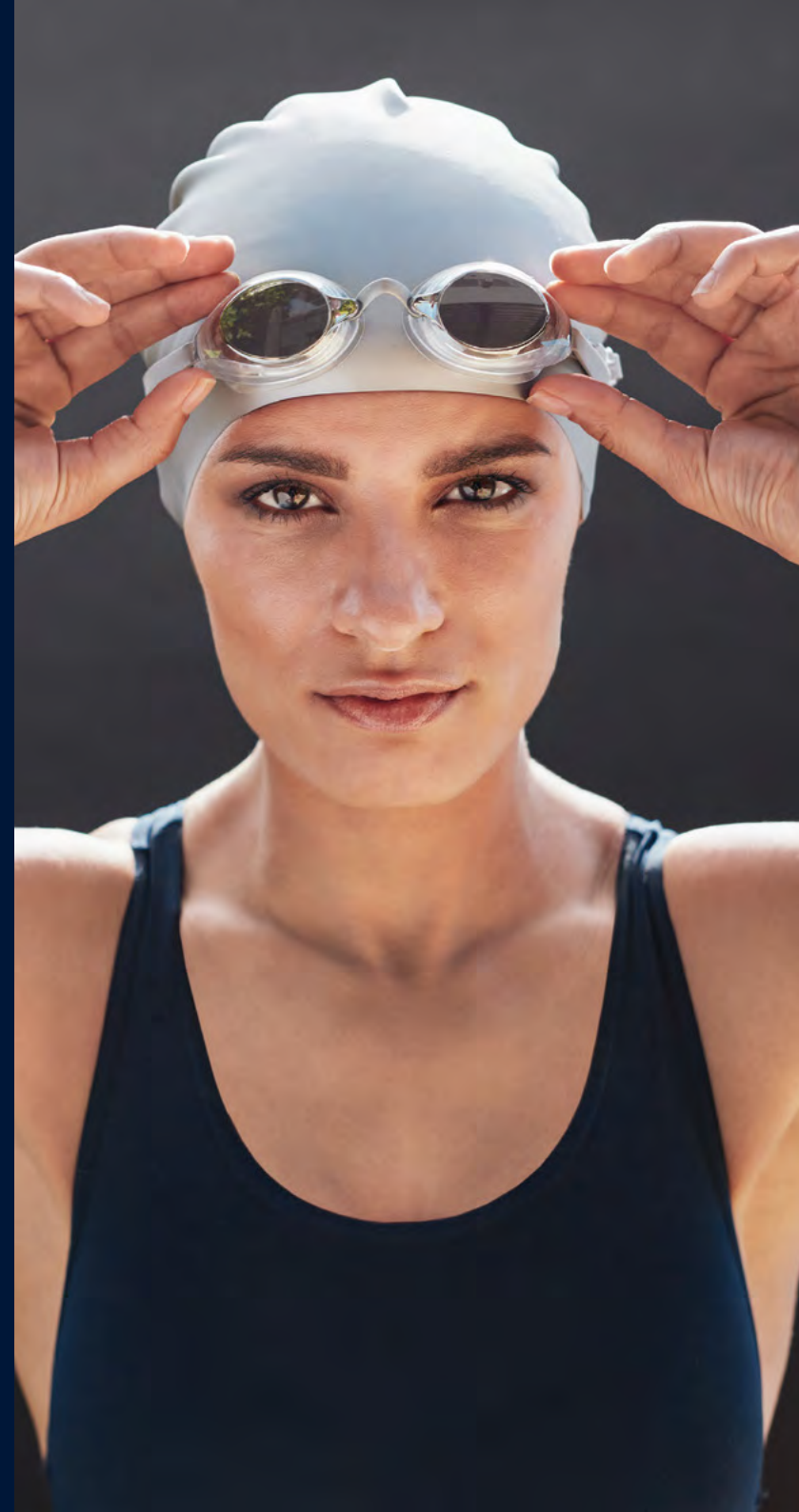




**SPORT INTEGRITY
AUSTRALIA**



Acknowledgement of Country

In the spirit of reconciliation Sport Integrity Australia acknowledges the Traditional Custodians of Country throughout Australia and their connections to land, sea and community. We pay our respect to their Elders past, present and future and extend that respect to all Aboriginal and Torres Strait Islander peoples. Sport Integrity Australia recognises the outstanding contribution Aboriginal and Torres Strait Islander peoples make to sport in Australia and celebrates the power of sport to promote reconciliation and reduce inequality.



Sport Integrity Australia's Journey

Artwork by Chern'ee Sutton, a contemporary Indigenous artist from the Kalkadoon people.

PROTECTING
SPORT
TOGETHER



WHO WE ARE

Sport Integrity Australia's role is to keep Australian sport safe and fair, at all levels, for all participants.

The Australian Government established our agency in 2020 to draw together the country's existing sport integrity capabilities, knowledge and expertise, and to coordinate and develop new threat responses, including prevention, detection, investigation and enforcement programs.



Our 'vision'

Safe and fair sport for all.



Our 'why'

We believe the positive impact sport has on Australian communities is worth protecting together.



Our 'how'

Protecting sport together.

We bring people together and provide support, advice and resources to identify and address threats to sports integrity.



"Sport teaches you a huge amount of who you are and what you believe in."

Kim Brennan (nee Crow), Olympic gold medallist, rowing

WHAT WE DO

For the first time, Australian sport has a single agency established to prevent and address threats to sports integrity and to coordinate a national approach to matters relating to sports integrity in Australia.

This is done with a view to:

- ▶ achieving fair and honest sporting performances and outcomes
- ▶ promoting positive conduct by athletes, administrators, officials, coaches, supporters and other stakeholders, on and off the sporting arena
- ▶ achieving a safe, fair and inclusive sporting environment at all levels
- ▶ enhancing the reputation and standing of sporting contests and of sport overall.

We work with sports to support their existing integrity functions or develop new capabilities, so they can protect their athletes and the competitions they govern. We provide resources, capability and education to help sports, as well as offering an independent complaint handling model to address serious integrity issues that arise in sport around discrimination, abuse and the safeguarding of children.

"...the win at all costs mentality is a real issue in sport...
sport is there for other reasons not just to win it all costs."

Katrina Fanning, Indigenous Champion and rugby league legend



HOW WE DO IT

We acknowledge that we cannot protect sport on our own, so our response is a partnership model which brings together law enforcement, border protection agencies, regulatory agencies, wagering service providers, child protection agencies, human rights commission, academic institutions and the health sector.

In addition, we work closely with sports to help build their integrity capabilities and responses, from those with no designated sports integrity resources, to those with established integrity units, and everyone in between.

We also strive to ensure that our work is informed by the athletes and participants of sport that we are trying to protect and have mechanisms in place to receive ongoing feedback from our key stakeholders.

"We must all lead with integrity and representation, by calling out inequality, bullying, racism and inspiring others to be a part of a sporting environment that is positive and culturally safe. This environment safeguards and protects everyone through living values that embodies respect, fair play, equality, diversity, inclusion and belonging now and for future generations."

Patrick Johnson, Olympic sprinter and First Nations leader



A partnership approach

Trust and strong partnerships with everyone in the integrity sporting landscape is crucial if we are to provide a fair and safe environment for all.

As the national coordination point for matters relating to sports integrity, it is imperative that all stakeholders have an awareness of the role we play in the sporting sector. Regular engagement helps build this awareness and ensures all sporting participants, law enforcement agencies and others who may be affected by sports integrity threats know where they can come to for trusted support and information.

We are committed to ensuring sports have the information and resources they need to run efficient and effective integrity programs, as well as meet compliance and best practice standards. We aim to provide assistance that is responsive, timely and helpful, and we achieve this by offering sporting organisations a dedicated team that works with them and connects them with our internal subject matter experts. Through this work we are ensuring sports receive the advice and support they need to build a strong framework that will protect all their members.

"...in every profession right across the board there's going to be good people and bad people and people that make choices that they probably shouldn't ... at the end of the day we have to do what's best for the game, it's bigger than the fans, it's bigger than the players ... and we want to try to make sure the game is left in a better place than we found it."

Ben Williams, former A-League, AFC and FIFA World Cup Referee





A protective framework

To best protect sports and those within sport from integrity threats we have created the National Integrity Framework. The Framework is a streamlined suite of policies which cover integrity threats like discrimination, harassment, child abuse, match-fixing, sports betting, illegal drugs and the improper use of medicines and supplements.

The Framework provides each sport with mechanisms to identify and prevent integrity threats and a process for managing breaches. Once adopted by sports, the Framework allows us to receive and respond to concerns regarding integrity issues. We will assess a complaint and if it falls within our scope, we will decide on the most appropriate resolution process. This may include alternate dispute resolution, referral to another body (such as law enforcement) or carrying out an investigation.

The adoption of the Framework by sports is a critical step towards creating an environment where sporting outcomes are fair and honest, the conduct of those in sport are positive and sport becomes a haven for safe, fair and inclusive behaviour.

The Framework will have an additional benefit for sports in that over time we will be able to analyse and share trend information and use this to offer advice to counter integrity issues or strengthen our collective practices.

Ensuring sport is safe for all

We are committed to the belief that sport should be a safe environment for all participants. This extends to ensuring people in sport are treated with respect, dignity and are protected from bullying, discrimination, harassment or physical abuse and child sexual abuse.

Sport Integrity Australia works closely with the National Office for Child Safety to drive cultural change in sports and we play a key role in the National Strategy to Prevent and Respond to Child Sexual Abuse. Our Safeguarding experts develop resources and work with sports to ensure that everyone involved in sport understands that discrimination, harassment, bullying and physical abuse and child sexual abuse are unacceptable and will not be tolerated.

Through our Safeguarding in Sport Continuous Improvement Program, we work with sports at all levels to bring safeguarding policies to life and embed safeguarding into the sport's culture. To do this we audit each sport, then provide them with a tailored plan to help them build stronger safeguards to keep their children and members safe from the elite level down to grassroots.

We work with all sports who are committed to protecting their members by rising to the challenge posed by these threats.

"...there are obligations that sports must meet to ensure the environments we provide are safe for all. At times this can seem overwhelming and difficult to know where to start or what to prioritise. This program [Safeguarding in Sport Continuous Improvement Program] will assist sports in understanding and assessing the risks, identifying and prioritising where to focus, and to continuously review to ensure safe environments for children and members."

Anne Knight, AusCycling's National Integrity and Complaints Manager





"The expectation of the community is shifting and evolving and we need to read the tea leaves and acknowledge that our community expects a greater level of independence on these issues ... It's about the victims. If someone is aggrieved, they need to have an avenue/forum independent of us. They need to be able to talk their experience, their issue and it needs to be someone who is listening and not someone making sporting decisions."

James Johnson, CEO Football Australia

An independent body to resolve complaints

In June 2020, investigative journalists broke the harrowing story from the United States about the sexual assault of young female gymnasts at the hands of their team Doctor in the documentary *Athlete A*. As a result, more than 200 gymnasts stepped forward to speak out about their own abuse. What followed was an unprecedented flood of allegations of abuse, bullying and misconduct around the world, including Australia, across a range of sports.

In response, in December 2020, Sport Integrity Australia was given the important responsibility to ensure all athletes had a safe place to raise concerns about behaviour they witnessed or experienced in sport. It is not a responsibility we take lightly.

We offer athletes, coaches, support personnel and all others involved in sport an independent avenue to report their experiences and concerns about Child Safeguarding and/or Discrimination and have them assessed by an independent and impartial body.

For sports that adopt the National Integrity Framework and the associated independent complaint handling process, their participants can be assured that complaints relating to Child Safeguarding and Discrimination based on a Protected Characteristic will be assessed independently, with findings determined by Sport Integrity Australia. Sport Integrity Australia will provide support, where required, to sports in making appropriate sanction decisions. Our role is to hear all alleged breaches of prohibited conduct under the Child Safeguarding Policy and Discrimination at all levels of sport and determine the most appropriate way to resolve a dispute. We will also provide avenues for people to get support through external providers.

For sports that do not adopt the Framework, we can still receive and listen to concerns from their participants about Child Safeguarding and Discrimination matters. We can work with sports to influence their policies, facilitate law enforcement involvement, where appropriate, and guide people through any referral processes.



Safe Sport hotline

The space we work within involves highly sensitive issues. Giving people the ability to raise genuine concerns without the fear of retribution is crucial.

To give members of sport comfort in sharing their stories about integrity issues they have experienced we have set up the Safe Sport hotline (1800 161 361). The phone service includes an anonymous reporting capability for people who feel they have been discriminated against in their sport.

With culture and safety advice to ensure our work in this space is appropriate and informed, we are working to provide avenues for listening to and providing advice and support to people who choose to reach out to us through this service. Our aim is to create an environment in which coming to us is recognised as a safe choice.

"We all want in sport for athletes to feel supported, empowered and that they can come to a confidential body."

Jacob Holmes, Australian Athletes' Alliance

Changing the culture

There is a growing understanding of the need for cultural and racial awareness in sport at all levels.

We have engaged with culture experts and traditional owners to help build the culture within the agency as well as the wider sporting community. Sport Integrity Australia is also working with our external stakeholders to learn what is working well, where we can do better and to advise of best culture and safety practices. We are working to change the culture of sport from the grassroots level up, by promoting and embedding acceptable behaviours and anti-discrimination attitudes at all levels of sport. This work includes but is not limited to recruitment, bullying and harassment, diversity, inclusion and effective communication.

There is a responsibility on sports to protect the integrity of sport across the board, including ensuring there is safeguarding from racial and cultural discrimination and that all responses are trauma-informed, culturally appropriate and person-centred.

Safe practices that are culturally capable, respectful and engaging ensures that all involved in sport are treated with respect and dignity.



"[as a coach] ...it's equipping them [athletes] to know how to ask for help, what help looks like, what fundamental things create success ... it doesn't happen overnight ... there's no magic pill ... it takes work, it takes persistence, resilience..."

Tracey Menzies, leading Australian swimming coach



Education is the key

Education plays a critical role in protecting athletes and preventing integrity threats in Australian sport. We provide a range of education resources and interventions for everyone who participates in sport, from grassroots to elite-level athletes, their parents, teachers, coaches, sport administration staff and support personnel.

Our online learning platform includes a range of courses on anti-doping, competition manipulation (match-fixing), para-classification, child safeguarding and integrity ethics and values, as well as online modules on other threats. We offer innovation in education through our Sport Integrity mobile app, as well as our other award-winning resources, including the Virtual Reality testing experience, our ethical decision making game, and Augmented Reality health effects of doping app.

We run face-to-face and outreach programs on integrity threats available to all sports at all levels. These sessions are tailored to each audience and are targeted to the integrity threats relevant to each sport, based on our intelligence and risk assessments. Where sports are already delivering integrity education, we provide support by offering intelligence to help them guide and target their education programs, as well as continuing to provide resources such as mobile apps, virtual reality programs and eLearning free of charge.

To help grassroots sports administrators, we play a leading role in the strategic direction and content development of the Play by the Rules online platform and resources, a unique collaboration of more than 20 sport, child protection and human rights partners around Australia.

Our investment in education is intended to create a holistic, nationally-coordinated and targeted integrity education environment, which works across all threats in all sports.



Building integrity capability in sports

We recognise that not all sports have the resources, time and capability to deliver and embed comprehensive integrity programs.

To assist, we provide resources, funding and support to upskill and grow their integrity capability. This includes developing a program to provide sports with additional resources to implement and embed the National Integrity Framework, including funding to employ national integrity managers if required. This will accelerate the growth and development of integrity capability across the sector.

We also provide training, networking and development opportunities to sporting organisation staff through the facilitation of events and conferences.

"...your credibility and your integrity has to be your currency because in order for you to perform you need people to trust you."

Ben Williams, former A-League, AFC and FIFA World Cup Referee





Protection from corruption and manipulation

Globally, sport is facing an ever-growing threat from corrupted sports wagering and manipulation of sporting competitions. Australia is not immune to this threat. Our role is to identify potential threats and vulnerabilities to the broader Australian sport environment and to individual National Sports Organisations and National Sporting Organisations for People with Disability through our relationships with domestic and international law enforcement, regulators, wagering service providers and sports.

We are working closely with our partners to develop new Commonwealth legislation to make the definition and enforcement of manipulation consistent nation-wide. We also work with individual sports who have arrangements with commercial betting operators to help them maintain the integrity of their competitions and through a partnership with the Australian Criminal Intelligence Commission, can advise when irregular betting (which might indicate fixing) occurs in their sport.

Our aim is to protect sports by establishing Commonwealth offences for the manipulation of sports competitions and related corruption in sport. We are also leading the development of the Australian Sports Wagering Scheme, which will provide a clearer, more transparent and consistent regulation of sport integrity elements of wagering.

"The sports movement has a special responsibility in the discussion about integrity because by definition, all sports organisations stand for the values of excellence, fair-play and respect. As values-based organisations, we have the double duty to ensure that we uphold the principles of good governance in all our activities."

Thomas Bach, President of the International Olympic Committee

Anti-doping testing

Anti-doping testing has been part of the Australian sporting landscape for 30 years. Oversight originally lay with the Australian Sports Drug Agency (established in 1991), replaced by the Australian Sports Anti-Doping Authority in 2006 and then transferred to Sport Integrity Australia.

Over time, we have seen the sophistication of doping in sport increase and anti-doping organisations have had to rise to the challenge to protect clean athletes. Our experience built over the past 30 years, when combined with our use of intelligence, science and investigative resources, gives us the ability to strategically develop, allocate and plan anti-doping tests that maximise our ability to detect and deter doping. We are also at the cutting edge of testing practices and work with international partners to develop new testing techniques and processes.

We operate across Australia using a casual workforce of experienced Doping Control Officers and Chaperones. As part of our ongoing commitment to improvement, we continue to make a significant investment in this area to build on the training of, and support for, our field staff. This ensures we deliver the best possible testing services to Australian sports and athletes, with the ultimate aim of protecting the rights of clean athletes and continuously improving the athlete experience and culture of testing.



Expertise in science and medicine

The field of anti-doping has its origins set deep in the complex world of science and medicine. To be at the forefront of this space we employ and engage with scientific and medical experts who inform our anti-doping program. This includes studying athlete blood and urine profiles over time to detect any suspicious fluctuations, providing advice about emerging substances, advice on how substances would benefit athletes at different points of their competition cycle and supporting athletes who have legitimate medical reasons to use prohibited medicines.

Our experts work closely with World Anti-Doping Agency laboratories to understand analysis capabilities and to apply those to our operations. They also contribute their expertise to the international development of anti-doping through research, roles on World Anti-Doping Agency Expert Groups and capability development both domestically and internationally.

Our experts also play an important role in education and prevention programs to protect athletes from the harms of doping. We work with other government agencies to improve the regulation and safety of supplements for Australian athletes and the public, and provide education to sports doctors, physios, pharmacists and GPs on the status and health risks of particular substances and products.



Foundation in intelligence

Sport Integrity Australia was established to effectively coordinate the response to existing and emerging integrity threats in sport. To achieve this, we must understand what those threats are, where they exist and how they come about. The only way to do that is by sharing and receiving intelligence with a broad range of valued partners – including law enforcement, regulators, sporting organisations, participants and other key partners.

Intelligence gives us insights into, and understandings of, specific sport integrity issues and when we share intelligence with our partner agencies and other stakeholders, we gain a more holistic understanding and awareness of the integrity threats to sport.

Intelligence is the foundation on which we can support sporting organisations and our other stakeholders in the prevention, detection and disruption of integrity threats. It helps to reduce the level of uncertainty in our decision making and makes us agile and responsive, as current sport integrity threats evolve and new ones emerge. We use timely and informed intelligence assessments to guide anti-doping testing missions, education and engagement activities, investigations and many other operational and strategic activities.

Investigating concerns

Investigations are crucial to proving or disproving possible integrity breaches in sport, including anti-doping rule violations and other integrity issues such as child safeguarding and discrimination in sporting contexts.

All our work in this space complies with the Australian Government Investigation Standards, essential for the probity of every investigation, and in the anti-doping space also complies with the International Standard for Testing and Investigations.

In anti-doping, we understand that doping may often involve more than one person. To that end, we investigate all possible violations with a focus on understanding the facilitators behind the athletes to best understand who provided the substance and who influenced their decision making. These facilitators are a priority to ensure the entire network is held accountable, not just the athlete.





Legal advocacy

The possibility of being banned from sport for a doping or integrity breach can be an extremely confronting experience. We understand this. We also understand that integrity rules and processes can be complex for people accused of breaching them and for people bringing forward complaints and concerns. For this reason, we employ highly qualified lawyers with backgrounds in litigation, sports law, administrative law, commercial law and criminal law.

Our lawyers provide commercial support in-house, advise in integrity and anti-doping matters, including preparing anti-doping matters to go before hearing bodies and tribunals. In this work, they actively engage with legal representatives of athletes and regularly engage with legal teams of National Sporting Organisations, International Federations, other National Anti-Doping Organisations and the World Anti-Doping Agency. We do this to protect the rights of all parties to a fair process. Our lawyers also play a crucial role in working with our outreach teams to translate complex legal principles into plain English, to ensure all parties are aware of their rights, obligations and responsibilities.



Connecting internationally

Sport integrity threats do not stop at our national borders – they are global and increasing. To that end, Sport Integrity Australia maintains strong international relationships to increase our understanding of risks, vulnerabilities and threats to Australian sport, while exploring opportunities for new collaboration. We seek to learn from our international colleagues and help build capacity in regions where it is needed to strengthen the global integrity framework and help build better environments for our Australian athletes competing overseas.

The global anti-doping framework overseen by the World Anti-Doping Agency is mature and well connected. Our expertise in anti-doping has been recognised globally and our staff hold positions on a range of World Anti-Doping Agency expert groups and committees. However, there are few all-encompassing sports integrity agencies internationally, like Sport Integrity Australia, charged with coordinating the national approach to safe and fair sport on all fronts.

We use our close relationships with international partners including Interpol, Europol, the International Partnership Against Corruption in Sport, the United Nations Office on Drugs and Crime, UNESCO and the Council of Europe to build our understanding of risks, vulnerabilities and threats to Australian sport, while exploring new collaborative opportunities aimed at continually strengthening the system.



Collaborative expertise

Sport Integrity Australia has an abundance of expertise among our staff, which includes former elite athletes, sports physicians, chemists, psychologists, high performance coaches, finance professionals, lawyers, educators, human rights experts, child protection experts, investigators, intelligence analysts and sports administrators.

However, the agency also leverages productive domestic and global partnerships to derive and share greater insights into the sports integrity environment.



Law enforcement

We work alongside national and international law enforcement agencies including the:

- ▶ Australian Criminal Intelligence Commission (ACIC) and its specialist Australian Sports Intelligence Unit
- ▶ Australian Federal Police (AFP)
- ▶ Australian Border Force (ABF)
- ▶ Therapeutic Goods Association, and
- ▶ state and territory law enforcement and child protection agencies.

We have information sharing Memorandums of Understandings with these agencies, as well as secondments with the ACIC and AFP. These partnerships enable us to leverage specialist capabilities, to receive and share information and partner to improve supplement and prohibited substances in sport regulation, safeguard children in a sporting environment and, if information is of a criminal nature related to sport, escalate to the appropriate authorities in a timely and effective manner. These partnerships position us to collaborate in the face of evolving and increasingly transnational cross-border threats.

Sporting Organisations

Sport has long sought a coordinated approach to integrity and we work closely with Games Partners including the Australian Olympic Committee, Commonwealth Games Australia and Paralympics Australia, as well as National Sporting Organisations/National Sporting Organisations for People with Disability and their state/territory affiliates. This is the only way forward in supporting athletes past, present and future. Through these relationships, we work collaboratively to build safer sport environments through activities like information sharing, the development of education programs, the delivery of anti-doping testing programs, embedding human resources within sport in the form of National Integrity Managers and developing a safeguarding continuous improvement program in collaboration with sporting organisations.

Government partners

Sport Integrity Australia has strong partnerships with a range of government agencies, including the:

- ▶ Australian Sports Commission
- ▶ Australian Institute of Sport
- ▶ National Institute Network
- ▶ Office for Sport
- ▶ National Sport Tribunal
- ▶ National Measurement Institute
- ▶ Australian Human Rights Commission and state/territory anti-discrimination and human rights agencies
- ▶ Community Sport Australia and state/territory sports federations
- ▶ Play by the Rules, and
- ▶ Office of the eSafety Commissioner.

These partnerships allow us to pursue safer sporting environments by partnering to deliver programs like sample analysis, digital forensics for investigations, evolving our complaint review capability, supporting the delivery of international sporting events hosted in Australia and developing nation-wide responses to issues like online safety.

Research and academic institutions

We have a Memorandum of Understanding with the University of Canberra and collaborate with other research partners, including the University of Queensland, Victoria University and the National Measurement Institute. We actively seek to enhance our academic partnerships to build on our knowledge capabilities and services.

We are involved in several research projects and work closely with research partners to explore topics and questions relevant to maintaining integrity in Australian sport. Examples of research projects we have, or continue to be involved with, include:

- ▶ Wastewater analysis for the detection of prohibited substances in partnership with University of Queensland and National Measurement Institute.
- ▶ Development and implementation of Dried Blood Spot testing in a partnership led by the World Anti-Doping Agency.
- ▶ Understanding the online in-play betting market and the consumer protection and economic implications if introduced in Australia.
- ▶ Understanding the capture, dissemination and use of sports betting data.
- ▶ Understanding athlete experiences of sport integrity issues.
- ▶ Understanding integrity capability at a community sport level.
- ▶ Online trolling and eSafety: Women athletes and women working in the sports industry.

We review and set research priorities throughout the year and engage with researchers wishing to partner with us on mutually beneficial projects.





Expert groups

Sport Integrity Australia Advisory Council

Appointed by the Minister for Sport, the Advisory Council consists of a chair and members with a wealth of expertise from a cross section of sport, governance, government administration, law enforcement and child protection. The Council has responsibility for providing strategic advice to the Sport Integrity Australia CEO in relation to their functions and Sport Integrity Australia's functions and providing advice to the minister about matters arising in relation to the operations of Sport Integrity Australia or the performance of the CEO's functions.

Athlete Advisory Group

Comprised of current and former athletes, the Athlete Advisory Group offers valuable information about their experiences as athletes and how we can better work with athletes to improve our integrity response. It is through initiatives like this that encapsulate the 'athlete's voice' in our strategic approach and inform our practices and operations.

Australian Sports Drug Medical Advisory Committee (ASDMAC)

ASDMAC is comprised of senior specialist doctors who are all trained in Sport and Exercise Medicine and have broad experience in professional, Olympic and Paralympic sports, as well as anti-doping medicine. This group is responsible for the assessment of athlete applications to use prohibited substances or methods for legitimate medical reasons. ASDMAC is also available to provide anti-doping related medical advice to the agency, as well as sporting bodies and doctors. We support the work of ASDMAC by providing it with secretariat resources.



Play by the Rules Management Committee

Play by the Rules is a national education and information platform to promote safe, fair and inclusive sport at the community level. It is a collaboration between Sport Integrity Australia, Sport Australia, Australian Human Rights Commission, all state and territory departments of sport and recreation, all state and territory anti-discrimination and human rights agencies, the Office of the Children's Guardian (NSW), the eSafety Commissioner and the Anti-Discrimination Board of NSW.

Jurisdictional Sports Integrity Network

The network is a forum through which Commonwealth, state and territory governments collaborate on sport integrity issues including, but not limited to, competition manipulation, sports betting, corruption in sport administration, illicit drug use, anti-doping, member protection and child safeguarding.

Audit and Risk Committee

Established by the CEO, the role of the Audit and Risk Committee's independent members is to provide independent assurance and advice on Sport Integrity Australia's financial and performance reporting responsibilities, risk oversight and management and system of internal control.

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