

SHOOTING AUSTRALIA INTEGRITY FRAMEWORK

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Authority	This Policy is made under clause 14 of the SA Constitution. It is binding on all Members of SA and is to be interpreted in accordance with the SA Constitution.

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1. INTRODUCTION

1.1 Purpose

Maintaining the integrity of shooting in Australia is of utmost importance to Shooting Australia (SA) and its Member Organisations.

Sporting organisations must be vigilant in their approach to the prevention of integrity failures, particularly with respect to doping and match-fixing. This framework consists of essential policies and programs which will contribute to protecting the integrity of Shooting in Australia.

The purpose of this Integrity Framework is to enable:

- a) Competitors and participants to compete in a sport which is free of performance enhancing substances and methods.
- b) Enable our stakeholders, media and general public to be spectators at events which are genuine contests, free of match-fixing and illegal betting.
- c) Enable the members of our broad shooting community to participate in, and enjoy a sport which is free from harassment, intimidation or other behaviours which fail to respect their rights as a member of the sport community.

1.2 Link to SA Values

SA seeks to adopt and instil a culture based on five values which inform and underpin our integrity program:

- a) Leadership
- b) Unity
- c) Courage
- d) Integrity and
- e) Excellence

1.3 Scope

This Framework applies to all SA events or activities and includes members, participants, staff and volunteers involved in any of the following areas:

- a) as competitors;
- b) as paid or volunteer coaches;
- c) as officials and event volunteers;
- d) as members of SA and Shooting entities and Committees; and
- e) as staff members of SA and Member Organisations.

The scope of the Framework is guided by the following definition of sports integrity adopted by the Commonwealth Government's National Integrity of Sport Unit (NISU):

Sports Integrity is the manifestation of the ethics and values which promote community confidence in sport, including:

- *fair and honest performances and outcomes, unaffected by illegitimate enhancements or external interests; and*
- *positive conduct by athletes, administrators, officials, supporters and other stakeholders, on and off the sporting arena, which enhances the reputation and standing of the sporting contest and of sport overall*

1.4 History

As a modern, contemporary sport, Shooting has a history in Australia which is untainted by major integrity failures. The prevailing culture of the sport is one of competing clean and “doing your best”. The small number of anti-doping violations which have occurred in the sport have been dealt with appropriately. There are no known instances of match-fixing. Our Member Protection Policy (MPP) has ensured that members of our community feel that their right to be treated with fairness and respect is upheld.

2. GOVERNANCE

The Board of SA will ultimately be responsible for the development, maintenance and implementation of this framework and its constituent programs and policies.

The Framework will be managed from an operational perspective by the Chief Executive Officer (CEO) of SA with support from senior staff members and Executive Officers of Member Organisations,

An independent SA Committee will consider and make recommendations and decisions on issues arising under the framework.

The terms of reference of this Committee are at www.shootingaustralia.org.

The currency and relevance of the Framework will be ensured by maintaining close relationships and information sharing with national partner organisations including:

- a) The NISU established by the Commonwealth Office of Sport, and the associated Australian Sports Integrity Network (**ASIN**).
- b) The Sport Integrity Unit established at Sport Australia.
- c) The Australian Sports Anti-Doping Authority (**ASADA**).

2.1 Structure

Supported by relevant policy, the Framework is structured in three separate, but related content areas as follows:

- a) Pure Performance (Anti-Doping)
- b) Match-Fixing
- c) Member Protection.

2.2 Information provision (Whistleblowing) Arrangements

- a) General Information

SA encourages members of the shooting and general communities to provide information which assists in the implementation of this Integrity Framework.

Provision of information relating to potential breaches of the policies covered by this Framework can be made on an entirely confidential basis by contacting the SA CEO.

Following a review and assessment of the information disclosed the SA CEO will assess the appropriate course of action.

- b) Anti-Doping Information

If the information to be disclosed relates to potential doping activity which has occurred in the previous eight years, the ASADA *Stamp Out Doping Hotline* is the most appropriate avenue to provide this information. The *Stamp Out Doping Hotline* provides a

confidential and anonymous service to receive information which may indicate doping behaviour and activities. It can be accessed through the ASADA website www.asada.gov.au or by calling 1300 27232

c) Ethi-Call Service

If you are in a dilemma about whether to report the information of which you are aware, you may wish to discuss your dilemma with a trained ethical advisor at the St James Ethics Centre. The free Ethi-call service will provide guidance to work through your dilemma from an ethical perspective assistance in untangling the 'knot' that is causing concern or distress. Ethi-call can be accessed by calling 1800 672 303.

3. PURE PERFORMANCE PROGRAM

The Pure Performance component of the framework consists of five sub-elements:

- Anti-Doping Testing
- Anti-Doping Education
- Pure Performance Declaration Policy
- Promotion of Pure Performance in shooting
- Illicit Drugs.

4. MATCH-FIXING

SA understands the threat to the integrity of shooting events which could be created by illegal betting and match-fixing. We recognise that fraudulent betting on sport and the associated match-fixing is an emerging and critical issue globally, for sport, the betting industry and governments.

Although the prevailing conditions of the sport of shooting make it unlikely to be a target for illegal betting operators or for athletes and officials to collude in match fixing activities, it is important to ensure that the position of the sport about these issues is well known and that the potential disciplinary consequences are clearly communicated.

In response to the emerging issues relating to match-fixing, the purpose of SA's Match-Fixing Policy is to:

- a) protect and maintain the integrity of shooting competitions and events conducted in Australia
- b) protect against any efforts to impact improperly the result of any competition or event
- c) establish a uniform rule and consistent scheme of enforcement and penalties, and
- d) adhere to the National Policy on Match-fixing in Sport as agreed by Australian Governments on 10 June 2011.

SA's Match-Fixing Policy can be found at www.shootingaustralia.org.

5. MEMBER AND CHILD PROTECTION

The protection of our members and participants in our sport, whether they are competitors, volunteers, officials, coaches or committee members, is of paramount importance to shooting Australia. We understand that if we fail to protect the rights of the people involved in shooting, the sport will not continue to grow.

In order to ensure that the rights of our members are well known and communicated, SA maintains a MPP. Its primary aim is to ensure our core values, good reputation and positive behaviours and attitudes are demonstrated in all aspects of the sport. The

MPP assists us in ensuring that every person involved in our sport is treated with respect and dignity and is safe and protected from abuse. This Policy also ensures that everyone involved in our sport is aware of their legal and ethical rights and responsibilities. The MPP also reflects our support and implementation of the sport industry principles and values outlined in The Essence of Australian Sport – principles of fairness, respect, responsibility and safety.

The MPP has been amended several times to reflect changing community expectations of integrity and protection of human rights. It provides guidance for the protection of the health, safety and well-being of all of SA's members and those who participate in the activities of SA, its Member Organisations, its State and Territory Associations (STAs) and affiliated clubs. In particular, it is a recognition of SA's commitment to the essence of Australian sport by providing a safe environment for children, that is free from harassment and abuse for everyone, and promotes fair, respectful, responsible and positive behaviour and values.

The policy provides a code of behaviour forming the basis of appropriate and ethical conduct by which all of SA's members its STAs and affiliated clubs must abide. It adopts a proactive and preventative approach to dealing with inappropriate behaviour by setting out the procedures to be followed in dealing with harassment and other forms of inappropriate behaviour in an effective and timely way, and provides a procedure for the informal and formal resolution of complaints. The Ethics and Integrity Panel referred to in Section 2 of this policy will consider matters referred under the MPP by the Member Protection Information Officer or the CEO.

SA's MPP can be found at www.shootingaustralia.org.