



SPORT INTEGRITY  
AUSTRALIA

NATIONAL INTEGRITY FRAMEWORK  
COMPLAINTS PROCESS  
**INFORMATION FOR NATIONAL  
SPORTING ORGANISATIONS**

JULY 2022



## ACKNOWLEDGEMENT OF COUNTRY

In the spirit of reconciliation the agency acknowledges 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 Islander peoples.



The agency recognises the outstanding contribution Aboriginal and Torres Strait Islander peoples make to sport in Australia and celebrates the power of sport to promote reconciliation and reduce inequality.

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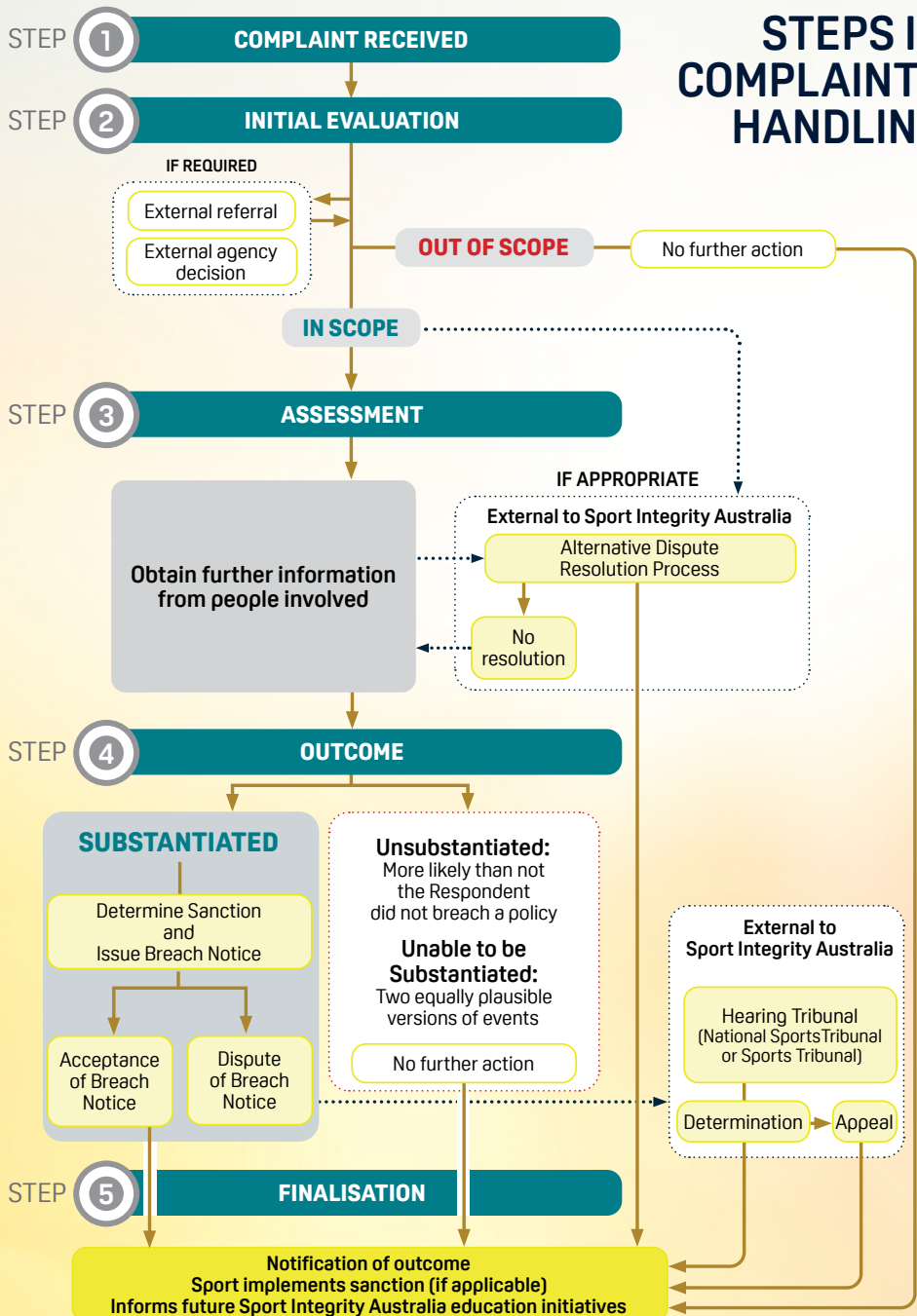
Sport Integrity Australia's **Complaints Process** is designed to give all sports who sign up to the National Integrity Framework access to a **fair and independent mechanism to handle Complaints within their sport**, reducing the administrative burden and potential bias or perceived conflicts of interest that may arise when Complaints are handled internally.

To facilitate this process, National Sporting Organisations (NSO) are required to fulfil certain obligations under the National Integrity Framework.

This handbook is designed to help NSOs understand these obligations and their role in the Complaints Process.



# STEPS IN COMPLAINTS HANDLING









# NATIONAL SPORTING ORGANISATION **REQUIREMENTS**

## NSO requirements under the National Integrity Framework

Under the National Integrity Framework, NSOs are required to have an Integrity Unit to manage integrity issues in the sport. This size of this Integrity Unit should be determined by the NSO based on the volume, nature, and seriousness of issues in the sport and available financial resources. At a minimum, this must include one person who holds the position of National Integrity Manager.

The National Integrity Manager is responsible for implementing, managing, reporting and reviewing the National Integrity Framework within the sport.

The NSO is also responsible for appointing a Complaints Manager to fulfil the NSOs requirements in the Complaints Process as stated in the Complaints, Disputes and Disciplines Policy. One person can fill both roles as National Integrity Manager and Complaints Manager if the NSO considers it appropriate for their sport.



# NSO requirements during the Complaints Process

The role of an NSO during the Complaints Process is to work collaboratively with Sport Integrity Australia and the National Sports Tribunal (if required) to facilitate the requirements of the National Integrity Framework Complaints, Disputes and Disciplines Policy.

NSOs have several obligations under the Policy. These include:

- Provide information to Sport Integrity Australia
- Refer members to Sport Integrity Australia
- Report Prohibited Conduct to Sport Integrity Australia
- Assume responsibility for out-of-scope matters
- Impose Provisional Action
- Coordinate Alternative Dispute Resolution
- Advise Sport Integrity Australia of the Respondent's response to a Breach Notice
- Manage the dispute of a Breach Notice
- Manage Appeals Tribunals
- Enforce Sanctions
- Finalise Complaints
- Ensure Compliance by Relevant Organisations



### Provide information to Sport Integrity Australia

NSOs are obligated under the National Integrity Framework to provide any known information to assist Sport Integrity Australia in handling a Complaint. This may include, but is not limited to, providing contact details, confirmation of membership and information regarding the alleged Prohibited Conduct.



### Refer members to Sport Integrity Australia

Complaints should not be submitted directly to NSOs. NSOs should refer all members who have made allegations of Prohibited Conduct under any of the National Integrity Framework Policies to submit a Complaint with Sport Integrity Australia.



### Report Prohibited Conduct to Sport Integrity Australia

NSOs are required under the National Integrity Framework to report knowledge of any alleged Prohibited Conduct or criminal conduct to Sport Integrity Australia.



### Assume responsibility for out-of-scope matters

Matters will be deemed out-of-scope by Sport Integrity Australia when they do not meet the requirements to be managed under the National Integrity Framework. In these circumstances, Sport Integrity Australia may recommend to the Complainant that they report the alleged conduct

to their sport if the conduct reported could be managed under another policy outside of the National Integrity Framework. In these cases, Sport Integrity Australia may advise the NSO's Complaints Manager that it has done so.



### Impose Provisional Action

Provisional Action is a temporary Sanction or additional measures placed on a member of a sport while they are subject to the Complaints Process or law enforcement investigation. In circumstances where Sport Integrity Australia has deemed Provisional Action necessary, Sport Integrity Australia will advise the NSO in writing of the Provisional Action and the NSO will be required to impose this temporary measure. NSOs and other relevant organisations cannot impose Provisional Action under the National Integrity Framework without the direction of Sport Integrity Australia.



### Coordinate Alternative Dispute Resolution

If Sport Integrity Australia determines that a Complaint should be handled through Alternative Dispute Resolution, the NSO is required to coordinate the process with the National Sports Tribunal, a relevant organisation or independent third-party provider.



## Advising Sport Integrity Australia of the Respondent's response to a Breach Notice

If a Complaint is found to be Substantiated, the Respondent will be issued with a Breach Notice. The Respondent may accept or dispute this Breach Notice by advising the NSO Complaints Manager in writing within 14 days of receipt of the Breach Notice. The NSO is responsible for advising Sport Integrity Australia of this response as soon as is practical. If the Respondent does not respond within 14 days, they will be deemed to have accepted the Breach Notice and the NSO should advise Sport Integrity Australia of this at that time.



## Manage the dispute of a Breach Notice

If a Respondent chooses to dispute a Breach Notice, the NSO is responsible for managing this dispute. This includes advising Sport Integrity Australia about the dispute of the Breach Notice, coordinating a Hearing Tribunal with the National Sports Tribunal or an Internal Hearing Tribunal, The NSO is also responsible for communicating the outcome of any of these processes to Sport Integrity Australia, the Complainant and the Respondent.



## Manage Appeals Tribunals

If either party chooses to appeal the decision made at a Hearing Tribunal, either by the National Sports Tribunal or an Internal Hearing Tribunal, the NSO is responsible for managing and coordinating this appeal. The NSO is also responsible for communicating the outcome of any of these processes to Sport Integrity Australia, the Complainant and the Respondent.





## Enforce Sanctions

In circumstances when a Complaint is Substantiated and finalised with an imposed Sanction from Sport Integrity Australia, the National Sports Tribunal, or an Internal Hearing Tribunal, the NSO will be responsible for facilitating the enforcement of the Sanction. This includes both enforcing Sanctions applicable at the national level and ensuring Relevant Organisations bound by the NSO's policies enforce Sanctions applicable below the national level.

For example, if Sport Integrity Australia recommends a Sanction for the removal of accreditation on a member of a sport, the NSO of that sport is responsible for removing the member's accreditation and any processes required to do so. If that member operates at the state level, the NSO is responsible for ensuring the State Sporting Organisation removes the member's accreditation.



## Finalise Complaints

NSOs are required to finalise Complaints in accordance with the Complaints, Disputes and Disciplines Policy. This includes enforcing Sanctions, record keeping, public disclosure and providing the outcome of the Complaint to all parties in writing if the Complaint is finalised through a hearing process.



## Ensure Compliance by Relevant Organisations

NSOs are required to ensure that any Relevant Organisations bound by their policies, such as a State Sporting Organisation or club, follows the same processes as the NSO regarding National Integrity Framework Complaints. NSOs are responsible for notifying relevant organisations of their obligations under the Framework, such as imposing Sanctions or public disclosure as directed by Sport Integrity Australia.



## Can the NSO act on an allegation of Prohibited Conduct under one of the National Integrity Framework policies?

Under the National Integrity Framework, Sport Integrity Australia assumes the authority to manage allegations of Prohibited Conduct under any of the National Integrity Framework policies. This means that NSOs do not have the authority to act on these allegations.

If NSOs receive information about alleged Prohibited Conduct under any National Integrity Framework policy, they should refer the Complainant to make a Complaint with Sport Integrity Australia through the online web form.

Sport Integrity Australia recommends the NSO follows up with the aggrieved party about whether they have submitted the Complaint to Sport Integrity Australia. The NSO should keep a record of this correspondence.

The matter can also be escalated to the NSO or Sport Organisation's CEO (or equivalent person with authority to act on the organisation's behalf) who may submit a Complaint about the Prohibited Conduct to Sport Integrity Australia. In this situation, the organisation would become the Complainant.

## NSO confidentiality requirements during the Complaints Process

During the Complaints Process, information about a Complaint should not be disclosed to any party without the need to know about the Complaint. This includes information relating to the outcome of a Complaint. This level of confidentiality applies to NSOs, Sport Integrity Australia and Sport Organisations privy to information about a Complaint.

Under the Complaints, Disputes and Disciplines Policy, NSOs and Sporting Organisations may disclose information under certain circumstances. These include:

- To the Respondent and Complainant under the Complaints Manager's obligations as part of the Resolution Process.
- To external agencies such as law enforcement or child protection.
- To the employer of a Respondent, to allow the employer to take management action against the Respondent where one or more of the employer's other employees may be at risk of harm, or where the employer may be breaching their employment obligations by failing to take action.
- To any third party for the specific purpose of protecting a person's safety, health, or wellbeing, including participants in the sport.
- To any person required to fulfill the obligations of imposing a Sanction or Provisional Action.
- To Relevant Persons or Relevant Organisations to inform them of Sanctions or Provisional Action being imposed.
- When directed to publicly disclose a Sanction by Sport Integrity Australia.
- Where required to do so by law, or by a court or the NST.

## Commitment to trauma informed practices in Complaint handling

Trauma informed practices are designed to protect and manage people who have been through traumatic experiences. This means any service or process that is offered will try not to unnecessarily re-traumatise, additionally distress, or blame victims for their reactions to re-living traumatic experiences.

In the handling of Complaints, Sport Integrity Australia will endeavour to:

- Realise the widespread impact of trauma.
- Recognise the signs and symptoms of trauma, and the varied responses to trauma in both individuals and cultures.
- Respond to trauma by integrating knowledge of trauma into policies and practices.
- Reduce the chance of re-traumatisation through organisational policies and environments.

A trauma informed approach does not guarantee that the Complaint Process will not cause distress to people involved. Being accused of wrong-doing or having to relive traumatic experiences either in interviews or before tribunals may cause distress. Sport Integrity Australia's role is to minimise that and provide support as best as possible, and reasonably expects an NSO's complaint handling mechanisms to do the same.





# NATIONAL SPORTING ORGANISATION **COMPLAINTS MANAGER REQUIREMENTS**

## What is the role of an NSO's Complaints Manager?

The role of an NSO's Complaints Manager is to fulfil the requirements of the NSO under the National Integrity Framework. To do so, they must always act as an independent party to Complaints. The NSO's Complaints Manager will also act as the primary point of contact for Sport Integrity Australia for integrity Complaints.

## What should a Complaints Manager do if they receive information about potential Prohibited Conduct under the National Integrity Framework?

If the NSO's Complaints Manager receives information about potential Prohibited Conduct under any of the National Integrity Framework policies, the Complaints Manager should refer the aggrieved party to make a submission to Sport Integrity Australia through the online web form.

It is important that the Complainant submits the information themselves through the web form so that the submission contains firsthand information from the Complainant in their own words.

The Complaints Manager should not submit a Complaint on behalf of any member of their sport. This is because the Complaints Manager must remain independent in order to fulfill their requirements under the Complaints, Disputes and Disciplines Policy.

Sport Integrity Australia recommends Complaints Managers follow up to check if a Complaint has been submitted to Sport Integrity Australia, and keep a record of this correspondence. Unfortunately, if the

Complainant chooses not to inform Sport Integrity Australia, the Complaints Manager cannot submit a Complaint on their behalf.

The Complaints Manager can escalate the matter to the NSO or Sport Organisation's CEO (or equivalent person with authority to act on the organisation's behalf) who may submit a Complaint. In this situation, the organisation would become the Complainant.

## Can the NSO's Complaints Manager inform the Respondent of a Complaint or potential Complaint?

**No.** Sport Integrity Australia's authority to manage allegations of Prohibited Conduct under the National Integrity Framework extends to the notification of the Respondent during the Complaints Process.

This notification is done by Sport Integrity Australia at the Assessment stage of the process and will only occur after a Complaint has passed Initial Evaluation and deemed to be In-Scope.

This process is in place to consider the wellbeing of Respondents, to make sure they are not needlessly distressed by the prospect of a Complaint that may not meet the threshold to be Assessed.

Furthermore, in instances where a Respondent becomes aware of a Complaint against them which eventually does proceed to Assessment, the Respondent's prior knowledge of the Complaint may compromise the Complaints Process.

Sport Integrity Australia will communicate with the NSO's Complaints Managers to let them know of their responsibilities as required during the Complaints Process.



# INITIAL EVALUATION

## What will Sport Integrity Australia do when they receive a Complaint?

When Sport Integrity Australia receives a Complaint, an Initial Evaluation will be conducted to make sure it is eligible to be managed through the Complaints Process. To be eligible, a Complaint must meet the following criteria:

- The alleged conduct meets the definition of Prohibited Conduct under any of the National Integrity Framework policies.
- The alleged Prohibited Conduct occurred in sport.
- The alleged Prohibited Conduct occurred after the date the NSO commenced operating under the National Integrity Framework.
- The person or organisation accused of wrongdoing is bound by the NSO's policies.

If a Complaint meets all of the above criteria, it will move on to an Evaluation of Initial Threshold Questions. If the Complaint does not meet all the above criteria, it cannot be managed through Sport Integrity Australia's Complaints Process and will be considered out-of-scope.





## What are Initial Threshold Questions and how do they factor into the Initial Evaluation?

Further to satisfying the Initial Evaluation criteria outlined above, Complaints must meet the Initial Threshold Questions defined in the Complaints, Disputes and Disciplines Policy. If a matter doesn't satisfy all the Initial Threshold requirements, Sport Integrity Australia does not have the authority to handle the matter, and it will be considered as out-of-scope.

To fulfil the Initial Threshold requirements, the matter must not:

- Be solely a personal grievance.
- Be mischievous, vexatious, or knowingly untrue.
- Have been subject to a previous Complaints Process or managed previously through another mechanism, unless there has been further evidence obtained that was not available at the time of the previous complaint.
- Be more appropriately dealt with under another of the sport's policies (e.g. social media policy).
- Have occurred prior to the commencement of the NIF policies within the sport.

Matters that may be dealt with under another of the sport's policies include, but are not limited to:

- Selection and eligibility disputes
- Competition Rules disputes
- Code of Conduct breaches
- Social Media Policy breaches
- Governance misconduct
- Employment disputes
- Whistleblower disclosures.

If Sport Integrity Australia determines that the matter satisfies all the Initial Threshold requirements, the matter will be deemed in-scope to be Assessed by Sport Integrity Australia. If the matter does not satisfy all the Initial Threshold requirements, it will be deemed out-of-scope and cannot be managed by Sport Integrity Australia.

Where a matter may be dealt with under another of the sport's policies, Sport Integrity Australia will have a discretion in determining whether the matter is in-scope or out-of-scope.

## **What is the timeframe for Sport Integrity Australia to determine whether a Complaint is in-scope or out-of-scope?**

The amount of time required for Sport Integrity Australia to determine whether a Complaint meets Initial Threshold requirements will vary depending on the complexity of each Complaint. Sport Integrity Australia aims to complete its Initial Evaluation within 21 days, however for complex matters, this process may take longer.



## Who will Sport Integrity Australia contact as part of their Initial Evaluation of a Complaint?

Sport Integrity Australia may contact several different parties in order to make a decision as to whether a Complaint meets all the requirements to be considered in-scope. This includes:

### Complainant

Sport Integrity Australia may contact the Complainant during the Initial Evaluation to:

- acknowledge the Complaint has been received
- seek any further information in relation to the Complaint, or
- advise them of whether the Complaint is in-scope or out-of-scope.

### NSO's Complaints Manager

Sport Integrity Australia may contact the NSO's Complaints Manager during the Initial Evaluation to seek membership information and contact details for parties to the Complaint.

For matters deemed to be out-of-scope under the National Integrity Framework that may fall under another eligible sport policy, Sport Integrity Australia may contact the NSO's Complaints Manager to advise that it has referred the Complaint back to the NSO.

### Other Agencies (e.g. law enforcement)

Sport Integrity Australia may contact other agencies in certain circumstances, such as referring a matter to a law enforcement agency if the allegations are potentially criminal in nature.



# OUT-OF-SCOPE MATTERS

## What happens if a matter is deemed out-of-scope?

When matters are deemed out-of-scope of the National Integrity Framework, Sport Integrity Australia may recommend to the Complainant that they report the alleged conduct to their NSO or another relevant sport organisation if the matter may be able to be handled under another policy.

In some cases, Sport Integrity Australia may contact the NSO to refer the matter directly to them.





## What are the expectations of NSOs regarding matters that pre-date the National Integrity Framework?

Under the National Integrity Framework, Sport Integrity Australia only has authority to handle complaints about alleged Prohibited Conduct that occurred after the date an NSO commenced operating under the National Integrity Framework. Matters that relate to alleged conduct that occurred before the NSO's commencement date of the National Integrity Framework will be deemed out-of-scope and NSOs will assume responsibility for handling these matters internally. As these matters will be handled under policies that pre-date the National Integrity Framework, it is important members continue to have access to information that helps explain this process and how matters pre-dating the National Integrity Framework will be managed. This can be done by retaining superseded policies and information about their application on the NSO's website.

NSOs should make the following considerations for all members:

- Pre- National Integrity Framework policies should remain available on the NSO's website.
- It should be clear that the National Integrity Framework policies are the current integrity policies for the NSO.
- Superseded policies should clearly include their date range.
- The NSO's website should clearly explain the application of these policies to an historic date range and the reasoning behind this.

NSOs should also include information on how to submit complaints about matters which pre-date the National Integrity Framework to the NSO, including a direct point of contact and process for making these complaints.



# IN-SCOPE MATTERS

## What happens if the Complaint is found to be in-scope?

When a Complaint is found to be in-scope, Sport Integrity Australia will commence their Assessment of the Complaint.

Sport integrity Australia's Assessment will seek further information about the Complaint, so a decision can be made about what happened based on the balance of probabilities.

Sport Integrity Australia may also determine it is more appropriate to resolve the Complaint through Alternative Dispute Resolution.

## Who will Sport Integrity Australia contact during their Assessment of a Complaint?

### Complainant

Sport Integrity Australia will contact the Complainant to seek further information in relation to the Complaint.

Sport Integrity Australia will also correspond with the Complainant, as required, to update them on the status of their Complaint throughout the process. If the Complainant is not the aggrieved party (the person who was impacted by the alleged Prohibited Conduct), there may be limitations to how much information Sport Integrity Australia provides to the Complainant.

### Respondent

Sport Integrity Australia will contact the Respondent to let them know that a Complaint has been made about them. Sport Integrity Australia will outline the Complaint and seek information from Respondent about the allegations, including their version of events.

Sport Integrity Australia will contact the Respondent to notify them of the Outcome of the Assessment. If the matter is Substantiated, this will include a Breach Notice, which may include a Sanction where applicable.

## Witnesses

During an Assessment, Sport Integrity Australia may contact any witnesses to seek further information about the Complaint.

## NSO's Complaints Manager

Sport Integrity Australia will contact the NSO's Complaints Manager as required to provide information or direction on range of other matters as outlined in the Complaints, Disputes and Disciplines Policy. For example, to advise the Complaints Manager that Sport Integrity Australia has referred a matter to Alternative Dispute Resolution.

For more information go to *During what stages of the Complaints Process will the NSO's Complaints Manager be communicated with?*.

## Other Agencies (e.g. law enforcement)

Sport Integrity Australia may contact other agencies in certain circumstances, such as referring a matter to a law enforcement agency if the allegations are potentially criminal in nature.



## How often will Sport Integrity Australia report information to Complaints Managers about ongoing Complaints?

Complaints Managers may not be given updates on ongoing matters outside of the communications required in accordance with the Complaints, Disputes and Disciplines Policy. This is because providing ongoing updates about the Complaint may potentially compromise the Complaints Process.



## During what stages of the Complaints Process will the Complaints Manager be communicated with?

Complaints Managers will be communicated with at various stages of the Complaints Process in accordance with the Complaints, Disputes and Disciplines Policy. This includes:

- To seek information to confirm membership, contact details or further information relevant to the Complaint.
- To advise the NSO of the decision to refer the Complaint to Alternative Dispute Resolution and communicate the reasoning for doing so.
- To notify the NSO of the decision to impose Provisional Action.
- To notify the NSO of the findings and determinations made by Sport Integrity Australia.
- To advise the NSO that the Complaint has moved into the Resolution Process to be managed by the NSO.
- To notify the NSO of the requirement to publicly disclose a Sanction.
- To notify the NSO's Complaints Manager of the receipt of required correspondence under the Complaints, Disputes and Disciplines Policy (e.g. responding to an email from the Complaints Manager to acknowledge the receipt of a Respondent's decision in response to a Breach Notice).
- To seek assistance with the Complaints Process if deemed appropriate.
- To refer an out-of-scope matter to the NSO.

## When should the Complaints Manager communicate with the Complainant?

The role of the Complaints Manager is to remain impartial to the Complaint in order to facilitate the requirements of the NSO under the National Integrity Framework. To remain impartial, the Complaints Manager should not seek information about the status of the Complaint or the Complaints Process from any parties involved other than Sport Integrity Australia.

Complaints Managers should only communicate with parties to the Complaint as required to fulfil their role. An example of this would be to facilitate Alternative Dispute Resolution, or to provide mental health or wellbeing support. Complaints Managers should be mindful of remaining impartial to the Complaint in all of these communications.

## Will Sport Integrity Australia take immediate action against members who may pose a risk to other members?

Sport Integrity Australia evaluates all Complaints to make sure that Respondents do not pose any potential risk to members of that sports. If Sport Integrity Australia deems the Respondent poses a potential risk to other members, and the matter is evaluated to be in-scope for assessment under the National Integrity Framework, Provisional Action will be put in place for the Respondent.

Provisional Action is a temporary restrictive measure designed to remove the Respondent from any situation where they may pose an ongoing risk to others in the sport. Temporary measures can range from supervision of duties to removal of accreditation or suspension from the sport. It will either be lifted when the allegations are found to be Unsubstantiated or Unable to be Substantiated, or replaced by a



Sanction (if appropriate) where one or more of the allegations are found to be Substantiated.

The immediate safety of all members of sport is Sport Integrity Australia's highest priority. As such, if in the early stages of its Evaluation Sport Integrity Australia deems a Respondent may pose an ongoing risk to others, the Complaint Evaluation will be expedited to determine if Provisional Action against the Respondent is necessary as soon as possible.

Sport Integrity Australia will contact the Complaints Manager to advise them that Provisional Action is required to be imposed. The Complaints Manager then assumes responsibility for enforcing this Provisional Action and must take the necessary steps to ensure this happens.

## **Can NSOs take immediate action against members who may pose a risk to other members?**

NSOs retain discretion to immediately take action against members who may pose a risk to other members in their sport. However, it is important to know that under the National Integrity Framework, NSOs transfer authority to manage Complaints under National Integrity Framework policies to Sport Integrity Australia. This includes imposing Provisional Action.

What this means is that NSOs and Relevant Organisations cannot impose Provisional Action on the basis of an ongoing Complaint being managed by Sport Integrity Australia.

Employers of Respondents may have their own obligations under workplace laws to manage risks posed by the Respondent as an employee of their organisation. Under these circumstances, Sport Integrity Australia will provide the NSO with sufficient information to allow the employer to take any necessary employment action, which the NSO may then provide to the employer.



# COMPLAINT OUTCOMES

## Does the NSO have any input into determining the Sanction for a Breach of Policy?

Sport Integrity Australia recognises that individual sports are unique, and that there is not a one size fits all approach to Sanctioning. As such, Sanctions may take into account factors such as frequency of competition and Sanction precedence previously set in the sport.

However, NSOs will not have direct input into determining the Sanctions that are recommended for a Breach of Policy, as by providing any such input would obscure the NSO's impartiality to the Complaints Process.



## Can a NSO appeal a Sanction handed down by Sport Integrity Australia?

Under the National Integrity Framework, NSOs do not have the right to challenge any Breach Notices or associated Sanctions determined by Sport Integrity Australia unless they are a Respondent.

Should the Respondent decide to challenge a Breach Notice or Sanction, a new determination will be made by a Hearing Tribunal. In these circumstances, the NSO would have the right to appeal the decision of the Hearing Tribunal (including any Sanction) in accordance with the Complaints, Disputes and Disciplines Policy if they felt the tribunal procedure was unreasonable or did not properly consider or apply the policy.

## Where should the outcomes of Complaints be published?

The outcome of a Complaint will be communicated with the Complainant, Respondent and the Complaints Manager. This information will include the Determination of whether the Complaint was Substantiated, Unsubstantiated or Unable to be Substantiated, and whether any Sanctions may apply.

When a Sanction is imposed, Sport Integrity Australia will make a decision as to whether it should be publicly disclosed. Sanctions are not to be publicly disclosed until the Complaint has been finalised – in other words, when the Respondent has either accepted the Sanction or they have no further right of appeal. If the Complaint goes to a hearing before the NST, any direction about publication will be made by the NST in accordance with its legislation.

A Sanction may be publicly disclosed if Sport Integrity Australia determines public knowledge of the Sanction is necessary to give the



full effect of the Sanction. For example, if a coach has their accreditation removed, it is important that others in the sport know and understand that this Sanction has been imposed.

In most cases, if a Sanction is to be publicly disclosed, Sport Integrity Australia will give a direction to Complaint Manager about the requirement to publicly disclose the Sanction, and how long this disclosure will need to be public.

The exception to this is if in the development of their National Integrity Framework, the NSO requested provisions which require them to publicly disclose all Sanctions. In this case, the NSO need not wait for Sport Integrity Australia to notify them of the need to publicly disclose the Sanction, and should instead automatically publish the Sanction on the public register once the Complaint has been finalised. Complaints Managers should be aware whether or not their National Integrity Framework contains these provisions.

Public disclosure must include the name of the Respondent, the Sanction imposed, and the length of the Sanction. It should be listed on a register on the NSO's website and should be removed by the NSO after the disclosure period advised by Sport Integrity Australia expires.

Public disclosure should not include details of any Breach unless directed by Sport Integrity Australia.

NSOs should maintain all record keeping requirements in accordance with the Complaints, Disputes and Disciplines Policy.



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