



Australian Government  
Sport Integrity Australia



SPORT INTEGRITY  
AUSTRALIA

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## SPORT INTEGRITY AUSTRALIA STATEMENT OF INTENT 2024

### VISION

All Australians should be able to take part in a safe and fair sporting environment.

With the anticipation that more Australians than ever will be participating in sport in the build-up to the 2032 Brisbane Olympics and Paralympics, this has become increasingly important.

The benefits of more Australians being involved in sport are multi-layered: from health, welfare and socio-economic benefits to the enhancement of our international reputation. However, with greater participation comes the need for greater awareness of integrity issues in sport.

Sport Integrity Australia is working towards creating a safe, fair and inclusive sporting environment for everyone involved in sport, an environment that is free from abuse, discrimination or harassment. To do this, we recognise that sports and integrity agencies must work together to help protect our athletes, regardless of where they play or the level they play.

We have a strong focus on assisting sports in implementing the National Integrity Framework and offer guidance and support on integrity matters to sports which don't have developed integrity capabilities.

Sport Integrity Australia remains committed to developing and implementing systems that protect the integrity of sport with the safeguarding and wellbeing of Australia's athletes at the forefront of our aspirations.

The agency is working to improve the culture of sport from the outset – through innovative education tools for all – from athletes, coaches, support personnel, parents and administrators.

### ROLE OF SPORT INTEGRITY AUSTRALIA

Established in 2020 in response to the Wood Review, Sport Integrity Australia's role is to coordinate a national response to the threats posed to the integrity of Australian sport.

We are focused on working closely with sports to help build their integrity capabilities and responses through policy development, intelligence, investigations and education, outreach and capability building to ensure a safe, fair and inclusive environment for all involved in Australian sport.

Our role in protecting Australian sport is multi-faceted.

Sport Integrity Australia is Australia's National Anti-Doping Organisation. As an anti-doping agency, our main responsibility is to implement the World Anti-Doping Code in Australia, thereby protecting the health of Australian athletes and the integrity of Australian sport. We achieve this through an informed and innovative anti-doping program encompassing testing, intelligence and investigations, engagement and education.

We prioritise continuous improvement and innovation in the way we deliver our anti-doping program to keep athletes safe, as well as introducing new processes and capabilities and finding creative ways to engage with and educate athletes.

Central to our efforts to best protect sports and those within sport from integrity threats we have created a National Integrity Framework (the Framework). Designed in consultation with sports, subject matter experts and a range of government and relevant organisations, the Framework is a set of policies all members of sport need to follow when it comes to their behavior and conduct in sport.

The agency uses various levers available to conduct deterrence, detection, disruption and enforcement activities, while collaborating with our partners such as government, sports, regulators, wagering service providers and law enforcement agencies to coordinate responses.

In 2023–24, Sport Integrity Australia implemented a new operating model which includes an annual operational planning cycle and an Annual Threats to Sport Integrity Assessment and operations strategy.

New governance mechanisms and an operational planning framework will translate the threats into targeted collaborative actions across the agency and partners, and into intelligence-informed operational planning and action.

Further detail on the role and functions of Sport Integrity Australia are set out in the *Sport Integrity Australia Act 2020*, the *Sport Integrity Australia Regulations 2020* and the *National Anti-Doping Scheme*. The agency is a non-corporate Commonwealth entity under the *Public Governance, Performance and Accountability Act 2013*.

## **PRIORITIES**

### ***Safe and inclusive sport***

Sport Integrity Australia believes everyone should be able to participate in sport regardless of age, ability, cultural background, religion, ethnicity, gender, sexual orientation or socio-economic status.

With Brisbane 2032 on the horizon, it has never been more important to embed safe practices within the agency, and sport more generally, that are culturally capable. The Safety in Sport Division works in partnership with the sport ecosystem, to provide a nationally coordinated response in leading cultural change to protect sporting participants from integrity threats, racism and discrimination as well as abuse and mistreatment, across all backgrounds and levels of Australian sport, ensuring sport is a welcoming and inclusive place for everyone.

The newly established role of Sport Integrity Australia's Culture and Safety Advisor is to work closely with staff and our external stakeholders to learn what is working well and where we can do better and to provide advice and oversight of the initiatives conducted by the Safety in Sport Division.

This work includes, but is not limited to, recruitment, bullying and harassment, racial and cultural awareness, diversity, inclusion and communication. We aim to build our culture internally, as well as the culture of the wider sporting community. A key priority is providing support for women in leadership roles in coaching and administration within the Australian sporting ecosystem.

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

To support these efforts, Sport Integrity Australia established the Safe Sport hotline on 31 January 2023 for members to share their story. The hotline includes an anonymous reporting capability focusing on wider racial and cultural issues in sport, providing a place for anyone in sport to feel heard and seek support. Our responses to callers have included providing general guidance on possible reporting pathways, referral to a sporting organisation, government, law enforcement bodies and mental health support providers.

As a legislated enforcement agency Sport Integrity Australia has developed and will continue to develop strong partnerships with law enforcement agencies.

We will ensure outcomes of the Safety in Sport Division and Safe Sport hotline, where applicable, are reported to inform government policies, including prevention and creation of safe sport for young people and athletes on the path to elite status.

### ***National Integrity Framework***

Sport Integrity Australia is working to change behaviors and the culture of sport.

Eighty-seven National Sporting Organisations (NSOs)/National Sporting Organisations for People with Disability (NSODs) have adopted the National Integrity Framework, while another 10 sports have policies that meet or exceed Sport Integrity Australia's Policy 'Standards'.

The 5 core policies include:

- the Safeguarding Children and Young People Policy
- the Member Protection Policy
- the Improper Use of Drugs and Medicine Policy
- the Competition Manipulation and Sport Gambling Policy
- the Complaints, Disputes and Discipline Policy.

Under the National Integrity Framework, the agency manages complaints about Child Safeguarding and Discrimination for sports.

To help boost sports' understanding, awareness and capability to manage integrity threats at all levels, Sport Integrity Australia also established a National Integrity Manager Network and have Integrity Support Officers working within National Sporting Organisations/National Sporting Organisations for People with Disability.

The Safeguarding in Sport Continuous Improvement Program has the aim of supporting NSOs to build their capability to keep children, young people, and members safe at all levels of sport. The program helps NSOs with access to education, resources and support to improve safeguarding practices.

### ***Anti-doping***

As Australia's National Anti-Doping Organisation, Sport Integrity Australia implements the World Anti-Doping Code and delivers a comprehensive anti-doping program to protect the health of Australian athletes and the integrity of sport.

We conduct testing programs to detect the presence/use of prohibited substances or methods by athletes. In the 2022–23 financial year, Sport Integrity Australia conducted more than 4,500 doping tests resulting in 26 adverse analytical findings (positive tests).

We want to protect athletes, prevent doping and maintain the integrity of Australian sport. To do this, we focus our efforts on educating people about the benefits of keeping our sports clean by developing a range of educational programs for athletes, coaches, volunteers and support staff.

In 2022–23, there were over 82,000 online education courses completed, with 24,428 completions of the online Anti-Doping Fundamentals course.

### ***Macolin Convention***

Sport Integrity Australia has worked on the development of the policy for Australia's commitment to the ratification of the Macolin Convention and the establishment of National Sport Integrity Offences.

The Macolin Convention is the only international convention aimed at combating competition manipulation in sport. Australia played a leading role in drafting the Convention and became a signatory in February 2019. The agency is currently working with Government and related partners on the process to ratify the Convention.

### ***Legislation***

Sport Integrity Australia has been working on the establishment of National Sport Integrity Criminal Offences.

### ***Sports gambling***

Sport Integrity threats do not stop at our national borders. They are global and increasing.

We are working with sports, wagering service providers and state and territory regulators on the development of the Australian Sports Wagering Scheme to embed sport integrity into the regulation of sports wagering.

Sport Integrity Australia has developed a Competition Manipulation and Sports Betting Course which details how to protect athletes, officials and other relevant persons from corruption and their reporting requirements.

In the past 12 months, Sport Integrity Australia staff were embedded in the FIFA World Cup Integrity Task Force, the FIFA Women's World Cup Integrity Task Force, and the Australian 2023 Youth Commonwealth Games support team.

### ***Regulatory functions***

Sport Integrity Australia operates under the best practice principles as described in the Department of Finance's Regulator Performance (Resource Management Guide 128). Sport Integrity Australia has incorporated regulator performance reporting into the agency's reporting processes, as required under the *Public Governance, Performance and Accountability Act 2013* (PGPA Act) and the *Public Governance, Performance and Accountability Rule 2014*.

Sport Integrity Australia contributes to the Regulatory Reform Agenda by supporting the Government's intent of boosting productivity through reducing unnecessary or duplicative regulatory costs. By cooperating with states and territories, and working with international partners, we actively look to identify opportunities to improve the quality of our regulatory functions.

### ***International and regional engagement***

Sport Integrity Australia works closely with anti-doping agencies in the Oceania region in a bid to drive continuous improvement to protect the integrity of sport.

The agency will continue to strengthen partnerships with World Anti-Doping Agency (WADA) and other international anti-doping organisations to build the collective capability of the anti-doping community so Australian athletes can compete on a level playing field wherever they may be.

We play an important role in the functions of WADA with a number of staff on key committees with the governing agency. This has resulted in Sport Integrity Australia playing an important role in shaping many aspects of anti-doping, including science and education.

The agency has also been heavily involved in the drafting of the Macolin Convention.

The agency works closely with the Department of Health and Aged Care, and the Department of Foreign Affairs and Trade providing input on sport integrity policy and activities under the Government's sports diplomacy strategy and programs.

Sport Integrity Australia's International Engagement Strategy has resulted in the agency being globally recognised with appointments to a range of influential international committees. One of the agency's key strategic goals is to improve the global response to sports integrity.

Sport Integrity Australia has been working with the international community to build and enhance integrity agencies.

### ***Working in partnership to protect sport***

Our partnership model brings together law enforcement, border protection agencies, regulatory agencies, wagering service providers, child protection agencies, human rights commissions, academic institutions and the health sector.

In addition, we work closely with sports to help build their integrity capabilities and responses, from those with no designated sports integrity resources to those with established integrity units, and everyone in between.

Under our National Strategy for Information Sharing, we have developed Memorandums of Understanding with all Australian Commonwealth, state and territory law enforcement agencies.

Sport Integrity Australia plays a collaborative role with NSOs/NSODs and law enforcement, with a number of matters before the courts with judicial processes finalised.

In addition, we have developed a Safeguarding in Sport Continuous Improvement Program to provide sports with education, training and ongoing support so they can embed a safe and inclusive environment to all members, including children.

### **Organisational governance**

Sport Integrity Australia Chief Executive Officer (CEO) David Sharpe performs the CEO functions set out in the *Sport Integrity Australia Act 2020* and the National Anti-Doping Scheme.

Sport Integrity Australia receives key strategic advice from the Sport Integrity Australia Advisory Council, the Sport Integrity Australia Athlete Advisory Group and the Australian Sports Drug Medical Advisory Committee, as per their legislated functions, including the provision of strategic and expert advice.

We are committed to delivering a positive work culture, in accordance with the Public Service Code of Conduct and the *Public Service Act 1999*. Sport Integrity Australia focuses on building a culture characterised by inclusion, continuous improvement and work-life balance and has prioritised staff welfare and engagement accordingly.

The agency is also committed to building a stronger APS that delivers better outcomes for the community, with the aim of being a model employer and playing a role in contributing to a fairer and more inclusive Australia.

Sport Integrity Australia is committed to exercising prudence in financial management in the context of the agency's legislative framework and the requirements of the PGPA Act.

We work collaboratively with the Department of Health and Aged Care in developing proposals for the Budget processes that address Government priorities.

### **Advice to Government**

Sport Integrity Australia plays a strong collaborative role in preparing and delivering advice to Government. This includes working closely with the Secretary and Executive team of the Department of Health and Aged Care.

We are involved in the development of the National Sports Plan with the aim of embedding integrity into the culture of Australian sport in the lead-up to the 2032 Brisbane Olympics and Paralympics.

The agency offers key strategic advice to Government in relation to the World Anti-Doping Code and World Anti-Doping Agency related activities.

Sport Integrity Australia also offers advice on policies aimed at the prevention of corruption in sport in relation to betting related activities. This includes the development of the framework, policy and potential regulation around match-fixing, betting, and wagering.