



Netball Australia Integrity Unit Terms of Reference

Date of Board Approval: 17 February 2017
Responsibility: Netball Australia Board
Author: Head of Stakeholder Relations and Public Policy
Takes Effect: 24 February 2017 (Replaces 1 December 2013 and 1 December 2015)

1. PURPOSE

- 1.1. Netball Australia, its Member Organisations and Suncorp Super Netball have a major obligation to protect and maintain the integrity of netball as well as the health and wellbeing of Athletes.
- 1.2. Netball Australia is committed to the highest standards of conduct and ethical behaviour in all of its activities, and to promoting and supporting a culture of honest and ethical behaviour both on and off the court, corporate compliance and good corporate governance.
- 1.3. Integrity in netball encompasses all of the elements needed to preserve what is intrinsically valuable about netball and to uphold the principles of fairness, respect, responsibility and safety. The main elements include the Netball Australia Anti-Doping Policy, National Policy on Match Fixing in Netball, Member Protection Policy (including Disciplinary Policy, Grievance Policy, National Codes of Behavior) and this Integrity in Netball Framework and associated Rules: Anti-Illicit Drugs in Netball Rule, Supplements in Netball Rule, Medications in Netball Rule, No Self-Injection in Netball Rule, Anti-Doping Declaration Rule, and Reporting Conduct That May Bring Netball into Disrepute Rule.

2. MEMBERS

- 2.1. Netball Australia Integrity Unit will comprise:
 - 2.1.1. Head of Stakeholder Relations and Public Policy or similar position;
 - 2.1.2. Head of High Performance or similar position; and
 - 2.1.3. Legal Counsel or similar position.
- 2.2. Netball Australia will engage necessary technical expertise as and when required.
- 2.3. Applicable Netball Australia integrity frameworks, policies and rules refer to a Nominated Delegate which is defined as the Netball Australia Chief Executive Officer or Netball Australia Executive Member (Department Head) who has been delegated authority by the Netball Australia Board to implement, monitor and evaluate frameworks, policies, and rules; ensure that internal controls related to frameworks, policies, and rules are effective; and communicate with the Netball Australia Board regarding frameworks, policies, and rules.
- 2.4. The Netball Australia Board expects the Nominated Delegate to act in accordance with the Company's legal obligations, to act ethically and to consider the reasonable expectations of the netball community and general public.
- 2.5. Members of the Netball Australia Integrity Unit are designated as Nominated Delegates.

3. SCOPE OF THE INTEGRITY UNIT

- 3.1. Netball Australia Integrity Unit will monitor:
 - 3.1.1. Netball Australia's Anti-Doping Policy;
 - 3.1.2. National Policy on Match Fixing in Netball;
 - 3.1.3. Integrity in Netball Framework;
 - 3.1.4. Anti-Illicit Drugs in Netball Rule;
 - 3.1.5. Supplements and Other Substances in Netball Rule;
 - 3.1.6. Medications in Netball Rule;
 - 3.1.7. No Self-Injection in Netball Rule;
 - 3.1.8. Anti-Doping Declaration Rule;
 - 3.1.9. Reporting Conduct That May Bring Netball into Disrepute Rule;
 - 3.1.10. Integrity and Product Fee Agreements with Betting Operators;
 - 3.1.11. Relationship with the Australian Sports Anti-Doping Authority;
 - 3.1.12. Relationship with the Australian Government's Integrity in Sport Unit;
 - 3.1.13. Relationships with Law Enforcement Agencies and Regulatory Bodies;
 - 3.1.14. Relationship with the Coalition of Major Professional and Participation Sports;
 - 3.1.15. Integrity related intelligence gathering; and
 - 3.1.16. Enforcement of Penalties imposed on a Person under the frameworks, policies and rules listed above.
- 3.2. Netball Australia's integrity frameworks, policies and rules have clauses that address investigation. It is important to note that Netball Australia does not have internal investigative capability and will engage necessary technical expertise as and when required.
- 3.3. Netball Australia's integrity frameworks, policies and rules have clauses that address commencement of proceedings, hearings, appeals, and penalties.
- 3.4. The scope of the Netball Australia Integrity Unit does not include administrative matters that fall within the jurisdiction of the following competitions and bodies unless otherwise referred:
 - 3.4.1. Suncorp Super Netball;
 - 3.4.2. International Netball Federation; and
 - 3.4.3. Member Organisations.
- 3.5. The scope of the Netball Australia Integrity Unit does not include matters concerning the following frameworks, policies and rules unless otherwise referred:
 - 3.5.1. Governance, governing policies and compliance with the Australian Sports Commission's Governance Principles;
 - 3.5.2. Corporate Services Policies, including IT, Human Resources and Finance;
 - 3.5.3. Development and administration of integrity educational tools and programs;
 - 3.5.4. Social and other media policies;
 - 3.5.5. Alcohol Policy;
 - 3.5.6. High Performance specific policies, eg selection, disciplinary matters, and Player Agreements;
 - 3.5.7. Netball Australia's Member Protection Policy including Disciplinary Policy, Grievance Policy, National Codes of Behaviour);
 - 3.5.8. Employment and Contractor considerations; and
 - 3.5.9. Pregnancy Policy.
- 3.6. For the avoidance of doubt, the Netball Australia Board can refer any matter to the Netball Australia Integrity Unit.

4. OVERSIGHT AND REPORTING

- 4.1. The Netball Australia Board has a positive obligation to inform themselves as to the integrity practices of Netball Australia, to ensure they are best practice, promote a culture of integrity and to comply with legislative and regulatory requirements.
- 4.2. Accordingly at each Board meeting the Integrity Unit will provide a generic report detailing any matters of known or suspected issues in relation to Netball Australia's frameworks, policies, and rules.
- 4.3. Relevant Netball Australia integrity frameworks, policies, and rules require specific information to be communicated as follows:
 - 4.3.1. Upon receipt of a report the Chief Executive Officer of Netball Australia or her/his Nominated Delegate should immediately advise the President of Netball Australia and maintain strict confidentiality.
 - 4.3.2. If the conduct involves the Chief Executive Officer of Netball Australia, notification will be through the President of the Netball Australia Board, or Nominated Delegate. Upon receipt of a report the President of Netball Australia or her/his Nominated Delegate should immediately advise the Netball Australia Board and maintain strict confidentiality.
 - 4.3.3. Where, as a result of such investigations, the Nominated Delegate forms the view that Netball Australia does not have jurisdiction over the alleged conduct under frameworks, policies, and rules or there is no case to answer, the Netball Australia Board shall review the information and findings of the Nominated Delegate and either confirm the Nominated Delegate's findings or refer the matter to the Hearings Panel.
- 4.4. The Netball Australia Board recognises that some matters may need to be kept in the strictest confidence. In such situations, communication will be provided on a need to know basis only.

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