



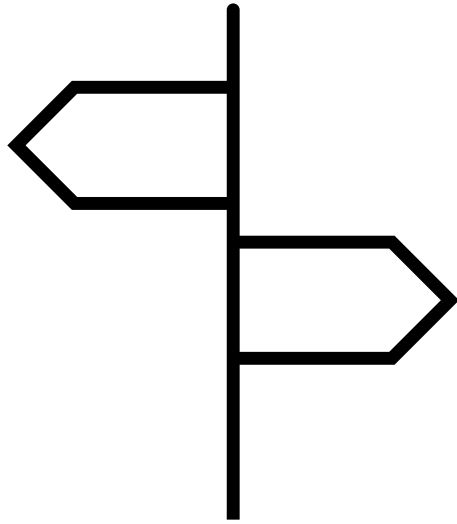
Integrity, Discipline and Grievances Training

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National Integrity Manager

September 2023

Session Roadmap



- Welcome
- Housekeeping
- Presentation
- Q&A

Learning Objectives

1. Policies

- National Integrity Framework
- Code of Conduct
- Personal Grievances Policy

2. Rules

- Expected behaviour
- Prohibited conduct
- Child safeguarding responsibilities and resources

3. Complaints

- Role of the MPIO
- Who receives and manages complaints
- How complaints are managed

4. What to do...

- In your organisation
- If issues arise



**SPORT INTEGRITY
AUSTRALIA**

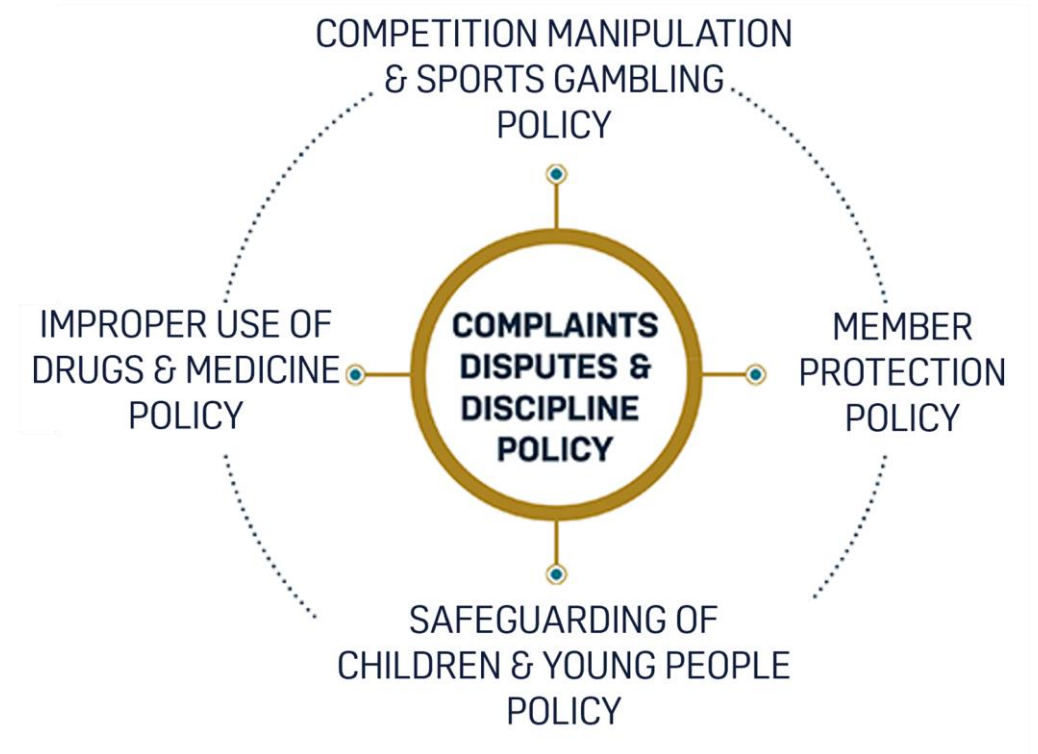
One government
agency to safeguard
the integrity of sport

One complaints procedure

- National Integrity Framework
- Code of Conduct

Excludes:

- Selection
- Governance
- Personal Grievances



What's Changed

Safeguarding Children & Young People Policy

- Harmful behaviour
- Person in a Position of Authority
- Photos and videos
- Physical contact

Member Protection Policy

- Refined definitions

Competition Manipulation & Sport Gambling Policy

- Betting on sport

Improper Use of Drugs & Medicine Policy

- Illegal drug offence

Member Protection

- **Abuse**
 - Any type of behaviour (including physical, emotional/psychological, sexual, and inappropriate use of power) that has caused, is causing or is likely to cause harm to a person's wellbeing
- **Bullying**
 - A person or group of people repeatedly and intentionally causing distress and risk to their wellbeing.
- **Harassment**
 - Unwanted behaviour towards a person that is offensive, abusive, belittling or threatening and is reasonably likely to cause harm to the person.
- **Sexual Misconduct**
 - Either sexual harassment, which is any unwanted or unwelcome sexual behaviour causing offence, humiliation, or intimidation, or any unlawful sexual behaviour.

Member Protection

- **Discrimination**

- Age
- Disability
- Race or ethnicity
- Sex or gender identity
- Sexual orientation
- Religion

- **Vilification**

- A public act, conduct or behaviour, that incites hatred or severe ridicule of a person or group of people because of a Protected Characteristic.

- **Victimisation**

- Subjecting a person, or threatening to subject a person, to unfair treatment because the person has made, or intends to make, a complaint.

Code of Conduct

General Code

- Fundamental principles of respect and care

Specific Codes

- Athlete
- Coach
- Official, volunteer and support personnel
- Administrator
- Parent, guardian and supporters

Child Safeguarding

Children and young people involved in our sport have a right to feel safe, included and happy.

Children and young people should be:

- Be **supported** and **protected** from harm
- Treated with **respect**
- Have their **privacy** respected
- Have **input into decisions** that affect them
- Treated **fairly** and **equally**

Prohibited Conduct

- Harmful Behaviours
- Supplying alcohol/drugs
- Breach of Child Safe Practices
- WWCC non-compliance

KEY TAKE AWAY



82%
experienced
at least
1 type
of violence



18%
experienced
none



**More than half
of the respondents**

experienced physical and/or
psychological violence by a **coach**



7 in 10

experienced physical and
psychological violence by a **peer**



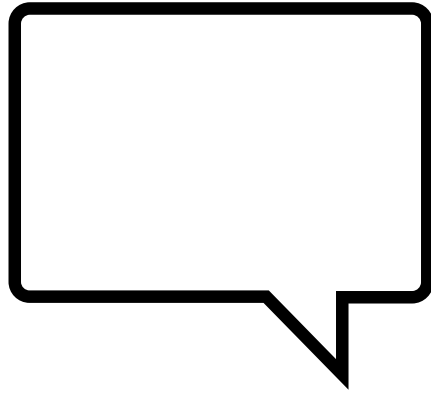
**Women and gender diverse
respondents**

experienced higher rates of particular
types of violence indicating there is
a gendered experience of violence

Real Life Case

Golf coach convicted (November 2022) of:

- Grooming
- Indecent treatment of a child under 16 under his care



Before meeting Sean I loved golf and was on top of the world. After meeting Sean my life changed completely and spiralled downwards.

I no longer play golf anymore or any sport and rarely do anything.

Reporting Child Safety Concerns

1. Respond

- If immediate risk or danger,
call Police on 000
- Separate the child or young person at risk

2. Report

- Child Protection Agency
- Sport Integrity Australia
- AusDBF

3. Contact

- Police and/or Child Protection Agency
- Determine what may be shared with parents

4. Support

- Calm and appropriate
- Keep records

Recruitment

1. Interview
2. WWCC
3. References
4. Induction



Child Safe Practices



Filming and
photography of
children



Transportation of
children



Giving children gifts
or favours



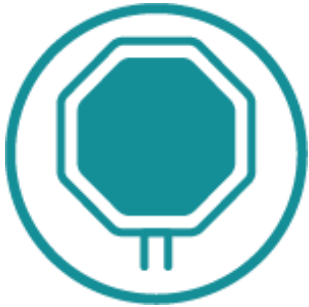
Change room
arrangements



The tone and language
we use to talk to
children



Physical contact with
children



Pick-ups and drop offs



Overnight stays



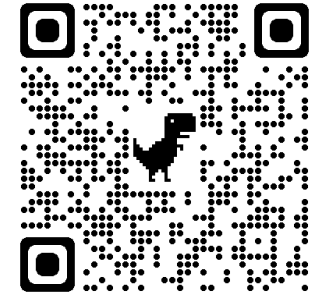
Welcome
involvement of
parents



Filming and
photography of
children

Resources

- Fact Sheets
- YouTube Videos
- Reporting Posters
- Child Safe Practices Do's and Don'ts
- Responding and Reporting to a Breach of the Child Safeguarding Policy Flowchart
- Guides & Checklists
 - Involving Children
 - Recruitment & Induction
 - Overnight Travel & Transport
 - Public Spaces



<https://www.ausdbf.com.au/policies/sport-integrity/>

Play Your Part

Commit

- Record organisation's commitment to implementing NIF in meeting minutes
- Specific roles (MPIO, child safety)

Promote

- Update website (refer to AusDBF website & remove old policies)
- Distribute policies and resources

Educate

- eLearning
- Set expectations
- Role model

MPIO

Neutral role

- Information only
- Confidential

Do not:

- Manage or investigate matters
- Advocate for the complainant
- Facilitate discussions under Personal Grievance resolution process



Complaints

- Submit to AusDBF online
- SIA manages Child Safeguarding and Discrimination
- All other Prohibited Conduct managed at relevant level of sport (unless conflict of interest)



Delegation to Club or State Association



Clubs and State Associations may only manage matters once authorised.

- Relevant factors
 - Conflict of interest
 - Capacity to effectively manage (complexity)
- Role of National Integrity Manager
 - Advice and support
 - Overview (accountability)

Complaint vs Report

Complaint

- Complainant must be directly affected
- Cannot be anonymous
- Formal process

Report

- Anyone can report
- May be anonymous
- May not lead to formal process (discretion)

Complaint Process

1. Evaluation

- Triage – applicable policy
- Delegation – Club / State Association

3. Outcome

- Findings

2. Assessment

- Case Categorisation
- External Referral
- Provisional Action
- Investigation
- Dispute Resolution

4. Resolution

- Sanctions

Case Categorisation

Category	Factors Considered	Example	Next Steps
1	Low risk, low or no intent to cause harm, one-off incident. Can be resolved through measures such as education or reminder letters.	One off incident of adults swearing at each other.	Managed through other means.
2	Medium risk, intent to cause harm, more complex or repeated incidents.	Sustained bullying based on a person's disability.	Requires an Investigation.
3	High risk, or with serious intent to cause harm. Referred to law enforcement.	Child Abuse in sport.	Referral to Law Enforcement.

Substantiated Allegations

Tribunal

- If allegation disputed (investigation not required)
- Internal or National Sports Tribunal

Breach Notice

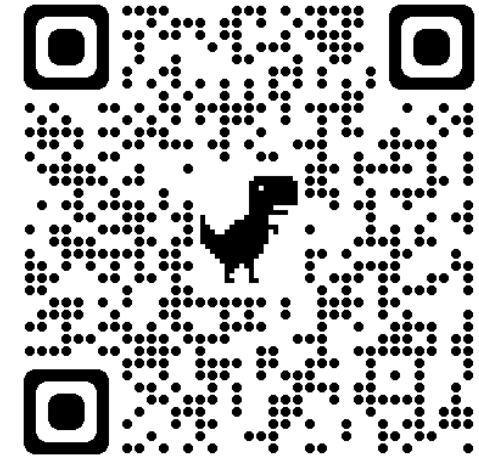
- If allegation admitted or investigated
- Referred to tribunal if not accepted

Sanctions

- Warning
- Apology
- Mandatory education
- Removal of accreditation/membership
- Suspension from events, competitions, activities
- Expulsion from the sport

Resources

- Complaint Form
- Fact Sheet
- Flow Chart
- Case Categorisation and Sanctions Guide
- Investigation of Complaints Guide



<https://www.ausdbf.com.au/policies/sport-integrity/>

Personal Grievances

- Interpersonal conflict or dispute
- Managed at relevant level (unless conflict of interest)
- Facilitated resolution
- Concluded after 14 days

Case Study 1 (Child Safeguarding)

John (club president) sees Tom (10 year old athlete) get into a car with David (adult committee member) after training. John calls David that night and asks him to explain. According to David, Tom was waiting alone and said his parents would be an hour late, so he decided to give him a lift home because it was on his way and he didn't want Tom to be left by himself.

John tells David that it is safer to avoid one-on-one unsupervised situations with children and written parental consent is required to transport children; next time, he should check the emergency contact list to call or text Tom's parents. John tells David that he is required to notify SIA. John submits a Report to SIA, which evaluates the matter as in-scope and categorises the matter as Category 1 under the Case Categorisation Model, on the basis that it is a single occurrence and presents a relatively lower risk of harm.

SIA writes to David encouraging him to familiarise himself with child safeguarding responsibilities. SIA notifies John and the National Integrity Manager of the outcome. At the next committee meeting, John directs all committee members to demonstrate that they have completed the Child Safeguarding in Sport induction eLearning module.

Case Study 2 (Child Safeguarding)

Peter (parent of a junior club-level athlete) tells Veronica (club MPIO) he discovered private social media messages between his child and Molly (club coach) which suggest a secret sexual relationship. Veronica informs Peter that she will be submitting a Report to SIA because she has been notified of a potential breach of the Child Safe Practices; and encourages Peter to submit a Complaint to SIA, which he does and notifies law enforcement.

SIA evaluates the matter as in-scope and categorises the matter as Category 3 under the Case Categorisation Model. SIA notifies Molly about the Complaint, as well as the National Integrity Manager, who shares the information with the State Association and club for the purpose of considering Provisional Action. AusDBF provisionally suspends Molly's coaching accreditation, and the club stands Molly down until the matter is finalised. SIA also refers the matter externally to the child protection agency and puts its investigation on hold.

Molly is convicted of an offence 18 months later in relation to the matter. SIA relies on the conviction to find the allegation substantiated without further investigation. In collaboration with the State Association, AusDBF issues a Breach Notice proposing to permanently deregister Molly's coaching accreditation and revoke her State Association membership for 3 years. Molly accepts the Breach Notice. AusDBF and the State Association publish the sanctions on their websites.

Case Study 3 (Member Protection)

Max (coach of club 1) observes a group of members from club 2 verbally insult and physically intimidate two members of club 1 at a competition. Max submits a Report via the AusDBF reporting tool.

The National Integrity Manager categorises the matter as Category 2 under the Case Categorisation Model and confirms that it will be managed under the Complaints process by club 2. The National Integrity Manager provides the information and witness details to Siobhan (president of club 2). Siobhan puts this to the alleged bullies, who deny the conduct.

Siobhan convenes an internal tribunal which finds the allegation substantiated and determines to suspend the bullies from participating in the next competition. Siobhan notifies Max and the National Integrity Manager of the outcome.

Case Study 4 (Code of Conduct)

Bob (member of club 1) raises concerns with the State Association about inappropriate social media commentary by Ed (member of club 2).

The State Association finds a comment in a Facebook group it manages in which Ed calls club 1 “cheats”.

The State Association arranges for the comment to be removed and AusDBF issues Ed a Breach Notice proposing that Ed be formally reprimanded and removed from the Facebook group for one month.

Ed does not accept the Breach Notice within time and is deemed to have accepted the sanction. The National Integrity Manager notifies Bob, club 2 and the State Association, which removes Ed from the Facebook group.

Case Study 5 (Personal Grievance)

Joel (club president) and Dorothy (club committee member) have not been getting along during committee meetings. Dorothy thinks that Joel doesn't appreciate her ideas and is always shutting them down in front of others. Joel believes that Dorothy is not being a team player and is only interested in doing things her way.

Lily (club committee member) tells the State Association that the issue is affecting the committee and Joel has threatened to resign if Dorothy remains.

The State Association offers Joel and Dorothy mediation through an independent service, which they agree to participate in. Joel and Dorothy attend mediation, each share their perspective, and promise to be more considerate moving forward.

At the next committee meeting, Dorothy verbally abuses Joel, who reports it to the State Association. The State Association makes inquiries and finds the allegation substantiated.

AusDBF issues a Breach Notice proposing that Dorothy be removed from the committee for 3 months. Dorothy accepts the Breach Notice and resigns from the committee.

What to do if...

Aware of issues

- Seek advice
- Encourage making a Complaint/Report
- Report to police (if illegality) or Child Protection (if child safety concerns)

Managing a complaint

- Notify the Respondent
- Update and support the parties
- Observe and promote confidentiality
- Investigate or refer to tribunal
- Recommend sanction

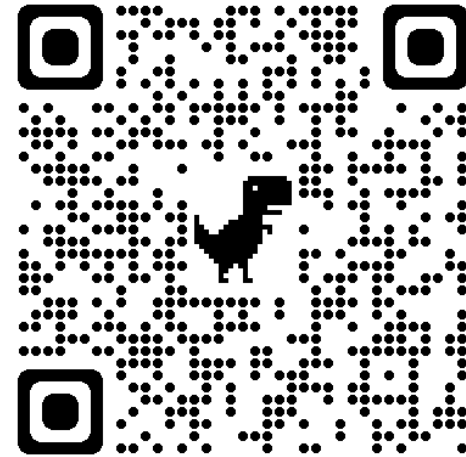
Thank You

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