



# SPORT INTEGRITY MATTERS

ISSUE 8 | MARCH 2022



**ATHLETICS AUSTRALIA  
ON INTEGRITY**  
An interview with the CEO

**THE EVOLUTION OF  
COMPLAINT HANDLING IN SPORT**  
Why, how and what's next

**THE RUSSIAN FIGURE SKATER  
AND THE DISMISSED APPEAL**  
A legal analysis

**GLOBAL EFFORT TO PROTECT  
WINTER GAMES**  
Betting markets pose a risk



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# MESSAGE FROM THE CEO

Sport is at the heart of Australian culture. On a societal level, it builds stronger, more connected and healthier communities.

For individuals, sport provides discipline, structure and opportunities for people to build persistence, resilience, leadership skills and a sense of mateship and comradeship.

It gives us opportunities to watch amazing achievements, moments of unity and a reason to be proud of our culture – whether that is watching the incredible feats of our Australian Winter Olympians in Beijing or cheering for indigenous sporting legend Ash Barty at the Australian Open (and then again at her retirement conference).

The entire sport sector, and the many partner agencies who support it, know that these benefits are worth supporting and protecting.

Sporting bodies have made significant progress in addressing integrity risks. However, there are still integrity issues which put sport in the spotlight for the wrong reasons.

Between doping cases, accusations of match-fixing, and allegations of abuse in Australian sport, integrity now threatens to be a front page topic in all the wrong ways.

But this threat is one that is being challenged on all fronts, both from within the sporting sector and with the support of our partners.

In July last year, leaders in the sporting sector, including the Australian Olympic Committee, Paralympics Australia and Commonwealth Games Australia, came together with Sport Integrity Australia to discuss how we could bolster the integrity capability of sports.

This partnership led to the concept of independent complaint handling in sport, a proposal which was then taken to, and supported by, the Australian Government.

Sport Integrity Australia also developed the National Integrity Framework, designed to help ensure consistent

behavioural standards across sports, and provide assistance to sports in updating complex integrity policies.

There is no doubt that the focus on integrity in sport has grown in recent years, and that it has required time and energy for sports to respond.

But sports are not alone, and Sport Integrity Australia is committed to working with all sports to help protect their members and their competitions.

Last month, I was pleased to announce the \$2 million Integrity Manager grants program which provides funding for sports to employ a new Integrity Manager in their organisation. This will also lead to the establishment of a nation-wide Integrity Manager Network in future to build the capability of sports (see page 26 for more information).

In future, we will also be able to run the first intake of the Managing Sport Integrity course through Victoria University, which is being developed to help our partners understand the intricacies and application of the National Integrity Framework. We also plan to host a forum, in partnership with the University of Canberra, to bring sports together so we can learn and develop from one another.

In addition, we continue to provide advice and support to all our partners across the intelligence, investigation, safeguarding, complaints, competition manipulation, and legal fields.

In recent months we have also increased the communication and awareness support for sports, which has led to the development of a series of resources to be released in April. This edition of *Sport Integrity Matters* is yet another offering, which provides an opportunity for our partners to learn more about the way we work, and why we do it.



Page 4 tells the story of independent complaint handling in sport, providing valuable context on the development of the National Integrity Framework (NIF). Likewise, page 10 explains the value of the NIF for smaller sporting organisations, and page 16 gives a clear analysis of the recent doping decision regarding the 15-year-old Russian figure skater. How a 15-year-old can test positive at all is concerning, along with the intense scrutiny that came with it.

There is more that can be done, and as always, I welcome feedback from all our partners on how Sport Integrity Australia can best assist you – we are always listening and refining our work in response to feedback.

Although the new emphasis on sport integrity may sometimes seem daunting, I am humbled by my conversations with partners across the country, including CEOs of National Sporting Organisations, law enforcement and government partners, which show that the pursuit of high integrity environments is not seen as a burden, or tick the box exercise, as we continue to develop and learn.

Creating safe, fair sporting environments is a shared priority of every one of us. I believe Peter Bromley says it best on page 8: "junior athletes are our future 2032 Olympians." This is a cause worth fighting for, and a vision worth protecting.

A handwritten signature in black ink, appearing to read 'D Sharpe'. The signature is fluid and stylized, with a long horizontal stroke at the end.

**David Sharpe APM OAM**  
Chief Executive Officer

# THE EVOLUTION OF COMPLAINT HANDLING IN SPORT

The concept of an independent organisation managing complaints for Australian sporting organisations is still relatively new and has evolved rapidly in the past 18 months. Here we look at how the need for independent complaint management came about, why it is important and the future of complaint handling in Australian sport.

## THE CATALYST

When Sport Integrity Australia opened its doors in July 2020, its role was to bring together existing integrity functions from the Australian Sports Anti-Doping Authority (ASADA), the National Integrity of Sport Unit and Sport Australia into one central agency.

Although it was established to be the central coordination point for information about integrity threats in Australia, there was no initial intent for the agency to receive complaints in sport or to investigate breaches of sport policy.

Then, in the same week Sport Integrity Australia came into existence, the sporting world watched the *Athlete A* documentary in disbelief, as the harrowing abuse of gymnasts under the care of USA Gymnastics became clear.

What followed was a watershed moment for sport.



Around the world, empowered gymnasts spoke up about their own experiences of abuse in Australia, Canada, the UK, New Zealand, Switzerland and more.

But this was not just a solitary one-sport issue. In the wake of *Athlete A*, athletes in a range of other sports began to speak up and it was clear gymnastics was not alone.

In Australia, athletes from sports like swimming, triathlon and football have all shared their experiences of alleged abuse, inappropriate behaviour and sometimes even criminal conduct in sport, both recent and historical.

In all these matters, the story has been similar:

- For too long, athletes feared coming forward for threat of reprisal, or a belief that they would be ignored, or that nothing would change.
- For too long, parents felt their concerns were unfounded and misguided.
- For too long, unacceptable behaviour was ignored, or worse, condoned and athletes were harmed.

Sporting bodies and governments were on notice – the time for change had arrived.

But the question remained: were sports capable of addressing those threats, and was it appropriate for sports to investigate themselves?

## THE CHANGE

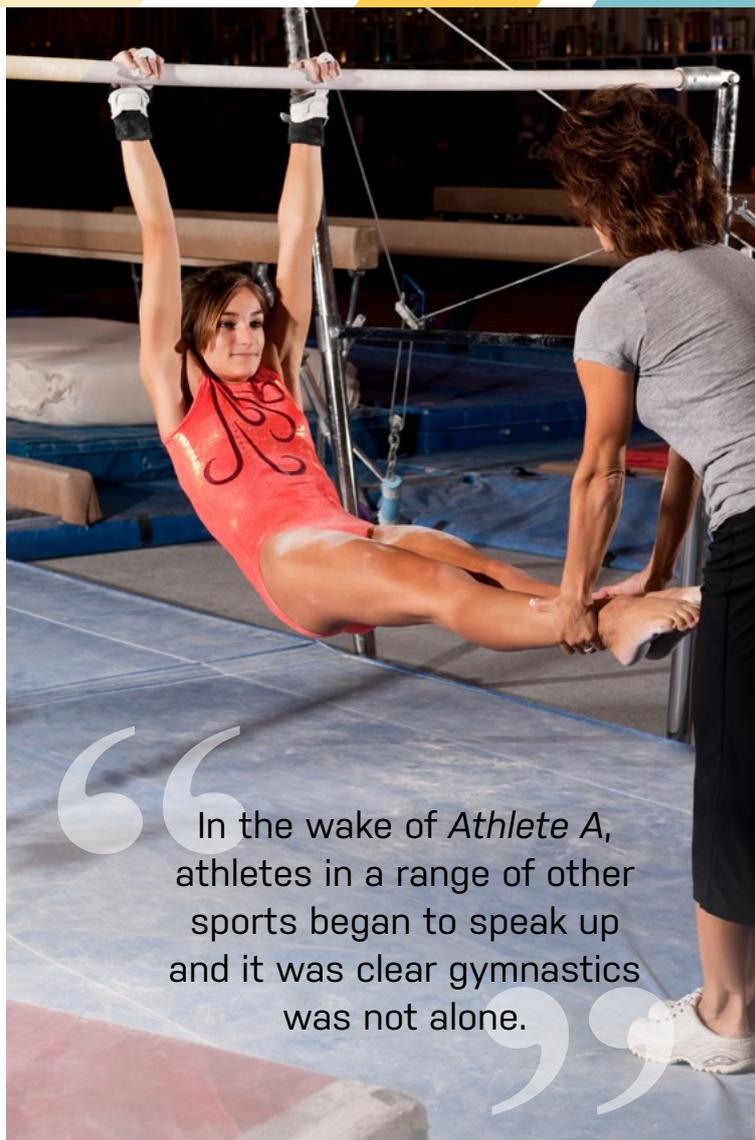
The stories of abuse around the world showed that there was an inherent risk in sports managing their own complaint processes – without independence it can make it difficult for athletes to speak up, and enables the possibility that poor conduct could be swept under the rug in favour of commercial and reputational interests. The risk was also exacerbated in sports with limited resources who may not have the skills or capability to manage integrity threats in-house.

To mitigate these risks Sport Integrity Australia worked in partnership with the Australian Olympic Committee, Paralympics Australia, Commonwealth Games Australia and Sport Australia to develop a model for complaint management that was supported by the Australian Government.

As a result of that partnership, the role of Sport Integrity Australia expanded as a matter of urgency and in December 2020, the agency received additional funding to establish an independent complaint handling mechanism for sport.

As sports continued to grapple with an influx of complaints, demand for the capability was immediate. A number of sports took the proactive and admirable step of seeking independent assistance to tackle major allegations, with each request unique to their sports' policies and frameworks.

As such, over the past 18 months Sport Integrity Australia has responded to sports' requests for help in a variety of different ways.



“ In the wake of *Athlete A*, athletes in a range of other sports began to speak up and it was clear gymnastics was not alone. ”

In September 2020, Sport Integrity Australia ran the country's first independent complaint handling process for a national sporting organisation – Gymnastics Australia.

A similar process was established for Football Australia in October 2021, and other ad-hoc complaint assessments have been completed for sports like triathlon, swimming and others.

As well as formal complaint handling mechanisms, Sport Integrity Australia has conducted a number of cultural reviews into allegations of historical abuse in sport. Notably, the final report on the Western Australian Institute of Sport gymnastics program is due to be released shortly.

All of this work was done to help sports during an unprecedented time, where allegations of historical abuse were flooding the inboxes of CEOs around the country. Although the function and capability of Sport Integrity Australia was new, it was necessary.

The challenge for Sport Integrity Australia in these processes was simple: although the agency and its capabilities were new, the agency's scope and powers in these processes were defined by the old sport policies that were in place at the time of an allegation.

Although Sport Integrity Australia had received new funding, they had not received new powers, and the agency's ability to investigate and sanction poor behaviour was dependent on the powers granted to them by the sport and their existing policies.

This meant that behaviour which might be considered unacceptable today may not have been defined as Prohibited Conduct in a policy 20 years ago, or that person may no longer be bound by a policy, or that an allegation may be dealt with differently today.

More broadly, it meant that the ability for Sport Integrity Australia to define, prove and investigate an issue, and even to impose sanctions, was determined not by the agency's current powers or definitions, but solely by the sport policies of decades ago.

While challenging, each of these individual complaint processes provided essential assistance to sports at their time of need (within the authority available), and supported countless athletes to come forward and report their concerns. In some cases this has led to criminal charges against people who abused their position of authority in sport by harming athletes. In others it has led to sanctions from sport, new practices or procedures, or has held institutions or individuals to account.

In all cases, it has given both athletes and sports comfort that issues are being considered independently and impartially.



“...there was an inherent risk in sports managing their own complaint processes – without independence it can make it difficult for athletes to speak up...”

# TIMELINE

## THE FUTURE

While these previous bodies of work were critical to helping sports, the future of complaint handling in Australian sport looks very different – it is clear the retroactive application of dated policies is not the answer.

Through each of the standalone complaint processes mentioned earlier, Sport Integrity Australia was able to test the effectiveness of existing policies to address poor behaviour such as abuse, identify policy limitations and see how complaint processes could be strengthened.

These insights have then been applied to the development of the **National Integrity Framework (NIF)** – a suite of new integrity policies that clearly define prohibited conduct, supported by an independent complaint management process to handle integrity issues from elite levels to grassroots sport.

The NIF policies have addressed some of the issues highlighted in historical sport policies and will set consistent standards for participants in almost all Australian sports.

The NIF also ensures sports have access to expert assistance in managing complaints in their sport, so administrators can spend more time managing their competitions and growing participation in their game, with the assurance that they will be afforded the highest policy protections.

The implementation of the NIF is supported by the National Integrity Manager grants program that provides additional support to sports to manage integrity issues.

The NIF may not yet be perfect, but Sport Integrity Australia is committed to listening and reviewing its work, and with the support of partners such as the Australian Human Rights Council, Full Stop Australia and the AIS Mental Health Network, the agency is moving in the right direction.

Although the path to get here may seem rushed, or sometimes rocky, it has been informed by the stories of every athlete who has come forward, by the expertise of every sport administrator who has provided advice and by the assistance of our countless partner agencies who also want to keep sport safe and fair.

This model is the future for Australian sport.



JUNE  
2020



*Athlete A* documentary is released.



JULY  
2020



Sport Integrity Australia is established.



SEPT  
2020



Sport Integrity Australia begins Supplementary Complaint Management Process for Gymnastics Australia.



DEC  
2020



Sport Integrity Australia receives additional resources to establish independent complaint handling process for sports.



MAR  
2021



Sport Integrity Australia releases the National Integrity Framework.

Sport Integrity Australia begins the cultural review into the Women's Artistic Gymnastics Program at the Western Australian Institute of Sport.



OCT  
2021



Sport Integrity Australia begins the Independent Complaint Handling Process for Football Australia.



FEB  
2022



First National Sports Tribunal decision is released regarding Gymnastics Australia complaint.



# INTEGRITY IS EVERYTHING BUT HOW DO WE MANAGE IT?

Athletics Australia takes the lead by employing their first National Integrity Manager.

Integrity is one of Athletics Australia's core values. So it's not surprising that athletics, who participated in the National Integrity Manager pilot program, has now employed a full time National Integrity Manager to focus specifically on integrity issues and be a central point of contact for integrity matters and complaint management.



Here, Athletics Australia CEO Peter Bromley talks about their upcoming adoption of the National Integrity Framework and how their National Integrity Manager is not only helping them to get up to speed with integrity issues generally, but is actively engaging with their member associations to ensure a nationally consistent approach to integrity and complaints management.

## Why is Athletics Australia signing on to the National Integrity Framework?

Peter Bromley

Peter Bromley: The Athletics Australia Board is committed to good governance and committing to the National Integrity Framework (NIF) is a great step in protecting athletics from a wide range of integrity threats. Integrity is one of Athletics Australia's values. We want to be a well governed sport that lives by its core values and our commitment to our community. By prioritising integrity through the National Integrity Framework, we can live up to our values and our promise to the community.

## How had your sport handled integrity related issues previously?

PB: Previously, we didn't have a dedicated resource handling integrity matters.

Like many sports, issues like member protection, complaint handling or child safeguarding get mixed in with other roles, or resolving issues gets spread across State and Territory Member Associations. We have had in-house legal expertise before, but the National Integrity Manager pilot program allows us to solely concentrate on integrity risks.

## What is the scope of the National Integrity Manager role and how will the appointment help Athletics Australia moving forward?

PB: Right now we're working with Sport Integrity Australia on our National Integrity Framework and restructuring our other policies so that they all align with the Framework. It's then important for the National Integrity Manager to put policy into practice, which means engaging with our State and Territory Member Associations to implement the NIF.

The scope of the role involves lots of engagement and collaboration to make sure we have a nationally consistent approach to integrity and how complaints are managed. Taking time to get this right will set athletics up to handle complex complaints appropriately.

Longer term, we want to build our capacity and capability right across athletics with an education plan. We have a brilliant Integrity Education Officer with strong relationships in the high-performance area that we can build from.

## Do you have any advice for sports who have yet to employ a dedicated integrity resource?

PB: Out of date integrity policies or poor internal processes can be high risk to an organisation. Having a National Integrity Manager is a proactive way to mitigate those risks by ensuring sound processes are in place.

Furthermore, compliance with child safeguarding, member protection or anti-doping is important. A National Integrity Manager can lead this work to ensure non-compliance doesn't turn into a risk for the sport.

For athletics, a resource to lead the child safeguarding policy is great as we need to keep aligning with best practice and legislation in this area. Junior athletes are our future 2032 Olympians and we want them to feel welcome and safe in our sport.





### What would you say to other sports who might still be considering whether or not to sign up to the National Integrity Framework?

PB: The benefits to athletics when adopting the National Integrity Framework are fantastic. We really appreciate the support from Sport Integrity Australia, that's both through the National Integrity Manager pilot program and into the future with Sport Integrity Australia's support in the complaint handling process. Having an independent process with additional advice and expertise from Sport Integrity Australia will benefit all of athletics.

Leading a nationally consistent approach across national sporting organisations with a National Integrity Framework initiative should be commended. It's going to be quite a journey for our organisation, and I imagine a big journey for Sport Integrity Australia, but the support in advice, funding and communication is clearly increasing and appreciated at Athletics Australia.



## INTRODUCING SIMON THOMPSON ATHLETICS AUSTRALIA NATIONAL INTEGRITY MANAGER

Simon Thompson is one of Australia's first managers to be appointed through the National Integrity Manager grants program.

Thompson, who has a background in sport, law, governance and compliance, started with Athletics Australia three months ago having previously worked at Sport England, Tennis Victoria and Sport and Recreation Victoria.

He says good governance with solid policies and procedures need to be available at the grassroots level.

"I'm looking forward to working with Sport Integrity Australia and working through the policies and processes for a consistent approach to integrity issues," Thompson says. "I know there may have been some nervousness around the creation of a National Integrity Framework, but you could see that prior to the formation of Sport Integrity Australia not only were different sports handling complaints or issues differently to each other, but even within sports some states may have handled issues differently to their counterparts within the same sport."

His focus is child safeguarding and engaging and collaborating with those involved in athletics at all levels to ensure a consistent approach to integrity matters.

"Issues such as child safeguarding, for example, have got to be a whole-of-sport priority with zero tolerance across all involved. There needs to be consistency."

Thompson is happy that Athletics Australia participated in the pilot program thus giving him the opportunity to work directly with his CEO on integrity issues.

"Integrity issues shouldn't be siloed. They need to be highlighted across the entire organisation with direct access to the CEO and the Board to raise issues."

When it comes to safeguarding and member protection, Thompson said there's "no shortcuts anymore".

"You have to have the policies and processes up-to-date for best practice. Sports have to be proactive; they can't play catch up."

He says it is also important to take notice of learnings from other sports so Athletics Australia can apply those, when needed.

For more information about the National Integrity Manager program, head to the [Sport Integrity Australia website](#).



Simon Thompson

# BIG STEPS FOR SMALLER ORGANISATIONS

We often look to high participation sports to lead the way, but sometimes it's the smaller organisations who are agents for change.

**Combat Institute of Australia** (CombatAUS) and **Artistic Swimming Australia** are two such organisations – together they are at the forefront of member protection and safe sport.

The decision to adopt the National Integrity Framework (NIF) was a fairly easy one, according to Alex Vallentine, the CEO of CombatAUS, the association that manages Australia's elite high performance programs for combat sports including boxing, judo, and taekwondo, with an affiliate association with wrestling and fencing.

"We are committed to ensuring the integrity of our high performance activity and to providing a safe and supportive environment for our athletes, staff and coaches," Vallentine says.

"Adopting the National Integrity Framework will assist us in mitigating integrity threats to our people and our activities."

Vallentine credits Sport Integrity Australia with helping CombatAUS to modify the NIF to ensure it caters for all the sports within their membership.

"Thank you to the team at Sport Integrity Australia for working through the adoption process with us. Our unique structure required the policies to be tailored to suit our operations and we are greatly appreciative of Sport Integrity Australia's support, particularly the Sport Engagement team."

Richard Vaughan, the new High Performance Pathways Director of Artistic Swimming Australia (ASA), feels a national approach to sport integrity will be compulsory at some point, so signing on now was a logical step for ASA.



“Adopting the National Integrity Framework will assist us in mitigating integrity threats to our people and our activities.”

"ASA [formerly known as synchronised swimming] wants to have the highest level of governance, and athlete/member protection is our highest priority within the sport," Vaughan says. "It is helpful to know there is an agency dedicated to checking compliance around these areas, and this acts as a reassurance for small national sporting organisations who are not resourced to have as in-depth coverage."

Vaughan commends Sport Integrity Australia on the ease of the process and communication with ASA and encourages organisations to join the NIF, safe in the knowledge that Sport Integrity Australia will help work through any issues that may arise.

"It has been great to have one point of contact at Sport Integrity Australia, and work throughout."

# BEIJING 2022

## A DOCTOR'S VIEW

The Beijing Winter Olympics is Dr Peter Braun's eighth Olympics as a member of the Australian medical team and, thanks to the global pandemic, it may well have been his most challenging. With COVID-19 hitting a number of our athletes in the lead up to the Games, his priority was ensuring they were able to hit the snow despite still shedding the virus.

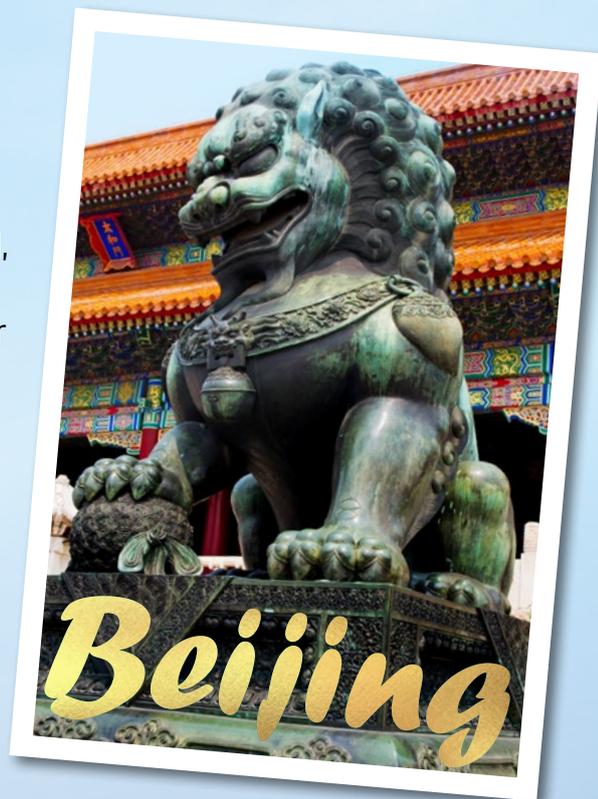
We talk to Dr Braun about his role at the Winter Olympics, the challenges, his favourite moments, doping control and why he continues to remain so immersed in winter sports.

As a past freestyle moguls and aerials competitor himself, Dr Peter Braun has first-hand experience in competing on the snow, meaning he can easily empathise with the athletes he treats for "skiers shins", snow and ice injuries, concussion and ACL tears.

However COVID-19 threw a new curve ball to preparations and competition in Beijing.

"COVID-19 changed the role significantly, with travel overseas involving a great deal of education, risk mitigation planning and PCR testing," Dr Braun says.

He wasn't alone in having to get through the COVID-19 challenges, with the 2022 Australian medical team the most extensive of all winter games with four doctors, eight physios, two psychologists, two sports nutritionists and in-house catering which all helped to ensure our athletes were well cared for and comfortable in the Olympic environment.



*Below: Dr Mat Mooney,  
Dr Peter Braun and  
Dr Donald Kuah in  
Zhangjiakou Village*





# Beijing

"We had our own in-house PCR testing thanks to Dr Mat Mooney, with a big part of our first week taken up dealing with daily COVID-19 monitoring because of recent infections with athletes still shedding the virus, which was reflected in positive COVID-19 results.

"We worked hard and long hours. There were many sleepless nights but everyone got to compete."

When describing what it looked like in the doping control and medical areas of the Games, Dr Braun paints a picture of officials in full protective gear with strict social distancing protocols and taking daily PCR swabs from anyone involved in the Olympics.

He applauds the Chinese for running an efficient and comfortable doping control operation.

"Athletes were able to ask questions and they could choose someone from the health team to accompany them during their drug testing, a team doctor or physio, it was the athlete's choice.

"The athletes had a good idea of what to expect, but sometimes it's the people accompanying them who may need more education about the process."

After the first week of COVID-related challenges, Dr Braun was able to get out of the clinic and on to the snow to cover events where he now has a new set of Winter Olympic memories to add to his years of attending the Games.

"I think one of my freshest memories from Beijing was the men's half pipe. It's such an exciting spectacular event. Seeing Scotty James win silver in that event was incredible.

"Watching Valentino (Guseli) compete in his first Olympics (snowboard), such a lovely kid.

"And the women's moguls such an amazing gold medal by Jakara (Anthony). You could see the focus and determination in her. She won every round of qualification and to see such drive and to see her realise she'd won, brought tears to my eyes.

"Being involved in such greatness is what drives us."

Dr Braun admits there are probably too many heartfelt moments to really choose just one, but he does enjoy watching athletes overcome adversity, and is inspired by those who work hard on their strength, fitness, psychology and technical skills.

He includes Brodie Summers' performance in the men's moguls in this category.

"I was really moved by his performance," he says. "He's had such a hard time with injury and he's soldiered on since 2014, and after missing out in 2018, to see him come back stronger and fitter."

When not working directly with our winter athletes as the Chief Medical Officer at the Olympic Winter Institute, you can find Dr Braun at Absolute Health and Performance in Melbourne where he continues to consult as a Sports and Exercise Medicine Physician.



There were many sleepless nights, but in the end everyone got to compete.



Some photos from Dr Peter Braun's personal photo album (clockwise from left):  
Dr Donald Kuah in an ambulance accompanying an athlete.  
The Australian team.  
Zhangjiakou home for the Australian team.  
Dr Braun with silver medallist Jackie Narracott and coach-husband Dom.





# Beijing

## GLOBAL EFFORT TO PROTECT WINTER GAMES

Betting markets pose a risk to the integrity of any sporting competition, and the 2022 Winter Games in Beijing was no exception.

But tracking betting markets 24/7, all over the world to look for suspicious bets that might indicate competition manipulation (also known as match-fixing) is a daunting task, and can't be done by one country or organisation alone.

With that in mind, the International Olympic Committee coordinated a global response incorporating algorithms, smart IT platforms, human intelligence and a collaboration with key partners including the [Group of Copenhagen](#).

The Group of Copenhagen is a global network of experts who work together to help detect and prevent competition manipulation.

Australia, as a member of the Group of Copenhagen, played an important role in this collaborative betting integrity initiative for Beijing 2022. This function was co-ordinated by the Sports Betting Integrity Unit, housed in the Australian Criminal Intelligence Commission, and supported by Sport Integrity Australia.

For the Beijing Games, Group of Copenhagen members joined forces by monitoring the betting environment in their respective jurisdictions. In particular, the aim of the monitoring was to detect any cases of suspicious odds movements, irregular betting patterns and other indicators of potential competition manipulation relevant to the Games. The initiative ensured there was a mechanism for anything suspicious to be elevated to the Group members and to coordinate a timely response, should the need arise.

Here at home, all the major Wagering Service Providers licenced in Australia offered betting markets on many of the events at Beijing. The government and private sector in Australia collaborated to exchange information in relation to these markets when required.

“Beijing 2022 provided an ideal opportunity for Australia to enhance cooperation with our international stakeholders by working together in the monitoring of the Games.”

Beijing 2022 provided an ideal opportunity for Australia to enhance cooperation with our international stakeholders by working together in the monitoring of the Games. The collaborative effort was built upon previous initiatives at Pyongchang, Tokyo and the EURO2020 and will be used in upcoming major events in the future. Australia remains committed to strengthening our partnerships with international stakeholders and continually building our capacity in the fight against the manipulation of sports competitions.



# DON'T FORGET YOUR PASSPORT! PRIORITISING ATHLETE BIOLOGICAL PASSPORTS

As our winter athletes headed to Beijing, they not only had their Australian passport at the ready, but the Sport Integrity Australia team had to ensure their Athlete Biological Passports (ABP) were ready too.

The ABP is a powerful anti-doping tool that enables anti-doping organisations to monitor blood and steroidal biomarkers over time to help identify whether an athlete might be doping.

Every time an athlete is tested, the results are fed into their unique ABP profile. This profile tracks things like haemoglobin levels, testosterone levels and ratios, and an individual's red blood cell count, amongst others.

By tracking these biological markers, anti-doping organisations can generate longitudinal profiles for each athlete and look for any fluctuations that may indicate the use of performance-enhancing drugs or methods.

Within Sport Integrity Australia, ABP profiles are used to:

- determine whether an athlete needs additional testing
- determine whether a sample should undergo additional testing
- inform anti-doping investigations.

Managing the ABP for every Australian athlete is an ongoing job that requires rapid, objective and high-quality analysis in real time, says Dr Sonia Taflaga, Sport Integrity Australia's Assistant Director of Science.

For events such as the Olympics and Paralympics, the turnaround period is even tighter with Beijing athletes getting priority in the triage process, she says.

"The most important thing in the lead-up to Beijing for the Science team was ensuring each individual's ABP was up to

date, based on their most recent tests," Dr Taflaga says.

During the Games, this meant prioritising the review of profiles after an athlete was tested in Beijing. "This was to ensure that any suspicious fluctuations were identified and feedback could be provided to those conducting testing in Beijing," Dr Taflaga says.

She says the ABP is just "one item in the toolkit" to help anti-doping agencies detect the use of prohibited substances in sport, and to deter athletes for potentially choosing substances to fuel their performance.

"We join other anti-doping organisations globally by using it in Australia as part of our clean sport commitment."

The World Anti-Doping Agency (WADA) has taken the lead in the development of the ABP and continues to develop the ABP in consultation with stakeholders, including Sport Integrity Australia and the Sydney Athlete Passport Management Unit (APMU). The Anti-Doping Administration and Management System (ADAMS) supports the implementation of the ABP.

For more information about the ABP visit the [WADA](https://www.wada-ama.org/) website.



# THE RUSSIAN FIGURE SKATER, THE POSITIVE TEST AND THE DISMISSED APPEAL

## *A legal analysis*

In the middle of the Beijing Olympics, the world watched on as it was revealed 15-year-old Russian figure skater Kamila Valieva had tested positive to a banned substance prior to Games.

Because of the seriousness of the substance involved, Valieva was promptly given a Mandatory Provisional Suspension, designed to prevent her from competing while her case was being resolved.

However, Valieva was ultimately allowed to continue to compete at the Olympics, taking fourth place in the individual event later that week, despite legal challenges from the International Olympic Committee (IOC), the International Skating Union (ISU) and the World Anti-Doping Agency (WADA) in the Court of Arbitration for Sport (CAS).

Here Sport Integrity Australia's Legal Director Emily Fitton provides an in-depth look into the CAS decision that allowed her to compete.

### PROCEDURAL HISTORY

Kamila Valieva is a highly accomplished figure skater, born in Kazan, Russia. She holds the world records for the women's short program, freeskating and total scores, and in 2022 won the European Championships, the Russian Championships and the team event at the Winter Olympics.<sup>1</sup>

She began figure skating in 2009 and at the age of six, moved to Moscow to pursue her skating. Valieva currently trains in Moscow, coached by Eteri Tutberidze.

On 25 December 2021, at the Russian National Figure Skating Championships, Valieva was selected for a doping control test. The sample was analysed by a WADA-accredited laboratory in Sweden, which, as a result of delays caused by the pandemic, reported a positive result just over six weeks later, on 7 February 2022.

The substance she had tested positive for was Trimetazidine – a metabolic modulator that is believed to enhance oxygen delivery to the heart and improve physical efficiency for athletes.

Importantly, Trimetazidine is classified by WADA as a Non-Specified Substance, a category that also includes serious doping agents like steroids and Selective Androgen Receptor Modulators.

When an athlete tests positive to a Non-Specified Substance, the *World Anti-Doping Code 2021* (WADC) states that a Mandatory Provisional Suspension must be imposed promptly after review and notification, meaning the athlete is no longer able to compete or train with their team.

As a result, the day after the positive test result was received, on 8 February 2022, the Russian Anti-Doping Agency (RUSADA) imposed a Mandatory Provisional Suspension on Valieva.

On 9 February 2022, Valieva sought a provisional hearing before the RUSADA Disciplinary Anti-Doping Committee (DADC), where she successfully applied to have the provisional suspension overturned.

By 12 February 2022, WADA, the ISU and the IOC had all filed appeals against the decision in the Ad Hoc Division of CAS.

The hearing occurred on 13 February 2022, with CAS handing down its decision to dismiss the appeals the next day, granting Valieva permission to continue to compete and train while her matter is finalised.

### LEGAL REASONING

The legal arguments in this case centred on whether a provisional suspension should be imposed on a 'Protected Person'. Under the WADC, Valieva met the definition of a Protected Person as she was under the age of 16.

Under Article 7.4.1 of the WADC, a Mandatory Provisional Suspension must be imposed for a positive test involving a Non-Specified Prohibited Substance. Critically, a Mandatory Provisional Suspension can only be removed in certain limited circumstances – for example, if the Athlete demonstrates to a hearing panel that the violation involved a Contaminated Product.

At her provisional hearing before the DADC, Valieva contended that her positive test was a consequence of domestic interaction with her grandfather who uses Trimetazidine after having heart replacement surgery (for example, by using contaminated dishes or glasses).

<sup>1</sup> Her results at the Winter Olympics remain subject to any final hearing in her anti-doping matter.

“ The legal arguments in this case centred on whether a provisional suspension should be imposed on a 'Protected Person'. ”



Valieva's grandfather gave evidence at the provisional hearing before DADC by way of a pre-recorded video message. As contended by WADA, there was no independent and/or documentary evidence that he used Trimetazidine.

However, CAS did not dismiss the appeal on the ground of contamination, rather, it did so on the basis that Valieva was a Protected Person.

Notably, being a Protected Person is not listed as an explicit reason in the WADC to justify removing a provisional suspension. CAS acknowledged this, however, it also noted a key difference in possible sanctions for Protected Persons.

By way of background, the base period of Ineligibility (a ban) for a positive test for a Non-Specified Substance is four years.

The period can be increased if there are aggravating circumstances or if it is the athlete's second or third anti-doping rule violation (ADRV). It can also be reduced if factors such as No Fault or Negligence, No Significant Fault or Negligence, Substantial Assistance or other factors apply.

If No Significant Fault or Negligence was found to apply, and the athlete is not a Protected Person and the substance did not originate from a Contaminated Product, the best possible reduction they could receive would be down to a one year period of Ineligibility, provided they also established the ADRV was not intentional.

In contrast, if a Protected Person established that No Significant Fault or Negligence applied, they could receive a reprimand, with no period of Ineligibility from sport.

Specifically, Article 10.6.1.3 of the WADC provides that for a Protected Person, where the violation does not involve a Substance of Abuse and the individual can establish that No Significant Fault or Negligence applies, the period of Ineligibility shall be at a minimum, a reprimand and no period of Ineligibility, and a maximum two years Ineligibility, depending on the individual's degree of fault.

CAS found this to be a lacuna (a gap) in the WADC.

CAS also found that there was likelihood of irreparable harm if Valieva was unable to compete and that her arguments for eliminating the period of Ineligibility were at least plausible at any hearing on the merits. CAS declined to impose the provisional suspension and dismissed the appeals.

As a result, Valieva was able to compete in the Women's Single Skating event at the Winter Olympic Games, placing fourth.

It is important to note that this CAS decision did not finally determine Valieva's matter, and did not consider the ultimate period of Ineligibility to be imposed. The final outcome, including whether she can keep her Beijing gold medal for the teams event, will be determined after the process in its entirety, including any final hearing, has been completed.

It is also important to note that CAS decisions do not operate by way of binding precedent and that a subsequent case could be decided differently, particularly if further guidance is provided from WADA.



## Protected Person

Protected Person is a new definition in the 2021 Code for an athlete who is, at the time of the ADRV:

- under 16,
- under 18 and not in any Registered Testing Pool or that has never competed in an open category at an International Event, or
- for reasons other than age, otherwise lacks legal capacity under applicable domestic legislation.

Under the 2021 Code, Protected Persons that commit an ADRV may receive less severe consequences or sanctions, and the details of their violation(s) will ordinarily not be made public.

For cases involving a Protected Person, if No Significant Fault or Negligence is found to apply, the sanction from sport can range from a reprimand to a maximum ban of 2 years, depending on the level of fault.

# AUSTRALIA PLAYS ACTIVE PART IN GLOBAL ANTI-DOPING EFFORT

The World Anti-Doping Agency (WADA) mission is to lead a collaborative worldwide movement for doping-free sport via a partnership between global sports and governments.

Australia is an active member of WADA and committed to their mission. In fact, Australia is one of the most well-represented countries in the world when it comes to the number of positions on WADA committees, advisory groups and panels.

Sport Integrity Australia CEO David Sharpe says such representation is "great recognition of our staff and their expertise" and gives Australia a seat at the table for decision making and influence when it comes to the global framework.

"It gives us an opportunity for our experts to influence the direction of global anti-doping policy and helps provide our subject matter expertise to raise the global anti-doping capability," Sharpe says. "It is also an opportunity to collaborate with partners and learn from other experts."

"The breadth of our involvement shows our commitment to sport integrity matters, not just within Australia, but globally."

In recent years, Australia has played a key role in major changes to how illicit drugs should be managed under the World Anti-Doping Code,



“The breadth of our involvement shows our commitment to sport integrity matters, not just within Australia, but globally.”

and changes to WADA's governance structure to ensure stronger athlete representation and greater independence.

WADA's governance structure is composed of:

- A 38-member Foundation Board
- A 14-member Executive Committee (ExCo)
- Five Standing Committees
- Ten Expert Groups
- A Nominations Committee.

Australia's Minister for Sport, Richard Colbeck, sits alongside the Deputy Prime Minister of New Zealand as the Oceania Representatives on the WADA Foundation Board, with Minister Colbeck also the Oceania Representative on the ExCo.

The following five Standing Committees play a key advisory role to the ExCo with Australia having representation on both the Finance and Administration Committee, and the Health, Medical and Research Committee:

- Athlete Committee
- Compliance Review Committee
- Education Committee
- Finance and Administration Committee (Australian representation)
- Health, Medical and Research Committee (Australian representation).

New Zealand and Australia often support each other on these Standing Committees as the Oceania





representatives, with New Zealand on both the Athlete and Education Committees.

WADA Expert Advisory Groups (EAG) are important to the WADA mission by providing ongoing technical advice and special expertise to the Standing Committees and Management Team. Of the 10 EAGs, Australia has experts involved in half of the EAGs, including the Laboratory, National Anti-Doping Organisation (NADO), Prohibited List, Social Science Research and Therapeutic Use Exemption (TUE) Advisory Groups.

WADA also compiles various Working Groups (WG) and Panels on an as-needs basis with Australians on the Selection Committee for Continental Results Management Panel, and on three Global Learning and Development Framework Technical Working Groups – Education, TUE, and Intelligence and Investigations.

For more information about WADA governance and their various forums, visit [WADA Governance](#).

WADA Forum	Name	Role
Foundation Board	Hon. Richard Colbeck	Australian Minister for Sport
Executive Committee	Hon. Richard Colbeck	Australian Minister for Sport
Finance and Administration Committee	Rebecca Tyler	Chief Financial Officer, Sport Integrity Australia
Health, Medical and Research Committee	Prof. Andrew McLachlan	Head of School and Dean of Pharmacy, University of Sydney
Laboratory Expert Advisory Group	Dr Naomi Speers	Chief Science Officer, Sport Integrity Australia
GC/C/IRMS Working Group	Dr Lance Brooker	Senior Scientist and APMU Manager, National Measurement Institute
Prohibited List Expert Advisory Group	Prof. David Handelsmann	Professor Medicine, Concord Clinical School, ANZAC Research Institute
	Dr Peter Harcourt	Commonwealth Games Medical Advisor and Chair of the Anti-Doping and Medical Commission
Social Science Research Expert Advisory Group	Prof. Robert Donovan (Chair)	Professor of Behavioural Research, Curtin University of Technology
TUE Expert Advisory Group	Dr Susan White (Chair)	Chief Medical Officer, Victorian Institute of sport and Chair of the Australian Sports Drug Medical Advisory Committee.
Selection Committee for Continental Results Management Panel	Emily Fitton	Director, Legal, Sport Integrity Australia
Global Learning and Development Framework Education Working Group	Alexis Cooper	Director, Education, Sport Integrity Australia
Global Learning and Development Framework TUE Working Group	Alexis Cooper	Director, Education, Sport Integrity Australia
Global Learning and Development Framework Intelligence and Investigations Working Group	Justine Crawford	Director, Integrity Capability, Sport Integrity Australia

# STRENGTHENING OUR REGION

## THE PARTNERSHIP BETWEEN THE KOREA ANTI-DOPING AGENCY AND SPORT INTEGRITY AUSTRALIA

In order to protect sports from integrity threats globally, international collaboration is key.

To that end, Sport Integrity Australia signed a Memorandum of Understanding (MOU) with the Korea Anti-Doping Agency (KADA) to enhance the integrity capabilities within the Asia and Oceania region.

Building mutually beneficial relationships within the Asia and Oceania region not only helps us to identify and adopt best practice, but these partnerships mean that we can collectively help lead the global push for sport integrity generally.

Two key areas of focus of the MOU are:

- Education – to reduce duplication of effort in anti-doping education
- Science – where KADA has joined Australia and New Zealand to form a collective Athlete Passport Management Unit which analyses athlete biological profiles.

CEO David Sharpe said both agencies shared a commitment to continuous improvement, to strengthen our own programs and fill the gaps in the region.

"Sport Integrity Australia seeks to learn from our international colleagues and to help build capacity in

regions where it is needed to strengthen the global integrity framework," he said. "Doing so helps build better environments for our Australian athletes competing overseas.

"The protection of our athletes is at the heart of our responsibilities and I would like to thank KADA for strengthening this commitment, by working towards this objective together."

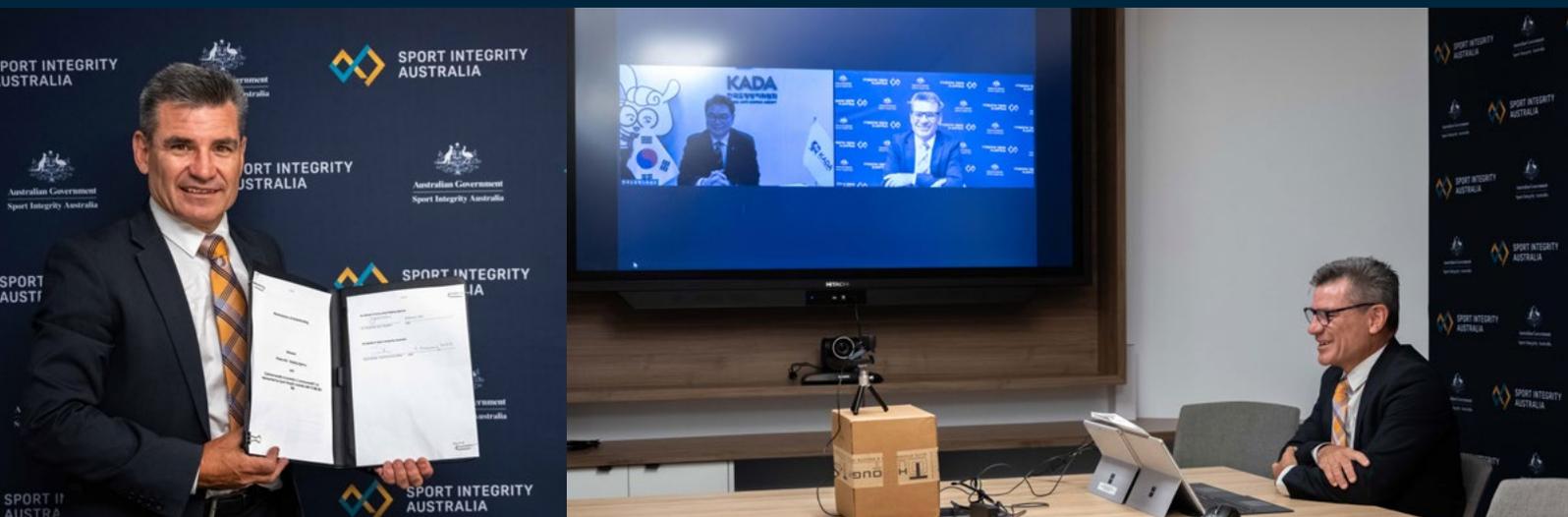
KADA president Dr Young Hee Lee commended the long history of collaboration on anti-doping programs and capacity building in the Asia and Oceania region.

"Over the years KADA has developed in many sectors, such as education, testing, investigation, and science. Sport Integrity Australia has always been a fantastic partner," Dr Lee said.

"On behalf of KADA, I want to celebrate that the two leading NADOs in Asia and Oceania actively engage in anti-doping activities following the World Anti-Doping Code and International Standards and join hands to develop anti-doping programs for each organisation."

KADA and Sport Integrity Australia have a history of collaboration by sharing knowledge in a number of areas including education, intelligence, investigations, sport operations, science and testing.

*David Sharpe with the signed MOU and (pictured right) during the virtual signing with KADA President Dr Young Hee Lee.*



# COLLABORATION FOR IMPACT

Sport Integrity Australia's ability to share information with key stakeholders is critical to identifying and countering integrity threats.

The ability to engage law enforcement, sports and other stakeholders quickly and seamlessly has meant current and historical issues in sport can be actioned collaboratively.

A recent matter that is now before the courts shows how effective this approach can be.

In 2021, Sport Integrity Australia received and responded to an initial request for information from Queensland Police relating to the identification of a swimming coach accused of historical child sexual assault of a number of swimmers in the 1980s.

The ability for Sport Integrity Australia to assist with that investigation meant the former coach was located and arrested for multiple charges of sexual assault and extradited back to Queensland to front court.

Sport Integrity Australia's Deputy CEO Operations Susie Ball says this case highlights the importance of building on existing relationships to be able to make a real difference in the broader sport integrity space.

Following media about the case, another former athlete reached out to Sport Integrity Australia to provide further information linked to the case, but also reported information regarding another allegation of historical sexual assault.

“Our ability to work with sports, law enforcement and other stakeholders ... allows for a quicker response and, more importantly, we can listen to and support people who come forward.”

The former athlete had indicated some previous negative experiences when trying to report the alleged incident, Ball says, however Sport Integrity Australia was able to listen and provide support through the reporting process.

“We were in a position to function as a conduit between the former athlete, the police and Swimming Australia throughout the process, as well as provide ongoing support to the former athlete,” Ball says.

“Our ability to work with sports, law enforcement and other stakeholders ... allows for a quicker response and, more importantly, we can listen to and support people who come forward.”

Sport Integrity Australia is now looking to formalise those relationships further under the new National Strategy for Information Sharing (NSIS).

“The project aims to identify and understand key partners and their information sharing environments so Sport Integrity Australia can put in place appropriate mechanisms to ensure we are well equipped to facilitate the collection, assessment and

dissemination of information across a broad range of stakeholders to address the continuum of integrity threats against sport,” Ball says.

“The NSIS will strengthen Sport Integrity Australia's role as the single contact and coordination point on sport integrity issues. The analysis and broad dissemination of intelligence reporting will provide professional, timely information to stakeholders to be able to identify and counter integrity threats.”

The NSIS will go beyond safeguarding children and member protection to include Sport Integrity Australia's broader sport integrity threat remit, such as manipulation of sports competitions, doping and the improper use of medicines and illicit drugs. Further, the NSIS will position Sport Integrity Australia to expand its information sharing initiatives as it moves towards the implementation of the Australian Sports Wagering Scheme.

It is expected that the formalisation of the Sport Integrity Australia NSIS will take place with sport and key law enforcement partners in 2022 and will continue to be expanded to include further stakeholders.





# INTRODUCING OUR NEW MEDICAL ADVISOR

Sport Integrity Australia's new medical advisor Dr Laura Lallene is passionate about using exercise to improve health and wellbeing.

Dr Lallene, who completed her specialty training in Sports Medicine in 2021, joined the agency in January to provide medical guidance on sport integrity matters such as the use of prohibited substances and methods in sports, safeguarding of children in the sporting environment, as well as for investigations and intelligence matters.

She says the role aligns "perfectly" with her sports medicine background, and her passion for health administration and governance.

"I feel strongly about promoting fairness and equality in sport and ensuring it is a safe place for all those competing and working in it," she says. "I also have a strong interest in public health promotion and education. The medical advisor role provides the opportunity to educate athletes, support personnel and medical practitioners working in the field in sports integrity matters."

Dr Lallene admits her area of medicine is "refreshing" as, more often than not, "we get to prescribe exercise as medicine to assist patients in overcoming their injuries".

"Helping people at any level of activity, getting back to their sport or physical exercise that they love doing, is very rewarding."

Born in Canberra but based in Melbourne, Dr Lallene has been the medical officer at the Gold Coast Commonwealth Games (2018), and for Melbourne Storm (2016 to 2019), the AFL and AFLW Academy (2017 to 2019), and the Australian 'Stingers' team tour in China (2018), among others.

Currently Head Doctor at AFL premiership team Melbourne, she also has her own sporting claims – she was a member of the under-19 ACT State Netball Team and has successfully completed a number of half marathons.

“ I feel strongly about promoting fairness and equality in sport and ensuring it is a safe place for all those competing and working in it. ”

# SNAPSHOT OF GLOBAL ISSUES



## ANTI-DOPING

### ATHLETICS

### NIGERIA 1

Sprinter Blessing Okagbare was banned for 10 years for multiple anti-doping rule violations – five years for the use of multiple prohibited substances and a further five for refusing to cooperate with the investigation.

### ATHLETICS

### UK 2

Britain has been stripped of the men's 4x100m silver medal from the Tokyo 2020 Olympics after CJ Ujah was found to have committed an anti-doping rule violation by the Court of Arbitration for Sport. Ujah returned a positive test for the banned substances ostarine and S-23.

### ALPINE SKIING

### IRAN 3

Saveh Shemshaki, who was due to compete at his third Winter Games in Beijing, was provisionally suspended after testing positive for an anabolic steroid in Beijing.

### TAEKWONDO

### IRAN 4

Yalda Valinejad, who won a gold medal in taekwondo at the Buenos Aires 2018 Youth Olympic Games, was banned for two years for using the prohibited substance furosemide.

### FOOTBALL

### IVORY COAST 5

Goalkeeper Sylvain Gbohouo, who plays football in Ethiopia, was provisionally suspended by FIFA after testing positive for trimetazidine, a heart medication that the World Anti-Doping Agency categorises as a stimulant.

### ATHLETICS

### USA 6

U.S. prosecutors have charged a man with supplying performance-enhancing drugs to athletes at the Tokyo Olympics, a first under a federal law allowing criminal charges against doping conspirators at events involving U.S. athletes, broadcasters and sponsors.

### BASKETBALL

### SPAIN 7

Wheelchair basketball player Amadou Diallo Diouf was disqualified from the Tokyo 2020 Paralympic Games after the sample he provided on September 5 returned an adverse analytical finding for Sibutramine metabolites.

### SWIMMING

### CHINA 8

Sun Yang faces a fresh investigation by the World Anti-Doping Agency following evidence he was secretly training in government-funded facilities while serving a four-year doping ban. The 30-year-old is reportedly eyeing a comeback for the Paris Olympics in 2024.

### ICE-SKATING

### RUSSIA 9

Figure skater Kamila Valieva, 15, tested positive for trimetazidine, which is typically used to treat chest pain. Valieva was part of the Russian Olympic Committee ensemble that won the Winter Olympics figure skating team event ahead of the United States and Japan. The sample in question was taken two months prior to the Games.

# SAFEGUARDING

## SKI AND SNOWBOARD USA 10

U.S. Ski and Snowboard have opened an investigation into allegations of abuse and racism within the United States Snowboard Team after a series of Instagram posts made by 2010 Olympian Callan Chythlook-Sifsof.

## ROCK CLIMBING AUSTRALIA 11

The former coach of junior Australian and world champion rock climbers has faced the ACT Magistrates Court on seven historical child sex offences he allegedly committed while in charge of sports programs in the ACT between 1998 and 2006.

# MATCH-FIXING/GAMBLING

## CRICKET ZIMBABWE 14

The International Cricket Council banned Zimbabwe cricket captain Brendan Taylor for 3½ years after he failed to promptly report a match-fixing approach. Taylor had accepted a bribe of £11,200 to spot fix or influence matches that Zimbabwe were due to play against Sri Lanka and Bangladesh in early 2020.

## FOOTBALL UK 15

The Football Association is probing a yellow card shown to an Arsenal player during a Premier League match following allegations of suspicious betting patterns. Concerns were raised about money being placed on an Arsenal player being cautioned during the match.

## FOOTBALL BANGLADESH 16

FIFA's disciplinary committee approved the ban levied by Bangladesh Football Federation on Arambagh KS players and officials for their involvement in live betting, spot-fixing, match manipulation and online betting during Bangladesh Premier League 2020-21 season, making the ban active worldwide.

## CRICKET AUSTRALIA 17

A confidential phone call between a whistleblower and Cricket Australia's ex-integrity chief discussing a then-player's alleged cocaine use and sexual activities has been leaked, potentially exposing security flaws in the organisation's anti-corruption unit.

## FOOTBALL EUROPE 18

Mafia bosses are targeting top UEFA referees with cyber-crime approaches to try to fix soccer matches. According to a leaked memo, officials are offered up to £25,000 to manipulate matches.

## FOOTBALL GABON 12

Serge Mombo, a leading football official in Gabon, was arrested after being accused of sexually abusing young players and demanding sex as a condition of them securing places in national teams.

## FOOTBALL UK 13

A 44-year-old man has pleaded guilty to homophobic abuse at the Premier League match between Aston Villa and Leicester City in 2021. He was fined £200.

## TENNIS UZBEKISTAN 19

The International Tennis Integrity Agency banned Uzbekistan Albina Khabibulina indefinitely for failing to report corrupt approaches, failing to co-operate with the investigation and attempting to match-fix.

## TENNIS MOROCCO 20

Six Moroccan men's tennis players, including four who played in the Davis Cup, have been banned for match-fixing, receiving money for fixing and failing to report corrupt approaches. The sanctions ranged from nine years to a life ban.

## TENNIS MEXICO 21

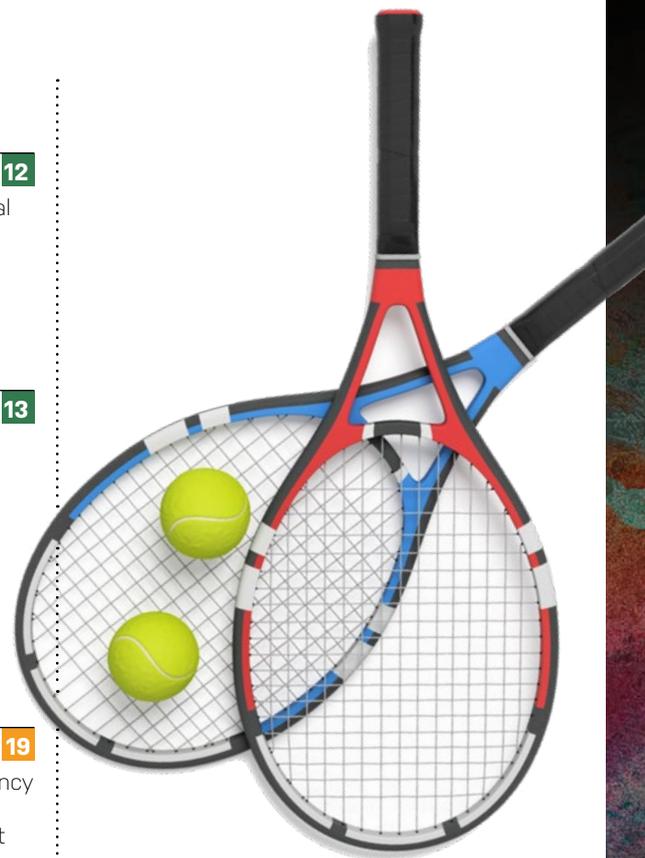
The International Tennis Integrity Agency has banned Mexican Carlos Ramirez Utermann for one year and one month and fined \$2,000 with \$8,000 suspended providing he commits no further breaches, for fixing the outcome or other aspects of matches and failing to report corrupt approaches.

## TENNIS ARGENTINA 22

Argentine player Nicolas Arreche has been banned for four years and fined \$8,000 after being found guilty of contriving the outcome of tennis matches and failing to report corrupt approaches.

## TENNIS PERU 23

The International Tennis Integrity Agency has banned Peruvian Mauricio Echazu for two years and three months after he admitted to having contrived or attempted to impact the outcome of a tennis match and receiving money to influence the result of a match.



# GENERAL SPORTS INTEGRITY

## NFL USA 24

The Dallas Cowboys paid a multi-million dollar settlement to members of their cheer leading squad after allegations that a senior team executive filmed them undressing in the locker rooms in 2015.

## CRICKET PAKISTAN 25

Fast bowler Mohammad Hasnain was banned from bowling after biomechanical testing in Lahore confirmed his bowling action was illegal, and breached the International Cricket Council's 15-degree limit for elbow extension. His action was first reported during a stint with the Sydney Thunder in January.

## TRANSGENDER SPORT GLOBAL 26

International Olympic Committee guidance on transgender inclusion, released in November, posed a risk to the integrity of female competition, according to medical experts. The IOC guidance said it should not be assumed a transgender athlete automatically has an unfair advantage in female events, and eliminated the requirement for transgender athletes to suppress testosterone levels to participate in events.

# SECONDMENT PROGRAM BOOSTS CAPABILITY

Sport Integrity Australia works in partnership with government departments, sports, law enforcement and regulatory agencies to ensure the protection and integrity of sport is maintained.

Sharing ideas, experiences and expertise through secondments is a key strategy that Sport Integrity Australia uses to protect sport from a broad range of existing and emerging domestic and global threats.

We chat to leading sports administrator **Linda Muir** and intelligence specialist **Justine Crawford** about their secondment opportunity.

## LINDA MUIR

Linda Muir is a former elite athlete having been an Australian Institute of Sport Scholarship holder, playing over 200 games in the Women's National Basketball League and on the international stage. Linda joined Sport Integrity Australia in August 2021 on secondment from Sport Australia, bringing with her over 25 years' experience in leadership positions across different organisations in the sport ecosystem. In that time Linda has been involved at all levels of sport – grassroots, state and national – and across many critical areas such as participation growth, people development, diversity and inclusion, sport operations, business capability and governance. In her spare time Linda has held many non-executive directorships with a strong passion for improving sport governance.



"Having been involved at all levels of sport I have firsthand experience in the wonderful benefits of participating in sport, but also an insight into the integrity threats. Joining Sport Integrity Australia to help sports protect against integrity threats was too good an opportunity to resist. It was an opportunity to leverage many years of working directly with national sporting organisations (NSO) during my tenure at Sport Australia, to support sports in adopting nationally consistent policies and building their integrity capability.

Building the integrity capability of the sector is a key priority, so through the secondment I was able to connect back into Sport Australia to access the grant management expertise needed to deliver funding to NSOs to employ a National Integrity Manager. The launch of the National Integrity Manager grants program was a result of strong collaboration between the two agencies.

What I'm looking forward to most is developing a support network for the Integrity Managers (once employed) to develop the capability of each individual and their respective organisations. The more we support and develop this network the more we galvanise sport to protect against the integrity threats.

Being an athlete, particularly through the '80s into the '90s, I have an understanding of the historical sports integrity environment and I want to connect that knowledge to my current experience to ensure all participants are safe.

I am excited to be surrounded by the prodigious breadth, depth and diverse skills and experience of the people at Sport Integrity Australia and extended partnerships and groups. I want to use my relationships with sports to help them learn, grow and leverage this extended capability and I play a key role in facilitating that."

\*\* Linda has just been appointed as Sport Integrity Australia's Director, Sport Engagement.

## JUSTINE CRAWFORD



Justine Crawford is a Director in the Sports Engagement branch at Sport Integrity Australia. In addition to this role she is currently seconded to Commonwealth Games Australia as the Integrity Liaison Officer, forming part of the Team Executive & Management group that is planning the delivery of an environment that enables 2022 Australian Commonwealth Games Team members to perform at their best and have a great experience.

Justine will assist in implementing and promoting a best practice integrity framework and culture into the 2022 Australian Commonwealth Games Team, and coordinate responses to integrity related issues that may arise for the Team at the Birmingham 2022 Commonwealth Games (B2022).

"I jumped at the opportunity to work with Commonwealth Games Australia. It felt like my professional experience in sport integrity and regulatory environments, including 10 years working in the United Kingdom, aligned perfectly with this role. I am always keen to learn more from the sporting community and I feel very fortunate to be a part of the B2022 team.

Commonwealth Games Australia really value integrity. It resonates with me that, like Sport Integrity Australia, the organisation is collaborative in their approach to connect with all levels of sport and put a strong emphasis on prevention and awareness strategies.

Since the last Commonwealth Games on the Gold Coast in 2018, there has been a huge amount of development in the sport integrity space. By integrating integrity into the broader delivery of B2022 we are striving for a positive impact not only at the Games, but beyond, by making integrity more relatable and empowering people in this space.

I see myself as Commonwealth Games Australia's conduit to all the vast knowledge and expertise held within Sport Integrity Australia, with many teams – ranging from policy, legal, science and medicine, intelligence, education and sport operations – supporting the delivery of the integrity strategy for B2022. The international network I have worked with over the years including National Anti-Doping Organisations, International Federations of Sport, regulatory and law enforcement agencies are key too. Being prepared, so we can act quickly and respond well if an issue does arise, really comes down to partnerships. A key focus will be making sure there is access to appropriate support mechanisms as well.

It has been a great experience being a part of the B2022 team to date. There are many challenges and contingencies to prepare for, particularly with the COVID-19 overlay. There is such professionalism and experience within the Commonwealth Games Australia team and a genuine desire for leads to understand each other's projects, look for inter-dependencies and support each other.

There are many 'firsts' at B2022 ... including more women to be awarded medals than men, the biggest integrated Para Sport Program... and this is the first Integrity Liaison Officer role for an Australian team. For integrity to be considered so holistically and in such a proactive way is a big step in supporting the delivery of a safe, healthy and fair environment in a sporting context."

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**S3 E4 | Making his mark – from AFL to AAG**  
with Eric Mackenzie (ft. Petria Thomas)



# 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*?

Do you have ideas on what topics we might include?

Do you want to talk to us directly about a topic and how it might relate to your sport?

Did you find this publication useful or informative?

Are there ways for us to improve it?

Send an email to [communications@sportintegrity.gov.au](mailto:communications@sportintegrity.gov.au)

All feedback is appreciated.





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