



SHOOTING AUSTRALIA

NATIONAL INTEGRITY FRAMEWORK

Commencement date: March 11, 2022

Policy to be reviewed by Sport Integrity Australia (**SIA**)
September - December 2022

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1. BACKGROUND

1.1 Introduction

- (a) The Shooting Australia (**SA**) National Integrity Framework (**NIF**) applies to all Activities organised or authorised by SA.
- (b) Sports integrity means the manifestation of the ethics and values that promote community confidence in sport. Threats to the integrity of sport includes the:
 - (i) manipulation of sporting competitions;
 - (ii) improper use of drugs and medicine in sport;
 - (iii) abuse of children and other persons in a sporting environment; and
 - (iv) failure to protect Members and other persons in a sporting environment, from bullying, intimidation, discrimination, or harassment.
- (c) SA seeks to take a proactive approach to mitigate the integrity threats to its Activities and to provide a safe, fair, and trustworthy environment for all Participants.
- (d) This NIF is one of SA's responses to these threats to its integrity and sets out the broad expectations for the conduct of all Participants, including procedures for managing, reporting, investigating and determining potential breaches of its Integrity Policies.

1.2 Definitions

In this NIF, the following words have the corresponding meaning:

Activity means a contest, match, competition, event, or activity (including training), whether on a one-off basis or as part of a series, league, or competition, sanctioned or organised by SA.

Administrators – see 'Participant'.

Athletes – see 'Participant'.

Authorised Provider – see 'Relevant Organisation'.

Board means the board of SA.

CEO means the chief executive officer of SA as appointed from time to time.

Child or **Children** means a child or young person, or two or more children or young persons, who is or are under the age of 18 years.

Club – see 'Relevant Organisation'.

Coaches – see 'Participant'.

Complaints, Disputes & Discipline Policy (CDPP) means the policy adopted by SA under this NIF, for the handling and resolution of Complaints regarding Prohibited Conduct.

Contractor means any person or organisation engaged to provide services for or on behalf of SA, and includes agents, advisers, and subcontractors of SA and employees, officers, volunteers, and agents of a contractor or subcontractor.

Disciplinary Measures means any Provisional Action taken or Sanction imposed under the CDPP, as defined in that policy.

Employee means a person employed by SA

Framework or **NIF** means this document, including any schedules and annexures.

Integrity Policy means the following SA sports integrity-related policies adopted under the NIF:

- (a) this Framework document;
- (b) Child Safeguarding Policy;
- (c) Competition Manipulation and Sport Wagering Policy;
- (d) Improper Use of Drugs and Medicine Policy;
- (e) Member Protection Policy; and
- (f) CDDP.

Integrity Unit means SA's national integrity unit, as established under **clause 5.1**.

Member Organisations – means the five National Member Organisations of Shooting Australia under its constitution, being:

- Australian Clay Target Association
- National Rifle Association of Australia
- Pistol Australia
- Target Rifle Australia
- Sporting Clays Australia

National Integrity Manager means the person responsible for SA's Integrity Unit and for the implementation, management, reporting and review of this Framework.

Officials – see 'Participant'.

Participant means:

- (a) Athletes who are registered with SA or entitled to participate in an Act

- (b) Coaches appointed to train an Athlete or Team in an Activity;
- (c) Administrators who have a role in the administration or operation of SA, including owners, directors, committee members or other persons;
- (d) Officials including referees, umpires, technical officials, or other officials appointed by SA or any league, competition, series, Club or Team sanctioned by SA; and
- (e) Support Personnel who are appointed in a professional or voluntary SA or any league, competition, series, Club or Team sanctioned by SA including sports science sports medicine personnel, team managers, agents, selectors, and team staff members.

Prohibited Conduct means the conduct proscribed by the Integrity Policies.

Relevant Organisation means any of the following organisations:

- (a) SA;
- (b) Authorised Providers, which means any organisation (including Member Organisations) authorised to conduct Activities sanctioned by SA;
- (c) Team, which means a collection or squad of athletes who compete and/or train under the direction or supervision of SA; and
- (d) any other organisation which has agreed to be bound by these Integrity Policies.

Relevant Person means any of the following persons:

- (a) Participant;
- (b) Employee;
- (c) Contractor;
- (d) Volunteer, which means any person engaged by SA in any capacity who is not otherwise an Employee or Contractor, including directors and office holders, coaches, officials, administrators and team and support personnel; and
- (e) any other individual who has agreed to be bound by the Integrity Policies.

Sanctioned means events owned and delivered by SA, and does not include endorsed events.

Support Personnel – see ‘Participant’.

Team – see ‘Relevant Organisation’.

Volunteer – see ‘Relevant Person’.

2. JURISDICTION

2.1 *Who the Framework applies to*

- (a) This Framework applies to and binds all Relevant Persons and Relevant Organisations as set out in the Integrity Policies.
- (b) Employees are expected to abide by the terms of this Framework as a reasonable and lawful direction of SA as their employer.
- (c) SA must ensure that all Contractors and Volunteers are contractually bound to abide by the terms of the Integrity Policies.
- (d) By participating in an Activity, a Participant has agreed and is deemed to have agreed to be bound by the Framework.
- (e) Any person or organisation who:
 - (i) has had a complaint made against them under the CDDP; and
 - (ii) was bound by the Framework at the time the complaint was made or when they became aware that a complaint may be made;
 - (iii) would, for any reason, otherwise have ceased to be bound by this Framework at any time after the complaint was made or when they became aware that the complaint may be made,

remains bound by the Framework in respect of the complaint and any related complaint until the complaints process has been finalised in accordance with the Complaints, Disputes and Discipline Policy.

3. SCOPE

3.1 *Scope*

- (a) The National Integrity Framework comprises this Framework document and the other Integrity Policies.
- (b) Nothing in this Framework limits the rights or obligations of any person under any other SA policy, code of conduct or other relevant agreement.
- (c) This Framework does not override or limit the application of any laws of Australia or a state/territory.
- (d) Where a potential breach may be dealt with under either the Integrity Policies or the policies of a Member Organisation, the policies of the Member Organisation will apply to the exclusion of the Integrity Policies.
- (e) The 'Summary' at the start of each Integrity Policy is not intended to be and should not be construed in any way as a complete and comprehensive overview of the relevant Integrity Policy. To the extent

any inconsistency, the operative provisions of the relevant Integrity Policy prevail.

4. PROHIBITED CONDUCT

4.1 *Prohibited Conduct*

In addition to the Prohibited Conduct proscribed by the Integrity Policies, a Relevant Person or Relevant Organisation commits a breach of this Framework when they:

- (a) fail to report any Prohibited Conduct, as defined under this Framework or an Integrity Policy, to Sport Integrity Australia (or otherwise in accordance with the requirements of the relevant Integrity Policy) as soon as reasonably practicable;
- (b) deliberately or wilfully withhold information in relation to any possible Prohibited Conduct;
- (c) fail to provide further information or documentation as requested as part of a complaint process under this Framework, including a failure to fully and in good faith participate in an interview;
- (d) fail to comply with or enforce Disciplinary Measures imposed under the CDDP; or
- (e) knowingly provide any inaccurate and/or misleading information during the course of any investigation or proceedings under this Framework.

4.2 *Recognition of Member Organisation sanctions*

Where an individual or organisation has been sanctioned under the policies of a Member Organisation for conduct which would constitute Prohibited Conduct under this Framework, SA will consider that sanction and may honour any period of suspension (including lifetime bans) or conditions on participation in relation to that individual or organisation's involvement in SA Activities as relevant and applicable.

SA will review any sanctions imposed by Member Organisations and make an independent assessment in relation to the application of any sanction.

4.3 *Additional matters*

- (a) Where conduct may constitute 'Prohibited Conduct' but is a Protected Disclosure with respect to SA, it must be dealt with under SA's whistleblower policy.
- (b) The Australian National Anti-Doping Policy (**ANADP**) will prevail to the extent of any inconsistency with this Framework in all instances. Any allegation relating to a breach or possible breach of ANADP will be dealt with under that policy.
- (c) Nothing in this Framework or the Integrity Policies prevents the SA Board from referring any alleged Prohibited Conduct or criminal conduct to a relevant law enforcement agency.

5. SA'S RESPONSIBILITY TO MANAGE FRAMEWORK

5.1 *Responsibility for the management of the Framework*

- (a) SA will ensure that it has an Integrity Unit¹, headed by a National Integrity Manager who shall report, directly or indirectly, to the CEO.
- (b) The National Integrity Manager is responsible for the implementation, management, reporting and review of this Framework within SA.
- (c) SA will ensure that it appoints a Complaints Manager² for the purposes of the CDDP.

5.2 *National Integrity Manager*

The National Integrity Manager will:

- (a) be responsible for the supervision and administration of this Framework, the Integrity Policies and the associated education programs;
- (b) monitor the compliance of any Sanctions;
- (c) act in a professional, discreet, and confidential manner in undertaking the obligations of their role under this Framework;
- (d) be responsible for ensuring that this Framework and the Integrity Policies are regularly reviewed, and any required amendments are approved by the SA Board; and
- (e) provide the SA Board with regular reports of:
 - (i) information relating to alleged breaches and Prohibited Conduct under the Integrity Policies;
 - (ii) the operation of and overall compliance with the Integrity Policies; and
 - (iii) any education programs that Participants have been required to undertake.

5.3 *Complaints Manager*

The Complaints Manager will be the point of contact between SA and SIA in relation to the functions of the CDDP and will have such responsibilities as set out in that policy.

5.4 *Reporting to SIA*

SA must ensure that they report all matters to SIA as required by the Integrity Policies, which includes:

¹ The size of the Integrity Unit is to be determined by the NSO based on the volume, nature, and seriousness of integrity issues within its sport and available financial resources. For the avoidance of doubt, the Integrity Unit may, if appropriate, solely comprise the National Integrity Manager.

² SA may appoint the same person to be both the Complaints Manager and the National Integrity Manager.

- (a) any alleged Prohibited Conduct or criminal conduct that SA has referred/reported to a relevant law enforcement agency;
- (b) any information required to be reported or notified to SIA under the Competition Manipulation and Sports Wagering Policy; and
- (c) the outcome of any Resolution Process under the CDDP.

5.5 *Education*

- (a) With the support of SIA, SA will plan, implement, and maintain an education strategy that incorporates material addressing the matters covered by each Integrity Policy.
- (b) The National Integrity Manager will, from time to time, direct certain Participants to undertake education programs, which will be relevant and proportionate to their level of participation in SA Activities and the associated integrity risks.

5.6 *Recruitment of Employees and Volunteers*

- (a) SA should conduct any appropriate background checks required by an Integrity Policy for prospective Employees, Contractors and Volunteers to screen for prior conduct that would constitute a breach of this Framework or the Integrity Policies.
- (b) SA should undertake induction processes for Employees, Contractors and Volunteers that incorporate familiarisation with this Framework and the Integrity Policies, and other sports integrity education and training as determined by SA from time to time.

6. **ADDITIONAL RESPONSIBILITIES**

6.1 *Relevant Organisation responsibilities*

In addition to that required under the Integrity Policies, SA shall use its best efforts to:

- (a) implement and comply with this Framework;
- (b) ensure that all other policies, rules, and programs that apply to Relevant Persons and Relevant Organisations are consistent with this Framework;
- (c) assist Relevant Persons and Relevant Organisations to fulfil their responsibilities under this Framework;
- (d) publish, distribute, and promote this Framework and the Integrity Policies (and any updates from time to time) and shall make such documents available and accessible to Relevant Persons and Relevant Organisations; and
- (e) ensure its Employees and Contractors act in a discreet and confidential manner in discharging their obligations under this Framework.
- (f) recognise any Sanction imposed under this Framework;

- (g) take all necessary steps to enforce any Sanction imposed under this Framework;
and
- (h) assist in any investigation or proceedings regarding any Prohibited Conduct and ensure that they do not knowingly provide any inaccurate and/or misleading information during the course of any investigation or proceedings.

6.2 *Relevant Person responsibilities*

In addition to that required under the Integrity Policies, Relevant Persons shall:

- (a) make themselves aware of the contents of this Framework;
- (b) comply with all relevant provisions of the Framework;
- (c) comply with any decisions and/or Sanctions imposed under the Framework.
- (d) undertake sports integrity education as directed by the National Integrity Manager;
and
- (e) assist in any investigation or proceedings regarding any Prohibited Conduct and ensure that they do not knowingly provide any inaccurate and/or misleading information during the course of any investigation or proceedings.

7. COMPLAINTS, DISPUTES & DISCIPLINE POLICY

The CDDP applies to any alleged Prohibited Conduct, including reports of breaches, of this Framework or any Integrity Policy.

8. INTERPRETATION & OTHER INFORMATION

8.1 *Application and Commencement*

- (a) This Framework is approved by the Board.
- (b) This Framework:
 - (i) commences on the date outlined on the front cover (**Commencement Date**);
 - (ii) is subject to SA's constitution and if there is any inconsistency, the constitution will prevail; and
 - (iii) when in force, is binding on all those listed in **clause 2.1**.

8.2 *Amendment*

The Board may amend this Framework and the Integrity Policies from time to time at the direction of SIA. Such amendments will be effective on the date specified by the Board.

8.3 *Inconsistency*

This Framework applies to each Integrity Policy. When interpreting an Integrity Policy, any provisions of that Integrity Policy inconsistent with this Framework apply to the extent of that inconsistency.

8.4 *Interpretation*

The following rules of interpretation apply to the Framework and each Integrity Policy:

- (a) Headings are for convenience only and shall not be deemed part of the substance of the document or to affect in any way the language of the provisions to which they refer.
- (b) Words in the singular include the plural and vice versa.
- (c) Reference to 'including' and similar words are not words of limitation.
- (d) Words importing a gender include any other gender.
- (e) A reference to a clause is a reference to a clause or subclause of the relevant document.
- (f) Where a word or phrase is given a particular meaning, other parts of speech and grammatical forms of that word or phrase have corresponding meanings.
- (g) If any provision of this Framework is determined invalid or unenforceable, the remaining provisions shall not be affected, and the document shall not fail because any part of it is held invalid.
- (h) Except as otherwise stated herein, failure to exercise or enforce any right conferred by this Framework shall not be deemed to be a waiver of any such right nor operate to bar the exercise or enforcement thereof or of any other right on any other occasion.
- (i) Defined terms are Capitalised and consistent across the Integrity Policies.