

Title:	Triathlon Australia Ethics and Integrity Committee Terms of Reference
Related Documents:	Triathlon Australia Integrity Framework (Appendix A)
Responsibility:	National Manager of Age Group Teams
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Triathlon Australia Ethics and Integrity Committee Terms of Reference

1. The Triathlon Australia Board (“Board”) will appoint an Ethics and Integrity Panel (“Panel”).
2. The Panel will ideally be representative of a range of qualifications, skills and experience that may include, but not be limited to;
 - a) a legal practitioner
 - b) a person skilled in mediation and/or dispute resolution
 - c) a person knowledgeable in WADA Code and NAD Scheme compliant anti-doping policies
 - d) an ethicist
 - e) a current or former elite athlete
 - f) other skills deemed appropriate to the role of the Panel
3. The Panel will consist of up to a maximum of seven (7) members:
 - One (1) member of the Board
 - Up to six (6) independent members appointed by the Board
 - One of the panel members will be appointed by the Board as Chair of the Panel
4. If a panel member has, or may have an actual or perceived conflict of interest in a particular matter, the Chair may replace such Panel member for that matter in consultation with the President of Triathlon Australia.
5. Panel members will sign the Board sub-committee member Agreement which sets out committee member obligations with respect to confidentiality and public comment
6. As an ongoing sub-committee of the Board, members will be appointed or reappointed annually by the Board following each Annual General Meeting.
7. The principal roles of the Panel will be to:
 - a) Deal with matters of ethics and integrity referred to it by the CEO or Board
 - b) Provide recommendations to the Board on matters of ethics and integrity, as may be referred to the Panel from time to time
8. The Panel may operationally deal with matters;

- a) as a full assembly of the Panel; or
 - b) by an appointed sub-committee from within the Panel; or
 - c) by appointing an external independent panel, committee or tribunal with or without the inclusion of Panel members;
as may be appropriate to the matter under consideration.
9. The scope of matters referred to in clause 4 above may include but not be limited to;
- a) Policy matters concerning Ethics, Integrity, conflict of interest, etc
 - b) Disciplinary matters involving TA members and/or alleged breaches of policies or codes of conduct
 - c) Matters raised in accordance with TA Member Protection Policy
 - d) Allegations of harassment brought against employees, officials etc.
 - e) Appeals against decisions of officials of TA or their affiliates
 - f) Selection Appeals
 - g) Matters of alleged Anti-Doping Rule Violations or matters arising from the TA Pure Performance Declaration Policy that fall outside the statute of limitations as defined by the World Anti-Doping Code.
 - h) The development and periodical review of guidelines for penalties imposed upon members of TA for a range of acts of misconduct or misjudgement.
10. The Panel, or a sub-panel appointed by the Panel, will determine its own procedure in conformity with the TA Constitution and relevant policies, and in accordance with the circumstances to be considered, having regard to the principles of natural justice.