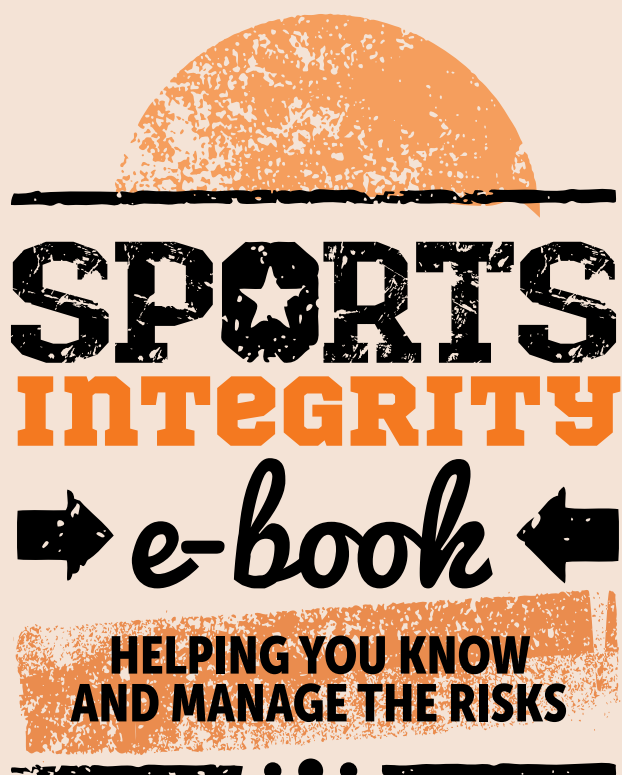




Australian Government
National Integrity of Sport Unit



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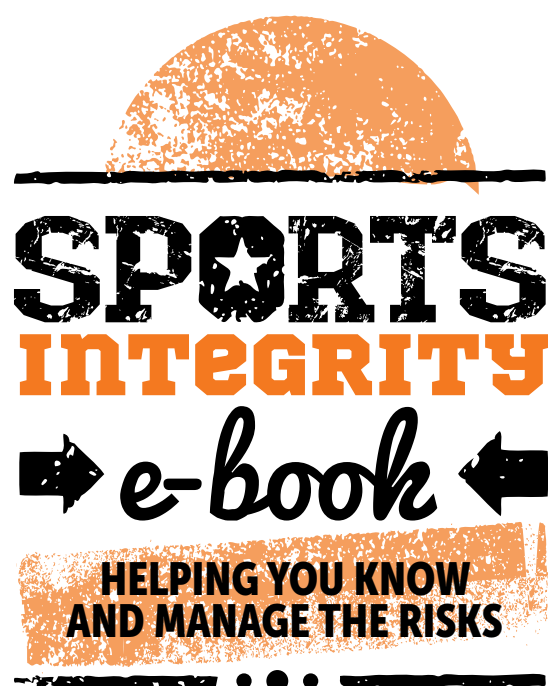
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For further information please contact nisu@health.gov.au.

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OVERVIEW

In modern sport, activities and behaviours that are defined as lacking integrity include: creating an unfair advantage or the manipulation of results through performance enhancing or illicit drugs, match fixing, tanking or the use of insider information for illegal betting purposes. Anti-social behaviours such as bullying, harassment, discrimination and child safeguarding issues are also considered significant integrity issues for sport.

ETHICS AND CULTURE

A key approach to proactively protecting your sport from integrity threats is to encourage strong ethical values from participants and developing sound organisational cultures that encourage transparency, honesty and consistency. Ethics are the overarching systems that reinforce acceptable behaviours or values, thereby ensuring an acceptable level of integrity and good character is maintained. Such systems in sport include; defined values, codes of conducts, rules, and policies and their implementation and adherence.

A sport with a positive and healthy culture will demonstrate energy, commitment and effort in developing systems to ensure their sport is one where all members are proud to participate in and support. When integrity issues occur they have a clear, consistent process for dealing with them.

KEY MESSAGES

- ✓ Participation in sport should be based upon the concepts of fairness, fun, sportsmanship, respect, safety, and personal and collective responsibility.
- ✓ There are a number of threats posed to the integrity of sport, including match-fixing, results manipulation, illegal gambling, doping, corruption, discrimination, general member protection issues, and unethical behavior.
- ✓ Rules, codes of conduct, good governance principles, ongoing monitoring and review, and the threat of appropriate sanctions and penalties, are important safeguards to protect the integrity of sport and sports participants.
- ✓ Effective education and informed and ethical decision making is key to ensuring sports and sports participants maintain integrity in their choices and actions.

"Athletes in your systems are at risk of compromise. That's why it is so important you have as much information as possible to support the integrity of your sporting organisation."

Jason Whybrow, Acting Director, NISU



ABOUT THIS E-BOOK

This e-book is a production of the National Integrity of Sport Unit (NISU) in the Department of Health. It was produced in co-operation with the Australian Sports Anti-Doping Authority, the Australian Sports Commission and Play by the Rules.

It is designed to complement the *2017 National Sports Integrity Roadshow*, delivered in collaboration with state and territory governments, featuring expert speakers: Professor Louise Burke OAM, Head of Department of Sports Nutrition, Australian Institute of Sport; Dr David Hughes, Chief Medical Officer, Australian Institute of Sport, Damian Voltz, Senior Intelligence Analyst, NISU; Jason Whybrow, Acting Director, NISU; and Damien Jennings, South Australia Office for Sport and Recreation.

This information is aimed at sports administrators, officials, coaches, athletes and support personnel to provide a broad overview of some of the integrity issues currently facing sport. The resources, education and contacts aim to assist you with best practice management of sport integrity risks now and into the future. Note that the resource lists within are not exhaustive. You are encouraged to distribute the e-book throughout your networks.

KEY WEB RESOURCES

- National Integrity of Sport Unit [website](#)
- Australian Sports Anti-Doping Authority [website](#)
- Australian Sports Commission [website – Integrity in sport](#)
- ASC [Integrity Guidelines for Directors and Leaders of Sporting Organisations](#)
- Australian Sports Commission [Clearinghouse for Sport – Integrity in Sport](#)
- [Play by the Rules – Integrity in sport](#)
- Play by the Rules [Resolving contemporary ethical issues in sport Webinar](#)
- Victorian Government [Sports Integrity Readiness Toolkit](#)

DID YOU KNOW?

- In AD267, Nicantinous and Demetrius, two teenage wrestlers, had reached the final bout in a prestigious competition in Egypt. Their fathers struck a deal. For the price of a donkey, Demetrius would “fall three times and yield”. The signed contract is the earliest surviving record of a sporting competition being manipulated for financial gain.¹





SPORTS INTEGRITY KEY AGENCIES

NATIONAL INTEGRITY OF SPORT UNIT – NISU

The NISU has overall Australian Government responsibility for safeguarding the integrity of Australian Sport. It provides national oversight, monitoring and coordination of efforts to protect the integrity of sport in Australia from threats of match-fixing, doping and other forms of corruption. NISU also administers the Illicit Drugs in Sport education program.

AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY – ASADA

ASADA protects Australia's sporting integrity through the elimination of doping and focuses on three key themes:

- *deters* prohibited doping practices in sport via education, doping control (testing), advocacy and the coordination of Australia's anti-doping program;
- *detects* a breach of a sport's anti-doping policy via its doping control (testing) and investigation programs;
- *enforces* any breach of a policy by ensuring those violating anti-doping rules are prosecuted and sanctioned.

AUSTRALIAN SPORTS COMMISSION – ASC

The ASC is the Australian Government's leading sport agency that develops, supports and invests in sport at all levels. The ASC plays a lead role in assisting the sport industry to formulate policies, practices, programs and resources to address contemporary integrity issues and enhance ethical conduct in Australian sport.



PLAY BY THE RULES – PBTR

PBTR is focused on community sport and provides information, resources, tools and online training to support administrators, coaches, officials, players, parents and spectators to assist them in preventing and dealing with discrimination, harassment, child safety, inclusion and integrity issues in sport.

NATIONAL AND STATE SPORTING ORGANISATIONS

All national and state sporting organisations are required to have a range of policies and codes in place to address integrity concerns and member protection issues which are required to be supported by training and education programs.

BETTING INDUSTRY

The sports betting industry has adopted processes for information exchange and information provision requirements with sports, governments and law enforcement agencies.

SPORTS ADMINISTRATORS, COACHES, OFFICIALS, ATHLETES, SUPPORT PERSONNEL

We all have a role to play to ensure the integrity of sport is maintained at all levels. This includes: being aware of the laws, codes and policies around anti-doping, illicit drugs, match fixing, illegal betting and member protection; undertaking education and training to improve knowledge, and; being aware of the processes in place to deal with issues should they occur.



MATCH FIXING

WHAT IS IT?

In recent years, illegal activities such as match-fixing, illegal gambling and the use of inside information for betting purposes have become prominent integrity issues in sport.

Match-fixing is defined by NISU as: 'irregularly influencing the course or result of a sports event in order to obtain advantage for oneself or for others and to remove all or part of the uncertainty normally associated with sport'. It involves the manipulation of an outcome or contingency by athletes, teams, agents, support staff, referees and officials and venue staff.

It can include the deliberate fixing of the result of a contest, an occurrence or points spread within a contest, deliberate under-performance, withdrawal (also known as 'tanking' or 'manipulation' and 'experimenting'), an officials deliberate misapplication of the rules of the contest, interference with the play or playing surface, or abuse of insider information to support a bet placed.

WHAT ARE THE ISSUES?

- Persistent expansion of volume and availability of markets on Australian sports by offshore wagering providers.
- Increasing number of markets available on lower leagues/sub-elite sport.
- Grooming of athletes and exploitation of insider information.
- Athletes continue to engage in behaviors/associations that place them at risk of exploitation.
- Low tech fixing – (raffles, end of season events).
- Courtsiding.

"Sub-elite sports are starting to tick all the boxes for crime entities."

Damian Voltz, Senior Intelligence Analyst, NISU



TIPS FOR SPORTS

- Establish rules, policies and sanctions.
- Designate a contact/information person.
- Be careful about handling sensitive inside information.
- Undertake regular reviews on your integrity processes.
- Keep educating your members.

TIPS FOR INDIVIDUALS

- Never bet on your own sport.
- Keep educating yourself.
- Fixing any part of an event is illegal.
- Never put yourself in a position where you could be compromised.
- Report any irregular approaches.
- Make sure you know what the rules on betting in your sport and Australia are.
- Make sure your family and friends know the rules about betting restrictions in your sport.

RESOURCES

- National Integrity of Sport Unit
 - [National Policy on Match-Fixing in Sport](#)
 - [Anti-Match Fixing Policy Template](#)
 - Keep Sport Honest – on-line education program
 - [Code of Conduct for sporting organisations](#)
- Australian Crime Commission – [Threats to the Integrity of Professional Sport](#)
- ASC Clearinghouse for Sport – [Match-Fixing and Illegal Sports Betting](#)
- Play by the Rules [Match Fixing and Grassroots Sport e-book](#)
- Your sport's Match Fixing Policy.

DID YOU KNOW?

- Sportradar identified 1,006 contests that it thinks could have been manipulated during 2015 and 2016.² It estimates around one in 100 contests are probably fixed.
- The growth in match-fixing has been fueled by the vast amount wagered on sport—approximately \$2 trillion a year, according to the International Centre for Sport Security (ICSS).





DOPING/ PERFORMANCE &

IMAGE ENHANCING DRUGS

WHAT ARE THEY?

Doping refers to the use of prohibited drugs/ methods by an athlete to improve sporting performance. Athletes need to be aware, at all times that they cannot just take any drug or medication, or even use certain methods of substance administration to enhance their performance in sport.

The detection of a forbidden substance or method constitutes a direct violation of the doping rules, and the attempt to take, the possession of, and the circulation of doping substances are all regarded as offences.

Sports participants (including athletes, coaches, administrators, officials, sport science and medical practitioners, and other support and service providers) engaging in organised sport in Australia are required to comply with anti-doping codes, policies and practices as a condition of their involvement.

WHAT ARE THE ISSUES?

- Doping and the use of Performance and Image Enhancing Drugs (PIEDs) at professional, sub-elite and grassroots levels in sport in Australia are growing issues that warrant serious concern and action.
- New generation PIEDs, which were previously thought to be only used by elite athletes, are now widely available and being used by a broad cross-section of the sports community.
- Sub-elite athletes are now considered a high-risk group for doping due to the highly competitive environment in attaining a position in elite sport, and the ability to make significant gains in strength and power through the use of PIEDs.
- This is alarming on many levels; not only because of the health implications for athletes, but the use of these drugs and methods serves to undermine the principles of fair play, and may erode the community's trust in fair sport.

" We are dealing with a completely different world – even at junior levels people are looking for marginal gains."

Professor Louise Burke OAM, Head of Department of Sports Nutrition,
Australian Institute of Sport



TIPS

It is important for sports to have a strong anti-doping framework in place that may include:

- An anti-doping policy that conforms with the World Anti-Doping Code.
- An Anti-Doping Education Plan developed with ASADA.
- Processes for reporting required information to ASADA to facilitate investigations and athlete testing.
- A clear and confidential process for reporting suspected doping violations.
- A code of conduct which binds all athletes, coaches, staff and board members.
- Incorporate sport science/sports medicine (SSSM) Best Practice Principles & policies.
- All athletes and support personnel should be aware of your sport's policies/codes.
- Be aware that WADA annually publishes an updated Prohibited List which sets out the substances and methods that are banned in sport.

RESOURCES

- [ASADA eLearning](#) courses and resources
- [ASADA – Prohibited Substances and Methods](#)
- [ASADA Therapeutic Use Exemption information](#)
- Anti-Doping Policy Template (please contact ASADA for a copy of the template)
- ASC Clearinghouse – Drugs in Sport
- [ASC Anti-doping policy](#)
- [AIS Sports Science Sports Medicine Best Practice Principles](#)
- Play by the Rules [Anti-doping and grassroots sport e-book](#)
- [WADA 2018 Prohibited List](#)
- [WADA Dangers of Doping](#)
- [GlobalDRO](#), a mobile-friendly online tool which allows athletes to check their substances against the WADA Prohibited List.
- Your sport's Anti-Doping Policy.

DID YOU KNOW?

- ASADA estimates 40% of athletes who have been sanctioned for Anti-Doping Rule Violations (ADRVs) in Australia have been as a result of using a supplement that contained a prohibited substance or was contaminated with one during manufacture.





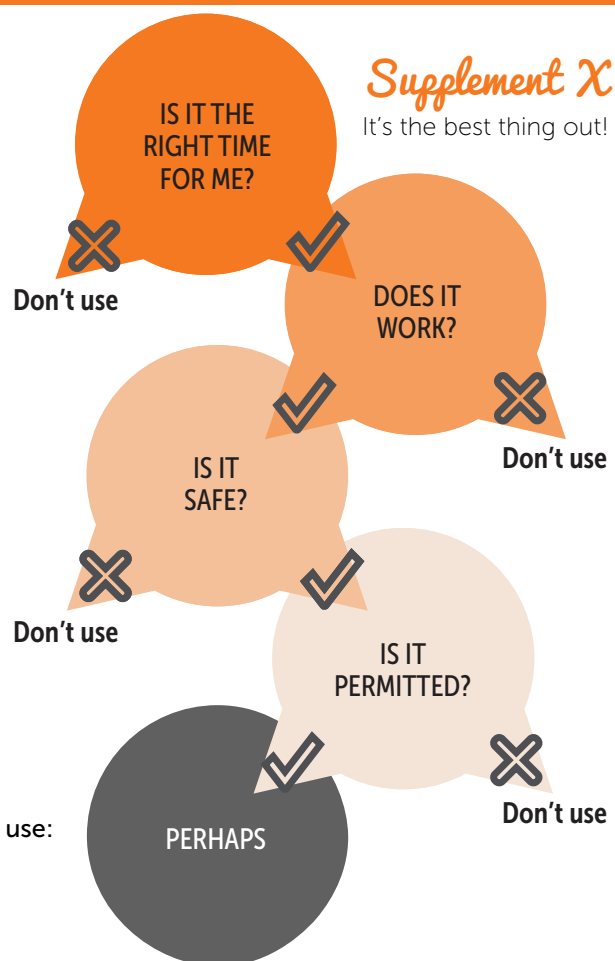
SPORTS SUPPLEMENTS

WHAT ARE THEY?

The sports world is filled with pills, potions, powders, bars and drinks that promise to provide athletes with a winning edge. *Medical supplements* are vitamin or mineral supplements that can prevent or treat a nutrient deficiency. *Sports foods* are convenient forms of energy and targeted nutrients that can make it practical for an athlete to meet their nutritional goals. *Performance supplements* are products that can immediately/directly improve performance or enhance performance indirectly by helping the athlete train hard, recover quickly, stay healthy or achieve the ideal physique in terms of body fat loss or muscle gain.

However, most of the claims made about these supplements are not backed by evidence. And even the ones that 'work', are only useful when used according to specific protocols in specific scenarios – many athletes don't get these right.

**Making good decisions about supplement use:
The decision tree approach**



WHAT ARE THE ISSUES?

- There are so many to choose from and it's hard to know which ones are safe, effective and permitted for use in sport.
- Information about supplements is often unregulated, biased, unsolicited.
- Labels can be deceptive and may not provide the full list of ingredients or correct information about amounts of these ingredients. Some of the ingredients can be harmful to your health (e.g. stimulants), especially when taken in doses that are larger than recommended, or mixed with other products.
- Poor standards around production means that many supplements are contaminated – with substances that can make you sick (e.g. lead or broken glass) or substances that are banned in sport. In some cases, it appears that banned substances have been deliberately added to supplements to make it appear that the supplement is 'working'. Supplements are often not used properly – with risks to health and side-effects as well as the waste of money.
- Most performance supplements do not achieve the claims made for them and can distract athletes from other performance issues (diet, training, recovery strategies) which would provide greater benefits.

TIPS

- Stay abreast of latest education programs and courses.
- Follow the rules and policy requirements of your sport/club.
- Note that some supplements can provide a small but valuable role in an athlete's sports nutrition plan, but this should only be used after seeking expert advice from a sports dietitian and/or sports physician.
- A decision tree approach can help you to work through the steps of making an informed decision about the supplement use (see previous page).
- Only choose products that have been batch tested or deemed low-risk. No athlete should take supplements without first seeking expert advice from a sports dietitian or doctor.
- Document all intake, including batch numbers.
- When in doubt, don't do it.
- Athletes should be aware of Therapeutic Use Exemption information
- Ensure your sport has a Supplements Policy.

RESOURCES

- [AIS Supplements in sport](#)
- [ASADA supplements](#)
- [Play by the Rules supplements e-book](#)
- [Play by the Rules Supplements FAQ webinar](#)
- [Examine.com for Supplements](#)
- [Snake oil supplement?](#) – Scientific evidence for popular health supplements
- [USADA Athlete advisory](#)
- Your sport's Code of Conduct/ Supplements Policy.





ILLICIT DRUGS IN SPORT

WHAT ARE THEY?

There is increasing concern from sporting authorities about the use of illicit drugs in sport, particularly in local community sport settings.

NISU has tied the definition of an illicit drug to those considered illegal under state and territory criminal legislation, as well as the Commonwealth Criminal Code. The NISU Illicit Drugs Policy template includes a link to the most up-to-date version of the regulations to show those drugs that are considered illegal, and prohibited under the Policy.

The legislation captures known illicit substances such as cocaine, ecstasy, methamphetamine etc., but also dangerous opioid prescription-based medication such as oxycodone and morphine, which can be illegal to possess without appropriate prescriptions.

WHAT ARE THE ISSUES?

- An illicit drug is illegal to use, possess, or distribute under state, territory, and Commonwealth law.
- If you are caught using, in possession of, or trafficking an illicit drug you can face criminal proceedings.
- You can receive an Anti-Doping Rule Violation for those illicit drugs that are also substances prohibited from sport.
- Illicit drugs have the capacity to endanger the health and well-being of the athlete or support personnel who may be affected. Anyone who uses them puts themselves in a position where they could potentially overdose or form an addiction.
- Illicit drug use undermines public confidence in sport, devalues the contribution of elite athletes as community role models, and erodes the health and social benefits sport creates.
- Illicit drug use by athletes leaves them particularly vulnerable to exploitation for criminal purposes, including match-fixing and fraud arising out of the provision of inside information.

"Ultimately it's about building resilience in Australian athletes and sport."

Professor Louise Burke OAM, Head of Department of Sports Nutrition,
Australian Institute of Sport

TIPS

- Sports administrators have the best access to athletes to provide education and information on illicit drugs.
- Education should be made available to all athletes.
- Education at this age can lead to a real change and influence in attitudes towards illicit drugs in sport.
- Ensure your sport has an Illicit Drugs Policy.
- Sport may mandate that athletes complete educational courses, such as the NISU's Illicit Drugs in Sport e-learning program.
- Nominate someone in your sport to be an illicit drugs policy officer.

RESOURCES

- National Integrity of Sport Unit
 - Illicit Drugs in Sport
 - Illicit Drugs in Sport on-line education program
- [National Drug Help](#) website
- [Alcohol and Drug Foundation](#)
- [Good Sports – tackling illegal drugs program](#) and step by step guide to developing and illegal drugs policy
- [Positive Choices](#) website
- Your sport's Illicit drug policy.



DID YOU KNOW?

- Good Sports (Alcohol and Drug Foundation) state over 40% of Australians over the age of 14 have tried an illicit drug in their lifetime; no matter the age, or sport, chances are somebody at every club has been touched by this issue.
- Criminals have developed associations with athletes (grooming) in our sports to influence a sporting contest or provide inside information to enable them to profit from the sporting contest.





MEMBER PROTECTION

WHAT IS IT?

Member protection is a term that is used throughout the sports industry to describe the practices and procedures that sporting organisations/clubs put in place to protect their members (including players/participants, administrators, coaches and officials) from discrimination, harassment, abuse and other inappropriate behaviour.

The ASC has a Member Protection Policy (MPP) template designed to assist sporting organisations to develop their own sport-specific policy to reduce and deal effectively with complaints of harassment, discrimination, child protection and safety. The MPP template has been revised on a regular basis since it was first introduced in 2000. Dealing with these integrity issues and subsequent complaints remains a crucial issue for sport at all levels.

WHAT ARE THE ISSUES?

- Despite the policies and education, member protection issues still occur on a regular basis in sports.
- Issues of abuse, discrimination and exclusion push people away from sport.
- An increasing focus on performance excellence and doing 'whatever it takes' to win leads to more of these issues occurring.
- Abuse of referees and officials in an ongoing issue that could affect volunteerism.
- Child protection issues occur in the community and sport is in the community.
- Sporting organisations have a role to play in the safeguarding of children in sport.
- While sporting organisations may have a range of policies in place, the challenge is establishing the culture to ensure the policies are lived and people are accountable to the policies.
- Complaints must be handled in an equitable, unbiased and objective manner.

" Sport at a grassroots level needs to be safe, fair, honest, respectful and have integrity. Without these things sport can lose its relevance and meaning."

Play by the Rules website

TIPS

- Develop and implement a risk management strategy to determine how safe, fair and inclusive your organisation is.
- Your policies should become a key part of your culture and a driver of equitable, inclusive behavior.
- Share policies and guidelines, especially your codes of conduct/behavior via your website, social media, at locations around your venue, during announcements and in newsletters.
- Implement a clear complaint management system.
- Everyone should be very clear about their child protection responsibilities and the process and contacts should an issue occur.
- Ensure staff and volunteers are vetted and those who require Working with Children Checks have them.
- Promote the role of Member Protection Information Officers (MPIOs) and their contacts throughout your network, and ensure these people are trained and supported.
- Know and respect your rights and responsibilities when you join a sport/club.

RESOURCES

- ASC [Member Protection Policy template](#)
- [ASC Child Safe Sport – information and resources](#) guide
- Play by the Rules website has a range of member protection resources
- Play by the Rules [Quick Reference Guide](#).





EDUCATION AND TRAINING

GENERAL INTEGRITY

- [Integrity in Sport school lesson plans](#)
- [Ethics in Sport e-learning course](#)
- [Introduction to the Integrity of Sport](#)
- [Ethics and Ethical Decision Making in Sport](#)
- [Walking the Talk – Putting Integrity into Action](#)
- [Competing with Integrity](#)

ILLICIT DRUGS IN SPORT

- [Illicit Drugs in Sport e-learning course](#)

ANTI-MATCH FIXING

- [Keep Sport Honest](#)

ANTI-DOPING

- [ASADA Level 1 and 2 e-Learning courses](#)
- [SMA Drugs in Sport online course](#)

MEMBER PROTECTION AND CHILD SAFE SPORT

- [Child Protection](#)
- [Complaint Handling](#)
- [Harassment & Discrimination](#)
- [Member Protection Information Officer training](#)
- [Child safe sport toolkit](#)

CONTACTS



NATIONAL INTEGRITY OF SPORT UNIT

Phone: 02 6289 9518

Email: nisu@health.gov.au

For more information about illicit drugs or to get help please contact: 1800 250 015 (free call) or see [National Drugs Campaign website](#).

ASADA

Phone: 13 000 ASADA (13 000 27232)

Email: asada@asada.gov.au

If you suspect someone is doping, you can make a confidential tip-off to ASADA through their website or by calling 13 000 ASADA (13 000 27232).

AUSTRALIAN SPORTS COMMISSION

Phone: 02 6214 1111

Email: enquiries@ausport.gov.au

PLAY BY THE RULES

www.playbytherules.net.au/contact-us

Endnotes

1 See: www.economist.com/news/leaders/21729436-make-sports-cleaner-and-more-fun-states-should-allow-punters-legal-flutter-how-fix.

2 See: www.economist.com/news/international/21729427-regulators-need-up-their-game-match-fixing-more-common-ever.



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