



HOCKEY AUSTRALIA

NATIONAL INTEGRITY FRAMEWORK TOOLKIT

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OVERVIEW

Introduction

National Integrity Framework

Like all sports, hockey faces integrity threats that can seriously impact our competitions, athletes, coaches, officials, staff, volunteers and fans. Some of the current challenges include the physical and online abuse of athletes and participants, the infiltration of match-fixing to alter the outcomes of sporting competitions and the use of doping to win at all costs.

Hockey Australia is committed to taking a proactive approach to mitigate these integrity risks and provide a safe, fair and inclusive environment for all participants at all levels of hockey.

The National Integrity Framework is the umbrella policy that addresses these integrity threats and sets out the requirements and expectations for the conduct for all participants relating to child safeguarding, member protection, competition and sports wagering, and the misuse of drugs and medicines. It also outlines the processes and procedures to resolve complaints and disputes and impose disciplinary action.

Safe Hockey Framework

Children and young people have the right to participate in hockey in a safe, caring, nurturing and fun environment. The Framework is a comprehensive suite of policies, resources and educational materials to safeguard young athletes. It seeks to minimise the likelihood of them being harmed and outlines processes to respond promptly and appropriately when it happens.

Member Protection Policy

This Policy sets out expectations and behaviours to ensure everyone involved with hockey is treated with respect and dignity. In addition, the policy defines prohibited conduct and includes examples.

Competition Manipulation and Sport Wagering Policy

The manipulation of sporting competitions through match-fixing, inside information, losing on purpose or intentionally performing poorly to gain a future advantage undermines the integrity of our sports and can also be a crime and punishable by law. This Policy outlines prohibited conduct and seeks to safeguard hockey against illegal or fraudulent betting and competition manipulation.

Sports Science Sports Medicine Policy

This Policy seeks to mitigate the risks associated with the misuse and maladministration of drugs, supplements, and medicines by ensuring that athletes provide science and medicine services by appropriately qualified and supervised staff.

Illicit Drugs Policy

The use of illicit drugs is not only harmful to athletes, but it also can bring our sport into disrepute, and their use by high-profile athletes who are often viewed as role models sets a poor example for fans and supporters. This Policy seeks to safeguard our sport from the dangers of illicit drugs by providing guidelines on restrictions and raising awareness about illicit drugs used in our sport.

Pitchsiding Policy

This Policy seeks to safeguard against the practice of relaying real-time information and data at Australian Hockey venues that may facilitate the manipulation of sports betting.

Trans and Gender Diverse Guidelines

These guidelines seek to ensure that we provide safe, fun and inclusive environments for all people involved in hockey, including those of diverse sexualities and genders.

Complaints, Disputes and Discipline Policy

This Policy sets out the processes for resolving complaints and disputes and imposing disciplinary action arising from an individual or organisation engaging in prohibited conduct under the Framework and associated integrity policies.

Set out below is a summary of each resource included in this toolkit.

1. Framework Endorsement & Adoption Process

This graphic sets out the steps each Association and Clubs should consider for:

- a. Endorsing the Framework and its associated policies; and
- b. Ensuring its adoption and awareness across its stakeholders

2. Complaint & Reporting Awareness Poster

Awareness poster for raising complaints and concerns about integrity-related matters that can be displayed as a digital or physical asset.

3. Australian Hockey Complaint Handling Process

This workflow graphic provides a visual presentation of how Hockey Australia, Member Associations, Clubs, and Australian Hockey Organisations respond to integrity complaints and outlines the reporting and referral lines and outcomes based on the assessment of the complaint.

4. Australian Hockey Complaint Management Guide

This table provides a high-level overview of Hockey related policies, their scope, adoption, application, complaint reporting options, complaint handling processes and disciplinary actions and outcomes.

5. Responding To Concerns Flowchart

The responding to concerns flowchart is a simple visual representation of Hockey Australia's procedure for reporting and responding to child safety concerns, integrity matters, grievances and disputes and disciplinary matters.

The flowchart aims to provide hockey stakeholders with clear and concise visual guidance and reminder about what they should do if they have a concern relating to one of these matters.

6. Frequently Asked Questions (FAQs)

A set of answers to framework-related questions that may commonly arise for key hockey stakeholders.

7. Communication & Messaging

A list of key messages, suggested notes, and social posts to help Associations and Clubs introduce and promote the updated Framework and associated policies.

8. Additional Resources & Support

A list of useful resources Associations and Clubs can use to help build capability and educate and promote awareness and knowledge amongst stakeholders about integrity-related matters.

ENDORSEMENT & ADOPTION PROCESS



Step 1: Endorse & Adopt

Start by endorsing and adopting the Framework and associated integrity policies



Step 2: Spread the word

Make the Framework and policies available on all platforms so that members can easily access them.

Include relevant resources such as the Framework toolkit.



Step 3: Follow the leader

Appoint an individual or group within your Association or Club who will champion the Framework and policies.



Step 4: Upskill everyone

Ensure hockey participants read and adhere to the Framework and policies by providing any necessary education and training opportunities.

This will help everyone feel equipped and empowered to enforce and follow them.



Step 5: Update processes

Include a Framework acknowledge and resources in registration processes and systems demonstrating that your association or club has a commitment to it.

For access to all hockey policies and related integrity resources head to:

www.hockey.org.au/integrity

For further assistance, please reach out to your association or club representative.



GOT SOMETHING TO REPORT?

If you see, hear or experience any suspicious or unwelcomed activity relating to child safety, bullying, cheating, doping, gambling or match-fixing, report it confidentially to the Hockey Australia Integrity Unit or the Hockey Integrity Hotline.

Email integrity@hockey.org.au to contact the
Hockey Australia Integrity Unit

OR

Contact the Hockey Integrity Hotline online
or by phone:

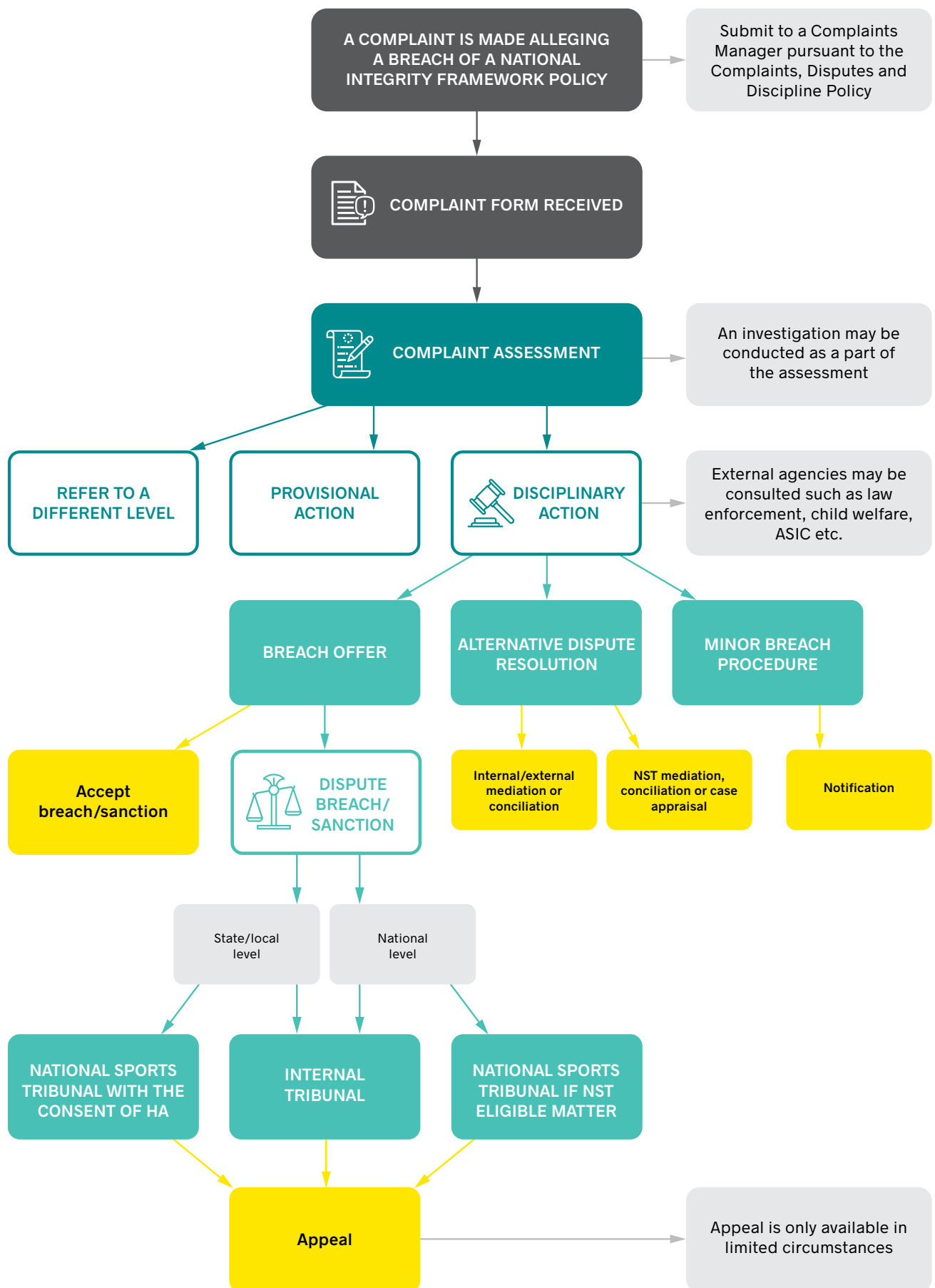
www.hockeyaustralia.stoplinereport.com

Phone: 1300 30 45 50

For more information regarding the safety of a child or young person, go to
hockey.org.au/integrity/safe-hockey



Australian Hockey Complaint Handling Process



Australian Hockey Complaint Management Guide

Document	HA/MA Constitution	Anti-Doping Policy	Code of Conduct	Member Protection Policy	Safe Hockey Safe Kids Code (part of Code of Conduct)	Competition Manipulation and Sport Wagering Policy	Illicit Drugs Policy	SSSM Policy	Selection Policy	Other HA Policies (inc. Whistle-blower)	Other MA Policies
National Integrity Framework											
Scope	Objects and powers for furthering objects	Management of Anti-Doping Rule Violations	Establish standards of behaviour of participants	Protect participants from discrimination, harassment, bullying and abuse	Provision of safe environments for children and young people	Protection against illegal and fraudulent betting and match-fixing	Restrict the use of illicit drugs in hockey	Protect athlete health and wellbeing	Provide transparency for identification and selection of athletes	Various	Various
Adopted By	HA/MA	HA	HA, MA, regional associations, affiliated clubs	HA, MA, regional associations, affiliated clubs	HA, MA, regional associations, affiliated clubs	HA, MA, regional associations, affiliated clubs	HA, MA, regional associations, affiliated clubs	HA, MA, regional associations, affiliated clubs	HA	HA	MA
Application	Members	HA, MA, affiliates, specified athletes, athlete support personnel and other persons	Members of HA, athletes, athlete support personnel, officials, directors, employees and volunteers of HA/MA or Authorised Providers	Members of HA, athletes, athlete support personnel, officials, directors, employees and volunteers of HA/MA or Authorised Providers	HA/MA directors, state/national coaches and team managers, officials, permanent/casual or contracted employees	HA athletes and team support personnel, directors/ volunteers/ employees of HA/MA and Authorised Providers, participants in Hockey One League and Australian Championships	HA athletes and team support personnel, directors/ volunteers/ employees of HA/MA and Authorised Providers, participants in Hockey One League and Australian Championships	HA athletes and team support personnel, directors/ volunteers/ employees of HA/MA and Authorised Providers, participants in Hockey One League and Australian Championships	Athletes	As per Policy	As per Policy
Examples	Membership, Board, conduct of meetings, governance	ADRVs including: <ul style="list-style-type: none"> presence, use or attempted use or possession of Prohibited Substance failing to submit to doping control tampering 	Act within the rules and spirit of hockey; act with honesty, integrity and objectivity; not engage in unbecoming conduct; provide a safe environment for the conduct of programs and events	"Prohibited Conduct" includes abuse, bullying, harassment, sexual misconduct, unlawful discrimination, victimisation or vilification	Safe recruitment and screening, safe behaviours, safe communication, safe environments	Betting on HA-sanctioned hockey matches and events, sharing inside information for betting purposes, deliberately under-performing, failure to disclose approaches or knowledge of corrupt conduct	"Prohibited Conduct" includes use, possession, trafficking of an illicit drug	Recruitment of suitable staff who are bound by NIF policies. Regulation of supplement use.	Selection process; assessment criteria; appeals	Various	Various
Complaint Reporting Options	HA/MA CEO	SIA Reporting Hotline	Stopline integrity@hockey.org.au SIA Reporting Hotline/Complaints Handling Department						Non-selected National athletes can seek feedback from coach	As per Policy	As per Policy
Time Limit for Complaints	In line with notification processes	10 years from alleged offence	10 years from alleged "Prohibited Conduct"						N/A	As per Policy	As per Policy
Complaint Handling Process	Via AGM, General Meetings, EGMs	As per policy	As per Complaints, Disputes and Discipline Policy, a complaint may be made by completing a Complaint Form and submitting it to the relevant Sport Organisation						Appeals Process as per policy	As per Policy	As per Policy
Disciplinary Action Process	Suspension or termination of membership	As per policy	Alleged breaches can be determined under one of the following processes: <ul style="list-style-type: none"> Alternative Dispute Resolution Minor Breach Procedure Breach Offer 						N/A	As per Policy	As per Policy
Further Detail									Via HA	Via HA	Via MA

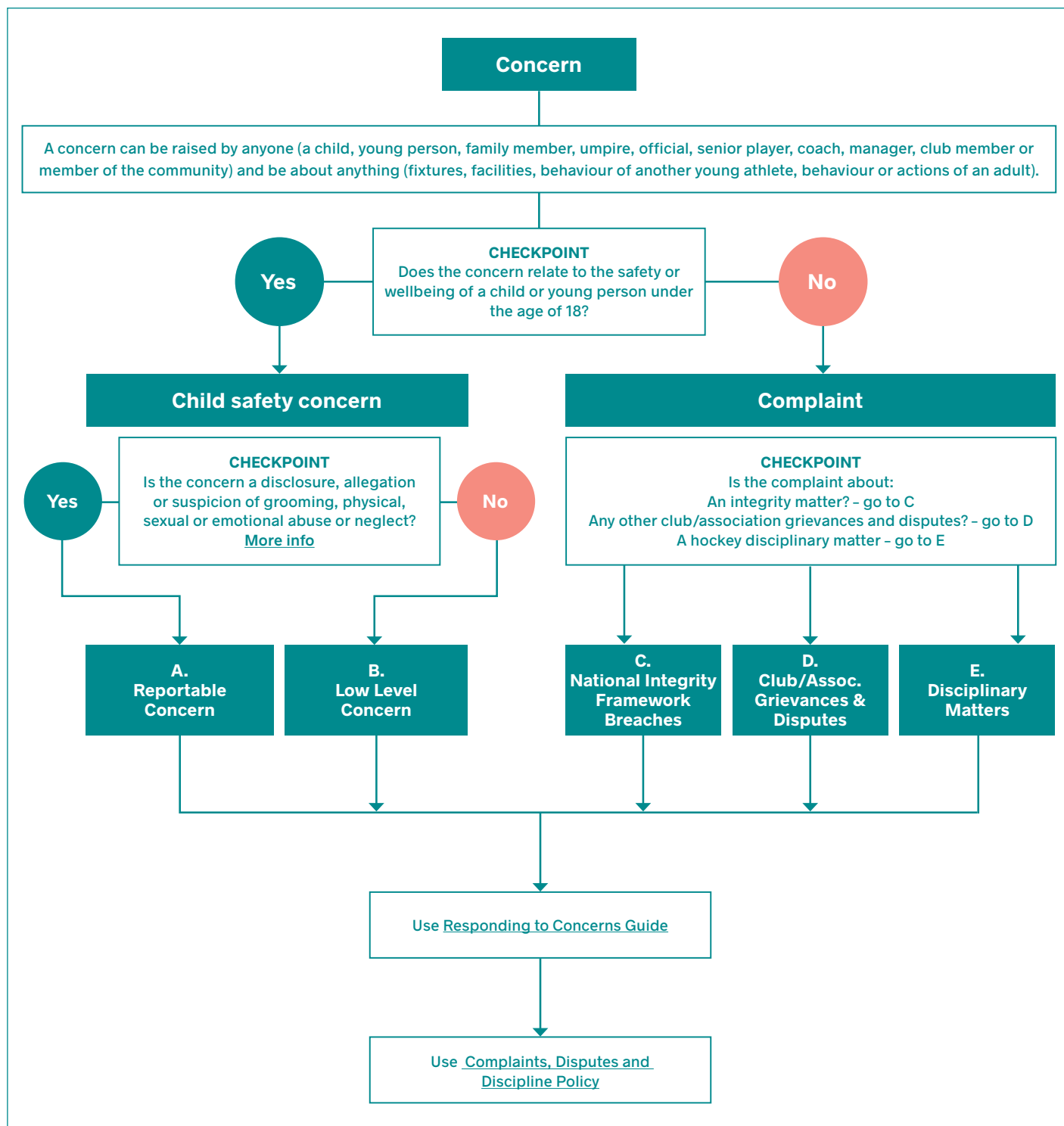
Click the above buttons to go the corresponding websites



RESPONDING TO CONCERNS FLOWCHART

SAFE HOCKEY OFFICERS (SHO)

Clubs and associations must delegate someone internal to hold the Safe Hockey portfolio until an SHO is recruited and trained.



FREQUENTLY ASKED QUESTIONS (FAQS)

NIF TOOLKIT

INTEGRITY FRAMEWORK

Q DOES THE FRAMEWORK APPLY TO COMMUNITY-LEVEL HOCKEY?

A Yes. The Framework and its guiding principles apply to all hockey stakeholders, including members, participants (athletes, coaches, administrators, officials and support personnel), employees, contractors and volunteers. However, some integrity policies and provisions only apply to specific levels or cohorts.

Q WHAT INTEGRITY POLICIES UNDERPIN THE HOCKEY NATIONAL INTEGRITY FRAMEWORK?

A The key policies that underpin the Framework include the following:

- Australian Anti-Doping Policy;
- HA Member Protection Policy;
- HA Safe Hockey Framework;
- HA Competition Manipulation and Sport Wagering Policy;
- HA Sports Science Sports Medicine;
- HA Illicit Drugs Policy; and
- HA Complaints, Disputes and Discipline Policy.

CONCERNS & COMPLAINTS

Q HOW DO I REPORT AN INTEGRITY CONCERN, ISSUE OR BREACH?

A If you see, hear or experience any suspicious or unwelcomed behaviour or activity related to child safety, bullying, cheating, doping or match-fixing, you can report it confidentially to:

- Hockey Australia Integrity Unit – integrity@hockey.org.au or
- Hockey Integrity Hotline – [1300 30 45 50](tel:1300304550) or visit www.hockeyaustralia.stoplinereport.com

Q WHEN MAKING A REPORT, DO I HAVE TO PROVIDE MY NAME?

A You can make an anonymous report. However, this means that we may not be able to progress the matter, as we won't be able to get in touch with you for more details to investigate the matter further.

So, we encourage everyone in our hockey community to raise concerns in their own name.

MEMBER PROTECTION

Q WHAT TYPE OF CONDUCT DOES THE MEMBER PROTECTION POLICY PROHIBIT?

A Everyone involved with hockey has the right to participate in fun, safe and welcoming environments and be treated with respect, dignity, and fairness.

Prohibited conduct includes; abuse, bullying, harassment, sexual misconduct, unlawful discrimination, victimisation or vilification.

FREQUENTLY ASKED QUESTIONS (FAQS)

NIF TOOLKIT

SAFE HOCKEY (CHILDREN & YOUNG PEOPLE)

Q THE SAFE HOCKEY POLICIES AND PROCEDURES TALK ABOUT SAFEGUARDING. WHAT DOES SAFEGUARDING MEAN?

A Safeguarding relates to our actions to promote and enforce the safety and well-being of children and young people participating in hockey. To do the best we can to keep them safe from harm, abuse or injury.

Q DO I NEED PROOF/EVIDENCE BEFORE RAISING A CONCERN?

A You don't need proof. You just need a 'reasonable belief' that it is likely something has or will happen. A 'reasonable belief' is not the same as having proof but is more than mere rumour or speculation. For example, a 'reasonable belief' might be formed if:

- a child/young person states that they have been harmed or abused
- a child/young person says that they know someone who has been harmed or abused (sometimes they may be talking about themselves)
- someone who knows a child or young person says that the child/young person has been harmed or abused
- observations of the child/young persons behaviour or development lead to a belief that they have been harmed or abused or are likely to be harmed or abused
- signs of harm or abuse lead to a belief that the child/young person has been harmed or abused.

Q WHAT SHOULD I DO IF I AM UNCOMFORTABLE WITH THE BEHAVIOUR OF A COACH, ADULT VOLUNTEER OR OLDER YOUNG ATHLETE ON MY TEAM?

A You should tell a trusted adult such as a parent, guardian or carer, club member or official. You will not be in trouble, but it is important that you tell someone who can do something about the behaviour.

COMPETITION MANIPULATION AND SPORT WAGERING

Q DOES HOCKEY AUSTRALIA ALLOW BETTING ON MATCHES?

A Hockey Australia acknowledges the benefits of sports wagering in increasing our sport's awareness and engagement. In addition, financial returns (product fees) from Wagering Service Providers allow HA to invest in integrity capabilities and initiatives.

Our Competition Manipulation and Sport Wagering Policy, along with Integrity Agreements with the Wagering Service Providers, are designed to safeguard the sport against illegal or fraudulent betting.

Under this Policy, a range of individuals are precluded from betting on any hockey events. These individuals include national squad athletes, support staff of those athletes and directors, employees and volunteers of Hockey Australia, Member Associations and Authorised Providers. If in doubt, you should ask whether you are allowed to or prohibited from betting on hockey events.

FREQUENTLY ASKED QUESTIONS (FAQS)

NIF TOOLKIT

ILLICIT DRUGS

Q I'M A CASUAL COMMUNITY HOCKEY PLAYER. DOES THE ILLICIT DRUGS POLICY APPLY TO ME?

A No. This Policy applies to national squad athletes and the athlete and team support personnel providing support to those Athletes. It also applies to Participants and Teams involved with the Hockey One league and Australian Championships.

Q I WASN'T AWARE THAT A SUBSTANCE I TOOK WAS PROHIBITED UNDER THIS POLICY. SHOULDN'T THERE BE SOME LENIENCY?

A Hockey Australia applies the principle of strict liability. This means that Athletes and other Relevant Persons are responsible for any prohibited substance in their body, regardless of how it came to be there and whether or not they knew a prohibited substance had entered their system.

Q IF IT'S NOT PERFORMANCE-ENHANCING, WHY DO YOU CARE WHAT I TAKE?

A Our Illicit Drug Policy is built on four pillars, the first two being HEALTH and EDUCATION. First, it seeks to protect our Participants' health and well-being through education and raising awareness of the dangers of Illicit Drugs. The use of Illicit Drugs may also lead to an anti-doping rule violation. Secondly, it seeks to protect and enhance the reputation of individuals and our organisation.

COMMUNICATION & MESSAGING

NIF TOOLKIT

Key Messaging

- ☒ The National Integrity Framework (Framework) is the umbrella Policy that sets out:
 - Requirements for ethical behaviour
 - Proactive actions to address integrity threats
 - Complaints process for managing integrity concerns and breaches

- ☒ The Framework applies to all participants and Australian Hockey Organisations across all levels of hockey. However, some provisions apply to specific levels or cohorts only

- ☒ Member Associations are expected to adopt the Framework and associated integrity policies in full and without material amendment

- ☒ Education of all Relevant Persons is an integral component of the Framework

- ☒ Lower levels of hockey are not immune from integrity threats. Integrity threats present at all levels from elite through to grassroots

- ☒ All hockey stakeholders should work together to mitigate and manage integrity risks and matters

- ☒ Everyone plays a role in protecting our sport. If you hear, see or experience something, **speak up via the Hockey Integrity Hotline**

COMMUNICATION & MESSAGING

NIF TOOLKIT

Suggested copy for social media platforms, newsletters and other communication touchpoints

- » Did you know that Australian Hockey has updated its National Integrity Framework? Find out how we are protecting our competitions, athletes, staff, volunteers, and fans from integrity threats [here](#).
- » All sports, including hockey, are vulnerable to integrity threats. The best way to protect our sport is to be prepared and ready to act. Find out how [@HockeyAustralia](#) is proactively working to protect hockey [here](#).
- » Looking for resources to help you implement and promote the updated National Integrity Framework? Find [@HockeyAustralia](#)'s NIF Toolkit [here](#).
- » Protecting the integrity of our sport is the responsibility of everyone. If you have a concern or want to report a breach, visit www.hockey.org.au/integrity.
- » Hockey Australia is committed to the health, safety and well-being of its members and participants. Read how we are working to ensure that everyone is treated with respect and dignity [here](#).
- » Hockey Australia's Competition Manipulation and Sport Wagering Policy helps safeguard hockey against illegal or fraudulent betting. Watch this short [video](#) to learn about the risk related to sports betting.



- » Competition manipulation can kill the spirit of sport, the motivation of clean athletes and fans and drive away corporate stakeholders. Watch this short [video](#) to learn more about competition manipulation and its effects on sport.



- » Sport Integrity Australia has a range of helpful eLearning [courses](#) to help hockey participants educate themselves on sports integrity topics.

ADDITIONAL RESOURCES & SUPPORT

NIF TOOLKIT

Sport Integrity Australia eLearning

<https://elearning.sportintegrity.gov.au/login/index.php>

The Sport Integrity Australia eLearning platform provides free online courses relating to sport integrity, including doping, match-fixing, illicit drugs, child safeguarding and ethical decision-making.

Sport Integrity Australia App

Available from the Apple and Google Play Stores

The app allows users to check whether their medications are banned in sport, find low-risk supplements to reduce their chance of testing positive accidentally, and check whether they need a Therapeutic Use Exemption.

Play by the Rules

<https://www.playbytherules.net.au>

Play by the Rules provides information, resources, tools and free online training to administrators, coaches, officials, players, parents and spectators to assist them in preventing and dealing with discrimination, harassment, child safety, inclusion and other integrity issues in sport.

Pride in Sport

<https://www.prideinsport.com.au/resources>

Pride in Sport offers resources designed to assist sporting organisations at all levels with the inclusion of staff, volunteers, players and spectators with diverse genders and sexualities.

Good Sports

<https://goodsports.com.au>

Good Sports helps Australian sporting clubs create a safe, welcoming, family-friendly environment by providing resources to cover matters such as alcohol management, smoking regulations, mental health, illegal drugs, and safe transport.

Club Respect

<https://clubrespect.org.au>

Club Respect helps grassroots Australian sports clubs build and maintain a deep culture of respect through simple and effective strategies to make a positive impact in and around clubs.