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A. Overview

- A.1. This Rule encourages people and organisations, without fear of intimidation, disadvantage or reprisal, to raise any concerns, disclose information, and report instances of conduct which is unbecoming or likely to prejudice the interests or reputation of netball or to bring the game of netball into disrepute. Such conduct might be dishonest, fraudulent, corrupt, illegal, unethical, improper, and unsafe and conduct that may cause financial or reputational loss.
- A.2. The disclosure is required to be made in good faith and on reasonable grounds.
- A.3. The failure to report actual or suspected incidents of conduct that may bring netball into disrepute will be treated seriously.
- A.4. Conduct regarding anti-doping, illicit drugs, match fixing and corruption, discrimination, harassment and abuse will be addressed in the first instance by applying the processes outlined in the relevant policies, rules, agreements and documents.

B. Context

- B.1. This Rule is intended to consider conduct which is unbecoming or likely to prejudice the interests or reputation of netball or to bring the game of netball into disrepute.
- B.2. This Rule is not intended to supplant Netball Australia's Anti-Doping Policy, Anti-Illicit Drugs in Netball Rule, Match Fixing in Netball Policy, Supplements and other Substances Rule, Medication Rule, No Self-Injection Rule, and Member Protection Policy. Accordingly, investigations and subsequent action if applicable will be covered under these policies and rules in the first instance.
- B.3. Nothing in this Rule limits the rights and obligations under applicable Codes of Conduct or other relevant agreements, policies and rules.
- B.4. This Rule is not appropriate for addressing general employment grievances or complaints, nor intended to replace other human resource reporting structures such as those for dispute resolution or grievances.
- B.5. Breaches by contractors will be addressed via the provisions of their contract.

C. Who Does this Rule Apply to?

- C.1. This Rule applies to:
  - C.1.1. Athletes.
  - C.1.2. Coaches.

- C.1.3. Athlete and Team Support Personnel<sup>1</sup>.
- C.1.4. Personnel: the workforce of Netball Australia, Member Organisations and Suncorp Super Netball.
- C.1.5. Persons who hold governance positions with Netball Australia, Member Organisations or Suncorp Super Netball.
- C.1.6. Selectors: National Selector and National Underage Selector.
- C.1.7. Umpires.
- C.1.8. Any other Person who has agreed to be bound by this Rule.

#### D. Commencement of Proceedings

- D.1. Where, as the result of such investigations, the Nominated Delegate forms the view that conduct that may bring netball into disrepute may have been committed with regard to doping in sport; or illicit drugs in sport; or match fixing and corruption; or discrimination, harassment or abuse; or supplements; or self-injection; or medication, such conduct will be heard and determined under the provisions of the relevant Netball Australia policies and rules in the first instance.

#### E. Offence

- E.1. This Rule is contravened where:
  - E.1.1. A Person engages in Conduct that may bring netball into disrepute.
  - E.1.2. A Person is Complicit.
  - E.1.3. A Person fails to promptly disclose to the Chief Executive Officer of Netball Australia, or Nominated Delegate, that a Person has received an approach to breach this Rule.
  - E.1.4. A Person fails to promptly disclose to the Chief Executive Officer of Netball Australia, or Nominated Delegate, that the Person knows or reasonably suspects that any current or former Person has engaged in conduct, or been approached to engage in conduct that may be a breach of this Rule.

Please direct any enquiries to Netball Australia's Integrity Unit, email: [integrity@netball.com.au](mailto:integrity@netball.com.au)

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<sup>1</sup> Note: It is recognised that *Athlete and Team Support Personnel* in certain professions may be subject to legal obligations with respect to confidentiality and disclosure.