

Sports Taekwondo Queensland Inc.

TRADING AS

AUSTRALIAN TAEKWONDO QUEENSLAND

Anti-Doping Policy

V1.0.1 – Endorsed Thursday, 5 July 2018

# Document Management

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| --- | --- | --- | --- |
| Version | Date reviewed | Content reviewed | Date Endorsed |
| 1.0 | Created Aug 16 | Initial policy drafted | 14/08/2016 |
| 1.0.1 | 5 July 2017 | Rebranding | 5/7/17 |

# Contents

[Document Management i](#_Toc459206208)

[Contents ii](#_Toc459206209)

[Part A: State Anti-Doping Policy 1](#_Toc459206210)

[1. Introduction and purpose 1](#_Toc459206211)

[2. Application of the National Policy 1](#_Toc459206212)

[3. Enforcement of the National Policy 1](#_Toc459206213)

[4. Individual responsibilities 1](#_Toc459206214)

[5. Reporting procedures 2](#_Toc459206215)

[5.1. Handling reports 2](#_Toc459206216)

[5.1. Improper reports and victimisation 2](#_Toc459206217)

[5.2. Tribunals 2](#_Toc459206218)

[5.3. Ongoing responsibility to report 3](#_Toc459206219)

[6. What is a breach of this policy? 3](#_Toc459206220)

[7. Disciplinary measures 3](#_Toc459206221)

[7.1. Individual 3](#_Toc459206222)

[7.2. Organisation 4](#_Toc459206223)

[7.3. Factors to consider 4](#_Toc459206224)

[8. Dictionary of terms 4](#_Toc459206225)

[Part B: Report handling procedures 6](#_Toc459206226)

[ADP B1: Reporting Procedure 7](#_Toc459206227)

[ADP B2: Investigation process 10](#_Toc459206228)

[ADP B3: Tribunal procedures 11](#_Toc459206229)

[ADP B4: Schedule of Fees 15](#_Toc459206230)

Part A: State Anti-Doping Policy

# Introduction and purpose

Anti-doping programmes seek to preserve what is intrinsically valuable about sport. This intrinsic value is often referred to as ‘the spirit of sport’. It is the essence of Olympism: the pursuit of human excellence through the dedicated perfection of each person’s natural talents. It is how we play true. The spirit of sport is the celebration of the human spirit, body and mind, and is reflected in values we find in and through sport, including:

* ethics, fair play and honesty
* health
* excellence in performance
* character and education
* fun and joy
* teamwork
* dedication and commitment
* respect for rules and laws
* respect for self and other participants
* courage
* community and solidarity

Doping is fundamentally contrary to the spirit of sport.

# Application of the National Policy

Australian Taekwondo Queensland (ATQ) unreservedly prescribes to the Anti-Doping Policy of Sports Taekwondo Australia Limited trading as Australian Taekwondo (AT) (the **National Policy**) as amended from time to time.

For the purposes of ensuring the integrity of the sport in Queensland, ATQ reserves the right to adapt any process or procedure of the National Policy and apply it within Queensland to State-level athletes, coaches, and support staff.

ATQ will report any actions, undertakings, or findings under this policy to AT in a timely manner, and cooperate with any actions, undertakings, or investigations under the National Policy. ATQ will comply with all provisions and requirements under the National Policy, and will further comply with all reasonable requests by AT where they fall beyond the scope of the National Policy.

# Enforcement of the National Policy

ATQ will enforce all provisions of the National Policy at all times.

Where ATQ undertakes any actions or investigations within Queensland, it will prepare a formal report to AT detailing the processes, procedures, and findings.

# Individual responsibilities

In addition to any responsibilities levied on individuals by the National Policy, all ATQ stakeholders have the responsibility to:

* 1. Make themselves aware of the contents of this policy;
  2. Comply with all relevant provisions of the policy;
  3. Be accountable for their behaviour; and
  4. Comply with any decisions and/or disciplinary measures imposed under this policy.

# Reporting procedures

## Handling reports

ATQ aims to provide a simple, confidential, and trustworthy procedure for receiving, investigating, and taking action on reports received under this policy, based on the principles of procedural fairness and natural justice.

All persons to whom the National Policy applies are to comply completely with the provisions and processes of the National Policy and AT. Where a person requires assistance or further information, they should contact the relevant officer of AT.

Persons may also contact an ATQ Integrity Officer for further assistance, or to make a report as to a matter that might be a genuine breach of the principles of this policy even when there is no provision under the National Policy for such a matter.

Where a person believes that an ATQ Integrity Officer may be involved in a serious breach, they are to immediately make report to a relevant entity under the National Policy. They may also make a report to the Chairperson of the Board.

All reports will be dealt with promptly, seriously, sensitively, and confidentially. Our procedures for handling and progressing reports are outlined in Attachment B1.

## Improper reports and victimisation

Reports made under the National Policy are subject to the relevant processes and procedures of the receiving body. For reports made to ATQ, we aim to ensure that our reporting procedure has integrity and is free of unfair repercussions or victimisation against any person making a report under this Policy.

We will take all necessary steps to make sure that people involved in a report are not victimised. Disciplinary measures may be taken in respect of a person who harasses or victimises another person for making a report or supporting another person’s report.

If at any point in the reporting process the Integrity Officer (or the Chairperson of the Board acting as an Integrity Officer) considers that a person has knowingly made an untrue report, or the report is malicious or inappropriately intended to cause distress to the alleged offender, the matter may be referred in writing to the Ethical Standards Tribunal for review and appropriate action, including possible disciplinary action against the person making the report.

Our zero tolerance policy for improper reports and victimisation applies to reports made to another entity in line with the National Policy. We will take appropriate steps to ensure such behaviour does not occur and, where it does, make representations to the reporting entity to correct that behaviour.

## Tribunals

In cases where a breach of this policy occurs and AT or another responsible entity requests that ATQ deal with the matter, or the matter falls beyond the scope of the National Policy for whatever reason but still amounts to a serious violation against the spirits of taekwondo, sport, and this or the National Policy, an Ethical Standards an Ethical Standards Tribunal (Tribunal) may be convened to deal with the matter.

In the first instance, breaches of the policy are to be dealt with by AT or another entity. Any matter dealt with in such a manner cannot be further dealt with under this policy by ATQ.

Our Tribunal procedure is outlined in Attachment B3.

A person may appeal to the Appeal Tribunal in respect of a Tribunal decision. The decision of the Appeal Tribunal is final and binding on the people involved. Our appeals process is outlined in Attachment B3, and the costs of an appeal are set out in Attachment B4.

Every organisation bound by this policy will recognise and enforce any decision of a Tribunal or Appeal Tribunal under this, or another state’s or AT’s equivalent, policy.

## Ongoing responsibility to report

A person has a continuing obligation to report any new knowledge or suspicion regarding any conduct that may amount to breach under this or the National Policy, even if the person’s prior knowledge or suspicion has already been reported.

# What is a breach of this policy?

Anything that would amount to a breach of the National Policy is also a breach of this Policy.

Additionally, anything that would amount to a breach of the National Policy if, where context permits, the word *State* replaced the word *National* in reference to any event, athlete, or support person, then that may also amount to a breach of this Policy.

Nothing in this section prevents ATQ from enforcing any other rules and regulations or referring any matter to a relevant agency, including STAL.

Nothing in this section prevents AT or another responsible Anti-Doping entity from enforcing any rules or regulations which apply.

# Disciplinary measures

Disciplinary measures are at the discretion of the disciplining body and any such measures will be supported by ATQ.

Where ATQ is dealing with a matter under this or the National Policy and is responsible for implementing disciplinary measures, the guidelines of this section will be followed.

Any disciplinary measure imposed by ATQ 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.

## Individual

Subject to contractual and employment requirements, if a finding is made by an Ethical Standards tribunal that an individual has breached this policy, or a relevant person admits they have breached this Policy, the Tribunal may order that the relevant person:

* + 1. Be fined;
    2. Be suspended from participating in any competition or event connected with ATQ;
    3. Be banned from participating in any competition or event connected with ATQ;
    4. Be reprimanded for their involvement in the Prohibited Conduct;
    5. Lose accreditation to continue their involvement in ATQ;
    6. Be ineligible, for life, from participating in any competition or event connected with ATQ or from any other involvement in ATQ;
    7. Be counselled and/or required to complete a course of education related to responsible gambling and harm minimisation;
    8. Subject to the terms and conditions of any contract between ATQ and the relevant person, have that contract terminated; or
    9. Be subject to any other form of discipline that the Tribunal considers appropriate.

The Tribunal may impose any combination of the above listed penalties for such time as it deems necessary. It may also impose any other penalty as they consider appropriate in their discretion.

## Organisation

If a finding is made that a ATQ member or affiliated organisation has breached its own or this Anti-Doping Policy, or the National Policy, one or more of the following forms of discipline may be imposed by the Disciplinary Committee or a Tribunal:

* + 1. A written warning;
    2. A fine;
    3. A direction that any rights, privileges, and benefits provided to that organisation by the state body, national body, or other peak association be suspended for a specified period;
    4. A direction that any funding granted or given to it by ATQ, AT, or other peak association cease from a specified date;
    5. A direction that ATQ, AT or other peak associations cease to sanction events held by or under the auspices of that organisation;
    6. A recommendation to ATQ that its membership of ATQ and/or AT be suspended or terminated in accordance with the relevant constitution or rules;
    7. Any other form of discipline that the Disciplinary Committee or a Tribunal considers reasonable and appropriate.

## Factors to consider

The form of discipline to be imposed on an individual or organisation will depend on factors such as:

* The nature and seriousness of the breach, including whether the breach also constitutes a criminal offence in the jurisdiction or in Queensland (including under Commonwealth legislation);
* If the person knew, or should have known, that the behaviour was a breach of the policy;
* The person’s level of contrition;
* The effect of the proposed disciplinary measures on the person, including any personal, professional, or financial consequences;
* If there have been any relevant prior warnings or disciplinary action;
* The ability to enforce disciplinary measures; and
* Any other mitigating circumstances.

# Dictionary of terms

This Dictionary sets out the meaning of words used in this policy and its attachments, without limiting the ordinary and natural meaning of the words.

**Alleged offender** means the person whose conduct is the subject of a report.

**Informant** means the person making a report.

**Integrity Officer** means a person appointed by us, or acting as a person appointed by us by virtue of a provision of this policy, to be a point of contact for a person making a report under, or a breach of, this policy.

**Integrity in Sport Unit** means the division of ATQ tasked with handling all matters under this policy.

**Member** means any person or entity, incorporated or otherwise, who belongs to a class of membership as outlined in the ATQ constitution.

**National Policy** means the Anti-Doping Policy of Sports Taekwondo Australia Limited trading as Australian Taekwondo.

**Policy, policy and this policy** means this Anti-Doping Policy.

**Relevant person** means a person to whom this policy applies as outlined in section

**Report** means a report made under section 5 of this policy.

**Special Investigative Officer** means a person appointed by us to investigate, prosecute, or otherwise handle a report under, or a breach of, this policy.

**Victimisation** means treating someone unfairly or unfavourably, or threatening to do so, because that person has, or intends to, pursue their right to make any complaint, including a complaint under government legislation (e.g. Anti-discrimination legislation) or under this policy, or for supporting another person to make complaint.

Part B: Report handling procedures

We will deal with all complaints in a fair, timely, and transparent manner. All reports will be treated seriously.

We provide an appeals process for anyone who is subject to a Tribunal decision under this policy.

We will maintain confidentiality where possible and as provided in this policy, and seek to ensure that no one is victimised for making, supporting, or providing information about a report.

Attachments

B1: Reporting Procedure

B2: Investigation Procedure

B3: Tribunal Procedure

B4: Schedule of Fees

ADP B1: Reporting Procedure

ATQ is committed to ensuring all participation in our sport is legal, ethical, and in accordance with the values and spirit of sport.

**We will endeavour to deal with all reports on a confidential basis.** We will not provide information about a report to another person, except if the law requires us to disclose this information or it is necessary to properly deal with the report. To ensure fairness for everyone involved, we will provide the details of a report, except details of our informants, to the alleged offender(s) and ask for their response.

**Step 1: Contact an Integrity Officer**

Any person may make a report to the Integrity Officer if they reasonably believe that a breach of our Anti-Doping Policy has occurred. The names and contact details of our Integrity Officers are available at [www.austkdqld.com.au](http://www.austkdqld.com.au).

The Integrity Officer will:

* Ask whether you need support;
* Advise you of your rights and their obligations;
* Confirm that you would like to make a report, and discuss the details of your report with you;
* Make a formal record of your report, including offering you the opportunity to submit a written statement;
* Outline the ways in which your report will be handled;
* Ask whether you consent to being contacted if further information is required;
* Inform the relevant government authorities and/or police, if required by law to do so;
* Where possible, maintain strict confidentiality.

In dealing with your report, the Integrity Officer will take into account:

* Whether they have had any personal involvement in the circumstances;
* Your wishes regarding how the report should be handled;
* The relationship between you and the alleged offender(s);
* Whether the information presented is credible or corroborated by other reports; and
* The seriousness and urgency of the report, including the timings of any upcoming or recently held events and the possibility that you or someone else might face unacceptable behaviour.

Integrity Officers form part of the Integrity in Sport Unit (ISU), which will progress the report further.

The purpose of reporting is to ensure *ATQ* has accurate and timely information to predict, prevent, and respond to doping in our sport.

It may take some time for a matter to be fully resolved, and an informant may never hear from ATQ with regard to the matter after their initial report. However, for transparency, the other steps which might occur after a report is made are outlined below.

**Step 2: Referral to the Integrity in Sport Unit**

After a report is received, it will be considered by the Integrity in Sport Unit (ISU). Upon consideration, the ISU may:

* Investigate the report further, through the use of Special Investigative Officers;
* Monitor the report until further information becomes available;
* Formally proceed by way of an Ethical Standards Tribunal hearing; or
* Finalise (close) the report.

At all times, credible reports which fall under the National Policy, will be reported to STAL. STQ processes will continue in so far as:

1. AT requests or consents to us doing so; or
2. A matter is not covered by the National Policy but does constitute a breach under this State Policy.

**Step 3: Investigating the report**

An investigation may be required to determine the facts surrounding a report. Our investigations procedure is outlined in Attachment B2.

Following an investigation, a written report will be provided to the ISU for further action. The ISU may:

* **Monitor** the report, awaiting additional information and cross referencing any new reports or investigation findings against the information in the report and its associated investigation;
* **Prosecute** by way of an Ethical Standards Tribunal, the detailed procedures for which are contained in Attachment B3; or
* **Close** the report.

Reports which are monitored by the ISU do not have any impact on the persons involved. These matters are usually investigated on an ongoing basis until either evidence is found to bring the matter before a tribunal, or to conclusively close the matter. A matter might also be monitored to see if any related activity is occurring that has not yet been reported, or to help resolve a related matter.

It is a requirement that all reports be finalised within twelve (12) months of being made.

At all times, credible reports which fall under the National Policy, will be reported to AT. ATQ processes will continue in so far as:

1. AT requests or consents to us doing so; or
2. A matter is not covered by the National Policy but does constitute a breach under this State Policy.

**Step 4: Reconsidering a matter or appealing a decision**

If a report is dismissed or marked closed by the ISU without proceeding to a Tribunal, it cannot usually be considered as evidence in any subsequent matters. For this reason, reports are usually finalised only once an outcome has been conclusively reached, although they must be finalised within twelve months of being made.

Where additional information arises and the ISU reasonably believe that a summarily finalised report may have a material impact on a current one, they may apply to the Ethical Standards Committee for permission to re-consider the original report. The ESC will make its determination based upon all relevant policies and procedures it has in place.

Additionally, in accordance with ATQ rules, the ISU and alleged offenders may appeal a decision made by a Tribunal. The grounds and process for appeals are set out in Attachment B3. Costs are outlined in Attachment B4.

At all times, credible reports which fall under the National Policy, will be reported to AT. ATQ processes will continue in so far as:

1. AT requests or consents to us doing so; or
2. A matter is not covered by the National Policy but does constitute a breach under this State Policy.

**Step 5: Finalise the report**

Throughout the life of a report, its progress will be monitored by an Integrity Officer. The Officer will compile a file of all pertinent information. This will include the report itself, the steps taken to handle the report, and any outcomes, including any investigations and their outcomes, decisions by the IST or any Tribunals, and any other information relevant to the report.

This also includes when a report was made and finalised, and the people involved at every point in the process. They will also record any applications to reconsider a summarily finalised report, and their outcome.

At all times, credible reports which fall under the National Policy, will be reported to AT. ATQ processes will continue in so far as:

1. AT requests or consents to us doing so; or
2. A matter is not covered by the National Policy but does constitute a breach under this State Policy.

ADP B2: Investigation process

There will be times when a report needs to be investigated, either initially or subsequently when new information is received.

An investigation helps determine the facts relating to alleged breaches of the policy, and helps determine whether a matter can be formally dealt with by ATQ.

Any investigation we conduct will be fair to all people involved. The investigation process will be undertaken by an unbiased Special Investigative Officer (SIO) appointed by the Integrity in Sport Unit.

SIOs may actively seek additional information, both from informants and through other means, such as public databases or investigations. They may, for example:

* Investigate reports of prohibited conduct or breaches of the Anti-Doping Policy (the policy) of ATQ or AT;
* Interview informants, and record the interview in writing;
* Interview or request information from the alleged offender(s);
* Make a finding as to the whether a report is:
  + **Substantiated** (there is sufficient evidence to support the report)
  + **Inconclusive** (there is insufficient evidence either way);
  + **Unsubstantiated** (there is sufficient evidence to show that the report is unfounded); or
  + **Mischievous**, **vexatious**, or **knowingly untrue**.
* Provide a report to the ISU outlining the investigation process, evidence, findings, and any recommendations they may have, including how the matter should be progressed further.

Note that refusal to assist in an investigation cannot be taken as a sign of guilt or in any other way be used against a person.

ADP B3: Tribunal procedures

We will follow the steps set out below to deal with any matters brought before an Ethical Standards Tribunal under our State Anti-Doping Policy.

**Preparing for an Ethical Standards Tribunal Hearing**

1. A Tribunal panel will be established, according to the Ethical Standards Tribunals’ Charter and any related policies and procedures, to consider a matter that is brought before it by the Integrity in Sport Unit (ISU).
2. The number of Tribunal panel members required to be present throughout the hearing will be three (3).
3. The Tribunal panel members will be provided with a copy of all the relevant correspondence, reports, and information received and sent by the ISU relating to the matter.
4. The Tribunal hearing will be held as soon as practicable, and in accordance with the relevant policies and procedures. However, adequate time must be provided for the ISU and alleged offender(s) to prepare for the hearing.
5. The Clerk of the Tribunal will inform the alleged offender(s) in writing that a Tribunal hearing will take place. The notice shall outline:
   1. That the person has a right to appear at the Tribunal hearing to defend against the allegations;
   2. The details of the allegations, as well as the provision or clause of any policy, rule, or regulation that has allegedly been breached;
   3. The date, time, and venue of the Tribunal hearing;
   4. That verbal or written submissions can be presented at the Tribunal hearing;
   5. That witnesses may attend the Tribunal hearing to support the position of the alleged offender(s);
   6. An outline of any possible sanctions that may be imposed if the allegations are found to be true;
   7. That legal representation will not be allowed, but that the alleged offender may be assisted by a support person at the hearing (provided that they have not been admitted to practise as a lawyer or worked as a trainee lawyer).

A copy of any investigation reports, including their findings and recommendations, and any other evidence to be used in support of the allegations shall be provided to the alleged offender(s). **The details of any informants are to be redacted and at no point are their identities to be revealed.**

1. The Clerk of the Tribunal will inform the ISU that a Tribunal hearing will take place. The notice shall outline the date, time and venue of the Tribunal hearing, and request whether any arrangements need to be made to protect the identities of any witnesses.

**Tribunal hearing procedures**

1. The following people will be allowed to attend the Tribunal hearing:
   1. Tribunal panel members;
   2. The Clerk of the Tribunal;
   3. The alleged offender(s);
   4. The ISU prosecutor and support staff;
   5. Any witnesses called by the alleged offender(s);
   6. Any witnesses called by the ISU;
   7. Any parent/guardian or support person required to support the alleged offender(s) or any witnesses;
   8. Any expert consultants engaged to assist the Tribunal panel members in their deliberations.
2. If the alleged offender(s) is/are not present at the set hearing time and the Tribunal chairperson considers that no valid reason has been presented for their absence, the Tribunal hearing will continue subject to the chairperson being satisfied that all tribunal notification requirements have been met.
3. If the Tribunal chairperson considers that there is a valid reason for the non-attendance of the alleged offender(s), or the chairperson does not believe the tribunal notification requirements have been met, then the hearing will be rescheduled to a later date.
4. If the Tribunal chairperson wishes to reschedule the hearing date, the tribunal will inform the ISU and ESC of the need to reschedule the hearing and the same will arrange for the Tribunal to be reconvened.
5. The Tribunal chairperson will read aloud the allegations against the alleged offender(s) and ask each whether they understand the allegations.
6. The Tribunal chairperson will then direct the ISU prosecutor to read aloud the facts of the matter.
7. The chairperson will then ask each alleged offender whether they agree with the facts.
8. If an alleged offender agrees with all of the facts, they will be asked to provide any evidence or witnesses that should be considered by the Tribunal when determining any sanctions. They will be offered the opportunity to make a personal statement to the Tribunal.
9. If an alleged offender does not agree with all of the facts, the ISU will be asked to further detail and substantiate the facts in dispute.
   1. Reference may be made to notes.
   2. The ISU may call witnesses, whose identities may be kept secret.
   3. The alleged offender may question the ISU staff and any witnesses (including in writing where the identities of witnesses may not be revealed).
10. The ISU and alleged offender(s) may be present when evidence is presented to the Tribunal hearing. Witnesses shall be asked to wait outside until they are required. The Tribunal may authorise for some witnesses’ identities to not be revealed to anyone outside the ISU and the Tribunal in accordance with the policies and procedures of the Tribunal and the Ethical Standards Committee.
11. The Tribunal may:
    1. Consider any evidence, and in any form, that it deems relevant;
    2. Ask questions of any person giving evidence;
    3. Limit the number of witnesses;
    4. Require (to the extent it has power to do so) the attendance of any witness it deems relevant; and
    5. Act in an inquisitorial manner in order to establish the truth of the matter before it.
12. Video and sound evidence may be presented. Arrangements for the viewing of this evidence must be made by ATQ.
13. If the Tribunal panel considers that at any time during the hearing there is any unreasonable or intimidating behaviour from anyone, the Tribunal chairperson may deny further involvement of that person in the hearing.
14. After all evidence has been presented and cases argued, the Tribunal will make its decision in private. The Tribunal must decide whether the allegations have, beyond reasonable doubt, been substantiated. The Tribunal may consult with any expert consultants engaged for that purpose during its deliberations.
15. All Tribunal decisions will be by majority vote.
16. The Tribunal chairperson may announce the decision of the Tribunal at the conclusion of the hearing. Alternatively, they may reserve the decision of the Tribunal at the conclusion of the hearing and deliver the decision at a later time.
17. The alleged offender(s) will have the opportunity to make submissions to the Tribunal in relation to any sanctions that may be imposed.
18. Within 48 hours of the Tribunal delivering its decision, the Tribunal chairperson will:
    1. Forward a notice of the Tribunal’s decision to the ISU, the ESC, the CEO (or equivalent), and the Secretary.
    2. Forward a letter reconfirming the Tribunal’s decision to the alleged offender(s), including any sanction imposed. The letter should also outline the process and grounds for an appeal, if allowed.
19. The Tribunal shall provide written reasons for its decision within seven (7) days of delivering its decision, which must be securely stored into perpetuity.
20. The written reasons for a decision may have personal or sensitive information redacted at the discretion of the Tribunal prior to release to the ISU, alleged offender(s), and/or appellant. However, each must receive the same version of the document. Additionally, both the redacted and complete forms shall be provided to the ESC.

NB. The details of any informants are to be redacted and at no point are their identities to be revealed except to the Tribunal and the ESC.

1. The ESC is responsible for ensuring the safe keeping and confidentiality of any documents related to an Anti-Doping report, including the reasons for a decision.

**Appeals procedure**

1. The ISU or an alleged offender may lodge with ATQ an appeal in relation to the decision of a Tribunal on one or more of the following grounds:
   1. That a denial of procedural fairness has occurred;
   2. That the sanction imposed is unjust and/or unreasonable; or
   3. That the decision was not supported by the information/evidence provided at the Tribunal Hearing.
2. A person wanting to appeal must lodge a letter setting out the basis for their appeal with the Secretary of the ESC within twenty-eight (28) days of the decision being made. Any applicable fees must be included with the letter (see Attachment B4: Schedule of Fees).
3. If the letter of appeal is not received by the Secretary of the ESC within this time, the right of appeal will lapse.
4. The letter of appeal and the notice of the Tribunal’s decision will be forwarded to an Integrity Appeals Officer (IAO), appointed by the Ethical Standards Committee, to review and to decide whether there are sufficient grounds for the appeal to proceed. The IAO may invite any witnesses to a meeting that they believe are required to make an informed decision.
5. If the appellant has not shown sufficient grounds for an appeal in accordance with clause 28 above, then the appeal shall be rejected. The appellant will be notified in writing, including the reasons for the decision.
6. If the appeal is accepted, an Appeal tribunal with new panel members will be convened to rehear the complaint.
7. The Tribunal hearing procedure shall be followed for the Appeal Tribunal.
8. The Ethical Standards Committee shall be responsible for establishing policies and procedures to determine when and which disciplinary measures (if any) shall be in effect from the time an appeal is lodged until the Appeal Tribunal delivers its determination.
9. Where no policies or procedures under clause 35 above have been established, any and all disciplinary measures ordered by a Tribunal shall be suspended from the date a letter of appeal is received by the Secretary of the ESC until such time as:
   1. The appeal is rejected; or
   2. The Appeal Tribunal upholds the original disciplinary measures; or
   3. The Appeal Tribunal overturns the original decision, at which time the ordered disciplinary measures shall be quashed.
10. The decision of the Appeal Tribunal shall be final and binding on all parties, including ATQ.

Where a matter being dealt with by ATQ becomes a matter to be dealt with by AT, ATQ will cooperate with the AT processes and procedures. A matter cannot be dealt with by ATQ if it is dealt with by AT, unless AT explicitly requests that ATQ handles the matter.

ADP B4: Schedule of Fees

1. Fine for a mischievous, vexatious, or knowingly untrue report $85.00
2. Initial Tribunal hearing nil
3. Application for appeal hearing $255.00
4. Refund for a refused appeal hearing $200.00
5. Refund for an unsuccessful appeal hearing nil
6. Refund for a successful appeal hearing $255.00
7. Stipend for—
   1. Tribunal Member $35.00/day