



SPORT INTEGRITY *MATTERS*

ISSUE 19 | DECEMBER 2024



**SPORT DRIVING POSITIVE
CHANGE FOR THOSE LIVING
WITH DISABILITY**

**AUSTRALIA REPRESENTED ON
UNINTENTIONAL DOPING TASKFORCE**

**NATIONAL INTEGRITY MANAGERS
NETWORK FORUM
CONNECTION AND COLLABORATION**

MEET OUR EDUCATORS



SPORT INTEGRITY
AUSTRALIA

Contents



Positive change



Canada bound!



Our activity book

MESSAGE FROM THE CEO	3
SPORT DRIVING POSITIVE CHANGE FOR THOSE LIVING WITH DISABILITY	4
PROMOTING CULTURES OF SAFETY & INTEGRITY IN SPORT	11
DARREN MULLALY DEPARTS AUSTRALIA TAKING ON WADA EXECUTIVE ROLE	12
KEN FITCH FELLOWSHIP FOR 2025	15
NIM NETWORK FORUM: CONNECTION AND COLLABORATION	16
AUSTRALIA REPRESENTED ON UNINTENTIONAL DOPING TASKFORCE	19
MEET OUR CLEAN SPORT EDUCATORS	21
Q&A WITH ERIC MACKENZIE: ATHLETE ADVISORY GROUP MEMBER	24
SAFE AND FAIR SPORT ACTIVITY BOOK GETS AN A+	26
STAFF SHOUTOUT	27
SPORT INTEGRITY AUSTRALIA LAUNCHES TRANSLATED RESOURCES	28
POSITIVE BEHAVIOURS IN SPORT SURVEY	29
SUBSTANCE SPOTLIGHT: HALOSTACHINE	30
OUT AND ABOUT	33



ABOUT OUR INDIGENOUS ARTWORK

Chern'ee Sutton is a contemporary Indigenous artist from the Kalkadoon people. This painting is her interpretation of Sport Integrity Australia and our reconciliation journey.

The large community symbol pictured represents Sport Integrity Australia. Within this community symbol is Australia, which represents a single nationally coordinated organisation to address all sport integrity issues. Canberra, where our office is located, is represented by the small community symbol within Australia.

See the whole artwork and read the full story on our website.

Feedback

Do you have a story about an integrity issue that you want to share with the sports community through future issues of *Sport Integrity Matters*?

Send an email to communications@sportintegrity.gov.au
All feedback is appreciated.

© Commonwealth of Australia as represented by Sport Integrity Australia 2024

PERMITTED USES: This publication is not for general distribution. You may download, display, print and reproduce the whole or part of this publication in unaltered form for your personal use or, if you are part of an organisation, for internal use within the organisation to perform your duties or functions of your role. You or the organisation must not use the reproduction for any commercial purpose and retain this copyright notice and all disclaimer notices as part of that reproduction. This publication is copyright. Apart from uses permitted by the *Copyright Act 1968* and this copyright notice, all other rights (including all commercial rights) are expressly reserved.

DISCLAIMER: The content of this publication is provided for information purposes only. The contents do not constitute legal advice and should not be used as such. Formal legal advice should be sought on particular matters. While the information contained in this publication has been formulated with all due care, the Commonwealth or its partners do not accept any liability to any person for the information (or the use of such information) which is provided in this publication or incorporated into it by reference. This publication contains links to external websites that the Commonwealth has no direct control over. It is the responsibility of users to make their own decisions about the accuracy, currency, reliability and completeness of information contained on linked websites. Links to external websites do not necessarily constitute an endorsement or a recommendation of any material on those websites or any third party products or services offered by, from, or through those websites. For further information please contact communications@sportintegrity.gov.au.

MESSAGE FROM THE ACTING CEO

2024 has been an incredible year for Australian sport highlighted by the Paris Games.



Sport Integrity Australia's (SIA) role in protecting sport and those involved from integrity threats in the lead-up to major events this year has been significant, from testing and educating athletes, to ensuring that sport is well equipped to manage integrity related matters.

Ninety-eight Sporting Organisations have now signed up to either the National Integrity Framework (NIF) or completed the Integrity Policy Standard process, and 31 Integrity Managers (NIMs) are employed across 48 sports providing guidance on integrity related matters and implementing the NIF.

This has been a significant achievement with the NIMs playing a crucial role in guiding sports through integrity processes and strengthening the integrity environment of their sports.

SIA's analysis of complaints received and managed by the agency in 2024 indicates that abuse and poor behaviour continues to be an issue in Australian sport.

In 2024, SIA managed over 250 child safeguarding or discrimination complaints, dealing with around 60 complaints at any given time. Over 70 sports persons were educated on appropriate safeguarding behaviours as a result of complaints submitted providing sporting members a chance to change and model positive behaviour in sport.

SIA finalised 25 investigations which looked into more than 70 allegations of misconduct. SIA found 34 breaches of integrity policies this year, with detailed findings provided to sport to make sanction decisions.

More than 2000 telephone, email and webform contacts were recorded, seeking guidance, or wanting to report integrity issues.

In the lead up to the 2032 this data and intelligence will help guide SIA's strategy to protect sport from integrity related threats.

Anti-doping continues to be a vital role played by SIA, in 2024 samples were collected from 4,951 athletes.

SIA completed a rigorous and strategically informed testing program on those athletes heading to Paris collecting 1,002 samples.

Completion of 157,000 SIA educational activities – an increase of 20% from the corresponding period in 2023 – is a clear indication of the significant buy in from the Australian sporting community. Following engagement with SIA's Anti-Doping education, 98% of people felt confident being able to check a supplement, which aligns with 67,000 supplement checks on the SIA app.

Additionally, 96% of people taking part in SIA's Safeguarding education felt confident they knew how to respond to a breach of the Safeguarding Children and Young Policy.

Foundations have been laid for a number of initiatives into 2025, of particular focus, global influence in the wake of the Cottier Report and subsequent working group recommendations into the swimming contamination matter, work to support the ratification of the Council of Europe's Convention on the Manipulation of Sports Competitions (the Macolin Convention) and advancing SIA's programs into Empowering Women and Girls, Culture and Safety, and Law Enforcement Partnership.

A commitment to integrity helps to create a fair and honest sport sector, builds community confidence in sport, and promotes safe and inclusive environments that enhance sport from community to high performance levels. Integrity must be a guiding principle across the Australian sport ecosystem and underpin sport-related strategies leading into the Brisbane 2032 Games, and beyond.

It is critical for integrity to be embedded in these strategies and therefore imperative SIA has a 2032 Integrity Plan and a seat at the table to shape and influence.

Athletes should always be at the heart of all Australian sporting plans and integrity related goals. We must strive to create safer sporting environments for all participants at all levels and ensure a fair and equal playing field so people can maintain trust and belief in sport. Understanding sport integrity matters as threats to the person, the game, and the system recognises the complexity and multi-faceted nature of sport integrity issues.

It provides a helpful framework for action by recognising the interplay of these contexts and will be an area of focus for SIA in 2025 as we build a Plan for 2032.

Thank you to all of our partners for what we have achieved and worked through together in 2024 and I look forward to strengthening collaboration in 2025.

A handwritten signature in dark ink, reading 'S Benson' in a cursive style.

DR SARAH BENSON
Acting Chief Executive Officer



Sport driving positive change for those living with disability

It's often said that sport is an important vehicle to bring communities together and can drive positive change.

The Paralympic movement is a prime example. Born out of a rights-based movement for inclusion and equality in sport for those living with disability, the movement harnesses the power of sport to create change, including disability rights, accessibility of the built environment, social integration, health and wellness.

December marks the month of International Day of People with Disability (IDPwD), a day observed (3 December) annually promoting community awareness, understanding and acceptance of people with disability.

For Paralympic athlete Vanessa Low, sport provided her with a new direction in life after facing adversity at just 15 years of age.

In 2006, Vanessa was struck by a train at a railway platform after losing her balance. The accident severed her left leg and left her in a coma for two weeks. During life-saving surgery her doctors were also forced to amputate her other leg. It took Vanessa two years to relearn to walk using her prostheses.

"If you'd asked me the day before I lost my legs what I would do if I was to lose my legs, I would probably answer that I couldn't imagine how to live that way and that it would be incredibly hard," Low said.

"And then things happen, and all of a sudden you have no choice but to.

"I think we really underestimate how strong we actually are until we are put in that situation and have no choice but to be strong, and have no choice but to adapt.

"After I lost my legs, sport was that little bit of a lifeline that made me feel like me, while also giving me the opportunity to explore the new me and the new aspects of me.

"It really has given me a second chance in life and great direction."

Vanessa was a two-time Paralympian for Germany before she started representing Australia in 2019. She is a Paralympic gold and silver medallist, eight-time World Championships medallist and the reigning world record holder in the women's long jump T61.

IDPwD is an important day to Vanessa, but a day she's gradually leaned into over the years.

"I've been part of this community now for over 18 years," she said.

"It took me a while to grow into this life where I embrace this day, and where I feel like I want to be part of this community. It's not a day to put to the side; I want to embrace that part of me.

"Looking back over the last 18 years, since I got my disability, I'm at a point where I feel like it's so important to cherish how far we've come in that time ... and how much our society has developed.

"We're (people living with disability) not only accepted, we're embraced for the diversity that we bring into the community."

Opposite: Gold medallist Vanessa Low of Team Australia poses for a photo during a medal ceremony for the Women's Long Jump-T63 Final on day eight of the 2024 Summer Paralympic Games at Stade de France on 5 September 2024 in Paris, France. Photo by Alex Slitz/Getty Images.

INTERNATIONAL DAY OF PEOPLE WITH DISABILITY



Vanessa Low poses for a photo with family after setting a World Record during the Women's Long Jump T63 Final on day eight of the 2024 Summer Paralympic Games on 5 September 2024 in Paris, France. Photo by Ezra Shaw/Getty Images.

Vanessa is a leader on and off the track. At home, she's mum to two-year-old Matteo and wife to three-time Paralympian Scott Reardon.

For Matteo, awareness about disability has been embedded in his life from his very first breath.

"I'm waiting for the day where he asks the question why we have prosthetics and he doesn't, because I feel like in our family, he's the odd one out," Vanessa said.

"A lot of his understanding of this world he's gained watching us do things.

"I think this is what's made me really aware of how important it is and the role we play in displaying what it means to be inclusive."

Talking about difference and diversity is something Vanessa is keen to see happen more broadly at early stages in life.

"I wish we would start talking about aspects of difference and diversity a lot earlier, not when we're all grown up and in the workplace," she said.

"I wish we could have these conversations at a younger school age when children are starting to understand that we all come in different forms and shapes, and disability is part of that.

"I think when we start breaking down those barriers at a younger age and give young kids the education needed to act really positively to make sure we enhance that inclusion and understanding – and give everyone their place in society – I think that's when we see real change."

Vanessa believes sport is a great mirror to society and where waves of change can occur.

"Allowing people to play their sport of choice and being able to participate, is such a fundamental human right," she said.

"If we can allow more of these things to happen openly and publicly, creating more awareness, then more people have a space for belonging.

“

I wish we would start talking about aspects of difference and diversity a lot earlier, not when we're all grown up and in the workplace ... we could have these conversations at a younger school age when children are starting to understand that we all come in different forms and shapes, and disability is part of that.

INTERNATIONAL DAY OF PEOPLE WITH DISABILITY

"The Paralympics is for the top of the top and those are all athletes that just happen to have a disability, but nonetheless, that is a way for people to see what is possible and what they can do.

"And that doesn't have to be in sport, but sport is a great vehicle in helping people understand that we can make decisions not only based on our circumstance, but really based on what we love doing, where our passions are and the hard work we put into whatever we pursue."

With this year's IDPwD theme centred on amplifying the leadership of people with disability for an inclusive and sustainable future, Vanessa believes there is much to gain from placing those with disability in leadership positions.

"It's a complex topic and I think there needs to be balance.

"I truly believe we can't just give leadership positions to people because they have a disability...they have to bring their qualifications to the table and be the right person for the job.

"However, it's important to be aware that the way a person with a disability displays those qualities may look very different.

"That's where amplifying those in leadership positions is really important...they may not have the same qualifications as their able body counterparts, but they show different leadership aspects and very different ways.

"Allowing them to lead in a way that suits the special abilities that that very person is bringing to the table, I think that is really crucial."

From a sport integrity perspective and in the lead up to Brisbane 2032, Vanessa said there is still room for improvement.

The Australian Sports Commission recently announced a new investment package for Australian sport. As part of this the para sport investment is set to double with an additional \$54.9m over two years.

"From a fair play perspective, I think what we still have to improve is classification," Vanessa said.

"When we look at the Australian landscape and how sport is being seen, since Sydney 2000 we were probably one of the leaders in treating people with or without a disability in sport very equally.

"However, equality and equity are very different.

"Leading into Brisbane 2032, I think we have to ask the right questions to ensure athletes are given the equity to then have the equal opportunity to perform at their best.

"I think we have a great chance of really attacking that topic in a way that we can send the best possible team in Brisbane."

“

I truly believe we can't just give leadership positions to people because they have a disability ... they have to bring their qualifications to the table and be the right person for the job.

However, it's important to be aware that the way a person with a disability displays those qualities may look very different.



Vanessa Low competes during the Women's Long Jump T63 Final on day eight of the 2024 Summer Paralympic Games in Paris, France. Photo by Ezra Shaw/Getty Images.



Above: Richard Nicholson of Australia competes in the Men's 100m T54 heats on day 3 of the 2012 Paralympic Games at Olympic Stadium on 1 September 2012 in London, England. Photo by Michael Steele/Getty Images.

Right: Richard Nicholson competes in the Men's 400m T54 Athletics event at the National Stadium during day two of the 2008 Paralympic Games on 8 September 2008 in Beijing, China. Photo by Chris Hyde/Getty Images.

“

Being involved in sport has offered me opportunities and experiences that are simply unique to sport and I feel privileged to have had them. It has provided me two careers and a way of life.



INTERNATIONAL DAY OF PEOPLE WITH DISABILITY

International Day of People with Disability (IDPwD) is an opportunity to be part of creating an inclusive and diverse community for the 5.5 million people with disability in Australia.

This year's IDPwD theme is: Amplifying the leadership of persons with disabilities for an inclusive and sustainable future.

Richard Nicholson is a former Paralympian and current Sport Partnerships Manager at Sport Integrity Australia.

Richard is five-time Paralympian, and a champion both on the national and international stage. His pathway to elite sport began in archery and high-school gymnastics, before he pursued para-powerlifting. In 2002, after eight years of powerlifting, Richard took his sporting ability to the track.

We spoke with Richard about what IDPwD means to him, how we can reduce barriers to ensure inclusivity in sport and the importance of amplifying the leadership of persons with disability.

How important is International Day of People with Disability to you?

It's great to have a day that recognises people with disability (PwD) who live in all our communities and acknowledge the valuable contribution they can and do make to our society.

How important has it been for you to be involved in sport?

Sport has played a significant and very important part in my life. I was in the National Team for 22 years and competed at five Paralympic Games, multiple World Championships and Commonwealth Games and have worked professionally in sports administration for nearly 25 years.

Being involved in sport has offered me opportunities and experiences that are simply unique to sport and I feel privileged to have had them. It has provided me two careers and a way of life.

Do you feel there is better and/or growing awareness, understanding and acceptance of people with disability and participation in sport?

I think the Paralympics have been instrumental in raising awareness and acceptance of PwD, showing they can not only participate in sport but can achieve outstanding results. The Paralympics popularity has grown exponentially over the last 25 years as has the investment by countries all over the world. The free-to-air coverage of the games and interest shown by all broadcasters in their news sport segments has been very exciting to watch continually expand.

I'm unsure how the Paralympics exposure translates at the club level in terms of inclusion at this point. In the early 2000s I was working for the Australian Sports Commission in the Disability Sport Unit where our work

focused on inclusion in schools and at the club level. We were working with the departments of education, individual pre-service and in-service teachers and at the club level across many sports in Australia. I know at times it was like winning over a teacher or a club coach one at a time to teach them 'why we need to be inclusive' and some practical skills on 'how to be inclusive'. I have lost touch with the club level entry points for people with disability; I hope it has improved.

What physical, technological and attitudinal barriers still need to be removed for people with disability to ensure inclusivity in sport?

It's not just about sport, these barriers affect all parts of a person's life if they're living with disability.

The physical and technological barriers can be solved through universal design and money. I think we are getting better at making facilities more accessible for PwD and it's a lot easier and cheaper to design it that way from the start than have to retrofit to make them more accessible.

As technology has improved so has accessibility to all facets of life. From cochlear hearing technology

“

I think the Paralympics have been instrumental in raising awareness and acceptance of people with disability, showing they can not only participate in sport but can achieve outstanding results.

The Paralympics popularity has grown exponentially over the last 25 years as has the investment by countries all over the world.

INTERNATIONAL DAY OF PEOPLE WITH DISABILITY



There are plenty of leadership roles people with disability could fill if they are given the opportunity ... a little encouragement to apply. To truly achieve inclusion it's important we have people with lived experience with disability in leadership roles, because they do bring a different perspective to the boardroom.

to screen readers allowing PwD to enter the workforce, to adaptive hand controls for cars providing independence.

It's the attitudinal barriers that are still the biggest hurdle and it's only through education and exposure to PwD that these negative attitudes will be influenced and changed.

What impact do you think large scale events like the Paralympics have in amplifying awareness, understanding and acceptance of people living with disability?

These events are great for the participants, their families and friends to be a part of, but they also provide exposure to a much larger audience who may not have a great understanding of disability. These events showcase what PwD can achieve if given the opportunity and helps to broaden the understanding and acceptance of disability in the community.

This year's theme is *Amplifying the leadership of persons with disabilities for an inclusive and sustainable future*. What do you think can be done better to ensure the leadership of those living with disability is amplified?

Simply remove any barriers physical, technological and especially attitudinal so PwD can compete or demonstrate their leadership qualities. There are plenty of leadership roles PwD could fill if they are given the opportunity and, in some cases, a little encouragement to apply. To truly achieve inclusion it's important we have people with lived experience with disability in leadership roles, because they do bring a different perspective to the boardroom.



SPORT INTEGRITY
AUSTRALIA

HAPPY HOLIDAYS



Warmest wishes for
a happy and safe holiday season
and a wonderful new year.

Looking forward to continuing
our work to protect the integrity
of sport in 2025.



Promoting cultures of **safety & integrity** in sport

With support from the Minister for Sport, Hon. Anika Wells, Sport Integrity Australia is thrilled to announce the launch of its **Empowering Women and Girls in Sport Integrity Program**.

The Empowering Women and Girls in Sport Integrity Program was established in January 2024, to bolster ongoing efforts to tackle abuse, bullying, discrimination and sexual misconduct.

The Federal Government has invested \$1.125 million over five years, with a focus on safety and integrity issues facing women and girls in sport.

The Program has been developed to ensure a proactive, coordinated and sustainable approach to prevent and respond to integrity threats to women and girls across all levels of sport in Australia.

Women's sport has experienced a period of extraordinary growth in recent times and continues to attract mainstream and political support, but the increased attention has highlighted a growing concern around integrity threats to women and girls such as online abuse, discrimination, child safeguarding, competition manipulation and doping risks.

The Program is being driven by gender equality advocate and high-performance match official Delfina Shakespear.

"I'm honoured to have the opportunity to lead the Empowering Women and Girls in Sport Integrity Program and all that it stands for," Ms Shakespear said.

"As we prepare for the 2032 Brisbane Olympic and Paralympic Games, we are committed to influencing today's young women and girls, men and boys to understand that abuse, bullying, harassment, sexual misconduct, discrimination, victimisation, vilification and cheating are never acceptable.

"I am confident that the initiatives of this Program will lead to genuine and long-term cultural change that ensure women and girls can enter, stay and thrive in sport."

The Program aligns with several Australian Government investments to support equal opportunities in cultural, recreational, and sporting activities at all levels. This includes measures to increase women's participation in sport governance and improved infrastructure and leadership opportunities for women.

As the agency responsible for preventing and addressing threats to sport integrity, SIA has a significant role to play in protecting women and girls from integrity threats, and to ensure their continued participation in sport.

You can find more information about the [Empowering Women and Girls in Sport Integrity Program](#) via a dedicated page on the Sport Integrity Australia website.

THE PROGRAM'S STRUCTURE IS BASED ON FOUR KEY PILLARS

SUPPORT WOMEN IN LEADERSHIP BY STRENGTHENING INTEGRITY ENVIRONMENTS



In collaboration with key partners, we will seek to strengthen the integrity environment for women and girls in sport and to influence and enhance positive behaviours from those in key leadership positions.

We aim to remove integrity threats (such as discrimination, harassment and abuse) from leadership environments that create barriers for women entering and remaining in long term leadership roles.

EMPOWER THROUGH EDUCATION



Strengthen our own agency's integrity frameworks, policies and processes and seek to empower women and girls to access and utilise these policies and procedures, including the 1800 Safe Sport hotline, to educate and empower, deter and prevent integrity threats that create barriers for women and girls.

INFLUENCE THROUGH PARTNERSHIP



Partner with women and girls' initiatives across government, sport, industry and business to embed integrity initiatives to proactively address integrity threats to women and girls.

UNDERSTAND AND STRENGTHEN THE INTEGRITY ENVIRONMENT



Undertake an annual intelligence assessment of the environment, identify research priorities and partner in research to inform future policy, procedures and education to proactively strengthen the sporting integrity environment.

SIA STALWART **DARREN MULLALY** DEPARTS AUSTRALIA TAKING ON WADA EXECUTIVE ROLE



Darren Mullaly has much to celebrate after an 18-year career protecting the integrity of sport in Australia.

With a background in law and accounting, Darren joined the former Australian Sports Anti-Doping Authority (ASADA) in 2006 taking on a role in Legal Services.

In 2020, with the creation of Sport Integrity Australia (SIA) Darren became Deputy CEO of Strategy and International Engagement.

This month the team at SIA bid Darren a fond farewell as he packed up a rich history in Australian sport to move to Montreal for the role of Government Relations Director at the World Anti-Doping Agency (WADA).

It's a unique opportunity and is a tribute to Darren's dedication and commitment to sport integrity and anti-doping, a space he's been working in for many years.

"I was teaching a sports law subject back in 2005 and then came to ASADA in 2006," he said.

"In 18 years, my involvement has gone from one based purely around anti-doping to watching our involvement grow in the last four years under SIA to other areas of sport integrity."

When asked about Australia's contributions on the world anti-doping stage, Darren believes Australia is a leader.

"Many people have contributed to the system over numerous years and are willing to work hard and make the system better. That holds Australians in good stead in terms of being able to contribute to the global anti-doping movement."

Likewise, Darren believes Australia is viewed positively on the world stage.

"We've been a regular contributor in terms of the wider WADA Executive Committee and Foundation Board for a number of years, along with New Zealand, and in more recent years, Samoa.

"As a region we're quite small in numbers, but in terms of our involvement and our willingness to get involved and try and find solutions to problems, again, that holds us in good stead," he said.

Those who've worked with and know Darren, have a universal view, he has a gift for government relations. With a calm and knowledgeable approach, Darren is highly regarded by his peers.

He has an impressive CV, including leading SIA's strategic policy units and international engagement, representing the Australian Minister for Sport and Australian Government at key international sport integrity meetings, and being the Minister for Sport's Registered Deputy at WADA Executive Committee and Foundation Board meetings.

He coordinated and led the Australian Government's response in a range of integrity forums including the UNESCO Conference of Parties to represent Australia's interests in relation to the UNESCO Anti-Doping Convention, Council of Europe Anti-Doping convention meetings and Oceania Regional Anti-Doping Organisation board meetings.

He was appointed as Vice Chair of the Group of Copenhagen bureau to provide advice to the Macolin Convention's Follow-up Committee to enhance the establishment, operation and development of National Platforms on competition manipulation and match-



“

Many people have contributed to the system over numerous years and are willing to work hard and make the system better. That holds Australians in good stead in terms of being able to contribute to the global anti-doping movement.



Darren Mullaly with Acting CEO, Dr Sarah Benson

fixing. He's also chaired the Council of Europe's ad-hoc Group of Experts on Ensuring Whistleblowers Protection.

The new role at WADA offers Darren the opportunity to spread his wings further. He leaves his own legacy at SIA.

"One of the things I'm really proud of in terms of my work at SIA is just how much influence Australians have been able to have in terms of the operations of WADA and the global anti-doping community.

"There's a variety of WADA working groups or standing committees and since the creation of SIA there's been around nine new Australians who have gone on to standing committees to do important work on the global stage.

"More impressive is that those appointments have been females, which is a great outcome."

The role of Government Relations Director is a large remit, but a remit Darren's ready for.

"There are over 190 governments involved in the anti-doping system and who are partners with WADA, so there'll be lots of different time zones and lots of different stakeholders and governments to talk to.

"In addition, there's the intergovernmental organisations as well that the role looks after, so organisations like the Council of Europe and UNESCO," he said.

"Governments play a significant role in the anti-doping space.

"What some may not realise is that governments provide around 50% of WADA funding along with the International Olympic Committee.

"Most governments also fund their national Anti-Doping Organisation and are instrumental in terms of setting up a large part of the anti-doping ecosystem in terms of legislation and implementation of anti-doping policy.

"There's also linkages outside of anti-doping organisations with government agencies like customs, border force and law enforcement."

Darren knows the government relations role will be a delicate operation.

"A positive is that generally most stakeholders believe in the fundamental goal of clean sport and making sure that athletes aren't hurting their health by taking substances they shouldn't be taking. There's a lot of commonality there...there's certainly some disagreements, but I think that goes with a lot of areas of sport where it can be quite political.

"I played a role looking after a platform called OneVoice which was the government platform designed to get agreement between Governments on WADA's Foundation Board and Executive Committee, so I'm certainly familiar with the negotiations and conversations that are involved, and many of those stakeholders."

It's hard for Darren to pick a highlight in his 18 years in the sport integrity space in Australia, there's many to choose from, but as a Gold Coast boy he admits the 2018 Commonwealth Games is top of the dais. Darren was appointed as agency liaison and provided advice to the Commonwealth Games Federation.

"The opportunity to work on the anti-doping program and deliver that program for the Gold Coast Commonwealth Games was a lot of hard work, but an incredibly rewarding experience," he said.

"In particular, the way the Gold Coast program was run with para athletes competing alongside their able-bodied counterparts (in multi-sport events).

"It was a great experience...something I look back on and I'm glad I was involved with.

"I think Brisbane 2032 will top the Gold Coast. A home Olympic and Paralympic Games; it will be an incredible opportunity for anyone that gets to work on that."

With his boxes packed and flights booked, Darren laughs about needing to dust up on his French skills and find a jacket that will cope with -35°C temperatures during winter.

"I'm going to have to take some French lessons, but I'm committed to that. So next time I'm in Australia I'll hopefully have some impressive phrases to share with everyone."

The SIA team wishes Darren a heartfelt au revoir and all the best for a successful career with WADA.



SPORT INTEGRITY
AUSTRALIA

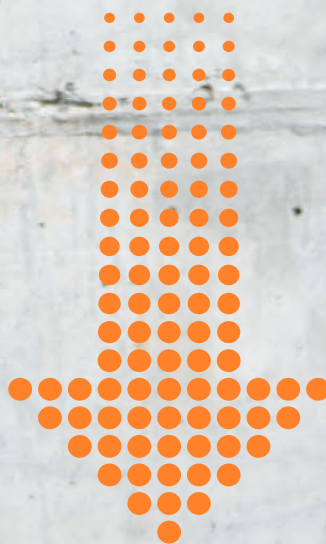
Out now!

2025 ANNUAL UPDATE

Learn how to tackle real-world situations you may face in sport like:

- Identifying substances that are banned in sport.
- Responding to an approach to manipulate a competition.
- Spotting behaviours that are unsafe for sport participants.
- Protecting sport participants aged under 18.

and more!



elearning.sportintegrity.gov.au

KEN FITCH FELLOWSHIP FOR 2025

Congratulations to **Dr Ewen Bradbery** who was recently announced as the 2025 recipient of the Ken Fitch Fellowship.

Dr Bradbery completed his medical degree through the University of New England and the University of Newcastle through its joint Medical Program. He then went onto work in the hospitals of Newcastle, completed his General Practice fellowship in Canberra, before returning to Newcastle to start his formal Sports and Exercise medicine training. He is currently a Registrar at the Australian Institute of Sport and is awaiting fellowship with the Australasian College of Sports and Exercise Physicians.

The 12-month Ken Fitch Fellowship aims to improve knowledge and skill in anti-doping medicine while providing an opportunity for the recipient to work closely with members of the Australian Sports Drug Medical Advisory Committee (ASDMAC) and the Science and Medicine team within Sport Integrity Australia (SIA).

The ASDMAC is an independent statutory body established under the *Sport Integrity Australia Act 2020*.

Members are appointed by the Minister for Sport and are senior specialist doctors trained in Sport and Exercise Medicine and have broad experience in professional, Olympic and Paralympic sports, as well as anti-doping medicine.

The ASDMAC is responsible for the assessment of Therapeutic Use Exemptions and provision of anti-doping related medical advice to SIA, sporting bodies and doctors.

Dr Bradbery said he was grateful to receive the 2025 Fellowship.

"It's a big opportunity to get involved with the ASDMAC.

"There are a lot of good people who went for the fellowship; I was very fortunate to be the one selected."

Through the Fellowship, Dr Bradbery hopes to gain more experience within the anti-doping framework while also working with an esteemed panel of sports physicians.

"Gaining that experience with that knowledge around me and hopefully being able to continue that, either through working within sport myself as a Chief Medical Officer or coming and working with the ASDMAC committee at some point in my career would be really rewarding," he said.

The Fellowship honours the work of Adjunct Professor Ken Fitch OA, who was the inaugural Chair of ASDMAC

until his retirement in 2013 and helped shape the field of sports medicine in Australia and internationally.

In 1985, Ken became a member of the Australian Sports Commission's National Program on Drugs in Sport (later the Australian Sports Drug Agency) and was deputy chairman from 1987 to 1992. He is an Honorary Fellow of the Australasian College of Sport and Exercise Physicians and a world leader in the field of anti-doping.



Dr Ewen Bradbery with Chair of the ASDMAC, Dr Susan White AM.

“

It's a big opportunity to get involved with the Australian Sports Drug Medical Advisory Committee. There are a lot of good people who went for the fellowship; I was very fortunate to be the one selected.

CONNECTION & COLLABORATION

The role of a National Integrity Manager (NIM) is vital in protecting sport across Australia. It can be a lonely job and one that sees our NIMs often dealing with difficult matters in the name of integrity. Nonetheless these dedicated managers are passionate about ensuring sport is fair and safe for everyone involved.

In November the National Integrity Managers (NIM) Network came together for a forum in Melbourne hosted by Sport Integrity Australia.

The Network consists of NIMs from the 48 National Sporting Organisations and National Sporting Organisations for People with Disability who received funding through the National Integrity Capability Enhancement program.

Topics discussed over the two-day event included:

- National Sports Tribunal case precedents.
- When to enact Critical Incident Management Plans.
- What to consider when taking a complaint or inquiry.
- Child Safeguarding in Sport, specifically peer-to-peer harmful behaviours and recognising grooming.
- The WA Integrity Network and Working with Children Checks.
- The draft 2025 Embedding Integrity Guide for Phase 2 of the National Integrity Framework implementation.

Importantly, this event allowed the NIM Network to connect, reflect, collaborate and share information to allow for growth and continual improvement.

Swimming Australia's Scott Elliott said events like these were important for those working hard in the integrity space to protect their sport and their members.

"It's integral that we get together and understand what the risks are and how to combat them, but also use that wisdom and experience to develop strategies that we can share with our sports and support them in terms of the role that they can play," Scott said.

"It's a great way to learn what's happening in each other's environment and that learning is something we can take back to support our own sports.

Catherine Arlove was recently appointed the NIM for Ice Hockey and Curling Australia.

A triple Olympian in Judo, she's been involved in sport for as long as she can remember and she's passionate about fairness, justice and providing a safe environment for all participants in sport.

"I'm very wedded to health and the quality of people's health," she said.

"And without sport, we can't press into health on a community, state, national or global level.

"So for me, sport needs to be a safe and fair place so that people feel invited, and people want to come and participate."

As someone new to the NIM role Catherine said the forum provided an opportunity to lift capability and allow NIMs to deliver their roles more effectively.

Catherine knows her role is about education and awareness and feeding information from the high-performance space down to the grassroots, with the goal of changing behaviour for the better. She's encouraged by the progress made on the integrity front in recent years.

"A highlight of this forum has been the knowledge that we're working in a collaborative way.

"We've shined the light on integrity in sport, which has probably been lacking for decades before, and we're making extraordinary progress in that area.

"The forum showed that Australia is at the forefront of sport integrity globally and that we are tackling this head on, pushing it out to our communities to ensure sport is safe and fair.



... Australia is at the forefront of sport integrity globally and that we are tackling this head on.

*Catherine Arlove
NIM for Ice Hockey
and Curling Australia*



Clockwise from top left:

NIM Network members at the November 2024 forum.

Collaboration at the forum.

Assistant Director of Safeguarding, Matthew Sinclair, presenting at the forum.

Director of Safeguarding, Lisa Purves, presenting at the forum.

Genevieve Longman OLY (Equestrian Australia NIM) holding her water polo silver medal from Paris 2024.





Being able to learn from each other and support each other is important; we're often dealing with similar challenges across the whole sport landscape.

Genevieve Longman
*NIM and Complaints Officer
for Equestrian Australia*

"To be on the bus of sport integrity in a country that's leading it globally, that's exciting for me."

Bronwen Knox is another of our dedicated NIMs in the sports of Judo and Taekwondo.

She has a wealth of experience in the integrity space and also understands the structure of sport nationally.

Bron is a quadruple Olympian – the first Australian female water polo athlete to compete at four Olympic Games – and was a member of the Australian Women's Water Polo Team for over 17 years. She was the Deputy Chef de Mission, Australian Olympic Committee (June 2023 to October 2024), is a former member of the National Sports Tribunal and National Integrity Manager of Boxing Australia, and is a current SIA educator. Alongside her sporting career she has attained degrees in Law and Biomedical Science.

Bron presented at the forum talking about the types of cases she has dealt with and the impact that's had both professionally and personally.

Connecting and collaborating is important to Bron to ensure NIMs are not working in silos.

"The forum was an opportunity to share stories, have our welfare looked after and be able to grow as a cohort as well as an individual.

"Having in person events like this allows us to put faces to names so when we reach out or jump on the phone to seek help, we know who we're talking to, we know they've had similar experiences, and we know that they're going to listen and be able to help.

"Sometimes you just need a sounding board or the ability to test theories and ways of doing work. NIMs often work on their own so we need to have that ability to check and challenge avenues...because you don't want to go down an avenue you can't walk back."

While the NIM role can be rewarding it's not a glamour role.

"Often you get, 'oh, the integrity manager's here again to tell us what we can't do', which is not the case," Bron said.

"We're there to make sport fair and safe for everyone involved. We need to ensure that everyone understands those minimum requirements so that they can enjoy the sport and be part of that community that they love."

One of Bron's favourite elements of coming together with other NIMs is the opportunity to learn and grow.

"Being a former athlete, that's what we thrive on, we're all about how we get better, more efficient and produce better outcomes. There's a lot of self-reflection and review and working on better ways of working.

"A forum like this is where you can test theories and/or experiences and get some knowledgeable reflection, have those counterparts to actually continue that growth and learning, hear what others are doing and be able to ask questions and see what's new out there.

"Other sports are being really innovative, so seeing what they're doing and trying to use it and adapt it," Bron said.

Genevieve Longman is the NIM and Complaints Officer for Equestrian Australia and has been in the role for almost two years.

Gen is also an athlete and is part of the current Australian Women's Water Polo team, winning a silver medal at the Paris 2024 Olympic Games.

Equestrian Australia is a sport where integrity stretches beyond the person. On coming to the role, Gen quickly learned about the importance of horse welfare.

"It's the relationship between the rider and their horse and how they go about caring for their horses; it does present a number of different integrity risks.

"We're complying with all the various rules and regulations to ensure it's a safe environment for all involved, whether they're human or horse."

Gen also has a legal background which she said is advantageous to her work.

"Everything that we do in the integrity space is about making sure the environment is safe and fair, and that we're embedding that across the sports sector.

"My legal background provides a skill set that allows me to come to a problem, think about it in a rational way, work through it, follow our processes, follow our policies, and know how to deal with those tricky situations that arise."

Gen said the NIM forum was a valuable experience to hear and learn about issues in other sports.

"Being able to learn from each other and support each other is important; we're often dealing with similar challenges across the whole sport landscape.

"Opportunities to connect, share and educate one another, not only enhances my sport, but other sports too."

AUSTRALIA REPRESENTED ON UNINTENTIONAL DOPING TASKFORCE



Unintentional doping will be the focus of a new taskforce established by the World Anti-Doping Agency (WADA). Last month WADA announced the seven members of the taskforce, which includes Sport Integrity Australia (SIA) Director of Education, Alexis Cooper.

Members are:

- Susan Backhouse (United Kingdom/Chair)
- Derwin Chan (Hong Kong)
- Alexis Cooper (Australia)
- Olivier deHon (Netherlands)
- Dora Hegyi (Hungary)
- Annemarie Kristensen (Denmark), and
- Fredrik Lauritzen (Norway).



Australia's representation on the taskforce is important with unintentional doping a real risk facing athletes in Australia.

"When I first started in the education role back in 2018, around one in three anti-doping cases were the result of athletes being caught out when there was no intent to cheat," Ms Cooper said.

"Back then, this was largely due to supplements, but unintentional

doping can also occur from accidentally taking a medication with a banned ingredient, by failing to update whereabouts information, or not following the rules around urine collection."

Ms Cooper said that Australia's representation on the taskforce is testament to progress made in mitigating unintentional doping over time, but that it also provides an opportunity to help reduce that risk even further for Australian athletes.

"Every time an athlete is sanctioned for a doping violation when they had no intent to cheat, it can have a bigger impact than we realise," Ms Cooper said.

"These cases can erode confidence in the system and they can also significantly impact athletes' wellbeing.

"The ultimate aim of the Taskforce is to reduce unintentional doping across the entire global system, for the benefit of every clean athlete who competes."

Ms Cooper said the taskforce aligns with her biggest passions – protecting athletes, helping them understand the rules and ensuring the system can focus efforts on stopping deliberate cheats.



Members of the Unintentional Doping Taskforce with WADA staff.

"I'm a big believer that athletes want to compete clean and the majority of Australian athletes have no intention to dope," Ms Cooper said.

"It's heart breaking to see athletes locked out of their sport for mistakes with supplements or medications, not understanding or adhering to the rules to their full extent, or any other form of unintentional doping.

"However, we also need to recognise that very few athletes under investigation for doping ever admit to doping on purpose, and that 'I didn't know' or 'I didn't mean it' can be a convenient excuse used by an athlete to try to get out of a ban, even if they knew full well what they were doing.

"For that reason, it's important that the system has the right balance of athlete accountability, with flexibility to recognise unintentional doping is a risk, and an understanding of how to manage and prevent it."

Australia has had recent success in reducing the number of unintentional doping cases caused by

supplement use. But Ms Cooper said its important to never rest on our laurels.

"The threat of unintentional doping remains ever-present in Australia. Recent research shows supplements in Australia are still a serious risk to athletes, and we still have too many unintentional cases caused by illicit drugs, for example, cocaine," Ms Cooper said.

"The risk of contamination is also real in Australia.

"There is much we can learn from experts across the system on this subject. Being one of the four National Anti-Doping Organisations at the table on this Taskforce puts us in prime position to learn, improve and be better."

It's hoped the taskforce will help provide guidance to all Anti-Doping Organisations on how to prevent unintentional doping and provide insight on other parts of the system that may need adjusting.

"We'll soon be putting out a Call for Contributions for any sport, coach, academic or athlete to contribute to, and I look forward to seeing how those views and experiences shape our work," Ms Cooper said.

The Taskforce will seek input from the anti-doping community and other relevant groups to:

- Conceptualise the multifaceted nature of unintentional doping and its underlying behaviours.
- Create a behavioural map that identifies behaviours that can lead to, or prevent, unintentional doping.
- Determine the scale of unintentional doping by developing a global coding monitoring system.
- Assess the global incidence and prevalence of unintentional doping.
- Further understanding of the various risk pathways associated with unintentional doping, along with its corresponding preventative strategies.
- Identify problematic situations to be able to warn athletes and athlete support personnel before they engage in potentially compromising behaviours.

WADA AND SPORT INTEGRITY AUSTRALIA RENEW ORADO FUNDING AGREEMENT

The World Anti-Doping Agency (WADA) and Sport Integrity Australia (SIA) have renewed a long-standing funding agreement to support the Oceania Regional Anti-Doping Organisation (ORADO).

Through the agreement, SIA will provide AUD \$200,000 (approximately USD \$135,000) over the next two years to support ORADO. This amount is additional to Australia's annual contribution to WADA of USD \$546,097.

Minister for Sport the Hon Anika Wells said: "Australia is proud to support ORADO in its efforts to ensure clean, fair competition across the Oceania region. Over the past 15 years, Australia has contributed more than USD \$810,000 to support ORADO, reinforcing our commitment to integrity in sport. This investment is about building a sporting culture that champions fairness and a level playing field for athletes in our region."

Sport Integrity Australia Acting Head of International Relationships and Strategy, Justine Crawford, said Australia has been a supporter of ORADO for many years.

"We're pleased to continue our support to the Oceania region through this funding agreement. We will keep working in partnership with ORADO to build capability and capacity in the region to tackle sport integrity issues via education and other integrity development programs."

The renewed funding agreement focuses on the following areas:

1. Educational and capacity building activities.
2. Delivery of the Doping Control Program.
3. ORADO Governance and Organisational Development.

The full statement is available on the WADA website: [WADA renews funding agreement with Sport Integrity Australia](#)



MEET OUR CLEAN SPORT *educators*

Our clean sport educators provide face-to-face education sessions for sporting groups around the country. Our educators provide engaging and interactive presentations meeting the needs of sporting groups. In this issue of *Sport Integrity Matters* we introduce you to **Tim Mahon, Kim Encel, Greta Hayes, Kipp Smith and Alison Heinrich.**



Tim Mahon
High-Performance Sport Manager

Tell us a little about your background and how you've arrived at SIA?

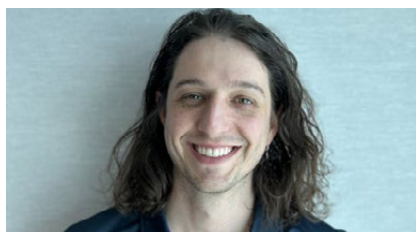
Tim: I've worked in high-performance sport for over 25 years working at the NSO, State Institute and Games team levels in both Australia and New Zealand. This experience enabled me to understand the importance of focusing on process to achieve an outcome. After the 2022 Commonwealth Games, it was time to look for new challenges and being able to continue to contribute to Australian sport through Sport Integrity Australia (SIA) was an offer too good to refuse.

Kim: I arrived at SIA through wanting to have a positive impact on future generations of Aussie athletes.

Greta: Since becoming a member of the Hockeyroos in 2018, I have worked hard on and off the field to be the best person and athlete I can be. I moved from Sydney to Perth in 2019 and since then have completed my Bachelor of Nursing degree, competed at the Tokyo 2020 Olympics, and won a bronze and silver medal at the 2022 Hockey World Cup and Commonwealth Games respectively.

Kipp: My background is predominantly in high level gymnastics. I was on the Australian national gymnastics squad from 2018–2024. I was told about this opportunity through the Victorian Institute of Sport and thought I would be a good fit for this role.

Alison: I have been competing in Pistol Shooting for about 12 years, throughout that time I've been lucky to have opportunities to compete across Australia and internationally with some great people. I also have a degree in Human Resource Management and have worked a number of roles across multiple industries. I was looking for something flexible to add to my dual career in my professional life, so I was excited to see SIA was looking to add people to the team.



Kim Encel
Sport for Development Consultant



Greta Hayes
Australian Hockeyroo

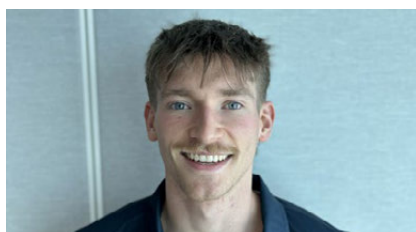
What is your favourite sport and why?

Tim: I like all sport. Each sport has its own unique qualities that I both envy and admire.

Kim: I'm a big AFLM and AFLW fan; I love the courage and skill involved. I just wish the North Melbourne men's team could be as competitive as the women's team.

Greta: Hockey of course! I love the social aspect of playing a team sport and have made so many friends along the way. I also love the mix of technical skill and speed/fitness required at the elite level. Favourite sport to watch – athletics!

Kipp: My favourite sport to watch is AFL. Even though the Bombers haven't won a final since I was one year old (I know!). It's the sport that I get most passionate about even when I'm having a kick with my brothers in my spare time. My favourite sport to do at the moment is pole vault, I'm currently involved in a high-performance program, after transitioning from gymnastics.



Kipp Smith
Former Australian Gymnast



Alison Heinrich
Current Australian pistol shooter

Kipp Smith



Tim Mahon



Alison Heinrich



Kim Encel



Greta Hayes



Alison: Pistol shooting. I started in the sport after watching my dad compete and was encouraged by being able to compete at local competitions alongside international-level athletes. Since then, I've progressed and enjoyed the mental and technical nature of the sport and the need to be incredibly disciplined and focused for good results. I will always appreciate the social and community-based attitude of athletes, even at high-performance events you will see people supporting each other and sharing knowledge.

Why did you want to become one of our Educators?

Tim: Coming from an educational background (I taught at the secondary school level for 20 years), I have a great passion to educate and enhance relationships with the sport sector, something that I have missed since morphing into the high-performance sector.

Kim: I want to help make sport safe and fair for everyone.

Greta: Throughout my career I have grown to appreciate my health and what our bodies are capable of. As elite athletes we push ourselves to the limit day in and day out, but it took me several years to understand how to best prepare for competition and get the most out of myself as an athlete. I am lucky to have received regular education through SIA to enable me to experiment in safe, educated ways, and I'd love to help others have the education and knowledge that I have been offered over the years.

Kipp: I enjoy helping people learn about new things. SIA educators share a unique position where the knowledge they are imposing on their audience can be career changing, and vital for the career of certain athletes.

Alison: It was a natural transition from other work I was doing delivering workshops and supporting students in their careers, but in the sport space. I've had great interactions with the SIA staff, and it seemed like an athlete-friendly workplace that aligned with my interests, especially since I have first-hand experience with a number of the topics SIA supports.

What do you most want to achieve in your role as an Educator?

Tim: What I seek to achieve is to not only educate and inform but enhance the relationship between SIA and athletes/coaches to ensure knowledge and informed decision making is made.

Kim: Spark some interesting conversations with athletes to help them understand why sport isn't always safe and fair.

Greta: I want to be a part of a team to deliver increasingly engaging and fun education sessions for more and more athletes across all sports within Australia. I think it's important to recognise that many athletes are delivered similar education sessions year after year, so thinking outside the box to keep the sessions updated and engaging is really important to me!



My first testing experience as a teenager was quite overwhelming and not something I was prepared for or expecting. I'm keen to ensure others are educated and confident in the process, as well as their responsibilities as an athlete, coach, parent etc.

ALISON HEINRICH

Kipp: I want to connect with all the audiences I can reach and help them become as passionate and well educated about fair and clean sport as they can be. I look forward to the challenge of making my education sessions as engaging and memorable as possible.

Alison: I most enjoy connecting with people, and if I can pass on some good information and experience that will help others in their journey, that will be fantastic!

What makes you so passionate about education and awareness in the sport integrity space?

Tim: My passion for education enhances relationships and enables informed decisions to be made, building on a positive culture to sport integrity.

Kim: I just love working with people and I've seen what happens when sport isn't properly protected. I want to help athletes avoid that.

Greta: I think education and awareness are at the core of improving ourselves both individually and collectively as a society. I want to help be part of a generation that is eager to listen and learn, and I'm excited to contribute to this in the sport integrity space as well as other areas of life!

Kipp: The feeling of being in an unfair competition is quite possibly my least favourite feeling. When I found out my brother would cheat in monopoly throughout my whole childhood I never wanted to play again. I believe the exact same principle is at play at even the highest level of sport.

Alison: My first testing experience as a teenager was quite overwhelming and not something I was prepared for or expecting. I'm keen to ensure others are educated and confident in the process, as well as their responsibilities as an athlete, coach, parent, etc.

Q&A WITH ERIC MACKENZIE

ATHLETE ADVISORY GROUP MEMBER

Sport Integrity Australia's (SIA) Athlete Advisory Group informs our strategic direction and shapes education strategies through the provision of insights into the pressures and influences in sport that can threaten its integrity.

Our shared mission is to build trust with athletes, sports and fans alike to allow everyone the opportunity to compete on a level playing field. To achieve this mission and to truly understand the integrity threats within sports we need to work closely in partnership with everyone who holds a piece to the puzzle.

Engaging with athletes who understand their environment and the pressures of sport better than anyone helps SIA enhance its operations and policy development.

Eric Mackenzie is a former AFL player (retired 2018). He played 147 AFL games and in 2014 was the West Coast Eagles Co-Captain and awarded the John Worsfold Medal (Best and Fairest). He's also currently an International Testing Agency athlete ambassador.

We spoke with Eric about his role on the AAG and what integrity means to him.

“

Sport has a unique power to bring people together, transcending barriers of age, gender, ethnicity and ability. By ensuring that sport is safe, fair and welcoming, SIA helps foster a sense of community and belonging.

How long have you been a member of the AAG?

I attended my first AAG meeting as a member in December 2021.

What was your first impression of SIA?

It was very positive. We had former CEO David Sharpe sit in the first meeting. He was very honest with the challenges SIA was facing and outlined all the different angles for tackling these issues. He was an open book and was coming to us, as athletes, for assistance.

What is it about SIA's mission that you most identify with?

Sport has a unique power to bring people together, transcending barriers of age, gender, ethnicity and ability. By ensuring that sport is safe, fair and welcoming, SIA helps foster a sense of community and belonging.

SIA's efforts to protect participants and to maintain fair competition ensure that everyone can enjoy the benefits of sport. This inclusivity not only enhances individual well-being but also strengthens social bonds and community spirit. Sport becomes a common ground where people can connect, share experiences and support each other.

In essence sport should be a positive, unifying force in society, accessible to all and capable of building stronger, more connected communities.





Why do you think integrity is so important in today's sporting environment?

Integrity in sport is fundamentally based on trust. Fans want to see the best athletes perform at their peak and be inspired by their achievements. This inspiration is rooted in the belief that what they are witnessing is genuine and untainted by unfair practices.

When spectators trust that the competition is fair, they can fully engage with the excitement and unpredictability that makes sports so captivating.

Sport has the unique ability to keep people on the edge of their seats, with every moment potentially leading to a thrilling outcome. If there were any doubt that the results were predetermined or manipulated, it would fundamentally alter how we perceive and enjoy sports.

The suspense and emotional investment that fans experience would be undermined, leading to disillusionment and a loss of interest.

Maintaining integrity ensures that the magic of sport remains intact. It preserves the authenticity of competition, allowing athletes to showcase their true abilities and fans to trust in the fairness of the outcomes. This trust is essential for the continued passion and engagement that sports inspire in communities around the world.

Why is it important to be part of the AAG?

The voice of the athlete is very important and needs to be heard by the decision makers in sport. Being a current or recently retired athlete, we can provide a different lens on the integrity challenges facing sport.

What has been a highlight during your time on the AAG?

The quality of people who are members and the people who SIA bring in to speak at the AAG meetings. Everyone is on the same mission, but we all come from very diverse backgrounds and experiences which makes the depth of conversation really valuable.

What SIA programs or initiatives have you seen benefit athletes?

The work SIA did with WADA and other international bodies to integrate Dried Blood Spot (DBS) testing into their anti-doping programs. DBS is a great example of less invasive technologies that can enhance the effectiveness of anti-doping efforts. DBS testing not only improves the testing experience for athletes but also allows for more efficient and widespread testing. SIA's leadership in this area has helped set a standard for other national anti-doping organisations to follow.

What do you do outside of the AAG?

Outside of the AAG I work in Business Planning in the mining industry. My role is to help the company develop and implement strategic plans to ensure that we are making informed decisions and staying on the right path for growth and efficiency.

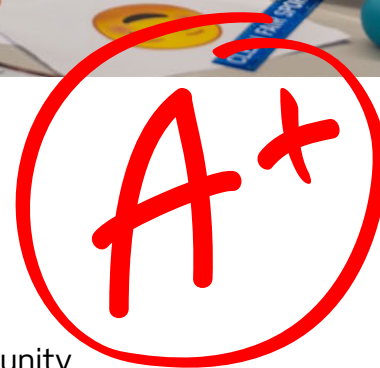
Where do you see the future of integrity in sport heading?

The future of integrity in sport will be significantly influenced by technological advancements. On one hand, innovations such as AI and blockchain can enhance transparency and fairness by effectively monitoring and preventing issues like match-fixing and doping. These technologies can improve the accuracy of officiating and ensure that competitions remain fair and just. Additionally, global collaboration among sports organisations and governments, along with increased education and awareness, will be crucial in maintaining integrity and promoting ethical behaviour in sports.

However, technology also presents challenges. Athletes are now more connected and accessible than ever, which can expose them to potential agents and increase the risk of unethical behaviour. The constant connectivity and public scrutiny, amplified by social media, can impact athletes' well-being, leading to mental health issues and increased pressure. Balancing the benefits of technological innovations with the need to protect athletes' privacy and mental health will be essential.



Safe and Fair Sport Activity Book gets an



National Children's Week in October was the perfect opportunity for Sport Integrity Australia (SIA) to release our new Children's Activity Book.

Designed for children aged 5–8 years, the book features activities aimed at teaching children and young people about positive and ethical behaviours in sport.

Some of the SIA team visited a local primary school to 'road test' the book prior to its official launch. The Year 2 students, with smiles on their faces and excitedly clutching coloured pencils, graded the book an A+ (check out [our launch video](#) on the SIA YouTube channel).

Eight-year-old aspiring swimmer and netballer Milly said the book's messages reinforce all the things she loves about sport and provided her with the confidence to know how and when to speak up.

"The colouring activities were a lot of fun and I liked learning about what is and isn't okay (at sport), and how I can ask for help if I need it," Milly said.

SIA Acting CEO, Dr Sarah Benson, said the book promotes the agency's highest ideals for sport in a fun and engaging way, and ensures those most vulnerable are getting the education they need to help build safe sporting environments.

"Today's children and young athletes are the ones who will shape and define the sporting landscape for the future," said Dr Benson.

"Engraining these crucial lessons in ethics, positive behaviour and safeguarding practices at the grassroots level will ensure we are building a safer and more inclusive sporting environment for all."

Senior Educator and former schoolteacher, Nathan Williamson, said the activity book not only teaches kids about acceptable behaviours in sport, it also ensures that young athletes know where to turn in a moment of need.

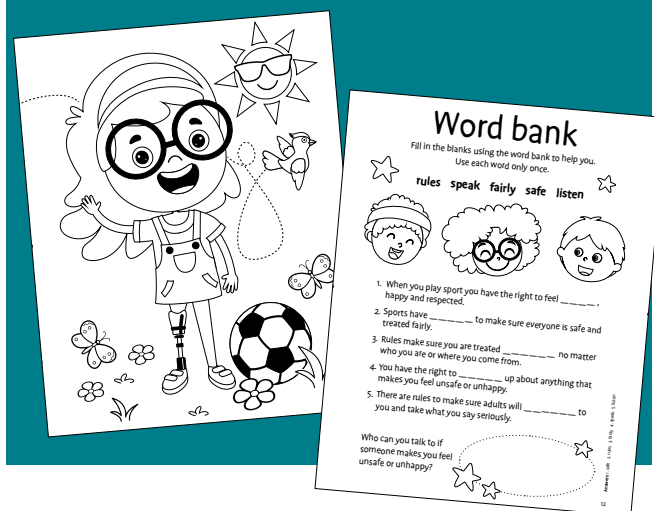
"Education is integral to protecting sport for all of its participants and members, but that doesn't just start at the elite level," said Mr Williamson.

"By engaging in these activities from a young age, children are developing crucial problem-solving skills and enhancing their self-confidence.

"In addition to this, children are learning that SIA is there to support them too and will always be a safe space for them to raise their concerns."

The Activity Book is available to children and young athletes at all upcoming SIA education outreach events around the country, can be downloaded from our website and is also available upon request for organisations and events.

E: communications@sportintegrity.gov.au





STAFF SHOUTOUT

Congratulations to Sport Integrity Australia (SIA) Director of Intelligence, Tim Young, on being awarded the Most Outstanding Participant at the recent Commonwealth Agencies Management of Serious Crime Course (CAMOSC3) facilitated by the Australian Federal Police.

The AFP MOSC Program was established in 1991 and is regarded as the AFP's flagship training program and Australasian policing's premier training program for leaders of complex serious crime investigations.

The program is internationally recognised and has participation from Australian and New Zealand policing services, Commonwealth agencies and international police and law enforcement partners from around the world.

Tim said the MOSC is a brilliant course for any developing or established leader within the Commonwealth.

"While demanding, the program allows participants the opportunity to hear from the most senior levels of government and industry, and academia, and work through practical exercises related to the student's home agency.

"For me the course was pivotal to my professional and personal development, allowing me to reflect on my strengths and weaknesses as a leader in addition to forming new connections with like-minded individuals from other agencies," Tim said.

Tim also received an offer to return to MOSC as a Visiting Fellow at a future course, an opportunity he is looking forward to.

"Continued engagement of agency staff on the course will be beneficial for ongoing development of our leadership cohort and connection with our Australian Commonwealth and international partners.

"The opportunity to return is something I look forward to so as to continue my leadership growth and improvement within our teams."

The MOSC offers world-class training for leaders of complex serious crime investigations, with an emphasis on multi-agency and multi-jurisdictional collaboration.

“

While demanding, the program allows participants the opportunity to hear from the most senior levels of government and industry, and academia, and work through practical exercises related to the student's home agency.

The program seeks to provide an understanding of the concept of 'police diplomacy' and the importance of international engagement and collaboration in combating serious crime.

Furthermore, it aims to develop capability of senior crime leaders to contribute to, and influence efforts to combat serious crime through strategy, policy and capability development, both organisationally and nationally.

Organised crime threats to the integrity of sport such as performance and image enhancing drugs, illicit drugs and online crime and corruption continues to remain a key area of focus for SIA through the agency's Law Enforcement Partnership Program.

Top left: Tim Young being presented with the award for Most Outstanding Participant by Assistant Commissioner Krissy Barrett.

Top right: Tim Young and Sarah Benson (Acting CEO), SIA.



SPORT INTEGRITY AUSTRALIA LAUNCHES TRANSLATED RESOURCES

As a proud champion for inclusion and diversity in sport at all levels, Sport Integrity Australia (SIA) has released a series of resources and eLearning courses in three additional languages.

Australia is a proud multicultural country, with nearly one in four Australians speaking a language other than English. Communities can now find sport integrity education resources in:

العربية (Arabic)

简体中文 (Simplified Chinese)

Tiếng Việt (Vietnamese)

The translated resources will help sports and communities get a better understanding on topics around the National Integrity Framework, how to handle complaints and child safeguarding practices.

SIA Culture and Safety Advisor, Patrick Johnson, said this is the first step in building resources that are fit for purpose, accessible to all communities and prioritise culturally safe practices and protocols.

"It is important to us, in what we do, that all members of the sporting community are armed with the education and tools they need, regardless of their background or the languages they speak at home," said Mr Johnson.

"We drew on the Australian Bureau of Statistics' 2021 census results, which highlighted Simplified Chinese, Arabic and Vietnamese as the three most commonly spoken languages, outside of English in Australian homes.

"We wanted to ensure that our educational resources are accessible and that our products are representative of the wider communities who rely on them most."

The move toward translated resources comes as SIA works to address discrimination and racism in sport.

Mr Johnson said by supporting sports to reach a wider audience with the translated resources, we aim to reduce instances of discrimination by ensuring everyone knows what to do if an incident does occur.

"It means that everyone is getting the same message so that we can all work toward protecting sport together," he said.

Translated resources currently available:

- Sport Integrity Australia Brochure (Who We Are).
- National Integrity Framework Fact Sheet.
- Complaints flow chart.
- 5 Steps to the Complaints Process.
- Children and Young People Safe Practices Do's and Don'ts.
- 'Discrimination: No Place' poster.

eLearning courses currently available:

- Safeguarding Children and Young People in Sport Induction course.
- Safeguarding Recruitment and Screening Module.

The translated resources are available now in our [Communities hub](#) on the website and the courses are accessible via the [eLearning platform](#).

POSITIVE BEHAVIOURS IN SPORT SURVEY

Sport Integrity Australia (SIA) has launched a first of its kind Australian research project on positive behaviours and integrity in sport.

SIA has invited thousands of athletes and coaches to take part in an anonymous survey, which has been designed to measure Australians' understanding and demonstration of positive behaviours while they are involved in sport.

Athletes and coaches invited to take part in the survey were selected in a way that looks to mirror the Australian sporting community, in terms of different sports, competition level, age and gender identity.

The survey results will act as a baseline of data to enable SIA and the wider sporting community to make informed decisions that make Australian sport safer and fairer in the future.

The survey will be conducted annually until 2028, with the scope of participants broadened to parents and administrators from 2025, as a way of evaluating the reach and impact of SIA's education initiatives.

A variety of stakeholders were consulted in the development of the survey, including the Australian Sports Commission and industry researchers, alongside our research partners Snapcracker Research+Strategy.

The project received approval from the Australian Institute of Sport Research Ethics Committee.

Research findings will inform SIA educational resources year-on-year with final results published in 2028.

We look forward to working with the wider Australian sporting community to make sport safe and fair for all.



HALOSTACHINE

Due to the lack of regulation in the supplement market, the safety of these products needs to be considered. Supplement manufacturers often use omissions or alternative names to lure buyers in and create the illusion of a clean substance. These tricks make supplements a higher risk for athletes. Check out our resource on [Sport Supplements & Supps In Sport – Athlete Advice](#) for more information.

WHAT IS HALOSTACHINE?

Halostachine, scientifically known as N-methylphenylethanolamine, is often referred to as a natural substance. It is a derivative of phenethylamine, first isolated from the shrub *Halostachys belangeriana*¹ which is found across Eurasia.

Halostachine is an ingredient often found in supplements and has been likened to ephedrine, a similarly prohibited substance that is medically used to treat low blood pressure. It is promoted in dietary supplements for its stimulant effect.²

Halostachine is listed on the World Anti-Doping Agency (WADA) Prohibited List as an S6 Stimulant that is prohibited in-competition due to its performance-enhancing effects and danger to athlete health. Australian athletes need to be aware that while this ingredient is often used in supplements, Halostachine has not undergone any clinical trials in humans and is not indicated for any medical uses.

WHAT DOES IT DO?

Structure: Halostachine is classified as a phenethylamine derivative as it contains phenethylamine as its backbone.

Based on this structure, it is expected to have an impact on the central nervous system, therefore acting as a stimulant.

Marketing: Halostachine is marketed as a fat burner, which improves endurance and promotes rapid recovery post workout. Clinical data on the efficacy and safety in humans of Halostachine or plants and supplements containing Halostachine does not exist.³

WHAT ARE THE HEALTH RISKS?

Generally, phenethylamines are known to cause appetite loss, increased heart rate (tachycardia), high blood pressure (hypertension) and respiratory problems.⁴

EXERCISE CAUTION WITH SUPPLEMENT USE

As Halostachine is on the Prohibited List, athletes must take care with supplement use to make sure they don't accidentally consume this ingredient.

As with any supplement, it can be difficult to tell exactly what some ingredients are and how much of each ingredient is in a product.

A US study published mid last year in [JAMA Network Open](#)⁵, produced data on 57 dietary supplements marketed to increase energy or build muscle to determine if they contained five popular botanical ingredients promoted as having stimulant or anabolic effects. Halostachine was one of the five ingredients.

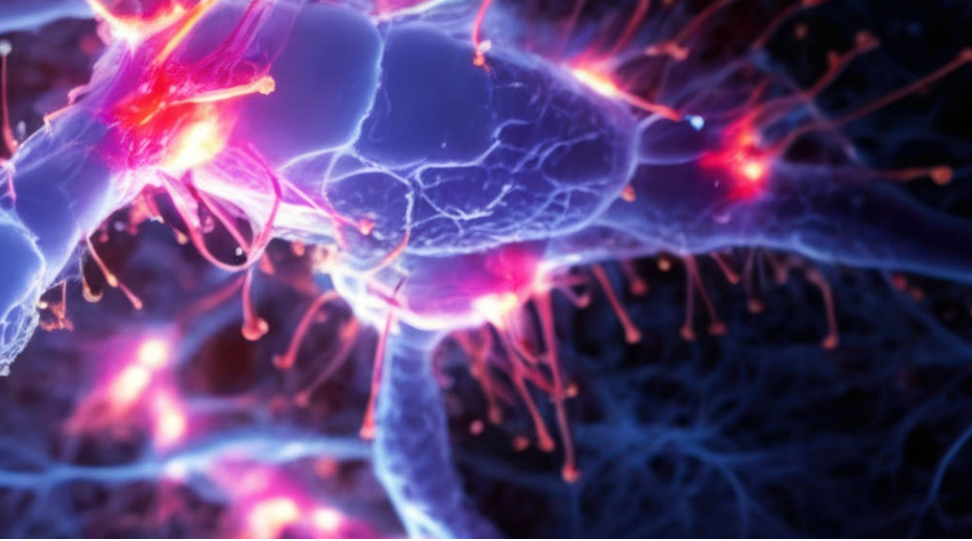
1 Končić MZ. *Getting more than you paid for: Unauthorized "natural" substances in herbal food supplements on EU market.* Planta medica. 2018 Apr;84(06/07):394-406.

2 Cohen PA, Avula B, Katragunta K, Travis JC, Khan I. *Presence and quantity of botanical ingredients with purported performance-enhancing properties in sports supplements.* JAMA network open. 2023 Jul 3;6(7):e2323879-.

3 Končić MZ. *Getting more than you paid for: Unauthorized "natural" substances in herbal food supplements on EU market.* Planta medica. 2018 Apr;84(06/07):394-406.

4 Schifano F, Vento A, Scherbaum N, Guirguis A. *Stimulant and hallucinogenic novel psychoactive substances; an update.* Expert Review of Clinical Pharmacology. 2023 Nov 2;16(11):1109-23.

5 Cohen PA, Avula B, Katragunta K, Travis JC, Khan I. *Presence and quantity of botanical ingredients with purported performance-enhancing properties in sports supplements.* JAMA network open. 2023 Jul 3;6(7):e2323879-.



As Halostachine is on the Prohibited List, athletes must take care with supplement use to make sure they don't accidentally consume this ingredient.

Of the 57 products analysed, seven listed Halostachine as an ingredient.

The research also found that 23 of the 57 products did not contain the listed ingredients in detectable amounts. Additionally, products that did include the ingredient had quantities ranging from 0.02% to 334% of what the label indicated. This means that people are likely to get a highly variable dose of the ingredients between different products. This could have significant health effects if they get an unexpected high dose when their body is used to being under-dosed.

Supplement manufacturing processes can lead to their contents varying from batch to batch. SIA's advice is that no supplement is 100% safe to use.

Under the WADA principle of strict liability, athletes are responsible for any substance found in their body.

In Australia, supplements are the largest cause of inadvertent doping cases.

If athletes still choose to use supplements it is recommended they use the SIA app's 'Supplement Checker'. This tool is designed to help athletes find products with a lower risk of testing positive.

The Checker lists supplements available on Australian shelves which have been batch tested and certified by a third-party program that tests for banned substances in sport, these independent companies are [Informed Sport](#) and [HASTA](#). The batch-tested supplements on the checker have the lowest risk of containing prohibited substances, however there is never a guarantee.

Worried your supplements might include a banned substance?

Need to know if your medication is on the World Anti-Doping Agency Prohibited List?

Need to apply for a Therapeutic Use Exemption?

Want to report an integrity issue?

THERE'S AN APP FOR THAT!

Download the 'Sport Integrity Australia' app today.



**Hit the ground
running in 2025!**

READ UP ON WADA'S PROHIBITED LIST

**MAJOR CHANGES IN EFFECT
AS OF 1 JANUARY 2025**

www.wada-ama.org



GREAT NEWS!

Sport Integrity Australia is upgrading to a new Learning Management System (LMS) that will enhance our training capabilities and user experience. The LMS houses our online training modules. It is a single destination for all sporting codes and administration staff to access the appropriate educational materials and training on sport integrity.

Set to launch on 1 July 2025, this platform will offer several exciting improvements:

- A more intuitive and user-friendly interface for easier navigation.
- Integration of all training, both online and face-to-face, providing a comprehensive learning experience.

The new LMS represents a significant step forward in our commitment to providing excellent training and development opportunities for learners. We're confident that these improvements will streamline our learning processes and make your training experience more efficient and enjoyable.

In the meantime please continue to access our current eLearning hub for all of your sport integrity training requirements.

elearning.sportintegrity.gov.au/login/index.php



Out AND ABOUT

Working closely with other Governments and National Anti-Doping Organisations is a fundamental element of Australia's international strategy.



Jason Whybrow with outgoing Chair of IPACS and IOC Chief Ethics and Compliance Officer, Pâquerette Girard Zappelli following the handover of the organisations Chair to the Swiss Government representative.

Our agency continues to bolster our capabilities and expand our networks across the international anti-doping, government, law enforcement and sport integrity cohort. The year wrapped up with some crucial international engagements.

Sports Wagering and Competition Manipulation Director, Jason Whybrow represented SIA at the **International Partnership Against Corruption in Sport (IPACS) conference** in Rome, Italy. In its seventh year of running, this year's conference focused on the modern-day implications of artificial intelligence on crime and corruption in sport. The topics covered will contribute to enhanced prevention and improved governance in sport globally. Crucially, this year's conference also marked the change of the IPACS Chair from the International Olympic Committee to the Government of Switzerland.

Mr Whybrow then continued to Prague in the Czech Republic to attend the **INTERPOL Match-Fixing Task Force (IMFTF)**. The Task Force coordinates close to 100 member units and provides a platform for investigative resources and international case coordination. The IMFTF provides its member network with dedicated financial crimes analysis and data collection tools for the improved investigative and monitoring capabilities, aimed at intercepting criminal exploitation through sport.

October saw the US Anti-Doping Agency (USADA) hold two of its annual conferences, the first was the annual **Education Summit in Colorado** with SIA represented by Education Assistant Director, Gavin Whitehouse. The two-day conference brought together the Penrose Education Experts and Resource Sharing (PEERS) Group to share on the challenges faced by anti-doping bodies globally and to collaborate on strategies to address them through education.





Members of the Interpol Match-Fixing Taskforce at the Annual Meeting.

"The conference included sessions led by researchers from the Centre for Athlete Well-Being and focused on transforming theoretical learnings and data to tangible and evidence-based educational resources," Mr Whitehouse said.

SIA was asked to present on how the transition to an integrity agency has been managed within the Education team and how this change has impacted the delivery of day-to-day operations.

The Education Summit also gave attendees the opportunity to discuss the proposed changes to the 2027 WADA Code, approaches to education tactics for sanctioned athletes and pre-testing educational resources.

This was followed by **USADA's annual Symposium on Anti-Doping Science** held in Seattle, Washington. Attended by SIA's Science team members, Dr Gemma Payne and Rima Chakrabarty, who also presented 'An Australian perspective, the nexus between law enforcement and anti-doping' on day two of the three-day conference.

Reflecting on the event Dr Payne said the USADA Symposium continues to provide an excellent opportunity to engage with anti-doping representatives from across the world.

"Anabolic agents continue to be a high risk to the integrity of sport, both in Australia and globally and our engagement with international colleagues greatly furthers SIA's effort in tackling and monitoring trends in anabolic agent use through evidence-based input into education, testing and investigations."

Senior members of SIA's executive team including Deputy CEO, Luke McCann, and former Head of International Relationships and Strategy, Darren Mullaly, attended the inaugural **World Anti-Doping Agency forum for Ministers Responsible for Sport in Oceania**.

Held in Apia, Samoa, the forum saw government and National Anti-Doping agency partners from across the region come together to share insights into anti-doping activities.

The two-day forum concluded with the signing of the Apia Declaration which outlines a commitment to

upholding the World Anti-Doping Code (The Code) and the UNESCO International Convention against Doping in Sport.

Deputy CEO, Luke McCann, said the forum demonstrated the importance of supporting other National Anti-Doping Organisations and countries in the Oceania region.

"We each have a significant role to play, particularly within our own region, to ensure that we as national anti-doping organisations are supporting each other and continue to push for clean and fair sport," Mr McCann said.

"It was encouraging to be part of the 15 representative nations who signed the Apia Declaration, demonstrating our commitment and unified approach to promoting clean and fair sport in the Oceania region."

In November UKAD, in collaboration with SIA, hosted its first **Data Analytics Workshop** in London. The event brought together 16 International Anti-Doping Organisations (ADOs) to explore collaborative, data-informed decision making and ethical use of AI.

In 2023, UKAD established the working group, that brings together a community of ADOs to collaborate to deliver benefits in the efficiency and effectiveness of anti-doping programs. This group has grown at pace and the aim of the workshop was to gather members in-person to formalise ways of working, prioritise, and to explore the rapidly evolving AI landscape and its potential in anti-doping.

Director of Anti-Doping Testing, Michael Harkins travelled to the UK to attend the workshop and said working together is key.

"In the anti-doping community, we share a common goal. By sharing our knowledge and skills, we can have a bigger impact. This workshop was a great opportunity to share, learn, and build a strong network dedicated to protecting clean sport," said Mr Harkins.

Highlights from the conference included an external speaker who discussed how international analytics collaborations are used in criminal intelligence, group exercises to design a new framework for sharing knowledge and building analytical skills, and a panel



Clockwise from top left:

SIA Acting CEO, Dr Sarah Benson, and Europol Executive Director, Catherine De Bolle.

SIA's Gavin Whitehouse (far right) with attendees at the PEERS Summit hosted by USADA (Education team).

SIA Deputy CEO, Luke McCann at the inaugural WADA forum for Ministers Responsible for Sport in Oceania.

Europol visit to SIA offices.

Former Head of International Relationships and Strategy, Darren Mullaly (2nd from right), attended the inaugural WADA forum for Ministers Responsible for Sport in Oceania.



session featuring two ADOs who are piloting AI to aid productivity and education.

Acting Head of International Relations, Strategic Policy and Intelligence, Justine Crawford, attended the **12th Association of Sport Performance Centres (ASPC) International Forum on Elite Sport**. Over 100 international leaders from the High-Performance sports industry met in Hong Kong, China in early December for a week of development, connection and collaboration. Ms Crawford and Mrs Sonia Boland, Australian Sports Commission National Wellbeing Manager, presented concurrently on the topic of Sport Integrity and Safe Sport, focusing on the journey over the past 2.5 years to design and implement Australia's High-Performance Sport Strategy – Win Well.

Ms Crawford said it was a great opportunity to reflect and share how Australian High-Performance partners continue to collaborate.

"We are working towards ambitious performance goals that inspire the Australian community, with wellbeing and sport integrity initiatives integrated into programs as key enablers of sustainable success."

The forum covered a broad range of topics including Leadership, Gaming and e-sports, Emerging sports at High-Performance Centres, Mental Wellness and Sports Technology, from a range of leading international and local speakers.

As a continued partnership with international law enforcement agencies, the **Executive Director of Europol, Catherine De Bolle** attended SIA's offices. Europol's mission is to support its Member States in preventing and combatting all forms of serious international and organised crime, cybercrime and terrorism. During the visit there was an opportunity to discuss the ongoing threat to the integrity of sport posed by the infiltration of criminal activity, particularly with respect to competition manipulation, betting related corruption and foreign ownership, and potential areas of collaboration to develop a protective ecosystem for sport. A great opportunity to connect and discuss protecting the integrity of sport.

Justine Crawford and Sonia Boland at the 12th ASPC International Forum on Elite Sport.



Know your Do's and Don'ts

Check out our new video series highlighting safeguarding practices.

Based on the Children and Young People Safe Practices Do's and Don'ts handbook, our new educational videos draw on the 13 safeguarding practices.

Share with your sporting community to raise awareness of child safeguarding standards for coaches, parents and participants.

[View the videos on YouTube or our website.](#)





**SPORT INTEGRITY
AUSTRALIA**

WWW.SPORTINTEGRITY.GOV.AU