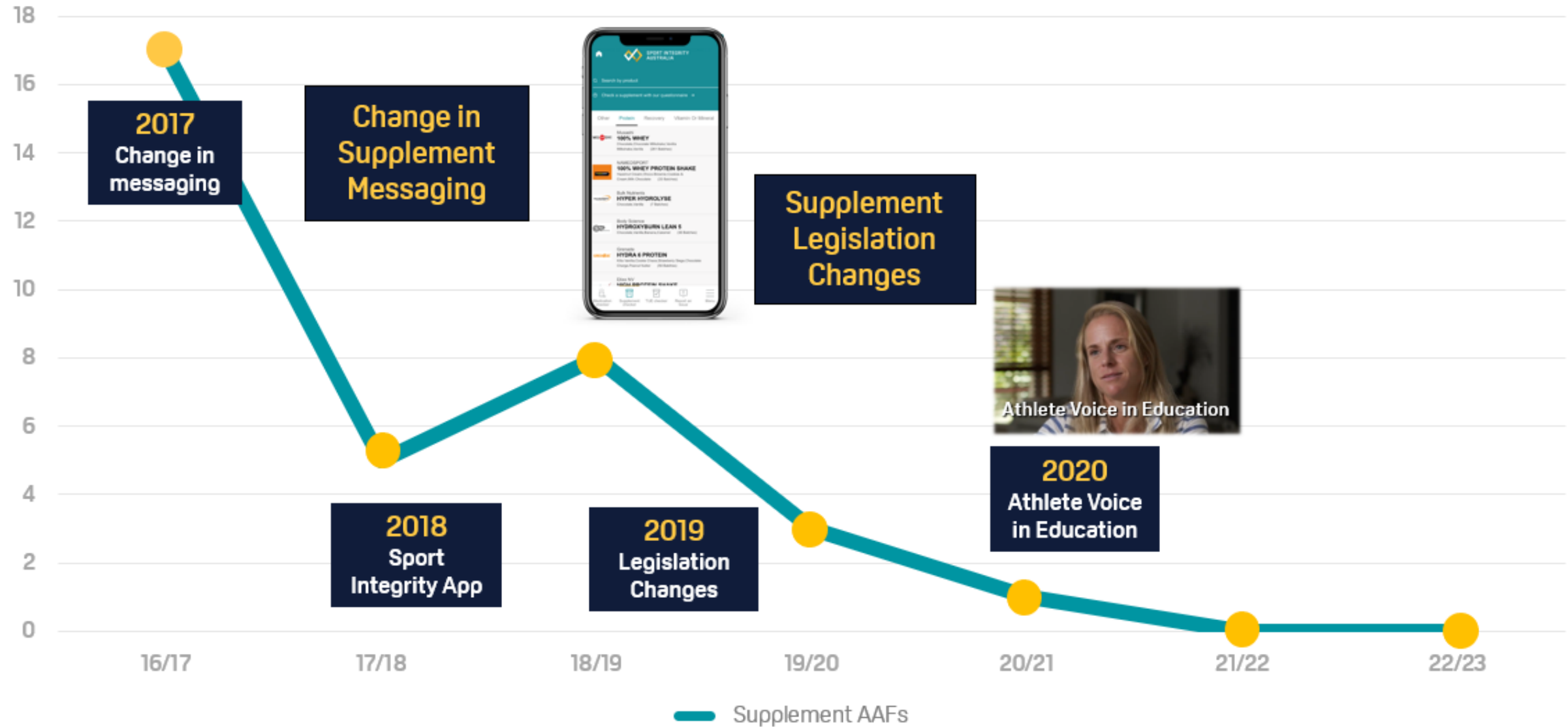
Download the
Sport Integrity App!



Why educate?



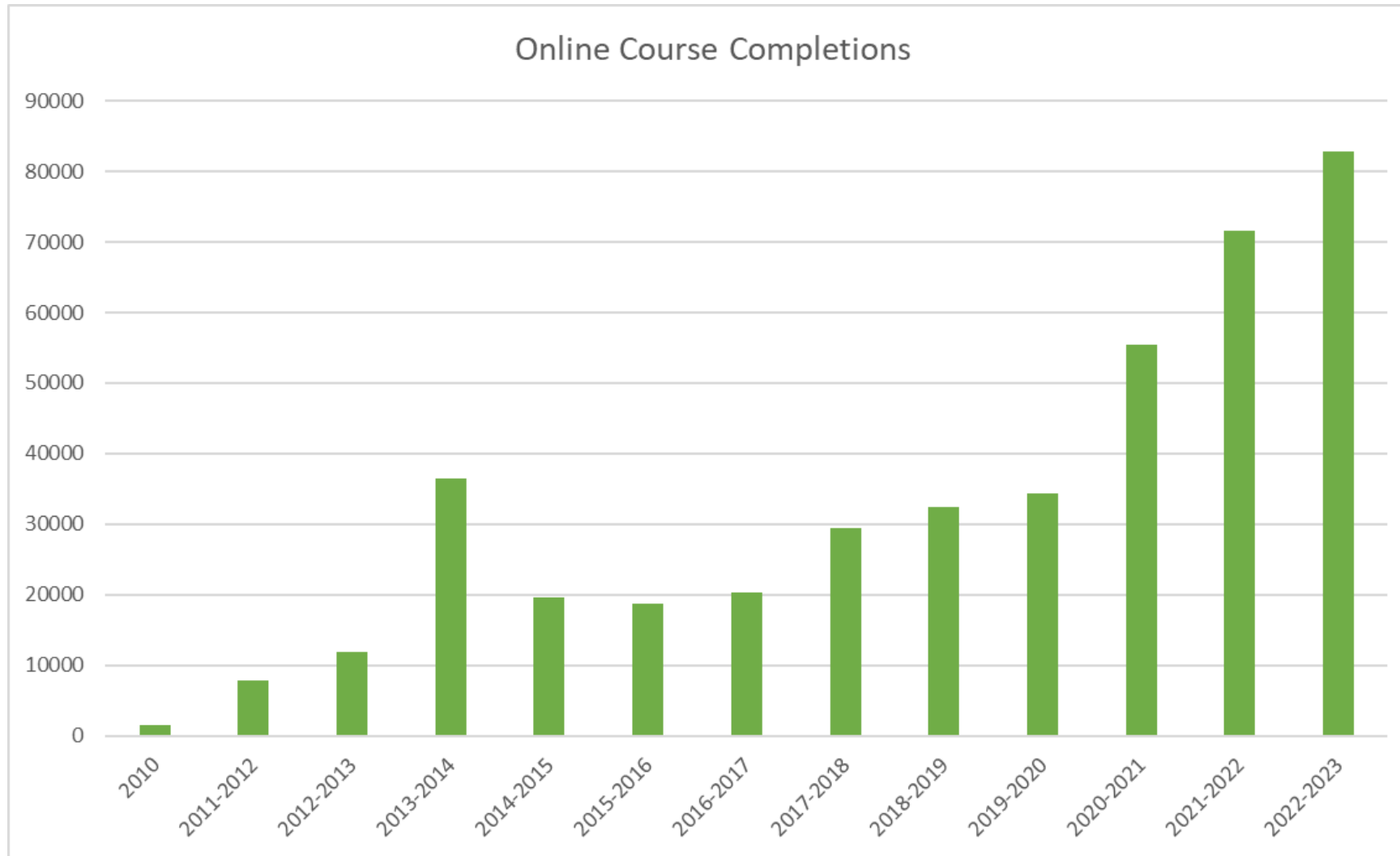
Education works



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Don't wait!



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Who does what?



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Sport



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NSO Education Plans

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



Bowls

Attachment A(i) – Athlete Required & Recommended Education

		ATHLETES				
		Testing Pool	International	National	State	Community
		Registered Testing Pool National Testing Pool Domestic Testing Pool	Australian Jackaroos Australian Para Jackaroos Australian Emerging Jackaroos Australian Pathway Jackaroos	Premier League Open National Competitions	State Championships	Club Level
ANTI-DOPING COURSES	Anti-Doping Fundamentals	REQUIRED	REQUIRED	REQUIRED	RECOMMENDED	
	Annual Update	REQUIRED	REQUIRED	REQUIRED	RECOMMENDED	
	Clean Sport 101					RECOMMENDED
	Whereabouts	REQUIRED (RTP Only)				
	Decision Making in Sport		RECOMMENDED			
INTEGRITY COURSES	Safeguarding Children and Young People in Sport Induction	RECOMMENDED	RECOMMENDED	REQUIRED	REQUIRED	RECOMMENDED
	Competition Manipulation & Sports Gambling	REQUIRED	REQUIRED	REQUIRED (Bowls Premier League only)		
	Introduction to Illicit Drugs in Sport	RECOMMENDED	RECOMMENDED			



Bowls

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 Competitions	State Championships	Club Competitions	International Events National Competitions	State Championships	Club Competitions
ANTI-DOPING COURSES	Anti-Doping Fundamentals	REQUIRED	RECOMMENDED		REQUIRED	RECOMMENDED	
	Annual Update	REQUIRED	RECOMMENDED		REQUIRED	RECOMMENDED	
	Clean Sport 101			RECOMMENDED			RECOMMENDED
	Whereabouts (If coaching RTP Athletes)	REQUIRED					
	Coaches Course	REQUIRED					
INTEGRITY COURSES	Medical Practitioners Course				REQUIRED (Doctors Only)		
	Safeguarding Children and Young People in Sport Induction	REQUIRED	REQUIRED	REQUIRED	REQUIRED	REQUIRED	REQUIRED
	Safeguarding Recruitment and Screening	REQUIRED (If responsible for recruiting persons in contact with children)	REQUIRED (If responsible for recruiting persons in contact with children)	REQUIRED (If responsible for recruiting persons in contact with children)	REQUIRED (If responsible for recruiting persons in contact with children)	REQUIRED (If responsible for recruiting persons in contact with children)	REQUIRED (If responsible for recruiting persons in contact with children)
	Competition Manipulation & Sports Gambling	REQUIRED	RECOMMENDED		REQUIRED	RECOMMENDED	
	Introduction to Illicit Drugs in Sport	RECOMMENDED			RECOMMENDED		



eLearning courses

eLEARNING COURSE OVERVIEW



Anti-Doping Fundamentals

Comprehensive anti-doping education covering the rules and regulations related to anti-doping, the processes involved in testing, the ethical and health implications of doping, and the responsibilities of athletes and support personnel to uphold anti-doping standards.



Annual Update

Released in December each year, this course reflects current trends in anti-doping and broader integrity issues including new prohibited substances, rule changes and other contemporary topics.



Classification Fundamentals

An overview of the principles and practices for classifying athletes in sports. This course covers the rules and regulations relating to classification, the importance of fair Para-sport competition, the processes involved in assessing and categorising athletes, and the ethical and procedural standards for maintaining integrity in sports classification.



Clean Sport 101

An introduction to anti-doping rules, rights and responsibilities written in plain English, this course provides an overview of the anti-doping landscape, and guidance on the resources and tools available when seeking more comprehensive information.



Coaches Course

Coach-specific anti-doping education covering rules and regulations, ethical responsibilities, and the importance of supporting athletes to foster a clean sport environment.



Competition Manipulation and Sport Gambling

An introduction to what competition manipulation is, different types of competition manipulation, and sport specific rules to assist with identifying breaches, recognising match-fix strategies, and knowing how to report concerns.



Cyber Safety and Security for Sports

An overview of potential cyber threats faced by sportspeople, featuring case studies and strategies to help sporting organisations equip themselves against cyber attacks.



Decision Making in Sport

A series of challenging scenarios based on real-life predicaments faced by sportspeople at all levels. This course provides a framework to guide the application of personal values and principles to the ethical dilemmas of the sporting world.



Illicit Drugs in Sport

With a focus on recreational illicit drug use, this course covers the effects of drug use on both health and sport performance, the importance of understanding the In-Competition period, developing a response plan to drug offers, and locating wellbeing and support services.



International Classification in Para-sport

Comprehensive education about classification in Para-sport at the international level including the classification process, and how to identify and report intentional Misrepresentation.



Medical Practitioners Course

Specific anti-doping education for sport and exercise physicians and other medical practitioners working with or consulting to athletes and sports in Australia. This course covers the nuances of medical practice in sport, and supporting athletes to uphold anti-doping rules.



National Integrity Framework

Comprehensive education about the development of the National Integrity Framework, including background information about Sport Integrity Australia and an overview of how each National Integrity Framework Policy can be applied in practice.



Parents' Guide to Clean Sport

Specific anti-doping education for parents of young athletes, covering the anti-doping rules, doping risks, healthy sport culture, and the risks of supplement use.



Safeguarding Children and Young People in Sport Induction

An introduction to protecting children and young people within sporting environments, including Children and Young People Safe Practices, and how to recognise and respond to possible breaches of safeguarding policy.



Safeguarding Recruitment and Screening

An optional module for those involved in the recruitment of staff and volunteers in sport, supplementary to the Safeguarding Children and Young People Induction.



Sports Pharmacy Course

Specific anti-doping education for pharmacists working with or consulting to athletes and sports in Australia. This course covers the nuances of pharmaceutical practice in sport, and supporting athletes to uphold anti-doping rules.



Whereabouts

Specific education designed for testing pool athletes and their support personnel, this course explains the Whereabouts rules and provides step-by-step guidance on updating whereabouts in the Anti-Doping Administration & Management System (ADAMS).



Access our eLearning

Scan the QR code or visit elearning.sportintegrity.gov.au.

ONLINE COURSES



CHILD PROTECTION AND SAFEGUARDING

The PTR 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.



HARASSMENT AND DISCRIMINATION

The PTR 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.



MEMBER PROTECTION INFORMATION OFFICER

The PTR 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.



COMPLAINT HANDLING

The PTR 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.



INCLUSIVE COACHING

The PTR 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.



LGBTI INCLUSIVE CLUB

The PTR 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.



MINI - INTEGRITY

The PTR 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.



MINI - WALKING THE TALK

The PTR 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.



MINI - ETHICS

The PTR 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.



MINI - LET KIDS BE KIDS

The PTR 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.

[WWW.SPORTINTEGRITY.GOV.AU](https://www.sportintegrity.gov.au)

Contact Us

Visit our website sportintegrity.gov.au, contact us at education@sportintegrity.gov.au, phone our Safe Sport Hotline 1800 161 361, or enquire 1300 027 232



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Face-to-face sessions



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Webinars



4,600 viewers



97% found them
interesting & relevant



**All sports & states
represented** in
attendance



**Safeguarding in Sport:
Creating a Safer
Sporting Culture** – July,
August 2024



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FREE WEBINAR
SERIES**



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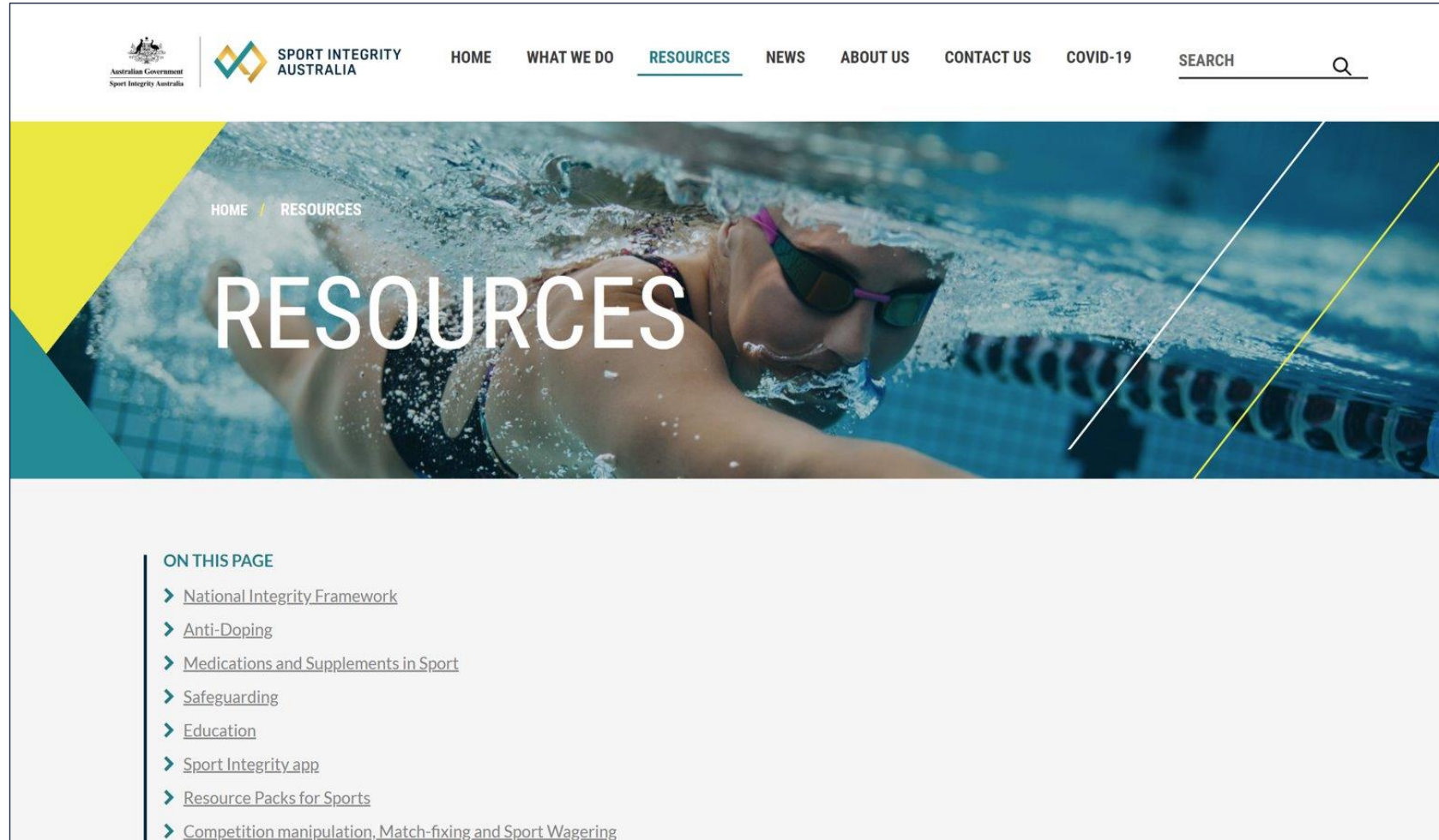
Outreach events



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Resources



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Connect with us!

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



SLA key contacts:

- contactus@sportintegrity.gov.au
- Education@sportintegrity.gov.au
- Safeguarding@sportintegrity.gov.au
- Sportpartnerships@sportintegrity.gov.au

Connect with us!



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How did we go?

Your feedback is important to us and helps us to continually improve. Please scan the QR code to complete a short 1-minute survey.



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