



**SPORT INTEGRITY  
AUSTRALIA**



## NATIONAL INTEGRITY FRAMEWORK PROHIBITED CONDUCT

The National Integrity Framework is a suite of policies that sets out the broad expectations for the conduct of all participants in sport. Prohibited Conduct is the behaviour that would breach one of the National Integrity Framework policies. If someone commits Prohibited Conduct they may receive a sanction, which could range from education to a ban from sport.

Below are examples of Prohibited Conduct taken from the National Integrity Framework for ease of reference, however this information should not be read in isolation. Always consult the policies for exact detail around Prohibited Conduct.

### Safeguarding Children and Young People Policy



- Child Abuse—including physical abuse, emotional or psychological abuse, sexual abuse, neglect, exposure to family violence.
- Threatening, intimidating or humiliating a child or young person (in-person or online).
- Harmful training methods including using physical punishments or causing harm by overtraining.
- Forcing a child or young person to train while ill or injured.
- Excessive or unnecessary emphasis on a child or young person's appearance, weight, or masculinity, including things like:
  - encouraging or enforcing restrictive eating or dehydration.
  - excessive focus on weight goals or body composition.
  - punishment based on the outcome of weight or body composition testing.
- Disciplining a child or young person in a way that is degrading, cruel, frightening or humiliating.
- Making sexual comments to a child or young person.
- Engaging in discussions of an adult nature with or around a child or young person.
- Taking inappropriate photos or footage of a child or young person.
- Inappropriate and/or intimate physical contact with a child or young person.
- Any physical contact that makes a child or young person feel discomfort, pain or distress.
- Requesting a child keep any communication secret from their parent, carer, or another adult such as a coach or administrator.
- Supplying alcohol, drugs, or tobacco to a child.
- Failing to comply with the Child/Young Person Safe Practices as outlined in the policy (see Annexure B of the Safeguarding Children and Young People Policy).
- Failure to undertake screening measures when appointing someone to a child-safe position (see Annexure C of the Safeguarding Children and Young People Policy).

## Safeguarding Children and Young People Policy *continued...*



- Failing to report any concerns or allegations of Prohibited Conduct, including failure to comply with mandatory reporting requirements.
- Committing any act affecting a child that would constitute Prohibited Conduct under the Member Protection Policy (see the Member Protection section below).
- Being found guilty of Child Abuse or Grooming under state, territory or Commonwealth law.

## Member Protection Policy



### Abuse

Abuse is any type of behaviour that has caused, is causing or is likely to cause harm to a person's wellbeing.

Abuse must be behaviour of a nature and level of seriousness which includes, but is not limited to:

- physical abuse and assault including hitting, slapping, punching, kicking, destroying property, deprivation of water, food, or rest, forced feeding, unreasonable physical restraint, spitting at another person or biting
- sexual abuse, including using sexually degrading insults, forced sex or sexual acts, unwanted touching or exposure to pornography, sexual jokes, using sex to coerce compliance
- emotional abuse such as repeated and intentional embarrassment in public, preventing or excluding someone from participating in sport activities, stalking, humiliation, or intimidation
- verbal abuse such as repeated or severe insults, name calling, criticism, swearing and humiliation, attacks on someone's intelligence, homophobic, biphobic or transphobic comments, body shaming, or aggressive yelling
- neglect of a person's needs

### Bullying

Bullying is the intentional and repeated use of words, actions or the inappropriate use of power either in-person or online by a person, or a group of people, against another person or a group of people, to cause distress and risk to their wellbeing.

Bullying must be behaviour of a nature and level of seriousness which includes, but is not limited to, repeatedly:

- keeping someone out of a group
- making rude gestures, using inappropriate or derogatory names, being rude, constantly negative, or teasing
- spreading rumours or lies, or misrepresenting someone (i.e. using their social media account to post messages as if it were them)
- harassing someone based on a Protected Characteristic such as their age, race or ethnicity, sex, sexual orientation, gender identity religion or disability
- intentionally and repeatedly hurting someone physically
- taking advantage of any power over someone else

Bullying **does not include** legitimate and reasonable:

- management action
- management processes
- disciplinary action
- allocation of activities in compliance with agreed systems



## Harassment

Harassment is any type of behaviour towards a person that they do not want and that is offensive, abusive, belittling or threatening and is reasonably likely to cause harm to the person being harassed.

Harassment must be behaviour of a nature and level of seriousness which includes, but is not limited to:

- telling insulting jokes about racial groups or people of diverse genders and sexualities
- sending explicit or sexually suggestive emails, text messages or other electronic communications
- displaying racially offensive or pornographic images or screen savers
- making derogatory comments or taunts about someone's race, disability, sexual orientation, gender identity or gender expression
- asking intrusive questions about someone's personal life, including their sex life
- intentionally stalking someone either in-person or online
- intentionally disclosing the transgender identity or sexual orientation of someone without consent

## Sexual misconduct

Sexual misconduct includes:

- a) Sexual Harassment is any unwanted or unwelcome sexual behaviour where the person being harassed may feel offended, humiliated or intimidated.

This includes behaviour such as, but not limited to:

- unwelcome touching
- suggestive comments or jokes
- showing or sharing sexually explicit images or pictures
- unwanted invitations to go out on dates
- requests for sexual intercourse
- intrusive questions about a person's private life or body
- unnecessary familiarity, such as deliberately brushing up against a person
- insults or taunts based on sex or gender identity

- sexually explicit physical contact
- sending sexually explicit or suggestive emails, texts, or other electronic/social media messages
- displaying pornographic images or screen savers
- asking intrusive questions about someone's personal life, including about their sex life

- b) Sexual Offences are any criminal offence involving sexual activity or actions of indecency.

This includes behaviour such as, but not limited to rape, indecent or sexual assault, sexual penetration, or relationship with a child under the age of 16 and possession of child pornography.

## Discrimination

Discrimination includes:

- a) Direct discrimination is when a person or group of people is treated less favorably because of a Protected Characteristic; and
- b) Indirect discrimination is when an unreasonable practice, rule, requirement or condition applies to everyone but disadvantages some people because of a Protected Characteristic they share.

This includes unfair treatment based on a person's:

- age
- disability
- race, skin colour, nationality, ethnicity, or migrant status
- sex, pregnancy, marital or relationship status, family responsibilities or breastfeeding, intersex status or gender identity
- sexual orientation
- religion



## Victimisation

Victimisation is subjecting a person, or threatening to subject a person, to any unfair treatment because the person has made, or intends to make a complaint, report, or lawful disclosure, or support another person to do so.

Victimisation is behaviour including, but not limited to:

- dismissal of a person or disadvantaging their involvement in sport
- exclusion of a person from a sport activity
- failure to select an individual on merit
- a reduction in future contract value, and
- removal of coaching and other financial and non-financial support

## Vilification

Vilification is a public act, conduct or behaviour that incites hatred, revulsion, serious contempt or severe ridicule of a person or group of people because of a Protected Characteristic they hold, including age, disability, race or ethnicity, sex, sexual orientation or gender identity, or religion.

Vilification is behaviour including, but not limited to:

- speaking, writing, or communicating in a way that could make other people dislike, hate, or ridicule someone based on a Protected Characteristic
- publishing claims that a racial or religious group, or group of people with the same gender identity or sexual orientation is involved in serious crimes without any evidence in support
- repeated and serious verbal or physical abuse because of a Protected Characteristic of another person
- encouraging violence against people who belong to a particular race, religion, gender identity or sexual orientation
- damaging the property of a person because they belong to a particular race, religion, gender identity or sexual orientation
- encouraging people to hate a racial or religious group, or group of people with the same gender identity or sexual orientation, using flyers, stickers, posters, a speech, or publication, or using websites, social media, or email or email

## Competition Manipulation and Sport Wagering Policy



- Improperly altering the result or the course of an Activity, such as a sporting contest, match, competition, event, or training, in order to remove all or part of the unpredictable nature of the Activity to obtain a benefit for themselves or others. This could be by:
  - Direct, pre-meditated or planned interference with the natural course of an Activity or element of an Activity
  - Modifying playing surfaces, equipment or athlete's physiology
  - Providing modified or false information related to an athlete's identity or personal information
  - Intentionally misrepresenting the existence or extent of an impairment relevant to a para-sport
- Betting, having someone bet on your behalf, or entering any other form of financial speculation or

any incident or occurrence in an Activity they are directly or indirectly connected to.

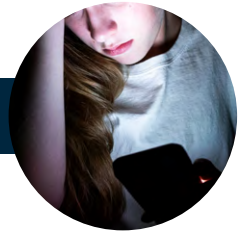
- Accepting, seeking, requesting, offering or providing a Benefit to cause or contribute to Prohibited Conduct under this policy (e.g. requesting a team lose to obtaining an easier draw in a competition or accepting betting profits for conceding a certain number of points).
- Agree, conspire, plan or attempt to engage in any conduct that would be considered Prohibited Conduct were it successful.
- Disclosure of Inside Information.
- Facilitate, assist, aid, abet, encourage, induce, cover-up or be complicit in any Prohibited Conduct.
- Failure to comply with reporting and disclosure obligations under the Policy.

## Improper Use of Drugs and Medicine Policy



- A criminal conviction for a Serious Drug Offence, such as possession and trafficking of drugs or psychoactive substances.
- Unlawfully supplying or providing prescription or over the counter medication to a Relevant Athlete (as defined under this policy).
- Unauthorised injection possession of hypodermic needles or other injection equipment, or administering injections for non permitted purposes.
- Supplying or providing prohibited supplements to Relevant Athletes (as defined under this policy).
- Use of prescription or over the counter medication in an unlawful manner.
- Self-injection of any substance unless authorised to do so.
- Allowing a person other than an authorized health professional or carer to administer them with injections.
- Allowing someone to inject them for purposes other than vaccination, treatment of a medical condition or investigation of a suspected medical condition.
- Facilitating, assisting, aiding, abetting, encouraging, inducing, covering-up or being complicit in any Prohibited Conduct.
- Failing to comply with reporting obligations under the policy.

## Complaints, Disputes and Discipline Policy



- Failing to report any Prohibited Conduct under the Framework or one of its policies.
- Deliberately or willfully withholding information in relation to any possible Prohibited Conduct.
- Failing to provide further information or documentation as requested as part of a Complaint Process without reasonable cause.
- Knowingly provide any inaccurate and/or misleading information during the course of any Complaints Process under this policy.
- Failure to comply with a Breach Notice.
- Failure to comply with obligations to keep information confidential.



**Disclaimer:** This fact sheet does not replace the National Integrity Framework Complaints, Disputes and Discipline Policy. The Policy applies and overrules this fact sheet in any instance.