

SWIMAUS™

SWIMMING WA CONFERENCE

Lydia Dowse, National Integrity Manager

8 OCTOBER 2022

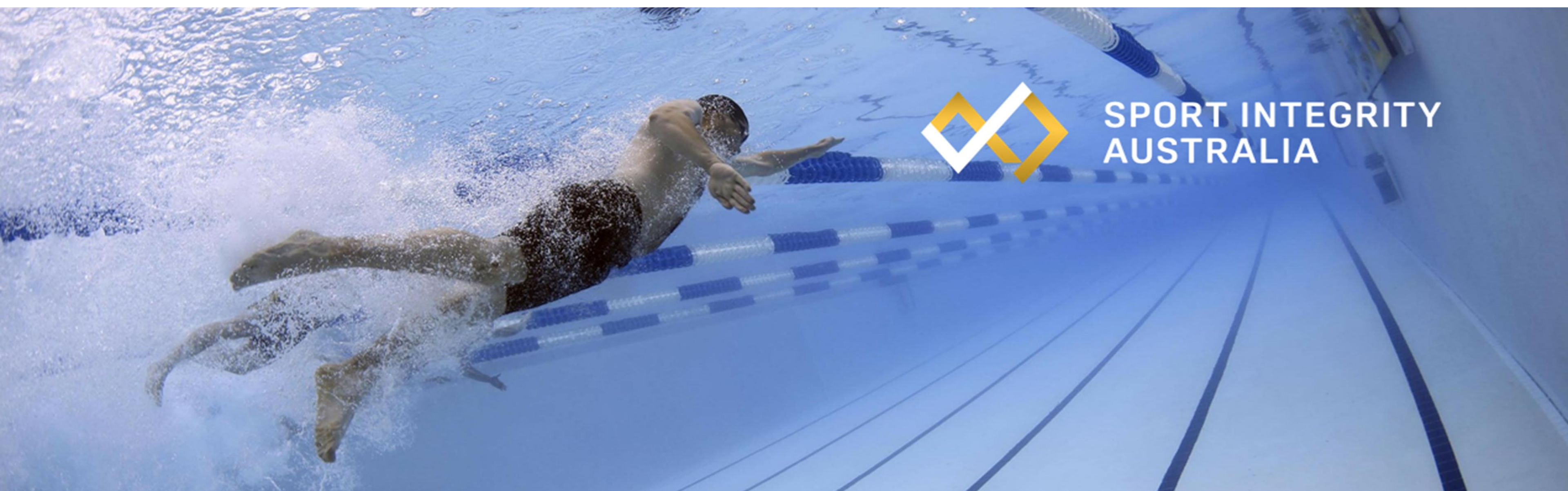
arena 

SPORTAUS

 CITY FERTILITY

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

Why was Sport Integrity Australia created?



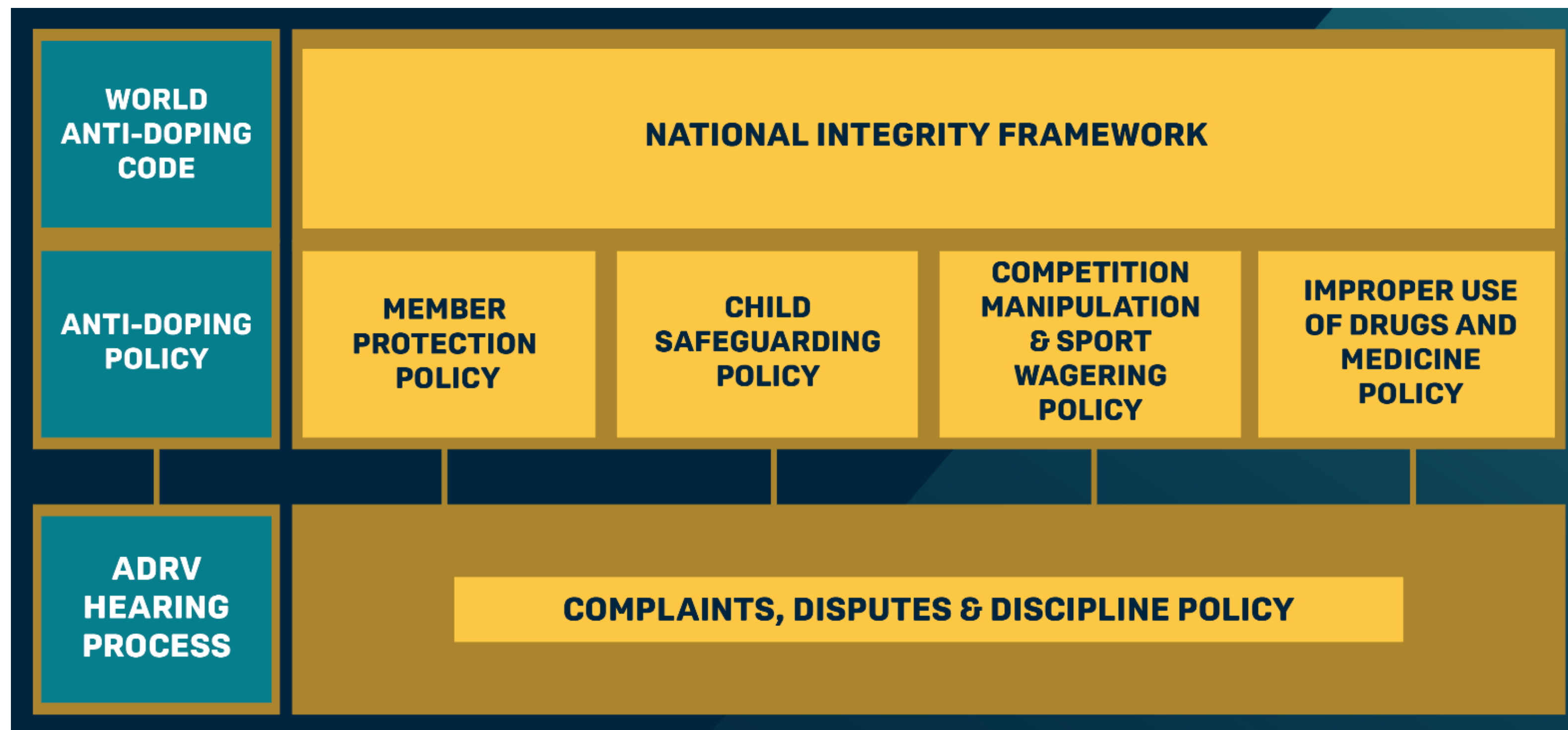
National Integrity Framework has replaced existing Swimming Australia policies



**SPORT INTEGRITY
AUSTRALIA**

1. **National Integrity Framework**
2. **Member protection**
3. **Safeguarding children**
4. **Competition manipulation & sport wagering (betting)**
5. **Improper Use of Drugs & Medicine**
6. **A new process where complaints will be heard and determined by SIA (Complaints & Disputes)**

National Integrity Framework





WHY HAVE WE SIGNED UP?

Member Protection Policy

Prohibited Conduct

[National Integrity Framework - Member Protection - YouTube](#)



- Abuse.
- Bullying.
- Harassment.
- Sexual Misconduct.
- Unlawful Discrimination.
- Victimisation.
- Vilification.

Important Member Protection messages

Safe environment

Everyone is entitled to a safe environment where you are free from abuse, bullying, harassment, sexual misconduct, unlawful discrimination, victimization and vilification.

Understand expectations

Understand the definitions and examples outlined in the policy schedules so you can meet the standards, identify and report prohibited conduct

Don't judge

Keep in mind that it is not your role to determine whether someone should be offended

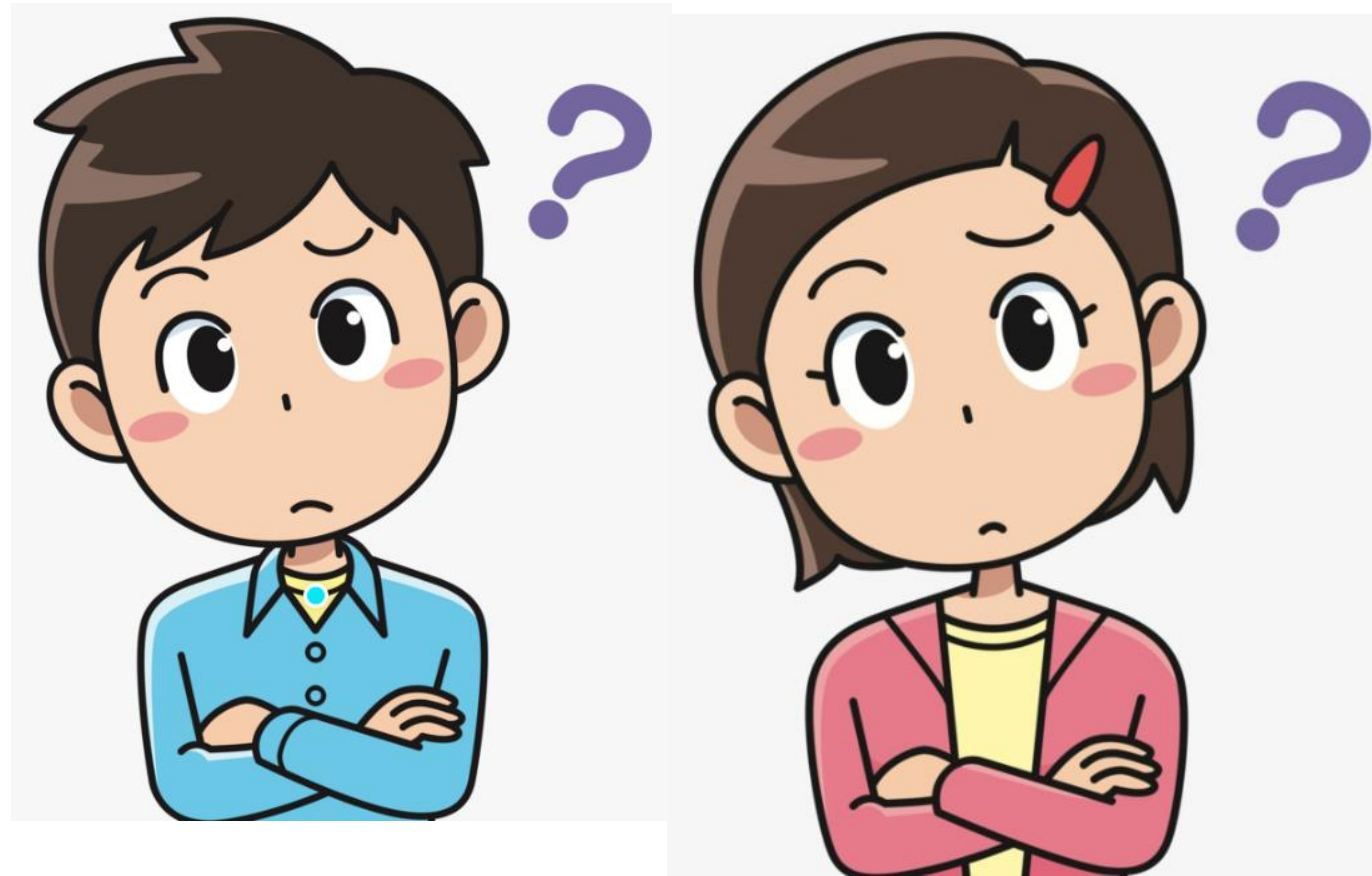
Child Safeguarding Policy- Prohibited conduct Video

[NIF policy animation – child safeguarding](#)



- Child Abuse= physical, emotional, psychological, sexual, neglect, exposed to family violence
- Grooming.
- Requesting a Child keep any communication secret from their parents or guardian.
- Supplying alcohol or drugs (including tobacco) to a Child.
- Supplying medicines to a Child except with the consent of the parent or guardian, under a valid prescription and at the prescribed dosage.
- Failure to comply with the Child Safe Practices and Recruitment & Screening requirements.

Consider this common phrase



Could the child feel uncomfortable or unsafe??

The parents were present so nothing could have happened

Parents being present is not consent but it is one safeguard. Your actions need to be appropriate and necessary in the deliverance of the activity.

Consider this common phrase



We have always done it this way and never had any issue; or I didn't know!

Don't put yourself, your members or club at risk. Education is not temporary and requires continuous review

Consider this common phrase



I don't think they should be offended, I don't
see the big deal

Bias, assumptions and judgement
clouds good decision making

Issues not covered under the National Integrity Framework

- Any issue before 15 June 2022
- Breaches of Code of Conduct

Other:

- Personal Grievances
- Whistle-blower disclosures
- Selection/Eligibility disputes
- Governance issues
- Employment issues

Club committees or WA Swimming can deal with Code of Conduct breaches

A code of conduct sets out the standards of behaviour of a club or sport

- **Treat everyone involved in swimming in a considerate, objective and courteous manner with proper regard for their rights, dignity and worth.**
- **Be ethical, considerate, fair, courteous and honest.**
- **Be professional in, and accept responsibility for, your actions.**
- **Be a positive role model to all**
- **Ensure your actions or inaction do not bring or are not reasonably likely to bring the sport of swimming into disrepute.**
- **Provide a safe, welcoming and inclusive environment**
- **Conduct yourself appropriately when using Social Networking.**
- **Adopt and maintain a responsible attitude towards the consumption of tobacco products and alcohol.**

Betting on swimming

2016 Rio Olympic Games

\$75million

2019 FINA World Championships

\$13million

2020 Tokyo Olympic Games

\$100million



Our athletes are prime candidates for being approached to fix races

- Sub-elite + junior athletes (16-17 year olds)- can receive a gift eg a new iphone
- Its an expensive sport to be involved in
- Swimmers don't get paid much
- Different bets can be placed eg to 'drop' a lap, be slower in one lap, to be disqualified
- Illegal betting syndicates (mostly in Asia) are already looking



15

Competition Manipulation & Sport Wagering Policy

Prohibited conduct



- Cheating, improperly altering the result or the course of a race to obtain a benefit for themselves or others.
- Betting, or enter into any other form of financial speculation on a race.
- Disclosure of Inside Information.
- Facilitate, assist, aid, abet, encourage, induce, cover-up or be complicit in any Prohibited Conduct

Improper Use of Drugs & Medicine Policy

Prohibited conduct



- A criminal conviction relating to or involving an Illegal Drug.
- Use prescription or over the counter Medication in an unlawful manner.
- Unauthorised self-injection or possession of hypodermic needles or other injection equipment.
- Performing injections where not medically required for vaccination, investigation or treatment of a documented medical condition
- Supplying or providing non-compliant Supplements to a Relevant Athlete.

Decision point

When in doubt call

NIF complaints
(complaint must be made to Sports Integrity Australia)

Prohibited conduct as outlined in all NIF policies

Code of Conduct complaints / incidents
(can be managed by Clubs/State)

Includes but is not limited to; provide equal opportunity, being professional, ethical, being a positive role model, not bringing the sport into disrepute.....

*Seek assistance from your State regarding governance issues

How to make a complaint

- Contact Sport Integrity Australia
- Complete the webform on the Sport Integrity Australia website
- reporting@sportintegrity.gov.au
- Phone: 13 000 27232

What happens when you make a complaint?

- Complaints are managed by Sport Integrity Australia
- Five key steps to the process
 - Making a complaint
 - Initial Evaluation
 - Assessment
 - Outcome
 - Finalisation

You can also talk directly to the Integrity staff at Swimming Australia

Lydia Dowse, National Integrity Manager at Swimming Australia

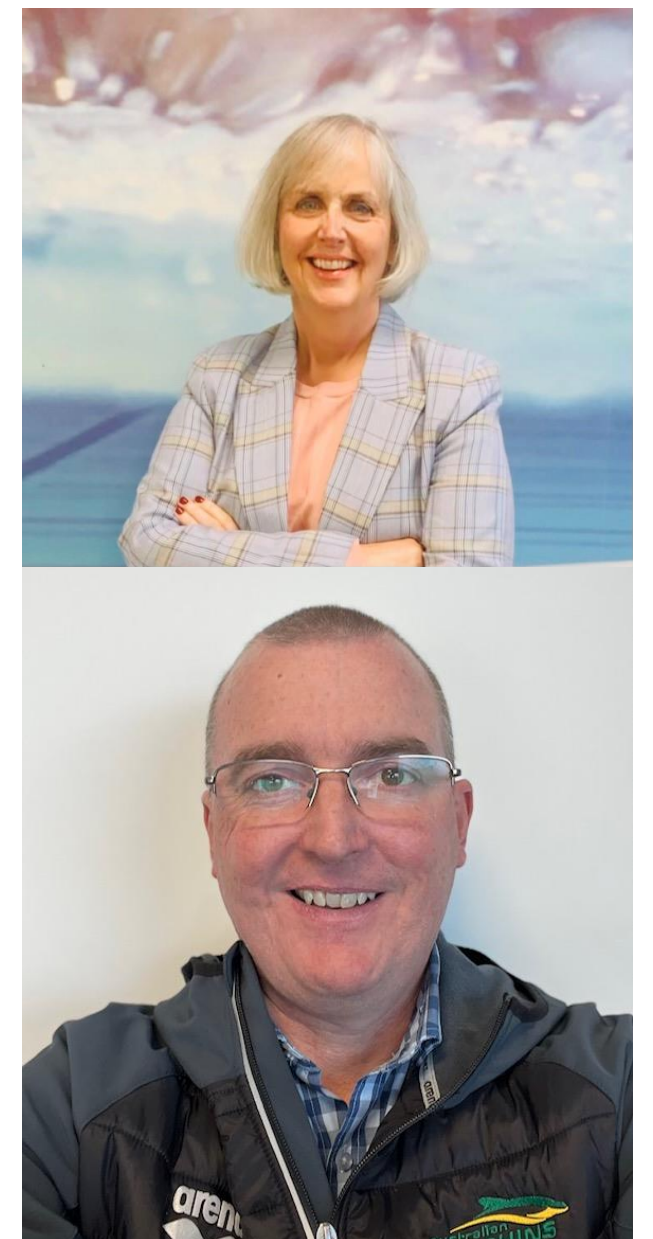
0417 993 846

Scott Elliott, Complaints Manager at Swimming Australia

0474 485 023

integrity@swimming.org.au

We will keep our discussions confidential



Club committee role in the NIF

1. Promote and demonstrate ethical and safe behaviours
2. Provide and make available information to members (ongoing)
3. Educate yourself and relevant persons (ongoing)
4. Report when required (and keep records)
 - What happened
 - Is there immediate risk
 - Who needs to be notified
 - Is it a SIA matter or Code matter
 - What have you done with the information (keep records)
 - Does someone need assistance with wellbeing services
 - Maintain confidentiality (need to know principles)

Recommended resources

1. E-Learning for committee and relevant persons

- www.elearning.sportingintegrity.gov.au

1. Child safe reporting flow chart

2. Child safe do's and don'ts

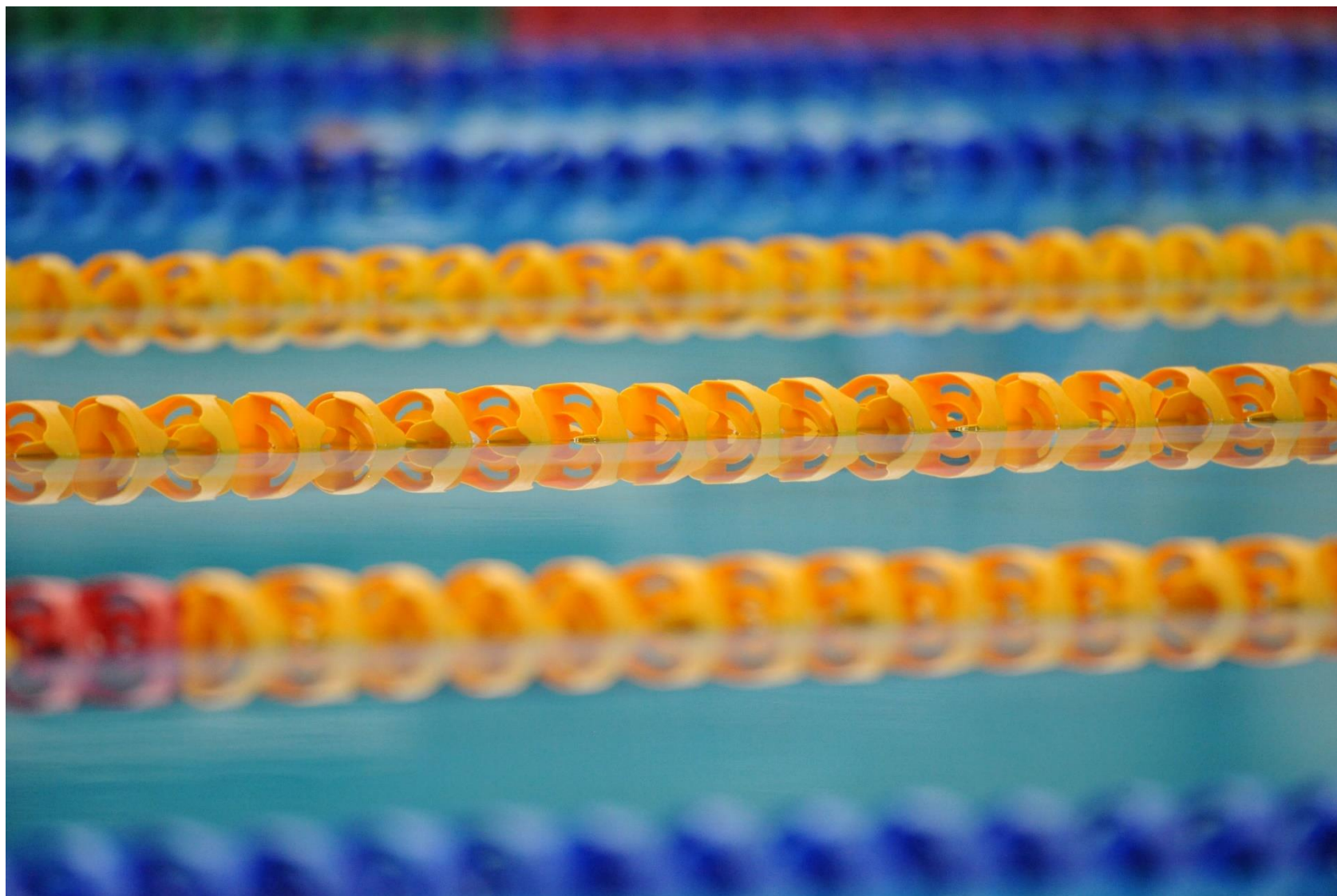
3. Prohibited conduct summary fact sheet

4. Making a complaint fact sheet

- <https://www.sportintegrity.gov.au/what-we-do/national-integrity-framework/information-and-resources-members-of-sport>



Key takeaways / tips



- Educate yourselves and have a plan to ensure other relevant people are educated
- Don't wait to report particularly with child safety. Report to the experts. If a child is in danger call the police
- The Code of Conduct is still relevant in terms of ensuring a respectful and professional environment
- Engage with parents and all members so they can be part of the solution
- **Good governance; The NIF should be a permanent committee agenda item**



THANK YOU

Lydia Dowse
National Integrity Manager
SWIMMING AUSTRALIA
Integrity@swimming.org.au