

SPORTS TAEKWONDO QUEENSLAND INC. TRADING AS

AUSTRALIAN TAEKWONDO QUEENSLAND.

# INTEGRITY IN SPORT POLICY

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STATE INTEGRITY IN SPORT POLICY

## 1. INTRODUCTION

Integrity is the integration of outward actions and inner values. A person with integrity does what they say they will do in accordance with their values, beliefs and principles. A person of integrity can be trusted because he or she never veers from inner values, even when it might be expeditious to do so. A key to integrity, therefore, is consistency of actions that are viewed as honest and truthful to inner values.

A sport that displays integrity can often be recognised as honest and genuine in its dealings, championing good sportsmanship, providing safe, fair and inclusive environments for all involved. It will be also expected to ‘play by the rules’ that are defined by its code.

A sport that generally displays integrity has a level of community confidence, trust and support behind them. The impact of this on their business cannot be underestimated.

Integrity in Sport can lead to:

* increased participation - loyalty of members and the attraction of new members
* financially viable - through membership, attraction of sponsors and funding grants
* on field success - attraction of players who want to be associated with a healthy, successful brand.

Activities and behaviours that define sport as lacking integrity include: creating an unfair advantage or the manipulation of results through performance enhancing drugs, match fixing or tanking. Anti-social behaviours demonstrated by parents, spectators, coaches and players are also a significant integrity issue for sport. Such behaviours may include bullying, harassment, discrimination and child abuse.

The integrity of a sport will be judged by its participants, spectators, sponsors, the general public and more often than not, the media. The survival of a sport therefore relies on ensuring that ‘the sport is the same on the outside as it is on the inside’ and remains true to its values, principles and rules.

What is sport ethics?

Ethics is the system that reinforces acceptable behaviours or values thereby ensuring a level of integrity or good character is maintained. Sport ethics helps us see and differentiate right from wrong. For example, we know that a person that handballs a goal in football, and tries to get away with it, is breaking the rules. They break the ethical code of football by being dishonest and cheating. Their integrity is bought into question through their actions. In this sense ‘ethics’ are the overarching systems and concepts that dictate integrity. Such systems in sport include defined values, codes of conducts, bi-laws, rules, policies and the implementation of these policies and rules.

What is sport culture?

Sport Culture or ‘the way we do things around here’, is the brand that presents itself to the public. A healthy culture is generally displayed in those sporting organisations that recognise the paramount importance of maintaining their integrity. This recognition is owned by the leadership group and trickles down through all levels of the organisation. A sport with a positive culture will demonstrate energy, commitment and effort in developing systems to ensure their sport is one that all members are proud to participate in and support. The key to a positive sport culture is consistency of action.

*— Australian Sports Commission* [*—* http://www.ausport.gov.au](http://www.ausport.gov.au/)

Sports Taekwondo Queensland Inc. trading as Australian Taekwondo Queensland (ATQ) fully recognises the importance of integrity in our sport and martial art, and this Integrity in Sport Policy provides the overarching framework within which we operate.

## 2. PURPOSE

This policy aims to provide a comprehensive, transparent, and reliable framework to give all of our stakeholders the confidence that participating in taekwondo is a safe, enjoyable, and positive enterprise through delivering safe, fair, and inclusive sporting environments.

This policy’s key purpose is to deliver safe, fair, and inclusive sporting environments for all through:

* Providing transparent, consistent and effectives processes in place to detect, investigate, and deal with issues of member or child protection, match-fixing, doping, the use of illegal substances, and dispute resolution.
* Educating key stakeholders on the importance of integrity in sport, what it looks like, and the consequences of getting it wrong;
* Developing a culture of unity and mutual respect amongst all involved in taekwondo.

## 3. WHAT FORMS PART OF THIS POLICY

This overarching policy is constituted by this document and the following policies (the **constituent policies**), including their related policies and procedures:

* Member Protection, which incorporates child protection and anti-discrimination;
* Anti-Match-Fixing;
* Anti-Doping;
* Illegal Substances; and ▪ Dispute Resolution.

This policy document contains some elements common to the above policies. Where a section is present in both this document and another integrity policy, the provisions of that policy shall apply as if they were part of this policy. If they are inconsistent with this document, then the constituent policy’s wording shall take precedence.

## 4. WHO IS BOUND BY THIS POLICY

This global policy applies to all stakeholders, however defined, of our organisation. Each constituent policy will list the specific stakeholders to whom it applies as well.

This policy will continue to apply to a person even after they have stopped their association, employment, or engagement with ATQ, if disciplinary action against that person has begun.

## 5. ORGANISATIONAL RESPONSIBILITIES

ATQ and all of its non-individual Members, incorporated or otherwise, must adopt, implement, and comply with this policy and the constituent policies, including by:

5.1. Dealing with any breaches of any constituent policy in the manner outlined in that policy;

5.2. Ensuring a copy of this and the constituent policies are available or accessible to all people and organisations to whom they apply;

5.3. Remain current with any updates to this policy, ensuring that their own policies align at all times.

5.4. Ensure all key stakeholders, including all ATQ Directors and senior management personnel, undergo suitable and relevant training courses provided by the Australian Sports Commission and other leading industry bodies.

## 6. INDIVIDUAL RESPONSIBILITIES

Individuals bound by this policy or any of the constituent policies must:

6.1. Make themselves aware of the contents of the applicable policies;

6.2. Comply with all relevant provisions of the applicable policies;

6.3. Be accountable for their behaviour at all times; and

6.4. Comply with any decisions and/or disciplinary measures imposed under the applicable policies.

Additionally, ATQ Directors and senior management personnel must ensure they undertake relevant training programs.

## 7. REPORTING PROCEDURES

### 7.1. Handling reports

ATQ aims to provide simple, confidential, and trustworthy procedures for receiving, investigating, and taking action on any complaints or reports made, or information otherwise provided, under this policy or its constituents, based on the principles of procedural fairness and natural justice.

Information about how reports are to be made, and how they will be handled, are included in each of the relevant policies. However, in summary:

* If a matter relates to member or child protection, it falls under our Member Protection Policy and you should contact a Member Protection Information Officer for further assistance.
* If a matter related to doping, check and follow the instructions in our Anti-Doping Policy.
* For issues regarding illegal (or possible illegal) substances, consult our Illegal Substances Policy and contact an Integrity Officer.
* For matters around corruption, match-fixing, or tanking, check our Anti-Match-Fixing Policy and contact an Integrity Officer.
* If the above do not apply but there is a dispute between individuals, clubs, or both, check our Dispute Resolution Policy for further guidance.
* For anything else, contact the chief executive officer.

**Specific reporting information is included in each of the constituent policies and should be followed to ensure the swiftest resolution to your issue.**

***All submissions will be dealt with promptly, seriously, sensitively, and confidentially.***

### 7.2. Improper reports and victimisation

ATQ aims to ensure that our processes and procedures have integrity and are free of unfair repercussions or victimisation against any person making a report, complaint, or providing information.

We have a zero tolerance policy for improper submissions (i.e. malicious, vexatious, vindictive or knowingly false statements) and for victimisation.

We will take all actions within our power to discipline individuals who violate the spirit of sport or the values of taekwondo by making improper submissions or victimising those involved in a submission.

More specific provisions are included in each constituent policy.

8. WHAT IS A BREACH OF THIS POLICY?

It is a breach of this policy to act in a manner that violates or undermines the principles of taekwondo, and the values of sport generally.

A breach under one of the constituent policies is also a breach against this policy.

## 9. DISCIPLINARY MEASURES

ATQ may impose disciplinary measures on an individual or organisation for a breach of this or any of the constituent policies.

Any disciplinary measure imposed will be:

* Fair and reasonable;
* Applied consistent with any contractual and employment rules and requirements;
* Be based on the evidence and information presented and the seriousness of the breach; and
* Be determined in accordance with our constituent documents, by-laws and policies, this policy, and/or the rules of the sport as appropriate.

Each constituent policy provides specific disciplinary measures applicable to a breach. Disciplinary measures to be applied for a breach of this policy that is entirely unrelated to any constituent policy will be determined by the Board’s Discipline Committee, which may determine its own policies and procedures to deal with such matters.