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Affiliations

World Squash Federation
Australian Commonwealth Games Association
Oceania Squash Federation
Confederation of Australian Sport
Australian Olympic Committee

INTEGRITY FRAMEWORK POLICY

(Regulation 19 – Integrity Framework Policy)



VERSION CONTROL

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| Version 1.0 | September 2018 |
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Principal Partner



Official Ball



SQUASH AUSTRALIA POLICY

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| Title: | Integrity Framework |
| Document Number: | Regulation 19 |
| Last Review Date: | September 2018 |
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| Responsible Person: | CEO |
| Authority | This Policy is made under clauses 11 and 19 of the SA Constitution. It is binding on all Members of SA and is to be interpreted in accordance with the SA Constitution. |

1. INTRODUCTION

1.1 Purpose

Maintaining the integrity of Squash in Australia is of utmost importance to Squash Australia Limited (**SA**) and to our State and Territory Squash Associations (**STSAs**).

Sporting organisations must be vigilant in their approach to the prevention of integrity failures, particularly with respect to doping and race-fixing. This framework consists of essential policies and programs which will contribute to protecting the integrity of Squash in Australia.

The purpose of this Integrity Framework is to enable:

- (a) Competitors and participants to compete in a sport which is free of performance enhancing substances and methods.
- (b) Enable our stakeholders, media and general public to be spectators at events which are genuine contests, free of race-fixing and illegal betting.
- (c) Enable the members of our broad Squash community to participate in, and enjoy a sport which is free from harassment, intimidation or other behaviours which fail to respect their rights as a member of the sport community.

1.2 Link to SA Values

SA seeks to adopt an instil a Culture based on five values which inform and underpin our integrity program:

- (a) Collaborative – bringing everyone together

- (b) Bold – ambitious, creating the future
- (c) Inclusive – include all in society
- (d) Innovative – embracing change
- (e) Clear – communicating effectively
- (f) Transparent – ensuring a level playing field

1.3 Scope

This Framework applies to the whole Squash community: members, participants, staff and volunteers involved in any of the following areas:

- (a) as competitors;
- (b) as paid or volunteer coaches;
- (c) as officials and event volunteers;
- (d) as members of SA, STAs and Club Boards and Committees; and
- (e) as staff members of SA and STAs.

The scope of the Framework is guided by the following definition of sports integrity adopted by the Commonwealth Government's National Integrity of Sport Unit (**NISU**):

Sports Integrity is the manifestation of the ethics and values which promote community confidence in sport, including:

- *fair and honest performances and outcomes, unaffected by illegitimate enhancements or external interests; and*
- *positive conduct by athletes, administrators, officials, supporters and other stakeholders, on and off the sporting arena, which enhances the reputation and standing of the sporting contest and of sport overall*

1.4 History

As a modern, contemporary sport, Squash has a history in Australia which is untainted by major integrity failures. The prevailing culture of the sport is one of competing clean and "doing your best". The small number of anti-doping violations which have occurred in the sport have been dealt with appropriately. There are no known instances of match-fixing. Our Member Protection Policy (**MPP**) has ensured that members of our community feel that their right to be treated with fairness and respect is upheld.

2. GOVERNANCE

The Board of SA will ultimately be responsible for the development, maintenance and implementation of this framework and its constituent programs and policies.

The Framework will be managed from an operational perspective by the Chief Executive Officer (**CEO**) with support from several key staff members including the General Manager Performance and Education and General Manager Commercial, Events and Membership.

An independent Ethics and Integrity Panel, (potentially shared with other NSOs will consider and make recommendations and decisions on issues arising under the framework. The terms of reference of the Ethics and Integrity Panel are at **Attachment A**.

The currency and relevance of the Framework will be ensured by maintaining close relationships and information sharing with national partner organisations including:

- (a) The NISU established by the Commonwealth Office of Sport, and the associated Australian Sports Integrity Network (**ASIN**).
- (b) The Sport Integrity Unit established at Sport Australia.
- (c) The Australian Sports Anti-Doping Authority (**ASADA**).

2.1 Structure

The Framework is structured in four separate, but related content areas as follows:

- (a) Pure Performance (Anti-Doping)
- (b) Illicit substances
- (c) Match-Fixing
- (d) Member Protection.

The framework is supported by the following documents:

- (a) Terms of Reference - Ethics and Integrity Panel (**Attachment A**)
- (b) Anti-Doping Policy (**Attachment B**)
- (c) Pure Performance Declaration (**Attachment C**)
- (d) Sports Science/Sports Medicine Guidelines (**Attachment D**)
- (e) Illicit Substances Policy (**Attachment E**)
- (f) Match-Fixing Policy (**Attachment F**)
- (g) Anti-Corruption and Fraud (**Attachment G**)
- (h) MPP (**Attachment H**).

2.2 Information provision (Whistleblowing) Arrangements

- (a) General Information

SA encourages members of the Squash and general communities to provide information which assists in the implementation of this Integrity Framework.

Provision of information relating to potential breaches of the policies covered by this Framework can be made on an entirely confidential basis by calling **0439945892** (in Australia) or **+61 439945892** (from overseas), or by sending an email to integrity@squash.org.au.

Following an independent review and assessment of the information disclosed, a report will be provided to the CEO of SA which may be passed to the Chair of the Ethics and Integrity Panel for further investigation.

(b) Anti-Doping Information

If the information to be disclosed relates to potential doping activity which has occurred in the previous eight years, the *ASADA Stamp Out Doping Hotline* is the most appropriate avenue to provide this information. The *Stamp Out Doping Hotline* provides a confidential and anonymous service to receive information which may indicate doping behaviour and activities. It can be accessed through the ASADA website www.asada.gov.au or by calling 1300 27232

(c) Ethi-Call Service

If you are in a dilemma about whether to report the information of which you are aware, you may wish to discuss your dilemma with a trained ethical advisor at the St James Ethics Centre. The free Ethi-call service will provide guidance to work through your dilemma from an ethical perspective assistance in untangling the 'knot' that is causing concern or distress. Ethi-call can be accessed by calling 1800 672 303.

3. PURE PERFORMANCE PROGRAM

The Pure Performance component of the framework consists of four sub-elements:

- (a) Anti-Doping Testing
- (b) Anti-Doping Education
- (c) Pure Performance Declaration Policy
- (d) Promotion of Pure Performance in Squash.

3.1 Anti-Doping Testing

- (a) Event testing

SA will ensure that up to date information is provided to ASADA to facilitate the regular testing of SA athletes at events.

- (b) Out of Competition Testing

SA will assist the WSF and ASADA in maintaining a relevant list of athletes to be included in SA's international and national Registered Testing Pools (**RTP**). The RTPs will be reviewed and updated in conjunction with the WSF and ASADA on a quarterly basis. Athletes included in the international and national RTP are required to adhere to strict whereabouts information, including the provision of locations for daily training, competition and overnight place of residence. The purpose of the detailed whereabouts information is to ensure that they can be tested on a "no notice", unannounced basis at any time of the day.

SA will also advise ASADA on athletes to be included in a Domestic Testing Pool (**DTP**). These are athletes who are not required to complete full whereabouts information, but for whom SA provides residential addresses and camp information to ensure that out of competition testing can occur.

3.2 *Anti-Doping Education*

(a) Athletes

All athletes should strive to fulfil the following anti-doping education requirements:

- (i) Achieve a "competent" level on the ASADA Pure Performance e-learning Level 1 course
- (ii) Achieve a "competent" level on the ASADA Pure Performance e-learning Level 2 course
- (iii) Successfully complete ASADA Pure Performance Learning Updates during the calendar in which they become available.

A facilitated anti-doping update session will be conducted at least once per year at:

- (i) A SA organised training camp

Where possible, a facilitated session will be conducted for parents of SA Development Squad athletes to ensure that they are aware of the obligations on their children with respect to anti-doping.

(b) Coaches

A module on doping issues and SA's Pure Performance program will be included in the curriculum and course requirements for the following Squash coach education programs:

- (i) Club and Community Coach (formerly Level 0)
- (ii) Development Coach (formerly Level 1)
- (iii) Performance Coach (formerly Level 2).

The module will also include a requirement to achievement a competent level on the ASADA e-learning Pure Performance Level 1 course. Accreditation for

Performance Coaches will also require them to achieve a competent level on the ASADA Pure Performance e-learning Level 2 course.

High Performance Coaches who are coaching athletes within SA's athlete tiering structure will be required to complete the ASADA Pure Performance Learning Updates within 12 months of the updates being posted on the ASADA website.

(c) Staff

At least three SA staff members will successfully undertake the ASADA e-learning Facilitators Workshop course, and be available to facilitate group education sessions on anti-doping issues. As a minimum, the following staff members will be trained as facilitators:

- (i) General Manager Performance and Education
- (ii) High Performance Coordinator
- (iii) National Manager Participation.

SA staff will liaise with ASADA to ensure optimal effectiveness of anti-doping education. Wherever possible, current and former elite athletes who have been involved in a doping issue will be invited to contribute to athlete education sessions in order to increase the impact and "reality" of the sessions.

3.3 *Pure Performance Declaration Policy*

The Pure Performance Declaration Policy is a response to one of the recommendations contained in the Wood Report into Cycling Australia. The implementation of a similar style of declaration is considered relevant and necessary to protect the future integrity of Squash by ensuring that all information related to past doping involvement by identified members of the Squash community is known. On 13 February 2013, the Australian Olympic Committee amended its Anti-Doping By-Law to require all Olympic team members and Shadow team members to sign a Statutory Declaration with respect to any previous involvement with doping issues.

The Pure Performance Declaration Policy requires all professional athletes, Board members, staff and certain other people involved in Squash to make the Statutory Declaration referred to in Article 3 of SA's Pure Performance Declaration Policy. The Statutory Declaration requires those who are obligated to sign it to deny or disclose the details of any personal violations (whether previously disclosed or not) of the anti-doping rule as defined in Article 2 of the World Anti-Doping Code and adopted in SA's Anti-Doping Policy.

The Pure Performance Declaration Policy and Declaration template can be found at **Attachment C**.

Members of the Squash community who are required to sign the declaration under Article 3 of the Pure Performance Declaration Policy will have 28 days from the date of the request to make their Declaration.

3.4 Sports Science and Sports Medicine Best Practice Principles

SA recognises that Sports Science and Sports Medicine (**SSSM**) has a significant impact on driving Squash performance and enhancing the recovery of athletes. Following recent revelations about the negative influence on athletes' behavior encouraged by some sports science practitioners, SA is committed to applying high caliber sports science and sports medicine within appropriate ethical boundaries and with strong governance arrangements.

The SSSM Best Practice Principles can be found at **Attachment D** demonstrate Squash's commitment to five key SSSM principles:

- (a) the qualifications of sports science and medicine staff, contractors and consultants, and their adherence to a code of conduct
- (b) a regularly reviewed supplements policy, medication policy and injection policy
- (c) education of coaches, athletes and staff in relation to SSSM policies and any changes which take place
- (d) clearly defined sanctions for breaches of SSSM policy and a confidential process to report suspected breaches.

3.5 Promotion of pure performance in Squash

SA is proud of its record as a clean, healthy sport. To promote the message that we support a culture of pure performance, and in collaboration with ASADA, the *Pure Performance* logo as used by ASADA will be displayed on the SA and STA websites. It will also be incorporated into event signage and other promotional material.

The logo will be presented as follows:

Squash is proud to be a sport which values and rewards the pure performance of our athletes

To provide our elite athletes with an opportunity to be advocates for drug free sport and to demonstrate their own commitment to competing fairly, athletes who are chosen to represent Australia at WSF events, will be required to display the *Pure Performance* logo on their team issue clothing.

Members of the age group World Championship teams will also be offered the opportunity to have the Pure Performance logo printed on their national clothing at no additional cost.

4. ILLICIT DRUGS

SA acknowledges that the use of illicit drugs is harmful to athletes and seeks to educate them to prevent the use of illicit drugs by athletes participating in Squash. We also understand that the use of illicit drugs by athletes can bring the sport into disrepute and sets a poor example for other members of the community who view athletes as role models.

SA wishes to prevent the use of Illicit Drugs in Squash through increased education for athletes and members in relation to the potential harms of the use of Illicit Drugs.

The Illicit Drugs Policy can be found at **Attachment E** is designed to help prevent the uptake of illicit drug use and reduce the drug-related harm to individuals, families and stakeholders of SA and the broader community.

The policy provides a management approach which focuses on education and counselling in addressing the use of illicit drugs in an out-of-competition context.

5. MATCH-FIXING

SA understands the threat to the integrity of Squash events which could be created by illegal betting and match-fixing. We recognise that fraudulent betting on sport and the associated match-fixing is an emerging and critical issue globally, for sport, the betting industry and governments.

Although the prevailing conditions of the sport of Squash make it unlikely to be a target for illegal betting operators or for athletes and officials to collude in race fixing activities, it is important to ensure that the position of the sport about these issues is well known and that the potential disciplinary consequences are clearly communicated.

In response to the emerging issues relating to match-fixing, the purpose of SA's Match-Fixing Policy is to:

- (a) protect and maintain the integrity of Squash competitions and events conducted in Australia
- (b) protect against any efforts to impact improperly the result of any competition or event
- (c) establish a uniform rule and consistent scheme of enforcement and penalties, and
- (d) adhere to the National Policy on Match-fixing in Sport as agreed by Australian Governments on 10 June 2011.

SA's Match-Fixing Policy can be found at **Attachment F**.

6. MEMBER AND CHILD PROTECTION

The protection of our members and participants in our sport, whether they are competitors, volunteers, officials, coaches or committee members, is of paramount importance to Squash Australia. We understand that if we fail to protect the rights of the people involved in Squash, the sport will not continue to grow.

In order to ensure that the rights of our members are well known and communicated, SA maintains a Member Protection Policy (**MPP**). Its primary aim is to ensure our core values, good reputation and positive behaviours and attitudes are demonstrated in all aspects of the sport. The MPP assists us in ensuring that every person involved in our sport is treated with respect and dignity, and is safe and protected from abuse. This Policy also ensures that everyone involved in our sport is aware of their legal and ethical rights and

responsibilities. The MPP also reflects our support and implementation of the sport industry principles and values outlined in *The Essence of Australian Sport – principles of fairness, respect, responsibility and safety*.

The MPP has been amended several times to reflect changing community expectations of integrity and protection of human rights. It provides guidance for the protection of the health, safety and well-being of all of SA's members and those who participate in the activities of SA, its STAs and affiliated clubs. In particular, it is a recognition of SA's commitment to the essence of Australian sport by providing a safe environment for children, that is free from harassment and abuse for everyone, and promotes fair, respectful, responsible and positive behaviour and values.

The policy provides a code of behaviour forming the basis of appropriate and ethical conduct by which all of SA's members and those who participate in the activities of SA and its STAs and affiliated clubs must abide. It adopts a proactive and preventative approach to dealing with inappropriate behaviour by setting out the procedures to be followed in dealing with harassment and other forms of inappropriate behaviour in an effective and timely way, and provides a procedure for the informal and formal resolution of complaints. The Ethics and Integrity Panel referred to in Section 2 of this policy will consider matters referred under the MPP by the Member Protection Information Officer or the CEO.

SA's MPP can be found at **Attachment G**.