



# SPORT INTEGRITY *MATTERS*

ISSUE 12 | MARCH 2023

THE  
CODE  
BOOK



PLAY THE  
*Aussie Way*

**AWARENESS CAMPAIGN  
ROLLING OUT SOON!**

Promoting safe, fair sport

**WHY BROAD CHANGE IS COMING  
TO PARALYMPIC SPORT**

**THE DATA DIVIDE**  
Data v Integrity, what are the risks?

**DRIVING CULTURAL CHANGE**  
with Patrick Johnson



## SPORT INTEGRITY AUSTRALIA

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All feedback is appreciated.

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# MESSAGE FROM THE CEO

It has become increasingly evident that the sporting landscape is rapidly evolving with the increasing range of issues we are asked to deal with as an agency – and a sport.



No longer is the focus solely on anti-doping, manipulation and abuse in sport, there is a growing understanding of the need for cultural and racial awareness in sport at all levels.

There is a responsibility on sport to ensure that the integrity of sport is protected across the board, including ensuring there is safeguarding from racial and cultural discrimination.

To assist in guiding sports towards this outcome, Sport Integrity Australia's capability has been significantly strengthened by the engagement of champion Indigenous athlete, Brisbane 2032 Organising Committee member and Australian Olympic Committee Athlete Advisory Committee Chairman Patrick Johnson to the leadership team.

Patrick's role as Sport Integrity Australia's Culture and Safety Advisor will be to build the culture within the agency as well as the wider sporting community. His guidance will provide Sport Integrity Australia staff with a greater understanding of racial and cultural issues across a range of portfolios, including education and engagement.

In building the agency one of my main focuses has been on getting the right people on board, people respected in the sporting community with an ability to relate.

Dr Sarah Benson joins the agency as the Deputy CEO Safety in Sport, Mr Luke McCann is the Deputy CEO Corporate and Dr Paul Oliver, who is highly respected for his work in safeguarding children in sport and as an advocate for people with a disability in sport, is Sport Integrity Australia's Head of Sport Engagement and Capability.

However, the leadership team extends well beyond the Deputy CEO level with triple Olympic gold medallist Petria Thomas, Sport Integrity Australia's Assistant Director Sports Partnerships, reappointed as the

“There is a responsibility on sport to ensure that the integrity of sport is protected across the board, including ensuring there is safeguarding from racial and cultural discrimination.”

Chef de Mission for the Australian team at the 2026 Commonwealth Games in Victoria. Petria won the Leadership Award at the 2022 Australian Sports Performance Awards in recognition of her success as the Chef de Mission for the 2022 Birmingham Commonwealth Games.

Champion Paralympic swimmer Ellie Cole, who is a member of Sport Integrity Australia's Athlete Advisory Group, has been appointed as the Chef de Mission for the Australian team for the Commonwealth Youth Games this year in Trinbago.

Katrina Fanning, a member of our Athlete Advisory Group, has been named the Canberra Citizen of the Year.

I invite all stakeholders to utilise the leadership personnel at Sport Integrity Australia.

Across all sport it has become increasingly evident of the crucial role collaboration plays in ensuring integrity. This point was brought home during the two-day World Anti-Doping Agency Annual Symposium in Lausanne, Switzerland earlier this March.

The Symposium, which attracted 1000 participants, had the theme of *United Toward a World of Doping-Free Sport*, with an emphasis on working together in the quest to ensure there is a level playing field for all athletes.

The importance of education and science was also emphasised during

the conference with key Sport Integrity Australia staff giving presentations (see pages 22–23).

Head of International Relationships & Strategy Darren Mullaly, as a representative of the Minister, spoke during an important session looking at the accountability of Governments in the anti-doping process.

The Symposium also provided an opportunity for meetings with international stakeholders which I am sure will prove to be enormously beneficial to our operations and capabilities.

It highlights that together we can make a difference. I thank you for collaborating with Sport Integrity Australia and working with us to build a safer, fairer and cleaner sporting environment.

A handwritten signature in black ink, appearing to read 'D Sharpe'.

**David Sharpe APM OAM**  
Chief Executive Officer



# INTRODUCING THE SAFETY IN SPORT DIVISION

*Providing strategic leadership in the areas of diversity and inclusion*

Sport Integrity Australia's Safety in Sport Division is now up and running. The Division will help address discrimination, abuse and mistreatment across all levels of Australian sport.

The Minister for Sport, Anika Wells, announced the new Safety in Sport Division in September 2022 to provide a national response to sport integrity related issues, focusing on abuses of power such as discrimination and vilification.

Dr Sarah Benson, our new Deputy CEO, will lead the Division.

The new capability comprises a Safe Sport hotline for people to make

complaints regarding abuses. It includes an anonymous reporting capability focusing on wider racial and cultural issues in sport and will complement the existing complaints process managed through the National Integrity Framework.

The hotline will be available 7am–7pm, 7 days a week to provide a place for anyone in sport, past or present, to feel heard and seek support.

It is an opportunity for members of sport to talk to one of our trusted team about issues they've experienced in sport and will help us to understand exactly where the problems lie so we can work with everyone involved to create a sporting culture free from abuse.

The agency can also put callers in touch with support services if needed.

It is important to note that the Safety in Sport Division will not cover investigations of historical matters, but will have the capability of listening to historical concerns to guide future strategies.

Former Olympian and First Nations leader Patrick Johnson, our new Culture and Safety Advisor, will work closely with Dr Benson to ensure our work in this space is appropriate and informed.

With Brisbane 2032 on the horizon, it has never been more important to embed safe practices within the agency, and sport more generally, that are culturally capable, respectful and engaging.

The Safeguarding in Sport Continuous Improvement Program, designed to support national sporting organisations, state/territory sporting organisations and community affiliated bodies (associations/leagues and clubs) to implement the Member Protection and Child Safeguarding policies, will also be rolled out soon.

By signing up to the Safeguarding in Sport Continuous Improvement Program, sports will show they are committed to working to embed a genuine safeguarding culture within their sport to protect all members – young and old.

The Division will continue our partnerships with integrity units in sport to embed cultural reform, deliver education initiatives, make our sporting institutions safer and provide a safe place for people to share their stories.

If you have any questions about the Safety in Sport Division, you can contact the Sport Integrity Australia Communications team at [communications@sportintegrity.gov.au](mailto:communications@sportintegrity.gov.au).



# NEW APPOINTMENTS AT SPORT INTEGRITY AUSTRALIA

## DR SARAH BENSON DEPUTY CEO – SAFETY IN SPORT

Sarah was the Chief Forensic Scientist for the Australian Federal Police (AFP), responsible for executive leadership of the AFP Forensics Command and providing strategic advice to the AFP executive, Australian Government and external committees to ensure strong foundations and reshape capabilities to maximise impact. Sarah coordinated Australia's law enforcement support following the 2019 volcanic eruption on White Island in New Zealand and was also instrumental in the forensic and disaster victim identification support following the 2014 MH17 disaster. In addition, Sarah is a committed mentor to women in law enforcement and forensic sciences and, in 2021, was awarded the Public Service Medal in the Queen's Birthday Honours List and the University of Technology, Sydney (UTS) Alumni Awards.

## PATRICK JOHNSON CULTURE AND SAFETY ADVISOR

Patrick brings a wealth of experience as an advocate, an athlete and First Nations leader. Patrick has had an extensive career that includes 10 years in the Department of Foreign Affairs and Trade, and more than 20 years of advocacy work for equal rights for all Australians through health, education and wellbeing. Patrick represented Australia at the 2000 and 2004 Olympic Games, as well as 2002, 2006 and 2010 Commonwealth Games and in 2003, and was the first man of non-African descent to run under 10 seconds for 100 metres. He is also a Brisbane 2032 Organising Committee member and Australian Olympic Committee Athlete Advisory Committee Chairman.

## LUKE McCANN DEPUTY CEO – CORPORATE

Luke comes to us from the Australian Sports Commission (ASC), where he was the Chief Operating Officer. Prior to working at the ASC, Luke had a career spanning the public and private sector, including at the AFP and ACT Policing. Luke will bring to our agency a proven commitment to athlete and child safety, and experience in Redress and responses to historical practices, having been instrumental in designing the Australian Institute of Sport's Restorative program. In addition, Luke has extensive experience in financial and risk management, governance and organisational transformation.



**SPORT INTEGRITY  
AUSTRALIA**

## SAFETY IN SPORT

### All levels, all sports

There is *no excuse for abuse* in Australian sport



Expanded hotline capabilities



Anonymously report your concern



Safety and Culture Advisor



Safeguarding in Sport Continuous Improvement Program (coming soon)

## We're here to listen and support

Need to talk? Share your story.

Talk to one of our trusted team about issues you have experienced in sport. The Safe Sport hotline includes an anonymous reporting capability which covers wider racial and cultural issues for people who feel they have been discriminated against in their sport.



**Call 1800 161 361**

#ProtectingSportTogether

7am–7pm, 7 days a week, 365 days a year

# DRIVING

## CULTURAL CHANGE



Former Olympic sprinter Patrick Johnson is best known for being the first Australian man to smash the 10-second barrier for the 100m. A Kaanju man from Far North Queensland, Patrick has joined Sport Integrity Australia as a Culture and Safety Advisor.

On our podcast *On Side*, he talks about his role in helping to develop an agency and a sporting landscape that is culturally capable, respectful and engaging. Here is an edited extract.

**There's a feeling that sport can drive cultural change wider than sport, is that why it's so important to embed it into sport?**

**Patrick:** Yeah. I think there's a shift to understanding sport as a vehicle for health, for education, for awareness, but also know what it means around reconciliation. And I think that there's a sense of the next nine years until Brisbane 2032 that we want to ensure that all Australians are part of the Olympic Games and part of sport and that's probably a bigger picture that we've looked at and bigger change that's happening in Australian sport. We have to call out racism, we have to call out inequality, we have to create real space for culturally safe spaces around diversity and inclusion. And I think that's the shift that's happening in this country.

**Personally, did you experience much racism coming through as a sprinter?**

**Patrick:** Not as much. There were always some racist taunts, but I was fairly fortunate where my running did the talking on the track, but also I think in track and field you had a lot of diversity. I was competing against Americans, Jamaicans and the rest of the world, so it probably wasn't a space for racism, but it still occurs and I think this is the biggest issue that we've got in sport is to making sure that we have no tolerance for it at every level, from grassroots, also to high performance.

**Do you find it's an uncomfortable conversation to have with some people who probably don't know any different?**

**Patrick:** Yeah, it's always uncomfortable, but I think you have to have an open dialogue, you have to start somewhere. And, again, it's how you approach that. You have people that may have an unconscious bias of saying certain things that's not really appropriate because they've said the same thing for the last 30 or 40 years ... I'm a big person on calling it out, but also educating ... What do we actually mean by being culturally appropriate? How do we actually make sure this space is safe for everyone, regardless of your nationality or background? But we want to make sure we're the leaders for our kids because what I do and we do, I hope, is leaving a greater legacy for our kids.

**Are you finding that message is getting through?**

**Patrick:** The great thing about a lot of athletes I've dealt with and even through the Olympic movement that athletes are really actively buying into this. They want to ensure that they are culturally appropriate because they see Australia as very diverse and multicultural, and sport is. But how do we ensure that it's for everyone? And I think the great thing that we've got in Australia, there's a real movement within athletes in this country that are really the game changers. They're changing the way people perceive sport and athletes themselves.



... we have to create real space for culturally safe spaces around diversity and inclusion.

**How careful do you think we need to be with our language? That's the key isn't it, to make sure that it's not offensive.**

**Patrick:** Yeah, it's crucial because the language is everything, because it's how we interpretate culture or how we express ourselves. And if it's not done in the right way you can, unfortunately, ostracise communities, people, individuals.

**Some would say that we sometimes go too far. We've got to find a happy medium, don't we?**

**Patrick:** Yeah, it's important. I think respect and what you do and how you talk to people, it goes a long way of getting the right information and the right facts when you talk about a story.

**Did you have any inkling that this would be an area you'd end up in?**

**Patrick:** Not really. I mean, I've always been passionate about creating change, in health and wellbeing and in sport itself, but it's probably just come full circle and an opportunity to continue to give back. I've always created a space that life's about challenges and you got to challenge yourself and you've also got to make sure that it means something, [that] you have purpose.

**Do you find that because you were a champion sports person it is easier to gain acceptance?**

**Patrick:** Not really, because I think it's what you make of life. You put in life is what you get out ... I've always had one thing in front of my mind, do what you love and always put that passion and drive into it.

**Tell us about some of the experiences you've had because you worked at Foreign Affairs, post-Olympics, post your running career, you've also been involved in encouraging healthy lifestyles in Indigenous communities and now you're on a couple of boards, you're a leader in terms of cultural and racial change. How does that experience shape you as a person, do you think?**

**Patrick:** I've always been a very positive person, very optimistic regardless of what life has thrown at me and I've always persevered. So, I think the lived experience as an athlete, of course, living on a boat in the Whitsundays, it's always a big trial and error area up there as well ... I always maintained that sense of purpose – do what I love and always give it 120 per cent.

# WHY BROAD CHANGE IS COMING TO PARALYMPIC SPORT

Paralympics Australia's David Sygall details the blueprint for the future of Paralympic sport in Australia.

Seven months of 'round-table' meetings, debates and presentations informed Paralympics Australia's new strategic plan *To Brisbane and Beyond*.

The stakeholder consultation, involving 'round-tables' and all else were opportunities for grievances to be aired and uncomfortable truths to be confronted, but they were also Paralympics Australia's chance to assemble the building blocks of a once-in-a-generation plan leading up to a home Paralympic Games.

The outcome – *Strategy for Australian Paralympic Sport to Brisbane and Beyond* – is a powerful testament to the nearly 200 people who contributed to its formation and delivery. It's a blueprint for repositioning the Australian Paralympic Movement's image, re-modelling its financial comings and goings and re-imagining the impact a strong, sustainable and equitable sporting system could have on the entire nation.

"This is a blueprint for harnessing the power of the Paralympic movement to make Australia a better place," Paralympics Australia President Jock O'Callaghan said at the Strategy launch on 1 March 2023.

"It explains how in the years leading up to Brisbane 2032 we will unleash the full potential of Paralympic athletes,

the Para-sport system and Paralympics Australia to deliver benefits that no other sporting environment or organisation can.

"It's a model for upending stereotypes and discrimination and driving previously unthinkable outcomes through health, education, employment and infrastructure. It clearly explains why investment in Para-sport pathways makes good economic sense. Perhaps, above all, this is a strategy that is deep-rooted in the Australian value of a fair go – for everyone."

The Sydney 2000 Games legacy was a major consideration for Paralympics Australia Chief Executive Catherine Clark. More than achieving a sustainable financial model for the organisation, Clark was moved by the many stories she heard in the consultation process about Sydney 2000's moment in the sun followed by everlasting winter.

Those stories compelled Clark, a Queenslander, to steer a strong social impetus in the Strategy, designed to better link Paralympic sport to outcomes in diversity, inclusion and their positive flow-on effects.

"We are a social movement as much as a sporting movement," Clark said.

"We have the capacity to solve problems for governments, to boost the reputation of businesses and inspire communities in a truly unique way.

"We are not the Olympics and, with respect, our athletes do not wish to be Olympians. ... We're not a traditional code like the AFL, NRL or cricket. We don't have weekly ticketing income, rivers of merchandising gold or billion-dollar broadcast deals – yet.

"Instead, we are a deep emotional connection that exists nowhere else on the sporting landscape. We are a representation of what Australia aspires to be – a nation where people work hard, overcome adversity and make the most of their lives.

*Opposite page, left to right:  
Katja Dedekind, Madison de Rozario,  
Paige Greco, Curtis McGrath,  
Chris Bond and Rowan Crothers  
at the Strategy launch.  
Image courtesy of Paralympics Australia.*





“ We have the capacity to solve problems for governments, to boost the reputation of businesses and inspire communities in a truly unique way. ”

As outlined below, the Strategy's structure is built around the following four pillars: Sustainability, Ecosystem, Athletes and Fans, with a fifth pillar – Social impact – standing alone.

Each pillar seeks to address past shortcomings through innovative but realistic solutions. Among them are the creation of a diversified revenue profile, the launch of a dedicated learning and development program and policies to increase the number of Paralympians transitioning into roles throughout the national sporting system. Other goals include lifting the number of sporting facilities for people with a disability, providing better access to classification opportunities and widening the breadth of sports identifying and classifying athletes.

"Our athletes are honest and passionate and each has an incredible story that evokes the best of what it means to be Australian," Clark said.

"I believe this Strategy does justice to them, the athletes who preceded them and the millions of people with a disability whose lives could be transformed through the power of sport.

"Our responsibility now is to ensure we create the most successful generation in Australian Paralympic sport and leave a powerful legacy for generations to come."

#1

SUSTAINABILITY

We will develop financial sustainability strategies that will build and strengthen new revenue streams and deliver ROI in terms of performance results and social impact.

#2

ECOSYSTEM

We will lead and develop collaborative partnerships to build capability and enhance equity of Paralympic Sport within the High Performance Ecosystem, towards a common vision for success.

#3

ATHLETES

We will partner to establish and deliver systems, pathways and practices that support more thriving athletes, across more sports to deliver more medal performances.

#4

FANS

We will become the most loved national team and deliver strong values-led connection for fans and partners.

#5

SOCIAL IMPACT

We will drive better inclusion and equality in society as a result of our culture, performance and advocacy.



## 'OPPORTUNITY OVER THE NEXT 10 YEARS IS SO IMPORTANT'

Two of Australia's Tokyo Paralympic gold medallists share a common hope that the Brisbane 2032 Games will pave the way for Australians with a disability to reach their potential in and beyond sport.

Swimming ace Rowan Crothers, who claimed two gold and a silver medal at the 2020 Games, said the Brisbane Paralympics offered the chance for real progress through the power of sport.

"I'm really excited that Brisbane gets to host the 2032 Paralympics not just as an opportunity for increased infrastructure and accessibility throughout Brisbane, but also just for the opportunity to showcase and put a massive spotlight on the things that people with disability can do," he said.

"The reality is, not only can people with a disability be elite sportspeople, but they can do whatever it is that they want to do in life. They can work jobs, they can have friends, be a part of the community across all aspects."

Crothers, 25, became involved in swimming as therapy for his cerebral palsy. Once he became aware it held a pathway to success, he started to enjoy it more and wanted to push his limits. However, he said, the beauty of Paralympic sport is that it "means so much more than just sport at the highest level. It's also about opportunities for people with a disability to be successful in life.

"I'm really fortunate to have reached an elite level within sport," Crothers said. "But not everyone can identify with sport. I think what the Paralympics has the potential to do is to create so many opportunities for so many people with a disability in all industries, to get jobs, to find meaning within their lives and to just chase whatever passions they desire to their furthest extent.

"I'm excited to see the future progression of Paralympic sport through this new Strategy and to see how far we can take that but also what opportunities that will create for all people with a disability in Australia."

Another of the nation's top Para-athletes, cycling champion Paige Greco – the winner of the women's 3000m Individual Pursuit C1-3 and dual bronze medallist at the 2020 Games – said seeing Paralympics Australia's Strategy come to life prompted reflection on her own journey to the podium.

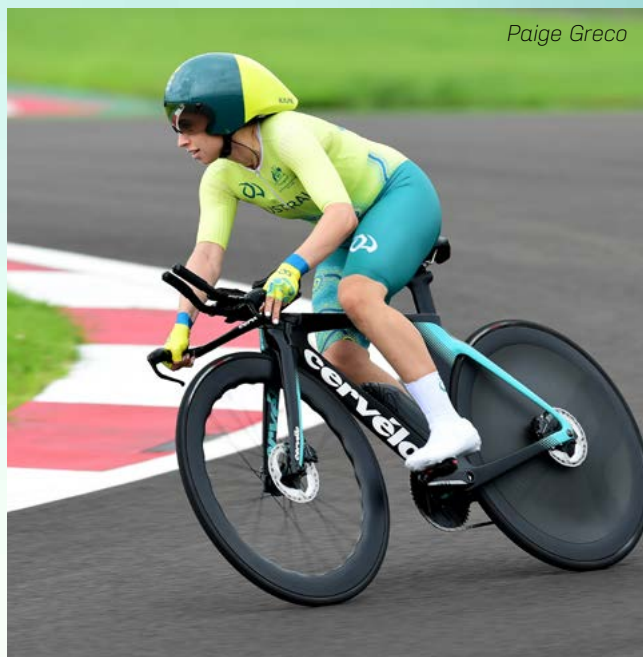
"I started through a talent search program and PA really backed me on that," Greco, 26, said.

"They said I should give cycling a go and a bit later down the track I did. I was really inspired by all the Para-athletes involved in cycling and where it could take me. From there I realised I wanted to go for Tokyo and I wanted to win gold."

Greco said she wanted to ensure more people received the sort of backing she received to pursue their goals.

"Opportunity over the next 10 years is so important," she said. "I was given the opportunity to try different sports and I really enjoyed it. I think the key message is just to give young people with CP and other disabilities the opportunity to play sport, even if they don't want to go to the Paralympics. It's just so good for physical and mental health.

"I hope what I've done so far is to inspire a little kid with CP and shown them what you can do even if you have a disability. You can still reach for your goals and dreams."



Paige Greco



Rowan Crothers

Images courtesy of Paralympics Australia



# A WORLD FIRST... WASTE NOT, WANT NOT!

Measuring the use of performance enhancing drugs through wastewater analysis.

Remember the name Katja Shimko as you'll no doubt be hearing more from this University of Queensland post-doctoral research fellow. With her recently completed PhD studies focussed on how we can use wastewater as a complementary tool to monitor Performance and Imaging Enhancing Drug (PIED) use in the general population, we're sure there's a whole lot that sport can learn from her findings.

*The Emergence and occurrence of performance enhancing substance use measured through wastewater analysis* looked at the development of analytical methods, in-sewer stability, in-sample stability and spatio-temporal trends.

Katja's study spanned 51 Australian populations of varying size and location and, while she expected to see some evidence of PIED use in some of the highly populated locations, she never expected to find PIED use in 96% of the populations tested.

We talked to Katja about her results, what this might mean for sport and what the future holds for wastewater analysis.

## THE FINDINGS

- PIED use in 96% of the populations tested
- larger catchments show a larger number of different PIEDs
- non-steroidal PIEDs are the highest detection rate

### Were you surprised by the results?

**Katja:** Yes, I think most people were surprised to see PIED use in almost all communities tested, even the smaller ones. My immediate thought was that contamination may have occurred, but we double and triple checked and, no, all quality controls were firmly in place, these are true results.

Other results include that larger catchments show a larger number of different PIEDs, and non-steroidal PIEDs are the highest detection rate.

### Has this type of wastewater research been carried out for detecting PIEDs before?

**Katja:** There has been research carried out for illicit drugs such as cannabis, cocaine and the like, but using this application to detect SARMS (Selective Androgen Receptor Modulators) is a first.

### As a first, there's no doubt plenty of interest in your work?

**Katja:** When I started the study it was considered 'too hard' by some, but now that I've proven it's possible and that we see signals of their potential use in most samples, there is a great deal of interest coming from around Australia and internationally which is good to see.

### What are the top three takeaways anti-doping agencies and other interested parties might take from your research?

**Katja:** I think we have proven that wastewater analysis complements other sources of data, that use of PIEDs is spread broadly across this country and that use is increasing since first detection. Our findings are an important indicator. We can't underestimate the importance of



education and communication in this space across the general population as the problem is clearly widespread.

## WHAT DOES THIS MEAN FOR SPORT INTEGRITY?

Katja is working closely with the Science Team at Sport Integrity Australia to use her study to help inform us as to where we might need to focus our anti-doping activities.

Sport Integrity Australia Chief Science Officer Dr Naomi Speers suggested that a study of the general population is a useful indication of what may be happening in sport.

"We can use the findings of this project to better inform education and better tailor and target our messaging to athletes," Dr Speers said. "We can also target our anti-doping testing. Katja's work helps us to target the timing of our testing."

She said this project has been a valuable collaboration with the University of Queensland and the Australian Sports Drug Testing Laboratory (ASDTL) in Sydney to gain knowledge across Australia.

"We can also use this information to work with partners such as the Therapeutic Goods Association, law enforcement and Border Force."

## WHERE TO FROM HERE?

In the first instance, Katja and her team will continue to monitor the testing pool for trends.

In the future, both Katja and Dr Speers are hoping there will be a potential to



Katja Shimko

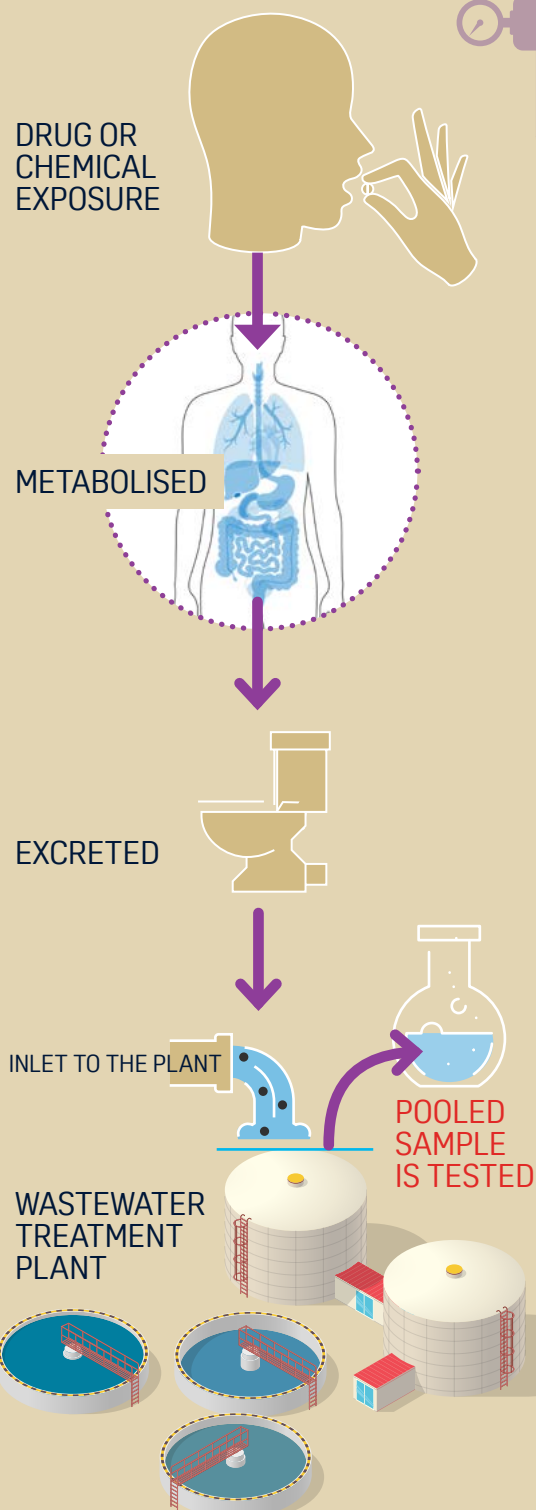
take this project internationally for comparison purposes and use it for site specific collections, particularly for sport such as training grounds, Games villages and the like.

"There is so much more potential in this project, funding dependent of course," Dr Speers said. "What Katja has done is prove that wastewater analysis is possible for detecting PIEDs, which means we have an additional data analysis tool not just from an anti-doping point of view, but for human health generally.

"The health risks of using SARMs and PIEDs are very high and this study has proven there is widespread usage in Australia. Proving the effectiveness of wastewater analysis in this space is a step closer to us being able to better target education to better inform Australians to make healthier choices."

We look forward to seeing where Katja's project takes us.

# THE STUDY OF WASTEWATER



# ADRV

## ANTI-DOPING RULE VIOLATIONS: FACTS ABOUT THE PROCESS

Athletes who are going through the Anti-Doping Rule Violation (ADRV) process often feel overwhelmed, isolated, confused and anxious. Here we explain the process, what it means, what resources are available to athletes and what they can do to take care of their physical and mental health.

### THE PROCESS

The World Anti-Doping Code and accompanying International Standard for Results Management set out the process by which ADRVs are managed. This helps to harmonise practices globally in the interest of fair and effective sport justice. During the process, an athlete will have the opportunity to explain themselves and have their case heard (should they elect a hearing).



### NOTIFICATION

When an athlete is first notified of their Adverse Analytical Finding (AAF) (positive test) or possible ADRV, it will usually be through a phone call or in person by a Sport Integrity Australia official. If they can't be contacted by phone or in person, they will receive an initial notification letter in the mail or by email.

At the same time they are being notified, their National Sporting Organisation (NSO), International Federation (IF) and the World Anti-Doping Agency (WADA) will also be informed. All of these organisations are bound by confidentiality rules.

### PROVISIONAL SUSPENSIONS

A provisional suspension is when an athlete begins serving their ban after being notified of a possible ADRV, and BEFORE a final sanction decision has been made. If you comply with the provisional suspension, any time served during a provisional suspension is taken off the final ban period. Provisional suspensions can be mandatory or voluntary.

Mandatory provisional suspensions apply to anyone who tests positive to a "non-specified substance", which includes things like steroids, EPO and Selective Androgen Receptor Modulators (SARMs). The athlete has the right to appeal this mandatory suspension or elect to have an expedited hearing if they choose.

### INVESTIGATIONS

Sport Integrity Australia investigates alleged ADRVs to help us understand more about each case. As part of this investigation, an athlete may be asked to voluntarily attend an interview, or may be required to under a 'Disclosure Notice'.

### DISCLOSURE NOTICE

As part of an investigation, an athlete may be given a 'Disclosure Notice'. This is a legal document which requires the athlete or support person to provide

documents or things, give information and attend an interview. This is not voluntary – failing to comply with a Disclosure Notice is a breach of the *Sport Integrity Australia Act 2020* (Cth), and will leave them open to financial penalties.

During the investigation, the athlete or support person may be interviewed multiple times so that all possible evidence can be assessed thoroughly.

## ASSERTIONS ABOUT ANTI-DOPING RULE VIOLATIONS

Once the investigation has been completed, if the Sport Integrity Australia CEO is satisfied that the athlete has committed an ADRV, they will be issued with an Assertion confirming the CEO's decision.

## LETTER OF CHARGE

The athlete will also receive a 'Letter of Charge' which will include details of the ADRV, outline the allegations against the athlete, the proposed sanction and consequences of the proposed sanction. They will have 20 days to respond to this letter. The Letter of Charge will set out the athlete's options for the next step, including how many days they have to respond. Usually, depending on the sport, they will have 3 options:

- They can admit the ADRVs and accept the sanction and consequences,
- They can challenge the ADRVs and/or the sanction in a hearing, or
- They do not respond within the time frame. In this instance, they will be deemed to have admitted to the ADRVs and have accepted the sanction.

## HOW LONG WILL THE PROCESS TAKE?

The length of time it takes to finalise a matter is determined by a range of factors, for example:

- the type and complexity of the scientific analysis required on a sample
- the complexity of the investigation – including how many people are involved, how truthful and forthcoming parties are, the amount of evidence collected, etc.
- how many ADRVs may have been committed and the types of ADRVs
- whether or not a hearing is sought in a tribunal, which requires significant time for each party to prepare legal arguments.

Sport Integrity Australia works hard to ensure the process is completed as quickly as possible.

## ATHLETE SUPPORT

Sport Integrity Australia recognises that finding professional support can be difficult, so we provide free access to an independent and confidential counselling service with qualified professionals through Lifeworks.

Sport Integrity Australia has produced *Anti-Doping rule violation handbook: a guide for athletes* to further explain the ADRV process. The publication is designed to help athletes by translating, as best as possible, complex legislation and rules into plain English. The booklet also explains what Substantial Assistance means, the hearing process, announcement of the sanction, the consequences of a sanction, testing during a sanction and the breach of sanction.

You can download a copy from the Sport Integrity Australia [website](#).



## PAPERLESS SAMPLE COLLECTION

**From 1 January 2023  
Sport Integrity Australia  
no longer documents sample  
collection using paper.**

On average Sport Integrity Australia collects 5,500 samples a year with all anti-doping tests previously documented on paper forms, with around 8 pieces of paper used per test. This has now been replaced by a paperless system called MODOC.

MODOC was developed in 2014 and processes over 25,000 testing sessions every year via National Anti-Doping Organisations or Sample Collection Agencies and was used at the 2020 Tokyo Olympic and Paralympic Games.

More than just Paperless Sample Collection it provides Sport Integrity Australia with a digitised and integrated platform to plan, execute and document sample collection.

Benefits to athletes include:

- Efficiencies in the sample collection process through reducing duplication of effort.
- Reduction in manual data entry.
- Electronic copies of Doping Control Forms.
- Increase data quality through single entry and in-built data quality checks.
- A secure platform to ensure the protection of athlete's data.

Since 1 January, the agency has collected more than 800 samples using the software with positive feedback from athletes around a streamlined process.

# PLAY THE *Aussie Way*

## LOOK OUT FOR OUR AWARENESS CAMPAIGN SET TO HIT YOUR SCREENS SOON!

Sport Integrity Australia will soon release a campaign to promote clean, fair and safe sport and raise awareness of the agency and how we can help participants in sport, at all levels.

With more than 80 sports signed up to the National Integrity Framework, the agency needs to spread the message among sport's participants about who we are, what we do, and why protecting the integrity of sport matters.



Sport Integrity Australia's work and mission is relevant to sporting participants at all levels – grassroots to elite, however, to date, the agency's focus has been targeted heavily at the elite level of sport. There is a need to ensure participants at other levels recognise and understand our role and how we can help.

Our campaign, *Play the Aussie way*, is aimed at sporting participants at all levels, wherever they play.

Developed by Canberra agency Coordinate, *Play the Aussie way* is designed to tap into our proud sporting culture.

This theme not only pays homage to all that we value about this part of ourselves, it also underpins the crucial importance of protecting sport's integrity.

Filmed by award-winning videographer Geoffrey Ellis, the campaign features five athletes (past and present) and a coach, who in their own words tell us what it means to **Play the Aussie way**.

Tina Rahimi, a bronze medallist at the Commonwealth Games (and featured on the cover of this issue), said playing the Aussie way is about "being fair and having that sense of belonging".

Junior gymnast Kirra equated it to having "strong relationships with your teammates and coaches and following all the rules".

Ellie Cole, who became Australia's most decorated female Paralympian when

“Our work and mission is relevant to sporting participants at all levels – grassroots to elite, however, to date, the agency's focus has been targeted heavily at the elite level of sport.

There is a need to ensure participants at other levels recognise and understand our role and how we can help.”

she won her 17th Paralympic medal at the Tokyo Games, said the Aussie way means having the right to enjoy sport "regardless of your background or disability".

For 15-year-old Harry, who plays lots of sports, it is "to play to the best of your abilities whilst also respecting the other team, coaches, opposition ... I don't think it's all about winning, I think it's about trying to have fun."

Patrick Johnson – the first man of non-African descent to run under 10 seconds for 100m – believes the Aussie way is "leading by

example on the field and off the field ... it's about calling out bullying, harassment, racism."

The responses create a collective consciousness of what sport integrity means, while also delivering the call to action of Protecting Sport Together.

Former basketballer and coach, Cal Bruton, summed it up nicely: "Play hard, play smart and play together. You have to have respect for the game, respect for yourself, and respect for everyone around the game."

**They all agree – sport is worth protecting.**

## The participants...



**Tina Rahimi**

Commonwealth Games bronze medallist. First woman Muslim boxer to represent Australia at a Commonwealth Games.



**Cal Bruton**

NBL legend and Hall of Fame inductee, championship winning player and coach.



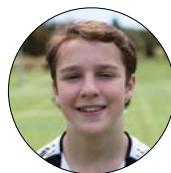
**Ellie Cole**

Champion swimmer, Australia's most decorated female Paralympian, Sport Integrity Australia Athlete Advisory Group member.



**Patrick Johnson**

Olympic sprinter, First Nations leader, Sport Integrity Australia Culture and Safety Advisor.



**Harry**

15-year-old sport enthusiast who enjoys playing local soccer, AFL, OzTag to name a few.



**Kirra**

13-year-old gymnast and aspiring Olympian.

Images by Geoffrey Ellis



# PLAYER AGENTS

## *An important piece of the support personnel puzzle*

The importance of educating coaches, medical personnel and parents is well established as a critical part of reducing athletes' risk in relation to integrity matters. An often-overlooked cohort of athlete support personnel is player agents, which is something Sport Integrity Australia is looking to change.

The role of the player agent is to advocate for their athlete, negotiate contracts, and manage their public profile which makes them a key source of advice in navigating sponsorships and finances, both of which can be challenging for athletes in the integrity space.

Consider the athlete who is offered sponsorship from betting agencies, supplement companies or even cannabidiol/CBD manufacturers.

Each of these scenarios presents a possible integrity risk.

Ensuring agents are well educated on their athletes' integrity obligations allows for more informed advice on endorsements, medical expertise and managing external relationships.

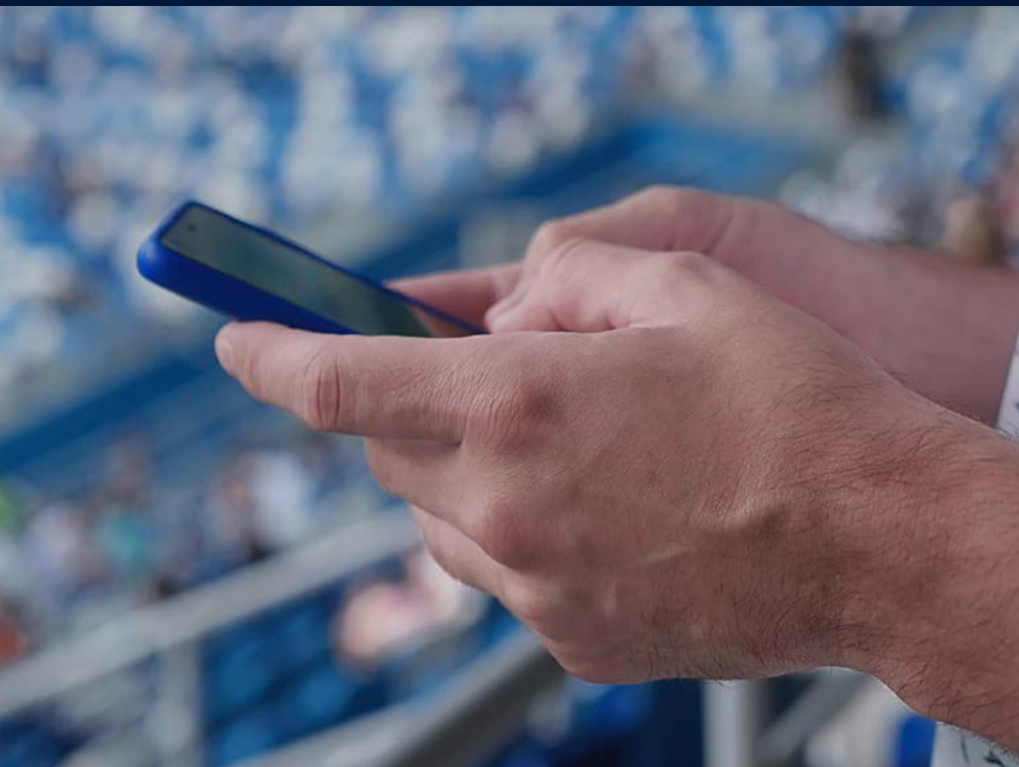
Most professional sports use a regulatory model where the players' union is responsible for accrediting agents, however National Sporting Organisations (NSOs) may also have a role to play. Increasingly, Sport Integrity Australia is working with NSOs and players' unions to deliver tailored integrity education as a part of this accreditation process.

In the rapidly emerging women's professional sporting space, the agency recognises timely and targeted education is needed to ensure athletes are represented by informed agents.

Recently, Sport Integrity Australia worked with Netball Australia and the Australian Netball Players' Association to present to their newest intake of accredited player agents. This session informed agents about athletes' education and obligations, as well as important considerations in the provision of professional advice and advocacy.

The session covered Sport Integrity Australia's remit, the anti-doping governance framework, strict liability, supplements, medications, Therapeutic Use Exemptions, illicit drugs, support staff considerations and competition manipulation/sports wagering risk mitigation strategies.

The Sport Integrity Australia Education team will take feedback from this session to inform future education programs with player agent cohorts.



## WHAT IS COURTSIDING?

Courtsiding is the practice of instant, covert transmission of information about developments in a match or competition to obtain a financial advantage in betting.

Courtsiding requires someone to be present at a sporting event ("court side") and relies on the slight delay between the actual state-of-play and the transmission of data or broadcasting of the event that bookmakers rely on to frame markets. The delay allows punters to receive that information from the event quickly to place bets before the bookmakers can adjust their odds based on that same information.

While it is usually in breach of event ticketing or entry conditions and the removal of courtsiders is not unusual in Australia, it's not actually illegal, nor does courtsiding pose any significant integrity threat to sport. It can, however, corrupt betting markets and thus create distrust and unease among fans, customers and sponsors.

After some interest in courtsiding at basketball games created a short flurry of media interest earlier this year, we thought it timely to share our courtsiding fact sheet which includes what sporting organisations can do to stop courtsiding and data-scouting.

Learn more about Courtsiding and other betting-related integrity matters on the Sport integrity website (including a [Courtsiding fact sheet](#) for download).

### What is the difference between courtsiding and data-scouting?

While both involve the capture and dissemination of sports data, the primary difference is its use. While courtsiding is to collect and disseminate data for gamblers to get an advantage over gambling operators, data-scouting is the collection of sports data (event and/or performance data), such as live scores or statistics, to disseminate to gambling operators to assist them to offer betting options.

## Knowledge on tap!

If you need to know, we have the place to go – anywhere, anytime:

- ✓ Check supplements
- ✓ Check medications
- ✓ Complete education courses
- ✓ Check your rights and responsibilities
- ✓ Report an integrity issue

And more...

**Download the Sport Integrity app today.**

Check out our other resources, including the Health Effects of Doping app, Doping Control and Decision Making in Sport Virtual Reality and other digital material available for sports here: [www.sportintegrity.gov.au/resources](http://www.sportintegrity.gov.au/resources)

# THE DATA DIVIDE

In 2022, a research project into sports data and its use was commissioned by Sport Integrity Australia and Gambling Research Australia and is the first research of its kind undertaken in Australia.



The aim of the *Report into the Distribution of Australian sports data into foreign jurisdictions* was to explore and better understand the impact of the distribution of Australian sports data, including player and/or team performance match statistics to offshore wagering service providers (WSP).

Offshore WSPs who are not licenced in Australia, often rely on Australian sports data to frame their markets.

The research project also assessed the impact this has on the integrity of sport in Australia and what protection there is for consumers in Australia.

Let's take a look at some of the observations made on the impacts of data flow and use on sport integrity outcomes.

## DEGRADATION OF SPORTS INTEGRITY

Reports of alleged corruption, manipulation, illegal sports wagering and match-fixing in sports have brought attention to various sports integrity risks, impacting the growth, international reputation and fair play of sports. Growth in unregulated sports wagering, particularly in Asia, represents a major risk to sport integrity in terms of manipulation of sporting competitions. The Black Economy Taskforce Report states that unregulated sports wagering undermines the integrity of sports as *"information about unregulated betting is not available to stewards or integrity units who investigate unusual wagering activity or results"* (Australian Government Treasury, 2017). Various literature corroborates that existence of offshore wagering markets impact the integrity of Australian sports in the following ways (O'Farrell, 2015, Wood, 2018), Department of Health, 2020):

### ■ Opacity of offshore wagering markets

WSPs that are unlicensed in Australian jurisdictions are not subject to the range of integrity-related obligations and associated measures contained within Product Fee and Integrity Agreements aimed to prevent, investigate and assist in the prosecution of match-fixing or other competition manipulation on Australian sports. Offshore WSPs create a loss of transparency, lack of integrity related measures and acceptance of anonymous wagering and funding channels. This aggravates the conditions for manipulation of sporting competitions and assists in avoiding detection by wagering through these unregulated offshore platforms. In addition, unregulated markets regularly offer contingencies that are not typically authorised by Australian sporting bodies, such as markets on semi-professional and amateur games.

### ■ Diminished visibility of wagering activity

Industry stakeholders, including sporting organisations, regulators and law-enforcement agencies, lose visibility of wagering activity conducted through offshore wagering markets on Australian sports. These offshore wagering providers include those offering markets on Australian sport regardless of who bets with them. This weakens Australia's sport integrity framework and resilience to corruption as it becomes increasingly difficult to effectively monitor wagering markets for possible match-fixing or other unlawful activity. The weakened integrity of Australia's sporting environment may also incentivise domestic and/or foreign actors to engage in corruption of sports.

The existence of offshore wagering markets diminishes regulatory and law enforcement oversight, information collection and intelligence and frustrates effective supervision of the betting markets and associated interaction with the relevant sporting competition.

The inability of regulators to access important betting activity information creates conditions that are more conducive to manipulation and match-fixing. These conditions are capable of being exploited by domestic or foreign actors with more limited prospects of detection, investigation and a potentially remote prospect of prosecution.

### ■ Inadequate cooperation from WSPs

Unlicensed offshore WSPs offering markets on Australian sports are not required to cooperate with Australian sporting bodies, law-enforcement agencies and regulators. They do so for reasons ranging from commercial sensitivity, competing priorities and practicalities, or possible complications for their business through to complicity due to direct or indirect involvement in potentially corrupt practices in matches or wagering contingencies.

### ■ Loss of product fees

Funding for integrity measures available to sporting bodies reduces as unregulated WSPs do not pay product fees to the former, leading to a loss of company taxation revenue for governments.

The full report into the Distribution of Australian sports data into foreign jurisdictions can be accessed here <https://www.gamblingresearch.org.au/publications/distribution-australian-sports-data-foreign-jurisdictions>

# OUR INTERNATIONAL REACH

Sport Integrity Australia continues to nurture our global partnerships not only through attendance at international meetings, but through our active involvement in working groups and, most recently, invitations to present at the 2023 Annual WADA Symposium and the Institute of National Anti-Doping Organisations Symposium.

## ACCOUNTABILITY OF GOVERNMENTS IN ANTI-DOPING

Deputy CEO Darren Mullaly presented in a Plenary Session at the World Anti-Doping Agency (WADA) Symposium on "The accountability of Governments in anti-doping – what are the next steps?"

During WADA's 2022 Annual Symposium, avenues were identified to strengthen Government accountability and fill gaps in the current legal anti-doping framework. Discussion at this year's event pushed that conversation further to help identify next steps in renewing the global commitment to the fight against doping in sport and included possible penalties for governments that voluntarily withhold their funding from WADA.

Darren was part of a panel of presenters which included Hitesh Patel, Rapporteur, Bureau of the Eighth Conference of Parties, UNESCO, and Ben Sandford, former WADA Athlete Committee chair. While in Europe, Darren also held meetings with UK Anti-Doping and Interpol.

## SHOWCASING EDUCATION INITIATIVES

Our Director of Education Alexis Cooper was invited to present at symposiums for the Institute of National Anti-Doping Organisations (INADO) and WADA.

At the INADO session, Alexis discussed Sport Integrity Australia's approach to engaging with sanctioned athletes as part of its education program. In particular, sharing what the agency has learnt along the way, as well as looking at the WADA guidelines on sanctioned athlete education. The session explored how Anti-Doping Organisations (ADO) can work with sanctioned athletes as part of their ongoing education program, with examples from Australia.

The WADA Symposium was an opportunity for Alexis to share the agency's key messages and outcomes of WADA's

2022 Global Education Conference in Sydney. She discussed the growing future of education's role in the anti-doping system and how other ADOs could ensure education becomes a vital component of their anti-doping programs and why it mattered.

In this session, she also highlighted Sport Integrity Australia's success in reducing the number of inadvertent anti-doping rule violations from supplements – down from 17 in 2016–17 to 0 in 2021–22.

Alexis also moderated a Women in Leadership session featuring Ritu Sain, Director General & Chief Executive Officer, National Anti-Doping Agency of India, and Deborah Hunter, Chief Executive Officer, Bermuda Sport Anti-Doping Authority.

## WORLD LABORATORY EXPERTS

Sport Integrity Australia's Chief Science Officer Dr Naomi Speers is one of 12 members of the WADA Laboratory Expert Group (Lab EG) tasked with the overall management of the accreditation and re-accreditation of anti-doping laboratories around the world.

This group is also responsible for the maintenance of the International Standard for Laboratories and associated Technical Documents.

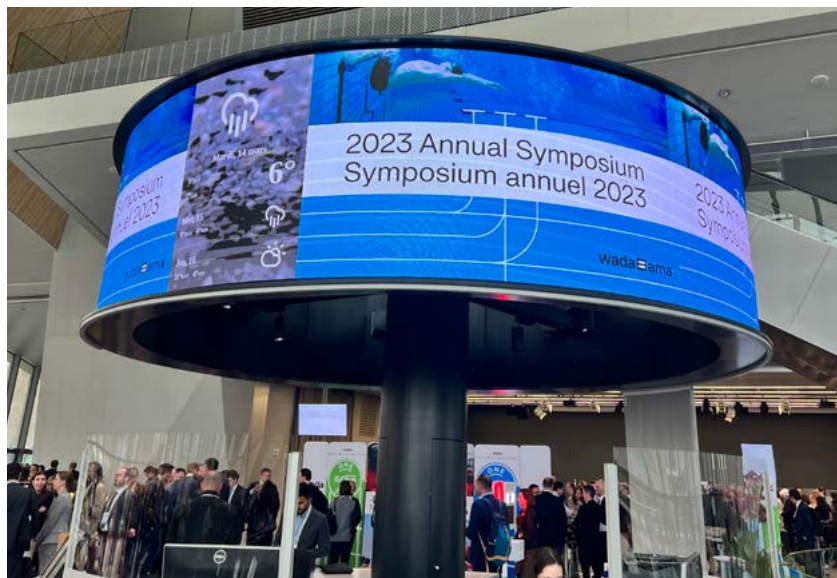
In this role, Naomi attended their face-to-face meeting held around the edges of the WADA Symposium. As a member of the Lab EG, Naomi also attended the WADA Laboratory Directors meeting, the annual meeting of WADA Science, Laboratory Directors and Lab Expert Group.

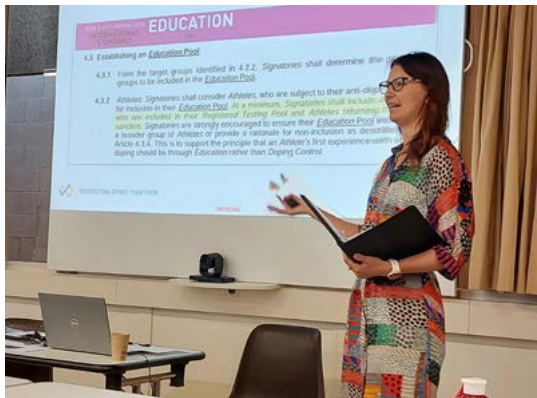
These meetings are of great value to Australia in collaborating with our global partners and allowing us the opportunity to contribute our expertise to international discussions.



Above: Olympian Nikki Hamblin (ITA), Tammy Hanson (USADA), Mairi Irvine (ITA) and Alexis Cooper (Sport Integrity Australia)

Right: WADA Symposium gathering





Clockwise from top left:

- The WADA Laboratory Directors meeting.
- WADA Symposium attendees Alexis Cooper (Director of Education), Ella Sabljak (Australia's representative on the WADA Athlete Council), Dr Naomi Speers (Chief Science Officer) and Jason Whybrow (Director of Sports Wagering and Competition Manipulation).
- Deputy CEO Darren Mullaly on an expert panel.
- Alexis Cooper presents on educating sanctioned athletes at the INADO symposium.

## ANTI-DOPING INTELLIGENCE AND INVESTIGATIONS NETWORK

Further enhancing our global standing, Sport Integrity Australia is now represented on the newly formed WADA Anti-Doping Intelligence and Investigations Network (ADIIN) Steering Committee.

The ADIIN was established in 2017 to bring together Intelligence and Investigation specialists from within the Anti-Doping Organisation (ADO) community. It stemmed from the reality that to succeed in the fight against doping and to protect the rights of clean athletes, ADOs must move beyond testing alone.

Over 20 ADOs including both National Anti-Doping Organisations and International Federations are represented on ADIIN. At their most recent Paris meeting the group identified the need for a Steering Committee made up of representatives from multiple geographic regions, to help drive the ADIIN focus.

Sport Integrity Australia's Douglas Stubbs, Director of Intelligence, was selected based on his vision for the

group's direction which included such initiatives as an expanded international standard, development of regional groups to build capabilities, learning and development opportunities and leveraging technologies.

"I'm most looking forward to working with the other experienced members of the Steering Committee to promote intelligence and investigations," Stubbs said. "Plus of course building capability and increasing collaboration between our networks."

His new role means he will be involved in the initial mandate for the Steering Committee and assisting WADA in the creation and implementation of a dedicated International Standard for Intelligence and Investigations.

"Intelligence and Investigations are increasingly becoming a key function in implementing effective testing programs and expanding the fight against doping," he continued. "By increasing the capability and collaboration of ADOs globally, we are in turn helping to protect Australian athletes competing in that global environment."

# THE ABC OF IV

Intravenous (IV) infusions for recuperation, recovery and lifestyle are being advertised to athletes, however the use of IV fluids in a sporting environment must comply with the World Anti-Doping Code.

In the pursuit of health and wellbeing, it's easy to get caught up in the many products and services on offer by wellness clinics and lifestyle specialists.

Wellness clinics and dedicated IV centres are offering intravenous vitamin therapy services to increase energy, boost immunity, assist with hangover recovery, reduce signs of aging and increase cognitive function (just to name a few).

Athletes are warned that any IV infusion over 100ml of ANY substance is prohibited and can result in a doping violation and a ban from sport. This is because anything taken intravenously has to be looked at very closely as IV fluids can be used to change blood test results, mask urine test results or can allow prohibited substances to clear from the body more quickly.

Of course there are exceptions for legitimate medical treatments or emergencies, but in general vitamin infusions, saline infusions or IV fluids filled with electrolytes, are definitely not ok.

## ATHLETES

Athletes should avoid vitamin IV drips from IV clinics.

If the IV infusion is part of a medical treatment that is referred by a doctor, such as for the administration of medication (e.g. iron) or to rehydrate due to vomiting, then an exemption can be requested.

## BWARE

Beware of IV injections of more than 100ml in a 12-hour period, of any substance, as these are prohibited at all times, both in- and out-of-competition.

## CAN ATHLETES RECEIVE ANY IV?

Athletes can receive infusions or injections if:

1. the infused/injected substance is not on the Prohibited List and the volume of fluid administered doesn't exceed 100ml per 12-hour period.
2. the IV is given:
  - a) whilst in a hospital,
  - b) during surgery, or
  - d) during clinical investigations.

However, if a doctor prescribes a treatment that is administered by an IV infusion/injection of >100ml and it is not one of the above exceptions, then the athlete can apply for a Therapeutic Use Exemption (TUE) for the infusion. This is required even if the substance in the IV fluid is not banned.

If it is a prohibited substance that is administered intravenously or via injection, a TUE is required regardless of the amount.

Athletes who have an infusion or injection of any volume should keep a record of the contents and volume. If a TUE application is submitted then appropriate medical records will be required.

To learn about TUEs head to the [TUE page](#) of Sport Integrity Australia website. Information on TUEs for IVs is available at [Medical Evidence Needed | Sport Integrity Australia](#).

For more information about IV drips from an anti-doping point of view, see:

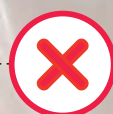
- [Prohibited Substances and Methods](#) page of the Sport Integrity Australia website
- Sport Integrity Australia app in [Google Play](#) or the [App Store](#).
- Sport Integrity Australia [IV Drip Infusions fact sheet](#). ([www.sportintegrity.gov.au/resources](http://www.sportintegrity.gov.au/resources) > Medications and supplements in sport)

**Does the IV Infusion contain a prohibited substance?**  
(Check GlobalDRO)

**NO**

**YES**

This is prohibited.  
Check your TUE requirements.



Is the IV more than  
100mls per 12-hour period?

**YES**

**NO**

This is not prohibited.



Is it for a hospital treatment,  
surgical procedure or clinical  
diagnostic investigation?

**YES**

**NO**

This is a prohibited method.  
Check your TUE requirements  
before treatment.



This is not prohibited.





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