



SPORT INTEGRITY MATTERS

ISSUE 7 | DECEMBER 2021



**INTEGRITY MANAGER
PILOT PROGRAM**

**ABUSE, COMPLAINTS AND
INDEPENDENCE**
The Football Australia story

**LOW-LEVEL DETECTIONS
IN ANTI-DOPING**
What do they mean?

**MATCH-FIXING DURING
THE PANDEMIC**



SPORT INTEGRITY AUSTRALIA

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MESSAGE FROM THE CEO



Sport plays an important role in our society – it both reflects social norms, and has the power to challenge them.

The past 18 months have shown that there is work we can all do together to challenge poor behavior in sport.

In particular, this period has shown that a coordinated approach to integrity threats in sport is critical to rising to that challenge.

The past year has also demonstrated that independent complaint processes to manage integrity issues in sport are an important part of Australia's sporting ecosystem moving forward.

Sport Integrity Australia has already conducted a number of reviews and investigations into abuse allegations in sport, with some major bodies of work still underway or nearing completion.

Each of these reviews or investigations has been taken on in agreement with sport to ensure independence, and I am proud of the role we have played in assisting sports in this way. But these isolated reviews are not the future for Australian sport.

One of the challenges of these one-off reviews and investigations is that our remit is dictated by the policies that were in place at the time of the alleged abuse.

But in 2022, the new National Integrity Framework policies will be in force in many sports, ensuring consistent behavioral standards across the Australian sporting landscape and a clear process for the future management of issues in sport.

The importance of this consistency cannot be understated.

Every week, Sport Integrity Australia receives reports of between 10–15 new integrity matters. In 2021 alone, we have received reports of approximately 700 integrity matters, across 65 sports. Allegations reported have ranged from breaches of child safeguarding and member protection policies, doping, the improper use of drugs and medicines, sports wagering and match-fixing issues, right through to serious criminality.

Our response to each report is managed on a case by case basis, but

all contribute to our understanding of issues in sport, and guide our operations to address areas highlighted by this data. Combined with the 12 strategic goals outlined in our *Corporate Plan 2021–25*, we aim to deliver support to the sector which is both forward-looking, and responsive to the immediate needs of sport.

As an overview, the snapshot below shows the key bodies of work completed, or prioritised for completion, by the end of 2021 and into the first quarter of 2022.

WORKS COMPLETED

- The release of Australia's first National Integrity Framework and Independent Complaints Handling Model.
- The establishment of a new Integrity Assessment Team and formal processes to manage an independent complaints handling model under the National Integrity Framework, with support and advice from with the Australian Human Rights Commission.
- Partnered with the Prime Minister & Cabinet National Office for Child Safety in the development of a new Continuous Improvement Program to build and enhance sports' ability to implement child safeguarding.
- The implementation of secondments with the Australian Criminal Intelligence Commission, Home Affairs, Australian Federal Police, Australian Border Force and Sport Australia.
- The ongoing delivery of anti-doping arrangements in Australia throughout ever-changing COVID restrictions.
- The delivery of anti-doping arrangements, including education, for all Tokyo Olympics and Paralympic participants.
- Release of a new National Integrity Framework eLearning course and a Safeguarding in Sport Induction eLearning course.

- Launch of the National Integrity Manager Grant Program to support sports who adopt the National Integrity Framework.
- The dissemination of 236 intelligence products.
- The delivery of education services to more than 75,000 members of the Australian sporting community.
- Consultation to develop the Australian Sports Wagering Scheme.

KEY BODIES OF WORK FIRST QUARTER, 2022

- The next stage of the engagement and development of the Australian Sports Wagering Scheme.
- The development of the Sport Integrity Australia Whistleblower Scheme.
- The continued adoption and implementation of the National Integrity Framework across sports, including provision of support and education programs.
- Compilation of advice to government on integrity threats to eSports.
- Launch of the Victoria University Short Course on Sport Integrity
- Launch of the Safeguarding in Sport Continuous Improvement Program

This edition of Sport Integrity Matters gives an update on many of these projects, as well as providing ongoing advice on integrity threats facing sport. As always, I look forward to all feedback on what you want to hear more, or less of from Sport Integrity Australia as we move towards another year protecting sport together.

David Sharpe APM OAM
Chief Executive Officer

INTEGRITY MANAGER PILOT PROGRAM



The **National Integrity Framework** was launched in March 2021, taking a proactive approach to mitigate integrity threats to sports and provide a safe, fair and healthy environment for participants at all levels of sport.

As sports adopt the National Integrity Framework, they are required to appoint a National Integrity Manager. To help sports kick start the adoption and implementation process for the National Integrity Framework, Sport Integrity Australia will provide \$2million in funding to sports to employ a dedicated integrity manager to support them with this process.

Sports who have adopted, or are committed to adopting the Framework have until 9 February 2022 to apply for funding via the Sport Australia grants portal.

In addition to the funding, Sport Integrity Australia will provide support through a new Integrity Managers network, along with a suite of resources including policy fact sheets, eLearning courses, staff information packs, training courses and promotional materials.

Equestrian Australia, as an early adopter of the National Integrity Framework, is one of three participant organisations to get involved with the pilot.

We chatted to Darren Gocher, the new CEO of Equestrian Australia, about their adoption of the National Integrity Manager Pilot program and how the Integrity Manager Pilot program is helping Equestrian Australia ensure their sport is protected against threats to sport integrity now and into the future.

WHY DID EQUESTRIAN AUSTRALIA DECIDE TO SIGN ON TO THE NATIONAL INTEGRITY FRAMEWORK?

DARREN GOCHER: One thing that struck me when I started with Equestrian Australia was the number and complexity of issues we have as a sport. There was a lack of an effective complaints and grievance process and a number of outstanding complaints that had yet to be handled.

The benefit for Equestrian Australia adopting the National Integrity Framework was evident right away.

We had to ensure that going forward we had a structured and independent framework to manage the complexities. Having a standardised approach to member protection and the safeguarding of children, which hadn't been harmonised across the sport previously, accompanied with education and communication, was an ideal approach for us to close the gaps relating to integrity in our sport.

HOW HAD YOUR SPORT HANDLED INTEGRITY RELATED ISSUES PREVIOUSLY?

DG: It was a probably a little ad hoc and there was no consistency as to how those matters were treated. There was a level of frustration from our members around how some of those things were being handled. To be fair, a sport like equestrian didn't have the capacity to deal with these issues as there wasn't dedicated resourcing or the necessary structure (including



Darren Gocher





appeals processes) around complaints management, which resulted in an inconsistency of approach.

TELLS US WHY YOU GOT INVOLVED IN THE NATIONAL INTEGRITY MANAGER PILOT PROGRAM?

DG: We got involved in the Pilot because there was some urgency to establish proper processes and deal with some of the issues that we faced within our sport. We had to come up with a way to establish those quickly.

We have now employed a National Integrity Manager and recently hired a National Integrity and Complaints Officer.

WHAT ARE YOU HOPING WILL COME FROM THE PILOT PROGRAM FROM AN EQUESTRIAN AUSTRALIA POINT OF VIEW?

DG: We are hoping we can work with Sport Integrity Australia to establish strong internal processes and we are looking to secure assistance with some of our more complex issues. Due to the nature of these complaints we'd ideally like to take a national approach, and then work with our state and territory branches, for best results.

Another important element of these roles [Integrity Manager and Complaints Officer] is the change management and communications management piece with our members. The first job for our National Integrity Manager is to make members aware that the new policies are now in operation and to educate our members of the process when an issue arises. Managing that change is really important and a key priority.

Having someone who can engage with Sport Integrity Australia within the Pilot is critical.

WHAT WOULD YOU SAY TO OTHER SPORTS WHO MIGHT BE HESITATING TO SIGN UP TO THE NATIONAL INTEGRITY FRAMEWORK?

DG: For us, the benefits for a sport like equestrian far outweigh anything else. Sport Integrity Australia has been flexible and adaptable in our discussions and has spent time understanding our individual needs. It's a positive we've been able to work closely on some of the specific issues equestrian faces.

The key thing the National Integrity Framework provides for us is an independent approach to complaints handling and a national approach to sport integrity matters. It's the independence and the national approach that is of the greatest importance. Having a strong safeguarding framework and process is important to Equestrian Australia. It's a priority for the sport and an important part of our continuous improvement.

We are very appreciative of the partnership and we have a strong relationship with Sport Integrity Australia which is key. It's a big step forward for our sport and a show of our commitment to resolve issues that have been voiced in the past. Partnering with Sport Integrity Australia by adopting the National Integrity Framework and taking part in the pilot strongly demonstrates the commitment we have to our members.



The **National Integrity Manager Grants Program** is aimed at supporting **national sporting organisations** and **national sporting organisations for people with disability** to employ a National Integrity Manager.

A Pilot program commenced in October 2021 in three sports to inform the effective rollout of the broader National Integrity Manager program to the sector.

Participants of the pilot Integrity Officer program include:

- Equestrian Australia
- Athletics Australia
- The Australian Sporting Alliance for People with Disability.

All national sporting organisations who are committed to adopting the Framework can now apply for funding to employ an Integrity Manager.

BUILDING A CULTURE FREE FROM ABUSE

Safeguarding in sport is more than policies and procedures. It is embedding a culture where all people can take part in sport in a safe and inclusive environment, free from all forms of abuse and harm.

In early 2022, Sport Integrity Australia will launch the Safeguarding in Sport Continuous Improvement Program (SISCIP) to support sporting organisations to safeguard, protect and prevent harm to all members that participate in sport, including children.

Director of Safeguarding Anne-Marie Phippard says the SISCIP aims to create "genuine cultural change" in sport at all levels – right from the national sporting organisations through to community sport, by providing step-by-step action plans to embed safeguarding practice.

The goal, she says, is to "enhance the safety of sport for all, including children, by promoting a nationally consistent approach to safeguarding" and "driving greater accountability" for continuous improvement and maturing of safeguarding practices and processes in each sport.

The program is part of the Federal Government's National Strategy to

Prevent and Respond to Child Sexual Abuse announced last month, where Sport Integrity Australia received an additional \$4.9 million over three years to raise awareness and drive cultural change among sports.

Under the plan, Sport Integrity Australia will work alongside the National Office for Child Safety to help build the capacity of Australian sporting organisations to keep children safe and help sporting organisations implement the National Principles for Child Safe Organisations and the Sport Integrity Australia Child Safeguarding Policy.

"This funding will help us to continue to drive change within the sector," Phippard says. "After all, children have the right to feel safe in sport and be protected from harm. This program is about empowering sports to build safe cultures at every level."

In the development of the SISCIP, Sport Integrity Australia acknowledged that all sports are different, with different governance models, with different risks, and at varying stages of their safeguarding journey – this continuous improvement program will support every sport regardless of where they are at on this journey.

The program also recognises the work already undertaken by the Commonwealth Government, state and territory governments, sporting organisations and clubs in relation to child safeguarding and member protection. The aim is to build on and complement this important and valuable work.

The SISCIP will be officially launched in the first quarter of 2022, with more detail about the program in action, and further information about how sports can opt-in.

“This program is about empowering sports to build safe cultures at every level.”





SAFEGUARDING EDUCATION TO PROTECT OUR KIDS

Not everyone is aware of their responsibilities when it comes to protecting children in sport. Our **Safeguarding in Sport eLearning Induction** course aims to change that.



All children have the right to feel safe and protected from all forms of abuse, harm and neglect and to take part in sport in a safe, positive and enjoyable environment.

However, not everyone involved in sports is aware of their responsibilities to children, says Director of Safeguarding Anne-Marie Phippard.

For this reason, Phippard says, Sport Integrity Australia has created the Child Safeguarding in Sport Induction course – to provide that foundation knowledge and education.

"We want to ensure that everyone involved in sport is educated and informed about their responsibilities to protect and look after children," Phippard says.

"Child safeguarding is everyone's responsibility – whether you're a coach, official, administrator or volunteer."

Launched on the back of the Federal Government's *National Strategy to Prevent and Respond to Child Sexual Abuse (2021-2030)*, the e-Learning course complements the National Integrity Framework Child Safeguarding Policy and has been developed for any person and any organisation who is bound by the policy, such as national sporting organisations, state sporting organisations, clubs/affiliated bodies, boards, committees, participants, employees, coaches, contractors, officials, and support personnel.

Phippard says the course will assist people in sport to understand and implement the Child Safeguarding Policy.

She says any adult who is bound by the Child Safeguarding Policy should undertake the course, which should take around 45 minutes to complete.

By the end of the course, users will be able to:

- understand what child safeguarding in sport is and why it is so important
- understand what the Child Safeguarding Policy is, who it applies to and when
- understand the role of the 14 Child Safe Practices in the Policy
- understand the recruitment and screening requirements
- recognise alleged breaches of the Policy, and
- identify how to respond to alleged breaches.

The course is one of a host of initiatives Sport Integrity Australia is working on to embed safeguarding into a sport's culture, Phippard says.

The ultimate goal, she says, is to "enhance the safety of members, including children in sport in Australia".

You can complete the free Child Safeguarding in Sport Induction eLearning course here: <https://elearning.sportintegrity.gov.au/>

ABUSE, COMPLAINTS AND INDEPENDENCE

THE FOOTBALL AUSTRALIA STORY

When James Johnson took over as Football Australia CEO in January 2020 he said he was "not here to manage the sport, but to change it".

When confronted with bullying and abuse allegations within the national women's team in October 2021, Johnson decided that the traditional in-house approach to handling complaints was not going to be enough, with the Australian community expecting a greater level of independence. He approached Sport Integrity Australia and the National Sports Tribunal the next day to assist.

We invited Johnson to be a guest on the Sport Integrity Australia podcast *On Side* to talk about his decision to establish an independent complaint handling process and how this line in the sand could change the sporting landscape forever.

WHAT WAS YOUR REACTION WHEN YOU FIRST HEARD THE LATEST ALLEGATIONS?

"We'd been thinking about how we can evolve our complaint handling processes for a while now, because complaint handling is an area that has to evolve and keep up with times.

"I'd actually reached out to David Sharpe [CEO of Sport Integrity Australia] to have a general meeting and a catch-up about how we could improve our processes in case we had a similar situation [to the US sexual misconduct case]. I didn't know it at the time but it was only the next week when the specific allegations by some of our former players were made public.

"It hit the sport like a tsunami and we had to respond quickly and I was comforted by the fact we were already in touch with Sport Integrity Australia about how we could improve in this area, so we were able to enter a partnership very quickly."

WHY DID FOOTBALL AUSTRALIA TURN TO SPORT INTEGRITY AUSTRALIA?

"Areas such as bullying, harassment, intimidation and discrimination need to be treated differently than sporting integrity issues that happen on the pitch. They are complex human interactions which are sensitive, existing both outside and inside the sport. I question whether sports governing bodies are set up to adequately deal with these complex human interaction matters."



HOW IMPORTANT IS IT TO HAVE ALLEGATIONS HEARD INDEPENDENTLY?

"We need to provide our players and participants with a forum where there can be feedback that is independent of the governing body so we can continually improve the environment that they're in.

"It's about the victims. If someone is aggrieved they need to have an avenue or forum independent of us. They need to be able to talk about their experience, their issue and it needs to be someone who is listening and not someone making sporting decisions."

WHAT OUTCOMES ARE YOU HOPING FOR?

"There are two objectives, one is about solving the issues for the victims and secondly it's about breeding confidence back into the sport, that if there are issues, they will be dealt with.

"There needs to be a line in the sand moment for football where we're all confident that any serious issues have been dealt with through this process.

"This is a very progressive step and one that sports have been a bit conservative of in the past. FA wants to get ahead of the issue, and we believe this is a direction that other sports will follow in the future."

“ There are two objectives ... solving the issues for the victims ... and breeding confidence back into the sport ... ”

For more on the abuse, complaints and independence in sport with Football Australia CEO James Johnson, head to the Sport Integrity Australia podcast "On Side" where Tim Gavel continues his chat with James Johnson, Emma Johnson (Deputy CEO Sport Integrity Australia) and Jacob Holmes (CEO of the Australia Athletes Alliance).



How does the FA independent complaints process work?

Under the independent complaints handling framework, investigation and disciplinary framework, Sport Integrity Australia will consider submissions relating to abuse, bullying, child abuse, child grooming, endangering the safety of a child, harassment, sexual misconduct, unlawful discrimination, victimisation and vilifications relating to Football Australia's National Programs, including the A-League teams.

Submissions are open until 31 January 2022. Any person aware of a potential policy breach is encouraged to make a submission during this reporting window, with the National Sports Tribunal hearing any disputes that arise from the sanction and resolution process.

You can submit a complaint via the Sport Integrity Australia website at www.sportintegrity.gov.au/form/football-australia

ON SIDE
PODCAST
S3 E1 | James Johnson
Football Australia CEO

OUT NOW

LOW LEVEL DETECTIONS IN ANTI-DOPING WHAT DO THEY MEAN?

Recent Australian and international press has brought attention to the phrase "inadvertent doping" due to sanctions associated with low-level detections. Inadvertent or not, any adverse analytical finding (AAF) for a prohibited substance can lead to an anti-doping rule violation (ADRV) under strict liability of the World Anti-Doping Code. We talk to Sport Integrity Australia's Chief Science Officer Dr Naomi Speers to learn more.

"Increased laboratory capabilities means prohibited substances can be detected in samples at lower levels than in the past," explains Dr Speers. "This is an advantage because it enables the detection of doping for longer periods after the doping has occurred. However, prohibited substances could be present at low levels for inadvertent reasons."

Causes of a low-level detection might include:

- **Micro dosing:** purposefully using low doses of a prohibited substance to avoid detection.
- **Detection at the end of a cycle:** use occurred long enough ago that only minimal amounts of the prohibited substance (or metabolites) remain in the athlete's system.
- **Contaminated product:** a low dose of a prohibited substance was inadvertently consumed.

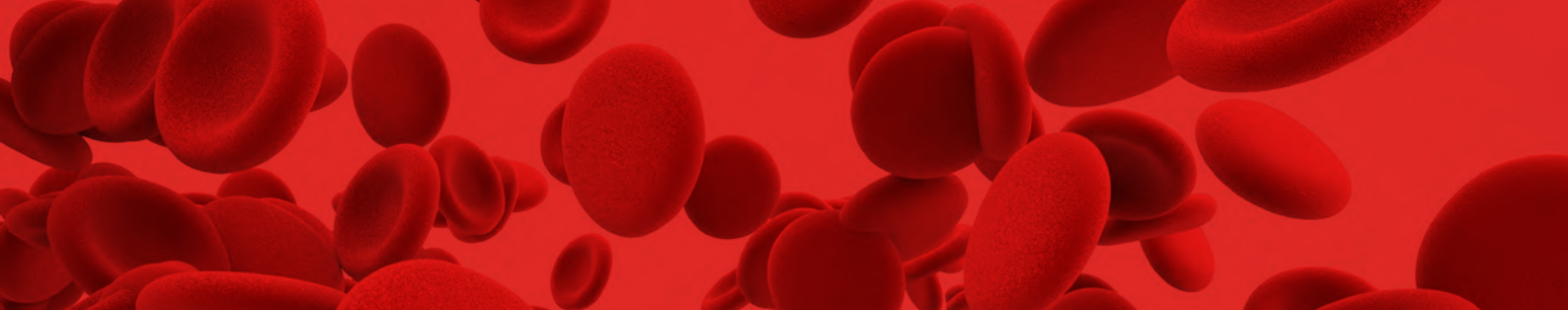
"When the concentration is very low, science is unable to determine from a single concentration in a single sample which of these potential scenarios might have caused the positive test," say Dr Speers, "Scientific information needs to be considered within the context of each individual matter and within all other information available."

Inadvertent use can come from various sources, including (but not limited to):

- **Supplements:** This can occur due to an athlete failing to check a label for a prohibited substance, a prohibited substance being listed under a different name on the bottle, prohibited substance not included in the ingredient list at all, or a product being contaminated through poor manufacturing or poor quality ingredients.
- **Food:** The use of growth promoting substances in some countries in agriculture leads to the potential for athletes to have low-level detections caused by meat consumption overseas. In Australia, the Australian Pesticides and Veterinary Medicines Authority regulates the use of hormonal growth promotants in agriculture with the Department of Agriculture responsible for monitoring chemical residues in Australian meat, so this is not a concern for athletes in Australia but the regulation is not the same overseas.

In recognition of the potential for low-level detections from growth promotants, WADA have recently modified the management of a number of substances used in agriculture around the world including ractopamine, zilpaterol, zeranol and clenbuterol. For these substances, a detection below 5ng/ml is now reported as an atypical finding and requires further consideration and investigation to decide if a violation has occurred.





- **Pharmaceuticals:** With increased lab detection capability, it has become possible to detect the presence of substances in pharmaceuticals which, in some countries, are present at very low amounts and within the required manufacturing standards. In recognition of the potential for low-level detections of some diuretics from pharmaceuticals, WADA have recently introduced a reporting limit for six diuretics being acetazolamide, bumetanide,

furosemide, hydrochlorothiazide, torasemide and triamterene. In most sports, a detection of these substances below 20ng/ml is not reported to Sport Integrity Australia or WADA. In weight category sports, a detection of these substances below 20ng/ml is reported as an atypical finding and an investigation may occur.

- **Close contact:** There have been cases where the use of a prohibited substance by a close contact has been identified as a

potential cause for low-level detection in an athlete, such as sharing kitchen appliances or intimate contact.

The message to athletes is to:

- keep food diaries when travelling overseas
- not share kitchen equipment like blenders, cups and drink bottles
- keep records of all medications used.

RICKARD 'LOW-LEVEL' CASE LED TO WADA RULE CHANGES

Australian swimmer Brenton Rickard's world was turned upside down in 2020 when a retest of a urine sample taken at the 2012 London Olympics returned a "low-level" positive result.

With his entire relay team set to be stripped of a bronze medal, Rickard challenged the allegations at his own expense, believing an over-the-counter pharmaceutical tablet was the cause of the low-level detection of the banned diuretic and masking agent furosemide.

The case, and others like it happening at the same time, triggered a landmark change to the World Anti-Doping Agency rules relating to the threshold of banned substances, ultimately leading to the International Olympic Committee withdrawing the charges.

In the wake of his case, Rickard is now working with Sport Integrity Australia to help the agency better understand the impact inadvertent doping can have on an athlete's wellbeing and help the anti-doping education program.

When asked about the impact the charges had, Rickard said he felt "hopeless."

"I can't understate how tough it's been, carrying this weight around of impending doom."

Rickard said he looked forward to turning his challenges into a lesson, not just for other athletes, but particularly to help anti-doping organisations improve their processes.

"Anti-doping agencies have done such a good job of improving their tests, but paracetamol and ibuprofen... can contain small traces of diuretics and these concentrations are minute and well within the standards

of good manufacturing practice for pharmaceutical companies," Rickard explained in a recent interview for Sport Integrity Australia's podcast *On Side*.

"I think you find a law of unintended consequence," Rickard said. "As testing improves, as different processes are put in place to try to catch people who are deliberately cheating, you also need to adjust policies and rules to then not punish innocent people for things outside of their control."

The full interview can be found on our podcast *On Side*, available on all major streaming services.



MEET THE ATHLETE ADVISORY GROUP

To truly understand the integrity threats within sports we work closely in partnership with everyone who holds a piece to the puzzle – including athletes

In December 2021, Sport Integrity Australia held the first meeting of the new Athlete Advisory Group, featuring 12 current and former Australian athletes.

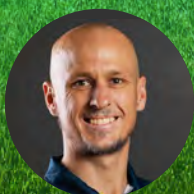
The Athlete Advisory Group will inform Sport Integrity Australia's strategic direction and shape education strategies through their insights into the pressures and influences in sport that can threaten the integrity of sport. Here we look at why each member is so passionate about their work with the AAG.



Bronwen Knox

- 4x Olympian (water polo)
- 2x Olympic Bronze medallist
- Sport Integrity Australia education presenter
- Education Presenter at Australian Institute of Sport Respectful Behaviours Program
- Head Coach at Brisbane Girls Grammar School

"Sport is a baffling ecosystem. More often than not, inexcusable behaviour is excused simply as 'well, that's sport'. This is a slippery slope, with athletes finding themselves at the bottom, unprotected and underrepresented. Athletes often feel they have no power to make a difference, no avenue to find protection, and no voice to speak out without reprisal. It is my hope that I can continue to help athletes find their voice and feel both protected and heard."



Jonathan Goerlach

- Paralympic triathlete
- 5x Australian National Paratriathlon Champion
- 4x Oceanic Paratriathlon Champion
- Triathlon Australia's Male Paratriathlon 2021 Performance of the Year award
- Chairperson of the Triathlon Australia Elite Athlete Committee
- Member of World Triathlon Athlete Committee
- Member of the NSWIS Athlete Advisory Group
- Lifeline Community Custodian

"I am passionate about contributing to the protection of sport, as well as ensuring representation of fellow athletes' voices. I hope to utilise my experience, knowledge and skills to help sporting organisations achieve successful outcomes in the competitive world of sport."



Eric Mackenzie

- West Coast Eagles AFL player
- Played 147 games
- Co-Captain 2014
- 2014 John Worsfold Medallist (Best & Fairest)
- AFL Players Association players delegate
- International Testing Agency athlete ambassador

"The AAG is a great initiative from Sport Integrity Australia to use current and former athletes to protect and safeguard athletes and sport in Australia and continue to be world leading in all things integrity. I will use my experiences as a former athlete to add value to the AAG in relation to policy development, education and wellbeing of athletes in all aspects of integrity in sport as well as to upskill and educate the future and current generation of athletes."



Ellie Cole

- 4x Paralympian – 17 Paralympic Medals (6 Gold, 5 Silver, 6 Bronze)
- 6x World Record holder
- 2x Commonwealth Games (1 Silver, 3 Bronze)
- 3x World Championship gold medallist
- Order of Australia Medal Recipient – Services to Sport
- Elected on to leadership teams for Swimming Australia and Paralympics Australia
- Executive Member of the Australian Swimmers Association

"My objective in this advisory group is to protect all pillars of integrity, particularly protecting members of sporting organisations and others from bullying, intimidation, discrimination, or harassment. Over the last two and a half decades, I have developed from a grassroots athlete to a Paralympic Champion and have a comprehensive understanding that integrity issues are not restricted to high performance sport."



Katrina Fanning

- 2020 ACT Australian of the Year
- Represented Australia in Rugby League
- Most capped female player in the world when she retired
- Board Member, Canberra Raiders
- Board member, Australian Rugby League Indigenous Council

"I am passionate about integrity in sport and have worked hard to support the advancing women in sport, especially rugby league, and to create pathways for Indigenous players, on and off the field."



Bronwen Downie

- Olympic rower
- 2x World Rowing Championship Gold medallist
- World Rowing Championship Bronze medallist
- 11 x Australian National Champion
- Gold medal at Henley Women's Regatta, UK
- Former NSW State board member

"I'm an advocate for athlete education and the athlete voice in order to promote wellbeing for athletes within their daily training environments and life after sport. I believe my experiences as an elite athlete, an educator, and leadership coach would provide valuable and broad perspectives to Sport Integrity Australia."



Blake Gaudry

- Former elite trampolinist
- 2x Olympian
- 11x Australian National Champion
- Senior Elite Athlete of the Year (2011–2014, 2016, 2017)
- Australian Team representative in over 35 International competitions (2006–2017)
- Gymnastics Australia Athletes representative for Trampoline

"I strongly believe in the importance of achieving an inclusive, but more importantly a fair and transparent process for all athletes. However, the responsibility for this lies across all parties. I firmly believe in the importance of athlete representatives and their significant influence in championing the voices of all athletes."



Damon Kelly

- Former elite level weightlifter
- Competed for over 20 years both domestically and internationally
- 2x Olympian
- 4x Commonwealth Games (winning Gold, Silver and Bronze medals)
- 11x national champion.
- Former Australian Weightlifting Federation board director

"I have a unique understanding of what it is like to adhere to anti-doping protocols and the challenges that sport and bring up both on and off the field of play."

"I am also passionate about creating a level playing field in sport and helping create this for the next generation of Australian athletes."

Cassie Fien

- Marathon runner
- Two-time winner of Sydney's City2Surf
- 3x competitor at the IAAF World Half Marathon Championships
- 12th place at 2015 New York City Marathon
- 8th place at 2016 Berlin Marathon
- Won 2016 Oceania Half Marathon Championships
- Returned a positive test for Higenamine from a contaminated supplement – sanctioned for 9 months

"The sanction will always be hanging over my head but being a part of this group allows me to be a voice for athletes, as well as helping to shape education to help athletes not suffer the same fate I did."

Tom Symonds

- Rugby league player 87 NRL games and 12 games in the UK Super League
- Played 27 games for the Roosters from 2009-2012
- Played 60 games for Manly from 2013-2016
- Play 12 game for Huddersfield in Super League 2016-2018.
- Players Operations Manager at Rugby League Players Association.

"I'm part of the AAG because I'm passionate about athlete advocacy and wellbeing. Engaging athletes in a meaningful way is not only fair, but can be highly valuable when seeking positive change in sport".

Jenna O'Hea

- Australian Opals Captain
- Southside Flyers (WNBL) Captain
- Lifeline Mental Health Ambassador
- AIS Ambassador

"With more than 15 years of professional basketball experience at a local, national and international level, I am driven to empower, support and campaign for equality."

I am extremely passionate about mental health wellbeing for athletes and the wider community and have a strong desire to make a difference in this area, and will continue to pursue this long after my professional playing career."

Sam Poolman

- Retired professional netball player
- Board Member, Australia Netball Players Association
- Director Aspire Netball
- 2021 Newcastle Young Citizen of the year
- 2018 Australia Fast5 Captain

"I'm a voice for athletes, working with, creating discussion and finding solutions with other representatives and stakeholders. I'm passionate about our sport and community that has given so much to me during my career. With strong relationships with local associations, academies and Netball NSW, I have an understanding of all levels within our sport."



THE EVOLUTION OF WELLBEING SUPPORT IN AUSTRALIAN SPORT

Australia's successful Olympic and Paralympic campaigns this year were incredible triumphs against adversity. The highlight for AIS Director of People Development and Wellbeing Matti Clements was seeing Australia's athletes flourish despite such tough circumstances.



Matti Clements

"The preparations to get to the Tokyo Games were like nothing we've ever seen before," Clements said. "A global pandemic, uncertainty over the Games, no family support in the crowds, isolation in quarantine before and after travel.

"Demand for our AIS Mental Health Referral Network tells a story of just how testing these past two years have been for our sports and athletes. Demand soared after the postponement of the Tokyo Games in 2020 and it has only continued to grow this year – by September referrals were already up 30 per cent on all of last year.

"That could sound alarming, but for us at the AIS, it's also an encouraging sign. It means athletes and people in sport are becoming more aware of the wellbeing support that's available to them and are more comfortable reaching out for help if, and when, they need it."

Clements began at the AIS in 2018 with the task of building an athlete wellbeing and engagement strategy for Australian high performance sport.

"We believe Australia now has a world-leading approach to athlete wellbeing," Clements said. "Our aim is to help athletes be successful in sport and life beyond.

"With the formation of Sport Integrity Australia and the National Sports Tribunal in the past 18 months, we have a cohesive and comprehensive approach to wellbeing and integrity matters across sport.

"We continue working with sports and the National Institute Network. We began building a national network of Athlete Wellbeing and Engagement managers in 2018 to directly support athletes and the AIS now funds 32 AW&E positions embedded in 29 national sporting organisations, complemented by another 15 within the NIN network, and it continues to grow."

The AIS has never had a greater focus on athlete wellbeing, and that support extends to former high performance athletes, coaches and staff. The AIS launched *AIS Be Heard* this year, a free independent and confidential service that has been expanded to support everyone in Australian high performance – past and present.

"To former athletes, there is no finish line when it comes to support," Clements said. "If things may have

happened in the past, no matter how long ago, there's still support available.

"If anyone unsure what support may be available, *AIS Be Heard* is a great place to start. By contacting *AIS Be Heard*, you'll be assisted by an independent integrity provider who can help you with the most appropriate support for your needs. It links to other services such as the AIS Mental Health Referral Network, Sexual Misconduct Hotline and Sport Integrity Australia too.

"As with all our support services, they are confidential and you can choose to be anonymous. There's no obligations or pressure to take up support, you can opt out at any time. It's there to genuinely support you.

"Another message we'd send to everyone in high performance sport is don't second-guess yourself when it comes to seeking help. If it's a problem to you, it's important to us. Our clinicians are happy to talk to you about things like general wellbeing, sleep, relationship difficulties, training-life balance, and coping with injury."

The AIS has taken another proactive and positive step towards wellbeing in sport this year by launching the

AIS Wellbeing Health Checks, a tool to assess the wellbeing cultures of national high performance sport programs, including how well athletes and staff feel supported mentally, physically and emotionally.

National sporting organisations funded by the AIS will complete the Wellbeing Health Check twice every four-year Games cycle and there are six key themes: mental health; cultural values; injury prevention and management; selection and non-selection; conduct and behavioural standards; equality and inclusion.

"We've come a long way in the past three or four years, but the AIS is intent of making sure we and the Australian high performance sport system continues to improve and further prioritise wellbeing cultures," Clements said.

To contact *AIS Be Heard*

Go to www.ais.gov.au/AISBe-Heard

Phone: 1800 565 965 (Monday – Friday, 8am – 8pm AEST)

Or Email: aisbeheard@coreintegrity.com.au

“Our aim is to help athletes be successful in sport and life beyond.”



“...don't second-guess yourself when it comes to seeking help. If it's a problem to you, it's important to us.”



REAL-WORLD DECISIONS WITHOUT THE REAL-WORLD CONSEQUENCES

When technology and innovation combine, great educational tools can be created that are fun as well as educational.

Sport can be riddled with moral and ethical challenges. Should you accept free tickets from a stranger? Take a dodgy, but legal substance? Or report a teammate acting suspiciously?

To help athletes tackle these issues, Sport Integrity Australia has this month launched a new virtual reality experience – Decision Making in Sport.

The game offers a choose-your-own-adventure experience that puts users in challenging scenarios in sport, with

a framework to help them make decisions based on their own values.

Sport Integrity Australia's Director of Education Alexis Cooper says the education tool has "very little to do with rules, and everything to do with values-based decision making."

"In these scenarios, there are no right or wrong choices at first," Cooper said. "It is designed to help athletes understand how their values can guide them through some of the difficult decisions they may be faced with."

Cooper said the experience was created to allow users a safe space to make decisions and see the potential outcomes so that "when faced with a similar scenario in real life they are armed with the knowledge needed to understand the repercussions of their choices."

"The VR experience can be completed by people on their own, but can also be run as a face-to-face session over 90 minutes with either schools or sport teams. It's fun and engaging and the feedback from participants has been very positive."

“It will 100% help me in the future, and it will help me see within myself the decisions I want to make which are best for myself and best for my team.”





To test the VR in a real-life learning situation, the Sport Integrity Australia education team recently ran a session with Sport Development students at Gungahlin College in Canberra, where it received plenty of great feedback.

Gungahlin College student Rohan Murphy said the VR experience made him really think about how he approached issues, both in sport and in life.

"It was a new concept for me learning about my values and principles, I'm not sure I'd ever thought about it like that before," Rohan said. "It was really good to be able to do that in a practical environment."

"It really allowed me to have a thought process around how to do it properly. It will 100% help me in the future, and it will help me see within myself the decisions I want to make which are best for myself and best for my team."

The VR also "really challenged" the way fellow student Ellie Lawrence made decisions.

"I learnt how my decisions affect people other than myself. It definitely made me think," Ellie said.

Their teacher, Misko Naumoski, also had high praise for the face-to-face session.

"The virtual reality aspect of it with the goggles was a big feature but it wasn't just a wow factor, there was purpose to it, and just the general interactive nature of it was excellent."

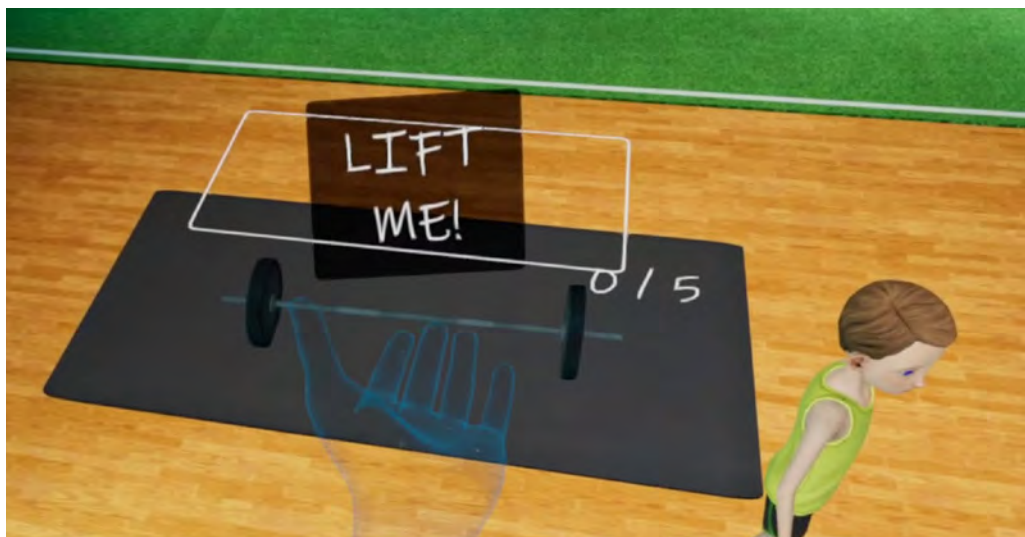
"I think there's a lot of value to be had from it. I'd absolutely recommend it."

This innovation, created by tech specialists MAXART, complemented Sport Integrity Australia's other virtual reality (VR) and augmented reality (AR) education resources, including an Anti-doping Sample Collection virtual reality experience and a Health Effects of Doping augmented reality app.

It brings the existing 'ethical decision making in sport' online courses, which have been completed 18,967 times so far, to life.

The Decision Making in Sport VR Experience can be accessed through Oculus headsets. It will be available on desktops in the near future.

VR sessions can be booked by sporting or school groups in Australia. Contact education@sportintegrity.gov.au



PROHIBITED LIST

MAJOR CHANGES AS OF 1 JANUARY 2022

The World Anti-Doping Code Prohibited List is updated each year with the revised List coming into effect on 1 January.

FOR 2022 THE MAJOR CHANGES ARE:

Substances and methods prohibited at all times

- BPC-157 is now listed as a prohibited substance. Athletes should be aware that BPC-157 is being illegally included in some wellness and anti-aging treatments and products.
- Anabolic Agents: On the Prohibited List, Tibolone has been transferred from the 'Other Anabolic Agents' category (S1.2) to the Anabolic Androgenic Steroids category (S1.1) and osilodrostat has been added to the S1.2 category as a prohibited substance.
- Peptide hormones, growth factors, related substances and mimetics: Various examples of growth hormone analogues are added to this category.
- Beta-2 Agonists: The daily dosing time intervals for salbutamol have been reduced to 600 micrograms (6 puffs) over 8 hours starting from any dose (previously 800 micrograms over 12 hours).

Substances and Methods Prohibited In-Competition

- Glucocorticoids: All injectable routes of administration of glucocorticoids are now prohibited during the in-competition period
- If you legitimately require a prohibited substance for health reasons, you can apply for a Therapeutic Use Exemption (TUE). Make sure you check if you require an in-advance or retroactive TUE and maintain appropriate medical records. TUE requirements and the status of specific medications are available in the Sport Integrity app.



The Sport Integrity app
has been downloaded
by more than 30,000
Australians and
is free to download
from [Google Play](#)
or [Apple stores](#)



LATEST TESTING DEVELOPMENT HITS THE SPOT

Earlier this year WADA approved a new test to detect prohibited substances, known as 'Dried Blood Spot (DBS) Testing'. Here, we look at what DBS Testing involves, how it is being used in sport so far, and Sport Integrity Australia's plans to trial it.

There are many different ways to detect which substances are in your body – from breathalysers to saliva swabs to hair tracing. But in anti-doping testing, only two types of sample collection techniques are considered to be robust and reliable enough to detect prohibited substances in sport: urine collection, and blood collection. Each serves a different purpose, with some substances only able to be detected in urine or blood, and detection times for different substances varying between the type of sample collected.

To date, blood samples have been used to detect specific types of substances (for example – Human Growth Hormone is better detected in blood samples) and also to inform longitudinal analyses like the Athlete Biological Passport. These samples are collected by trained Blood Collection Officers who withdraw blood from an athlete's vein, just like a standard blood test conducted by medical professionals.

However as of September 2021, WADA have approved a new way to collect blood via Dried Blood Spot testing.

In a DBS sample collection, only a small amount of blood is collected and is allowed to dry on a special type of paper, which is then sealed and sent to the laboratory for testing. The blood can be collected through a single finger prick, or via a specialised device which attaches to the athlete's arm.

DBS sampling is not a new technique - DBS samples have been used for decades in newborn screening tests. The application to anti-doping has emerged in recent years on the back of research leading to the use of DBS as another tool to identify the use of prohibited substances in sport.

There are obvious advantages to this new method. Notably it is much less invasive than venipuncture or urine collection and is also cheaper to collect. However, there are some disadvantages – in particular, the range of substances which can be detected in DBS samples is still quite narrow.

For this reason, DBS is unlikely to completely replace traditional urine or blood collection methods anytime soon. For that reason, Sport Integrity Australia is currently assessing how to incorporate DBS sample collection and analysis into routine testing.

"One of the advantages of DBS is it allows for a higher number of athletes to be tested in more remote areas of the world where traditional blood samples may be difficult to transport," explains Sport Integrity Australia Chief Science Officer Dr Naomi Speers.

It complements current anti-doping testing methods and can also help with the analysis of unstable compounds," Dr Speers said.

"We expect to run a pilot program in 2022. We want to ensure we have a safe, practical, and reliable DBS collection procedure where athletes feel comfortable with the process."

Sports and athletes alike should note that the number of testing authorities implementing DBS collection is increasing and athletes may be asked to provide a DBS sample in future.

Certain parts of the DBS process were implemented at the Tokyo 2020 Olympic and Paralympic Games, and WADA have indicated they are hopeful the full method will be used at the Winter Olympics in Beijing 2022.

The development of DBS for doping has been an international collaboration between WADA, the International Olympic Committee, the International Testing Agency, Sport Integrity Australia and the National Anti-Doping Organisations of China, Japan, Switzerland and the USA, and WADA-accredited laboratories, including the Australian Sports Doping Testing Laboratory.



PROTEIN FORTIFIED FOODS

UNDERSTANDING THE RISKS

There is growing interest in Protein Fortified Foods (PFF) like protein bars, balls and smoothies as athletes look for ways to fuel their performance.

Fortified foods refer to food and drinks that contain added ingredients or nutrients intended to produce a nutritional benefit, and are tightly regulated by Food Standards Australia New Zealand.

However, we know that some supplements like protein powders carry a risk of containing banned substances, so it's important we understand any risks PFFs might present to athletes when it comes to substances banned in sport.

In response to the growing interest in PFFs and questions from athletes and sports about the risks, the Australian Institute of Sport and Sport Integrity Australia recently conducted a study into PFFs.

The study found that commercially manufactured PFFs present no additional risk of containing substances banned in sport than other processed foods. This is the result of high quality food manufacturing standards in Australia.

However, some shops or cafes prepare and sell PFFs that contain unidentified protein ingredients or added botanical

ingredients (such as Maca powder) and as such, are higher risk PFFs. Foods containing hemp protein ingredients may contain trace amounts of the banned substance Tetrahydrocannabinol (THC) and should be avoided by athletes.

The key message for athletes is that packaged food and drinks that contain added protein are low risk. However, athletes should avoid unpackaged protein fortified foods and drinks, as they present a higher risk of containing a banned ingredient. Products containing botanical ingredients like hemp and maca root should also be avoided.

Protein supplements are not PFFs, but it can be hard to tell the difference. If the first ingredient listed on the product label is protein, it is likely considered a protein supplement. If you are unsure whether it's a PFF or a protein supplement look for batch-tested options by checking the Sport Integrity Australia app.

Further further information about PFFs can be found on our website.

LOW RISK PFFs

Breakfast foods (cereals)

- Weet-bix Protein
- Uncle Toby's Oats Super Blends Protein
- Uncle Toby's Breakfast Bakes

Cereal/nut bar

- Carman's Gourmet Protein Bar
- Nice & Natural Protein Nut Bar

Bakery

- Green's Protein Buttermilk Pancake Mix
- The Healthy Baker Protein Muffin Mix

Dairy/dairy-free

- Streets Blue Ribbon Protein Bar Ice-cream

Drinks

- Up & Go Protein Energize

Frozen Foods

- Super Nature Super Protein Wellness Bowl
- Coles PerForm frozen meals

Batch-tested protein supplements*

- Supplements listed on the Sport Integrity app

HIGH RISK PFFs

Foods from cafes/food outlets

- Un-named Protein Balls
- Smoothies with added Protein Powder

Foods with hemp ingredients

- Macro Protein Muffin Banana & Chia

Foods with botanical ingredients

- Crankt Protein Bar

Non-batch tested protein powders, pre-workouts*

- Protein supplements, pre-work outs not listed on the Sport Integrity app

* Protein supplements are not PFFs, but it can be hard to tell the difference. If the first ingredient listed on the product label is protein, it is likely considered a protein supplement. If you are unsure whether it's a PFF or a protein supplement (e.g. high protein bar) look for batch-tested options.

NEW COURSE IN SPORT INTEGRITY

The establishment of Sport Integrity Australia and the development of the National Integrity Framework has shone a spotlight on the importance of integrity policies and practices for all sports, at all levels.

It's for this reason that Sport Integrity Australia has partnered with Victoria University to design a professional development short course in Sport Integrity.

Project lead Steve Wyatt says the content will be shaped by a number of Victoria University and Sport Integrity Australia experts to "raise awareness and understanding of integrity threats" and to upskill participants in relation to sport integrity management and policy, as it relates to the National Integrity Framework.

"It's important that we focus on the 'why' behind integrity policies," Mr Wyatt says. "By bringing the policies to life and giving practical applications of how they might work, participants will see the importance of embedding integrity as a core part of every sporting organisation and not just a compliance exercise."

The inaugural course will be initially offered to integrity managers and senior members of sporting organisations who have adopted the National Integrity Framework. Course fees and travel costs will be fully paid for by Sport Integrity Australia.

The course will cover:

- The importance of integrity in sport.
- Member protection.
- Child Safeguarding.
- Improper use of Drugs and Medications.
- Competition Manipulation and Sports Wagering.
- Anti-Doping.
- Complaints management.

It will also address the impact integrity issues have on the mental health and wellbeing of sporting participants, as well as the long-term impact of failing to create and maintain safe sporting environments for children. Each integrity topic will cover how to implement the policy, what is prohibited conduct, identification and management of a threat, and how to build a positive culture.

The course will be completed over three consecutive in-class days and supported by eLearning units. The first course is expected to start in March 2022. Sport Integrity Australia will contact sports who have adopted the National Integrity Framework, or who are in the process of adopting, to discuss enrolments in the new year.



DEVELOPMENT

STAKEHOLDER SURVEY RESULTS

In June 2021, Sport Integrity Australia conducted its first annual stakeholder survey to provide insights into the impact of our work so far.

We received **1,769 responses** to the survey which indicates that **99% of respondents** believe we have made a **positive overall impact on Australia's sporting community.**



70% or more of our stakeholders were aware of **the 'new' functions around protection of sporting functions from manipulation**

90% saying they have confidence in **our ability to positively contribute to the integrity of sport in Australia**

93% indicating they **trust us as a credible source of information**

education

In 2020–21, we delivered education to more than **73,000 sporting participants:**

55,405

via online education

14,583

via the Sport Integrity app

3,920

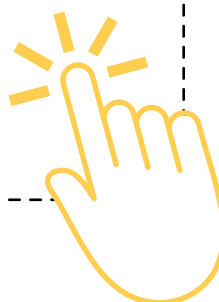
via face-to-face education



88% of respondents were satisfied with the Sport Integrity app as a **resource for sports integrity issues**

87% of respondents were satisfied the Sport Integrity app provided **good advice on the use of supplements**

87% of respondents were satisfied the Sport Integrity app has been a **useful tool for athletes and support personnel**



99%

of face-to-face attendees felt more informed about integrity and our educators rated higher than **9 out of 10** after each session.



tip off and reporting

in the past

23%

of athlete and support personnel respondents thought they had, or definitely, witnessed behaviour (or conduct) detrimental to promoting a safe, fair and inclusive environment in their sport over the last 12 months

Of those

44% couldn't be sure the behaviour (or conduct) really was reportable

33% worried about the repercussions to them, their team or their club

17% worried about the repercussions to the athlete in question

in the future

85%

of athlete and support personnel respondents said if they were to witness, or become aware of, behaviours or conduct) detrimental to promoting a safe, fair and inclusive environment in their sport in the future they would probably, or definitely would report the behaviour (or conduct)

Of those the main reasons for reporting behaviour (or conduct) would be:

76% to protect the integrity of the sport

71% because of concern for the welfare of the athlete

55% because they hate cheating in their sport



65%

said athlete and support personnel in their sport have a good understanding of the sports integrity threats in that sport

63%

rated the way in which sporting organisations respond to information about possible sports integrity threats in their sport as good

72%

said Sport Integrity Australia was effective in providing best practice policy templates to address sports integrity threats at all levels of their sport

testing



1,645

testing missions

2,523

individual athletes tested

4,593

total anti-doping tests across 51 sports

More than 1,000 samples added to long-term storage

Of the athletes surveyed

96%

were knowledgeable of anti-doping rules prior to testing

95%

were satisfied with the explanation about the testing process

99%

were satisfied with the information provided during the sample collection

92%

were satisfied with the professionalism during testing

TOP 5 THREATS to sport integrity

(respondents could select multiple answers)

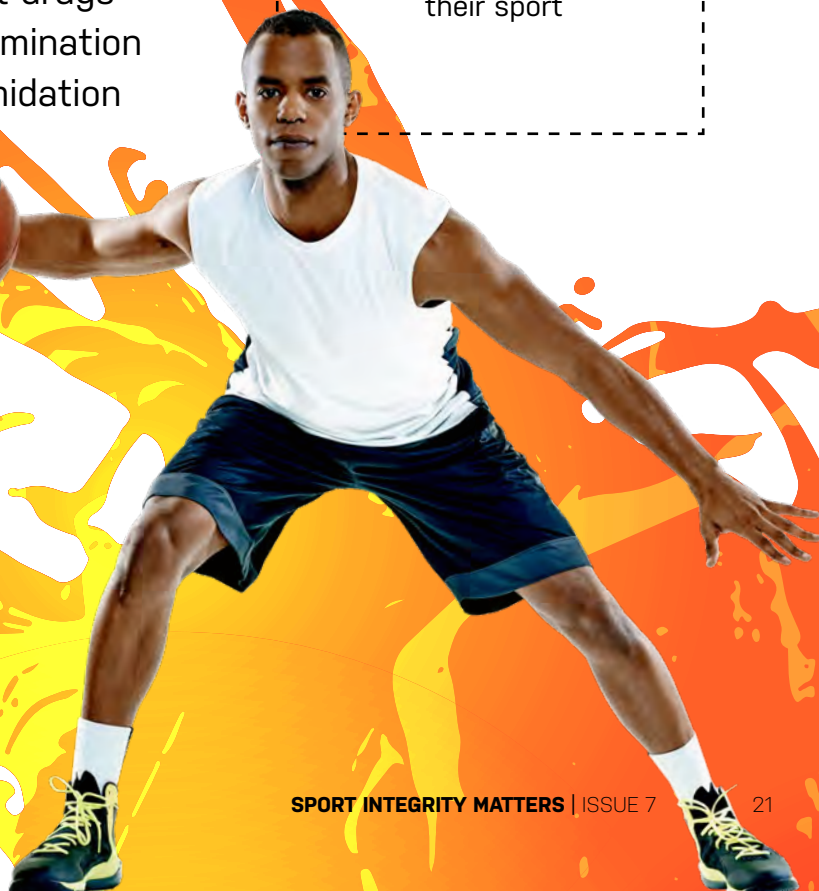
Bullying

Doping

Illicit drugs

Discrimination

Intimidation



IN THE SPOTLIGHT: TAKING TO THE INTERNATIONAL STAGE

In November 2021, Sport Integrity Australia held an international webinar "Sharing our Experience – One Year On" to bring together key stakeholders and partners from around the globe to share our experience in establishing one of the world's first national sports integrity agencies.

More than 200 people registered on the night from a range of national and international stakeholders, including sporting organisations in Finland, Denmark, Botswana and Sudan, anti-doping organisations from as far afield as Singapore, South Africa, Denmark, Germany, New Zealand and Korea; law enforcement agencies such as the Australian Federal Police and Zimbabwe Anti-Corruption Commission, as well as other key international sport and integrity partners from Thailand, Switzerland, Canada, Azerbaijan, Austria, Fiji, and Greece.

CONFERENCE HIGHLIGHTS – SHARING OUR EXPERIENCE ONE YEAR ON

The *Athlete A* documentary was released one week before Sport Integrity Australia opened its doors and quickly became the catalyst for change.

Using *Athlete A* as a case study, participants heard how that international case influenced the way we chose to approach sport integrity in Australia, as we learned from the US experience and turned challenges into opportunities to make us stronger.

The conference looked at our focus on independence and why it's been a key factor in gaining the trust of both sports and athletes when it comes to complaint resolution.

Participants were told of how our conversations with sports and athletes revealed structural conflicts of interest within sport and how many sporting organisations were under-resourced to adequately investigate issues in a truly independent manner, which created barriers and potential consequences for athletes making complaints (e.g. lack of confidentiality and fear of career impacts such as non-selection).

The audience heard that while we needed to be independent in our decision making, Sport Integrity Australia also needs to work in partnership with sports so we can truly understand the policies and the nuances of each sport. It was evident from the get-go that sports needed clear, consistent complaint management guidelines at all levels. It was from there that the National Integrity Framework was created with policies spanning child safeguarding, member protection, improper use of drugs and medicine, competition manipulation and sports wagering, and which also includes an independent complaints handling process.

Participants learned it's the latter which has been the biggest change to the Australian sporting system to date.

We shared the benefits of working directly with law enforcement agencies and how we're building trust and leveraging national and international relationships in order to receive up-to-date intelligence, along with the boundaries and limitations within this space.

Participants heard how expanding our remit required us to re-think how we educate sports and athletes, particularly the challenges in expanding our education beyond anti-doping.

Traditionally operating a top-down approach, the audience heard that many of the issues Sport Integrity Australia is now dealing with are at the grassroots community and club level, thus requiring a bottom-up approach. We explained the need to educate differently as a result, which prompted us to introduce innovative technologies, such as virtual and augmented reality. The audience heard how we've faced the particular challenge of needing to upskill our education presenters and creators on a range of new integrity threats in a very short time.



The theme of thinking differently continued when we discussed emerging sports, particularly esports. Is it a sport? Does it fit the definitions of a sport? What's our role in this space? What are the regulatory frameworks and the restrictions we face?

As for what the future holds, we discussed our need to focus on the threat of match-fixing, and the national regulation of sports wagering. We looked at the Macolin Convention and the Australian Sports Wagering Scheme, and what that involves from an administration point of view, including the importance of information and data sharing.

We reminded the audience of the need to look at the global picture given integrity issues in sport do not stop at the international border, and the challenges this creates, and why this creates the need for solid partnerships and collaborations.

A key message threaded through the webinar from CEO David Sharpe, emphasised that as an agency we are continually learning, always asking questions, and ready to adapt our response to emerging threats as they arise.

"When we began we needed to truly understand the broader sporting landscape from all angles, to understand the different roles, the different capabilities," he said.

"We needed to audit that capability, audit the responses of sport at all levels. We have learned a lot, we have made mistakes but we have owned them, and we have had to be agile as integrity threats emerge."

Sharpe said being able to share what we know now, that we wished we'd known 12 months ago, is invaluable for those countries who are thinking about setting up their own integrity unit.

"There's elements of our work we could have done differently, but it's that firsthand experience that has ultimately made us stronger," he said. "There's still a lot to learn, but if we can all share our experiences with each other, nationally and internationally, we're well on our way to protecting sport globally at a much higher level."

The Sharing Our Experience – One Year On conference was held on 30 November 2021 via a virtual meeting platform.



DIALING IN TO THE CONFERENCE WERE REPRESENTATIVES FROM THE FOLLOWING COUNTRIES

Switzerland
United Kingdom
Finland
Singapore
South Africa
Denmark
The Netherlands

Belgium
Japan
New Zealand
Korea
Austria
Egypt
Sudan

Hong Kong
Fiji
Germany
Kazakhstan
Zimbabwe
Panamá
Azerbaijan

Greece
Thailand
Canada
Spain
Australia



AROUND THE GLOBE

International Partnership Against Corruption in Sport

Sport Integrity Australia CEO David Sharpe joined more than 100 representatives from intergovernmental organisations, governments and sports organisations at the International Partnership Against Corruption in Sport Steering Committee meeting, working together to stamp out corruption in sport.

David presented to the Steering Committee about how we are enhancing cooperation between criminal justice, law enforcement authorities and sports organisations in this space. This includes the development of the Australian Sports Wagering Scheme which will streamline sport integrity aspects of sports wagering regulation to provide clarity, transparency and consistency nationally, including regulatory reform and collaboration between sports, gambling providers, and state and territory governments. The critical function of the Australian Sports Wagering Scheme will be to develop capability within sporting organisations and provide a holistic coordinated response to integrity threats posed by sports gambling.

Korea Anti-Doping Agency Seminar

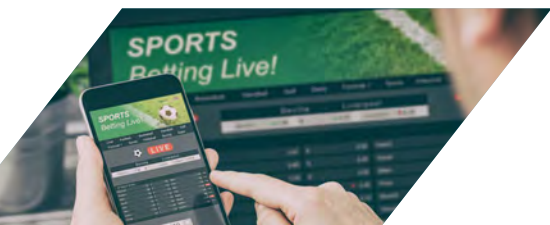
Michael Harkins, Director Anti-Doping Testing, Sport Integrity Australia, presented to the Korean Anti-Doping Agency (KADA) international seminar on how we develop our Test Distribution Plan and provided tips on how other anti-doping organisations can develop and implement something similar. From developing an initial risk assessment, through to testing strategies and how to monitor and evaluate the program, Michael gave participants a snapshot of how Australia continues to deliver effective testing. Michael's involvement in events like the KADA seminar is an integral part of our Anti-Doping Capability Building work, and we appreciate KADA inviting us to collaborate with them in this space.

UNESCO Conference of Parties

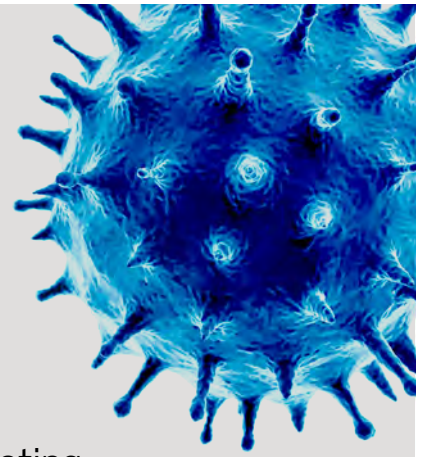
Australia, along with 190 other governments, is a signatory to the UNESCO International Convention against Doping in Sport (the Convention) which is the legal framework under which governments agree to comply with the principles of the World Anti-Doping Code. The 2021 Conference of Parties to the UNESCO Convention was held 26-28 October with Mr Darren Mullaly, Deputy CEO, Sport Integrity Australia, leading the virtual Australian delegation. The meeting resolved to adopt Operational Guidelines for implementing the Convention, which includes a Framework of Consequences for non-compliance. A Model Legislative Framework will be incorporated to assist countries implement key areas of the Convention into their anti-doping legislation, to further achieve robust and compliant anti-doping programs.

World Anti-Doping Agency Foundation Board and ExCo Meetings

Minister for Sport, Senator the Hon Richard Colbeck attended the WADA Foundation Board, alongside Minister Robertson from New Zealand, as the Oceania representatives last month. This year both the Board and the WADA Executive Committee have focussed on delivering significant governance reforms to WADA decision making bodies. The process for improving governance arrangements commenced in 2018 with major changes directed at athlete representation and increased independence within WADA decision making forums agreed to at the recent November meetings. Oceania, through Minister Colbeck's direct involvement, played a central role in negotiating and pushing through these important changes.



MATCH-FIXING DURING THE PANDEMIC



While the pandemic saw the suspension of most sporting competitions, others were staged for the sole purpose of creating a gambling market. The high betting in this space, combined with the negative economic impact the pandemic had on the sport sector, resulted in an increased vulnerability to competition manipulation, or match-fixing.

This increased vulnerability was reflected in research by a global bet monitoring company that identified potential match-fixing in more than 1,100 sports matches since the start of the pandemic. The suspicious activity was detected on 12 sports in 70 countries across the world.

Like pre-COVID-19 times, the majority of the suspicious matches related to football and tennis. However, a trend emerged in the diversification of match-fixing in sports and events that previously received less attention.

Two such sports—**table tennis and esports**—became popular betting markets in 2020 following the suspension of most sport across the world. Both sports saw increases in suspicious betting reports with the 2020 International Betting Integrity Association (IBIA) Annual Report identifying:

- **esports generated 28 reports of suspicious betting** compared to three in 2019
- **Table tennis generated 44 reports of suspicious betting** compared to 5 in 2019.

An Australian ex-table tennis player was charged after it was alleged he placed 1,170 bets on table tennis matches held in the Ukraine that he knew to be fixed, generating profits of \$438,000.

Football also had an increase in suspicious football 'friendlies' reported, rising from **38 incidents in 2019** to **62 in 2020**. It is understood fixers started to target games at foreign training camps during winter and summer breaks, where corrupted players and match officials were able to leave the country before investigators could question them.

While the majority of big sporting events and competitions around the world have resumed, the trend of fixers diversifying their targets has continued. The IBIA Q3 2021 Integrity Report has seen a significant increase in suspicious table tennis matches compared to both the prior quarter as well as Q3 2020. This highlights the need for all sports to be aware of, and remain vigilant to, the threat of match-fixing as we move into post-COVID-19 life.

AUSTRALIAN SPORTS WAGERING SCHEME UPDATE

Sport Integrity Australia continues to work with stakeholders to develop the Australian Sports Wagering Scheme (ASWS), a national regulatory approach to sports wagering, by engaging with regulators, wagering service providers and sports controlling bodies to scope and test the various operating model options. Sport Integrity Australia has developed a Regulatory Impact Statement (RIS) which examines and foreshadows the potential regulatory impact on stakeholders of the various operating models. The RIS was released for public consultation during November and December 2021 and will inform the development of a new policy proposal to be approved by Government. Should approval be granted, there will be a period of transition before the ASWS is operational.

COMMONWEALTH MATCH-FIXING OFFENCES UPDATE

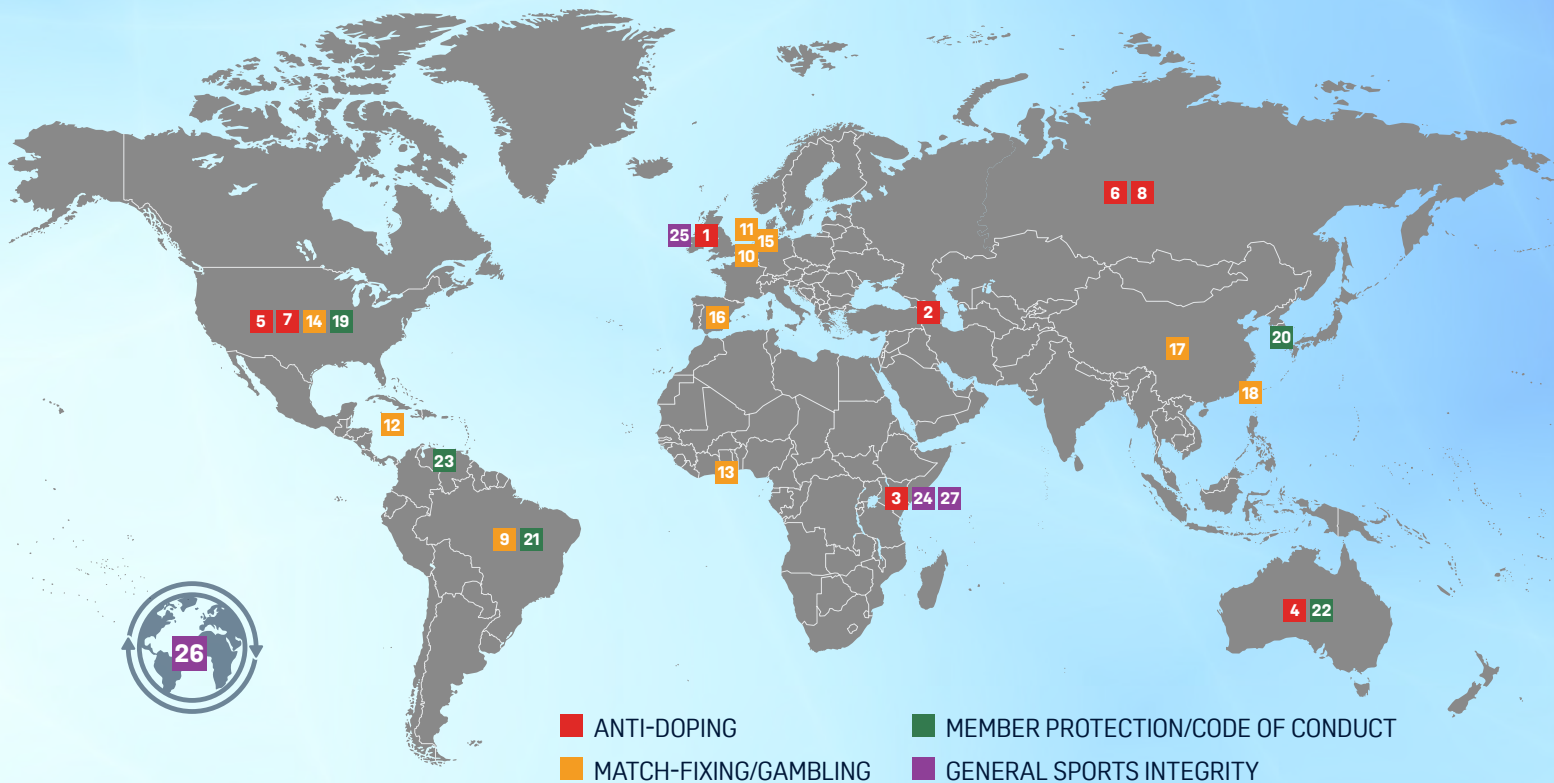
Sport Integrity Australia continues to work with relevant government agencies to establish offences for the manipulation of sports competitions and related corruption in sport.

The intent of proposed legislative amendments is to make it an offence to intentionally corrupt or manipulate a sporting competition taking place in Australia (wherever the location of the perpetrator) and for Australians to corrupt or manipulate a sporting competition internationally, where Australia is represented as a nation. Importantly, the development of these Commonwealth offences also aims to ensure sporting bodies maintain autonomy for sanctioning behaviours that do not meet a criminal threshold.

Drafting of the offences is anticipated to conclude in the first quarter of 2022.



SNAPSHOT OF GLOBAL ISSUES



ANTI-DOPING

CYCLING

UK 1

Para-cyclist Erin McBride was banned from all sport for three years for using the prohibited substance ostarine, following an out-of-competition test on March 3.

WEIGHTLIFTING

AZERBAIJAN 2

Former world champion Boyanka Kostova tested positive for stanozolol on her way to winning the European championship 59kg title in April. As this was her second offence, she was banned for eight years.

ATHLETICS

KENYA 3

Kenya's Eliud Ngetich received a two-year ban after testing positive for nandrolone in an out-of-competition test. USADA suspended half of the two-year sanction due to the substantial assistance that Ngetich provided.

POWERLIFTING

AUSTRALIA 4

Ash Goulevitch had his original sanction doubled to 8 years after being found to have breached the initial period of ineligibility.

TENNIS

USA 5

Former world 19 Varvara Lepchenko has been provisionally suspended after returning a positive test which contained metabolites of adrafinil and/or modafinil at a tournament in Budapest.

ATHLETICS

RUSSIA 6

Russian high jumper Danil Lysenko has apologised to "innocent" compatriots impacted by the fallout of his doping case and reiterated his claim that senior Russian Athletics Federation officials were to blame. Lysenko is serving a four-year ban for anti-doping rule breaches, including whereabouts failures and tampering with the results management process.

CYCLING

USA 7

Matt McWhirter, 49, received a four-year ban after testing positive for an anabolic agent from an in-competition drug test at an event he won.

WRESTLING

RUSSIA 8

Bilyal Makhov, jointly upgraded to the gold medal in the 120kg event at the London Olympics after both finalists tested positive for banned substances in retests of their samples, has been banned for four years for doping. Makhov's suspension has been backdated to the date of his failed test in January 2020.



MATCH-FIXING/GAMBLING

BOXING

BRAZIL 9

An investigation into boxing at the Rio 2016 Olympics by Richard McLaren found widespread evidence of "corruption, bribery and the manipulation of sporting results" – with judges giving each other signals at ringside to fix bouts.

DARTS

NETHERLANDS 10

Former world darts champion Raymond van Barneveld dropped out of a tournament last year after he was accused of deliberately throwing a match, according to an NOS podcast. In the hours before the match around €60,000 was bet on a win for van Barneveld's underdog opposition, causing the betting odds to shift in his favour. Other matches on the same night attracted around €700 worth of bets.

TENNIS

NETHERLANDS 11

A young Dutch professional tennis player claimed in the NOS podcast Gefixt that at least 10 international professional tennis players, including four Dutch players, regularly work with a match fixer for some extra income. The player, who asked to remain anonymous for obvious reasons, found out about this match fixing ring through his doubles partner two years ago.

CRICKET

JAMAICA 12

The International Cricket Council charged former West Indies all-rounder Marlon Samuels of breaching four counts of the anti-corruption code during a T10 league, including failure to disclose hospitality benefits that could bring disrepute to the sport.

FOOTBALL

GHANA 13

The Disciplinary Committee of the Ghana Football Association (GFA) has charged the President and CEO of Ashanti Gold for match manipulation in top league match in Ghana. A player who scored two own goals in that same match in a bid to prevent what he believes was a pre-arranged scoreline has also been charged with match-fixing and bringing the game into disrepute by the country's football association.

FOOTBALL

USA 14

Sporting Kansas City midfielder Felipe Hernandez has been suspended without pay for the rest of the 2021 season for violating league gambling rules. An investigation by MLS found that Hernandez, who admitted to suffering a gambling addiction, wagered on two MLS games.

FOOTBALL

NETHERLANDS 15

The Dutch football association KNVB has called for police to investigate allegations of match-fixing in the youth league after an NOS podcast produced evidence that betting syndicates are earning tens of thousands of euros from rigged games.

FOOTBALL

SPAIN 16

Two footballers of Club Deportivo Acero (Spanish fifth Division) were sentenced by plea bargain to two months in prison for trying to fix the result of a match played in February 2016.

BADMINTON

CHINA 17

Two Chinese badminton players have been banned for two years match-fixing and illegal betting. Zhu Jun Hao fixed the outcome of a match in 2019 by intentionally losing the first game, betting on an 'Orleans Masters' Match, and disclosing inside information. Zhang Bin Rong bet on matches on 36 occasions at tournaments in China, Switzerland and France in 2019.

ESPORTS

TAIWAN 18

Beyond Gaming mid laner Maoan has been suspended from the 2021 League of Legends World Championship following a definitive investigation that concluded the player was at the centre of a match-fixing scandal.

MEMBER PROTECTION/ CODE OF CONDUCT

GYMNASTICS

USA 19

Four world-class gymnasts are asking Congress to dissolve the U.S. Olympic and Paralympic Committee over the organisation's mishandling of the Larry Nassar sexual abuse scandal.

SKATING

SOUTH KOREA 20

Double Olympic short track gold medallist Shim Suk-hee has been excluded from training with the national team amid a probe into text messages she sent during the 2018 Games that suggested she may have intended to take down a teammate.

FOOTBALL

BRAZIL 21

A Brazilian soccer player has been charged with attempted murder after he brutally kicked a referee in the head during a lower league game in the nation's south.

SWIMMING

AUSTRALIA 22

Former Australian swimming coach John Wright has faced a Queensland court on charges of historical child sexual abuse.

FOOTBALL

VENEZUELA 23

A total of 24 players from Venezuela's women's football team have signed a letter accusing former coach Kenneth Zseremeta of sexual harassment and abuse.

GENERAL SPORTS INTEGRITY

FOOTBALL

KENYA 24

The head of Kenya's disbanded national football federation Nick Mwendwa has appeared in court over allegations of corruption. He has been accused of transferring federation money into his own bank account.

CRICKET

UK 25

30-year-old cricket ace Azeem Rafiq says that his career had been lost to discrimination and racism between 2008 and 2018, and labels the sport "institutionally racist".

SWIMMING

GLOBAL 26

The International Swimming Federation (FINA) is set to establish an integrity unit as part of widespread reforms recommended by a panel which found "significant issues" with areas of its governance.

OLYMPIC GAMES

KENYA 27

Former Sports Minister Hassan Wario and Kenya's Chef de Mission for Rio 2016 Stephen arap Soi have been convicted of corruption after a court in Nairobi found them guilty of embezzling funds during the Olympic Games in the Brazilian city.

SECONDMENT PROGRAM BOOSTS CAPABILITY

Sport Integrity Australia actively engages and shares resources with relevant government departments, law enforcement and regulatory agencies through staff secondments. The agency develops our workforce to bring expertise, shared experiences and ideas that challenge our current thinking and supports secondment opportunities to other agencies to learn new roles.

We have a number of secondment arrangements in place with agencies such as the Australian Criminal Intelligence Commission, Australian Border Force, Sport Australia, Home Affairs, Commonwealth Games Australia and Swimming Australia, as well as an in-house medical advisor.

We chat to Australian Federal Police's Susie Ball and the Australian Criminal Intelligence Commission's Jeff Gough about why they came to Sport Integrity Australia, what their secondment brings to the organisation and why secondments in general are so important when protecting sport.

SUSIE BALL, DEPUTY CEO OPERATIONS

Susie Ball is currently with Sport Integrity Australia on a two-year secondment from the Australian Federal Police (AFP) where she's worked for 34 years. Rising to the ranks of Detective Sergeant and then Detective Superintendent Susie has most recently worked in front line operational areas such as Community policy (alcohol-fuelled crime, family violence, mental health), National Investigations and led specialist teams, such as Search and Rescue, Maritime, and Bomb response. She's been posted to the Solomon Islands and Cambodia where she represented Australian police offshore. She is a recipient of an Australia Day Achievement Medallion for safeguarding indigenous children in the NT.



I came to Sport Integrity Australia as part of an agency-to-agency agreement to act as a conduit between law enforcement, intelligence agencies and sport, to protect sport against crime, with a particular focus on organised crime.

For me personally I'm enjoying being able to experience another Commonwealth agency and applying my skills and expertise outside the traditional law enforcement environment. I am now forging and building new partnerships to protect sport.

I come from a sports loving family with two sporty children and a husband who is an Olympian. Sport is so important to the Australian community and is engrained in our culture whether as participants and spectators at a social level, or as fans or competitors at the elite level.

Sport is the fabric of Australia and I'm honoured to be in a position where, through my AFP experience and qualifications, I can help ensure the future of sport is clean, safe, fair and inclusive for everyone. Our work is foundational.

The engagement, education and collaborative approach of Sport Integrity Australia means we have a greater understanding, and can respond to integrity threats as the sport and organised crime environments converge. Sport, athletes, law enforcement, border protection, regulatory agencies, wagering service providers, academia and the health sector, all working together to find opportunities and use each other's capabilities to protect sport. It is the perfect recipe.

My secondment with a direct link to the AFP means we have timely access to law enforcement with local knowledge, influence, intelligence, and can assist with historical or current investigations. Using this model, we are able to meet our expanded remit and utilise our partners' expertise such as forensics. It is important to have the right people, in the right place with the right skills to build solid and efficient working relationships.

It's also important to acknowledge the incredible skillset, qualifications and credentials in this small organisation and within our stakeholder group. Together we are creating effective strategies and policies, with key deliverables, that are and will influence positive behavioural and cultural change across the sporting community.

My secondment was originally for 12 months, but was extended to another year to help further strengthen our work through three key projects: The Whistleblower Scheme, a National Strategy for Information Sharing and a new Information Case Management System. All three will greatly assist the agency address threats to the sport integrity environment. I'm delighted to be continuing in this role.

JEFF GOUGH, DIRECTOR

Jeff Gough has been with the Australian Criminal Intelligence Commission (and former Australian Crime Commission) for 15 years, managing operational and intelligence teams. He is currently managing the Sports Betting Integrity Unit, which is supported by the ACIC and Sport Integrity Australia. Embedded at Sport Integrity Australia, Jeff is enhancing connectivity and collaboration between our agencies. Jeff commenced his career in Tasmania Police and has since worked in a number of jurisdictions, including Hong Kong, in investigations and intelligence roles focussing on serious and organised crime and corruption.



When I was asked if I would be interested in working out of Sport Integrity Australia at the start of this year, I was told by my manager at the time that the position required someone who had experience in a liaison role and knew the ACIC well, with the ability to reach into various parts of the agency to get things done. To be honest he had me at 'sport'.

It's true though, I have had a long association with the agency in a number of very different roles, each providing unique experiences and opportunities to work with colleagues from a diverse range of backgrounds and disciplines. I have been the head of an ACIC special operation and determination and have become well versed in the use of ACIC coercive powers and capabilities. It should put me in good stead to coordinate ACIC support to Sport Integrity Australia.

With the ACIC, I have been the head of a National OMCG Intelligence Task Force and managed the Australian Gangs Intelligence Coordination Centre, an ACIC led multi-agency intelligence capability. These roles have enabled me to work closely with state and territory law enforcement and Commonwealth partners and gain inter-agency experience that I endeavour to bring to my current role with Sport Integrity Australia. Sport, like other sectors, is vulnerable to the increasingly pervasive nature of serious and organised crime and the threat requires a collaborative and coordinated response.

Prior to commencing my secondment to Sport Integrity Australia, I was also managing the ACIC's Monitoring and Assessment Unit, responsible for delivering high level assessments and intelligence insights for senior audiences. I will seek to draw on this experience while delivering against the recently finalised ACIC work plan.

Back to my intro – the liaison role was a two-year deployment to Hong Kong, working closely with the AFP and engaging with law enforcement in the region, focussing on methamphetamine and money laundering links to Australia.

The ACIC has been kind to me with opportunity to work in a variety of roles and environments and currently I am enjoying another unique opportunity, working with the people at Sport Integrity Australia.



FEEDBACK

Do you have a story about an integrity issue that you want to share with the sports community through future publications?

Do you have ideas on what topics we might include?

Do you want to talk to us directly about a topic and how it might relate to your sport?

Did you find it useful or informative?

Are there ways for us to improve it?

Send us an email to communications@sportintegrity.gov.au

All feedback is appreciated.





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