

**Title:** The Triathlon Australia Integrity Framework  
**Responsibility:** National Manager of Age Group Teams  
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## 1. INTRODUCTION

### 1.1 Purpose

Maintaining the integrity of the sport of triathlon in Australia is of utmost importance to Triathlon Australia and to our State and Territory Triathlon Associations.

The release of the Australian Crime Commission's "*Organised Crime and Drugs in Sport*" report in February 2013, outlining the doping and match fixing issues permeating Australian sport, and recent systemic issues revealed in both professional and Olympic sports has highlighted the need for sporting organisations to be vigilant in their approach to the prevention of integrity failures, particularly with respect to doping and race-fixing. This framework consists of essential policies and programs which will contribute to protecting the integrity of the sport of triathlon in Australia.

The purpose of the Triathlon Integrity Framework is to:

- Enable our elite athletes, age group athletes and all race participants to compete in a sport which is free of performance enhancing substances and methods.
- Enable our stakeholders, media and general public to be spectators at events which are genuine contests, free of race-fixing and illegal betting.
- Enable the members of our broad triathlon community to participate in, and enjoy a sport which is free from harassment, intimidation or other behaviours which fail to respect their rights as a member of the sport community.

### 1.2 Link to Triathlon Australia Values

Triathlon has five simple values which inform and underpin our integrity program:

#### **Health:**

Members of our triathlon community – beginners, age groupers and elite athletes are able to compete in the sport in a manner which promotes health and wellbeing, untempted by the need to use artificial performance enhancing substances or methods.

#### **Enjoyment:**

Members of our triathlon community are able to be involved in the sport in a manner which gives them enjoyment from their involvement free from unfairness, harassment or intimidation.

#### **Belonging:**

Members of our triathlon community are able to experience a sense of belonging in a sport which is inclusive, welcoming and supportive of lifelong involvement.

#### **Achievement:**

Members of our triathlon community have the opportunity to achieve to whatever level they aspire within the sport – as a competitor, official, coach or administrator.

#### **Respect:**

Members of our triathlon community treat each other with respect, participating and adjudicating fairly and honestly, acknowledging differences in ability, and encouraging differences of opinion.

### 1.3 Scope

This framework applies to the whole triathlon community: annual members, one-day members, participants, staff and volunteers involved in any of the following areas:

- a) as competitors at the novice, age group or elite level;
- b) as paid or volunteer coaches;
- c) as technical officials and event volunteers;
- d) as members of National, State and Club Boards and Committees
- e) as staff members of National and State Associations

The scope of the framework is guided by the following definition of sports integrity recently adopted by the Commonwealth Government's **National Integrity of Sport Unit:**

*Sports Integrity is the manifestation of the ethics and values which promote community confidence in sport, including:*

- *fair and honest performances and outcomes, unaffected by illegitimate enhancements or external interests; and*
- *positive conduct by athletes, administrators, officials, supporters and other stakeholders, on and off the sporting arena, which enhances the reputation and standing of the sporting contest and of sport overall*

### 1.4 History

As a modern, contemporary Olympic sport, triathlon has a history in Australia which is untainted by major integrity failures. The prevailing culture of the sport is one of competing clean and “doing your best”. The small number of anti-doping violations which have occurred in the sport have been dealt with appropriately. There are no known instances of race-fixing. Our Member Protection policy has ensured that members of our community feel that their right to be treated with fairness and respect is upheld.

## **2. GOVERNANCE**

The Board of Triathlon Australia will ultimately be responsible for the development, maintenance and implementation of this framework and its constituent programs and policies.

The Framework will be managed from an operational perspective by the Chief Executive Officer with support from several key staff members including the National Performance Director, National Manager Corporate Services and National Manager Participation and Membership.

An independent Ethics and Integrity Panel, will consider and make recommendations and decisions on issues arising under the framework. The terms of reference of the Ethics and Integrity Panel are at

### Attachment A.

The currency and relevance of the Framework will be ensured by maintaining close relationships and information sharing with national partner organisations including:

- i) **The National Integrity of Sport Unit (NISU) established by the Commonwealth Office of Sport, and the associated Australian Sports Integrity Network (ASIN)**

- ii) The Sport Integrity Unit established at the Australian Sports Commission (ASC)
- iii) The Australian Sports Anti-Doping Authority (ASADA)

## 2.1 Structure

The Framework is structured in five separate, but related content areas as follows:

- i) Pure Performance (Anti-Doping)
- ii) Illicit substances
- iii) Match-Fixing
- iii) Member Protection

The framework is supported by the following documents:

- Terms of Reference - Ethics and Integrity Panel (Appendix A)
- Triathlon Australia Anti-Doping Policy (Appendix B)
- Triathlon Australia Pure Performance Declaration Policy (Appendix C)
- Triathlon Australia Sports Science / Sports Science Guidelines (Appendix D)
- Triathlon Australia Illicit Substances Policy (Appendix E)
- Triathlon Australia Match-Fixing Policy (Appendix F)
- Triathlon Australia Member Protection Policy (Appendix G)
- Triathlon Australia Child Safe Sport Commitment, Child Safe Sport Code of Conduct, Child Safe Sport Recruitment and Screening (Appendix H)

## **2.2 Information provision (Whistleblowing) Arrangements**

### 2.2.1 Anti-Doping Information

If the information to be disclosed relates to potential doping activity which has occurred in the previous eight years, we suggest that the **ASADA Stamp Out Doping Hotline** is the most appropriate avenue to provide this information. The Stamp Out doping Hotline provides a confidential and anonymous service to receive information which may indicate doping behaviour and activities. It can be accessed through the **ASADA website [www.asada.gov.au](http://www.asada.gov.au) or by calling 1300 27232**

### 2.2.2 Ethi-Call Service

If you are in a dilemma about whether to report the information of which you are aware, you may wish to discuss your dilemma with a trained ethical advisor at the St James Ethics Centre. The free Ethi-call service will provide guidance to work through your dilemma from an ethical perspective assistance in untangling the 'knot' that is causing concern or distress. Ethi-call can be accessed by calling 1800 672 303.

## **3. PURE PERFORMANCE PROGRAM**

The Pure Performance component of the framework consists of four sub-elements:

- i) Anti-Doping Testing
- ii) Anti-Doping Education
- iii) Pure Performance Declaration Policy

iv) Promotion of Pure Performance in triathlon

3.1 Anti-Doping Testing

Event testing - Elite

Triathlon Australia will liaise with triathlon event organisers and ASADA to ensure that an appropriate level and type of testing is undertaken at events conducted on behalf of the International Triathlon Union (ITU) and the Oceania Triathlon Union (OTU). At a minimum, the following tests will be conducted:

Type of event	Blood	Urine
ITU World Triathlon Series	10	20
ITU World Cups	6	10
Oceania Championships	-	8
Oceania (Continental) Cups	-	8

Triathlon Australia will liaise with the ITU and ASADA to increase the effectiveness of the event test program, possibly by introducing an EPO screen to a selected number of urine tests and by introducing a peptide screen (or other screen as new analysis techniques become available) on selected blood serum samples.

Event Testing – Age Group

Triathlon Australia will liaise with ASADA to plan and conduct event testing on age group athletes as follows:

Type of event	Blood	Urine
Australian and/or Asia Pacific Ironman Championships	4 – 20	2 (with EPO)
National Standard Distance Championships	4 - 20	2
One other high profile event chosen each year	2 - 20	2

Age group athletes will be informed at the commencement of the season that testing will occur at selected races on the National Calendar. The actual races will not be specified. ASADA will be invited and encouraged to conduct additional testing as part of the government funded test program in addition to the tests listed above. Other providers of anti-doping testing services may also be engaged to conduct age group event testing.

Out of Competition Testing – Elite

Triathlon Australia will assist the ITU and ASADA in maintaining a relevant list of athletes to be included in triathlon’s international and national Registered Testing Pools (RTP). The RTPs will be reviewed and

updated in conjunction with the ITU and ASADA on a quarterly basis. Athletes included in the international and national RTP are required to adhere to strict whereabouts information, including the provision of locations for daily training, competition and overnight place of residence. The purpose of the detailed whereabouts information is to ensure that they can be tested on a “no notice”, unannounced basis at any time of the day. The international RTP consists of between 2 and 8 athletes depending on their ITU ranking, while the national RTP consists of approximately 40 – 50 athletes. It includes athletes who compete in either ITU format races or long distance WTC format races.

Triathlon Australia will also advise ASADA on athletes to be included in a Domestic Testing Pool (DTP). These are athletes who are not required to complete full whereabouts information, but for whom Triathlon Australia provides residential addresses and camp information to ensure that out of competition testing can occur.

#### Out of competition testing – Age Group

Triathlon Australia will request ASADA to include up to 8 age group athletes in triathlon’s Domestic Testing Pool. These athletes will be informed by ASADA of their inclusion in the DTP. Triathlon Australia will provide residential details of the age group athletes to ASADA.

Triathlon Australia will pay for up to eight out of competition blood tests on age group athletes included in the DTP each year. Triathlon Australia will also request that an OOC test be conducted on any age group athlete for whom there is information which indicates that the athlete may at risk of engaging in doping activities

### 3.2 Anti-Doping Education

#### Elite Athletes

All athletes who fall within Tiers 1 to 3 on Triathlon’s elite athlete tiering structure are required to fulfil the following anti-doping education requirements:

- i) Achieve a “competent” level on the ASADA Pure Performance e-learning Level 1 course
- ii) Achieve a “competent” level on the ASADA Pure Performance e-learning Level 2 course
- iii) Successfully complete ASADA Pure Performance Learning Updates during the calendar in which they become available

A facilitated anti-doping update session will be conducted at least once per year at:

- i) the National Development Camp
- ii) a National Talent Academy Camp

It will be mandatory for athletes who are in attendance at the camps to attend the facilitated Anti-Doping session.

Where possible, a facilitated session will be conducted for parents of NTA and STTA Development Squad athletes to ensure that they are aware of the obligations on their children with respect to anti-doping.

#### Age Group athletes

Athletes who are selected as members of an Australian team for ITU or WTC World Championships are required to achieve a “competent” level on the ASADA Pure Performance e-learning Level 1 course.

Age Group team members will be provided with encouragement and reminders to also complete ASADA Pure Performance Learning Updates as they become available.

#### Triathlon Coaches

A module on doping issues and Triathlon's Pure Performance program will be included in the curriculum and course requirements for the following triathlon coach education programs:

- Club and Community Coach (formerly Level 0)
- Development Coach (formerly Level 1)
- Performance Coach (formerly Level 2)

The module will also include a requirement to achievement a competent level on the ASADA e-learning Pure Performance Level 1 course. Accreditation for Performance Coaches will also require them to achieve a competent level on the ASADA Pure Performance e-learning Level 2 course.

High Performance Coaches who are coaching athletes within TA's athlete tiering structure will be required to complete the ASADA Pure Performance Learning Updates within 12 months of the updates being posted on the ASADA website.

#### Triathlon Australia staff

At least three TA staff members will successfully undertake the ASADA e-learning Facilitators Workshop course, and be available to facilitate group education sessions on anti-doping issues. As a minimum, the following staff members will be trained as facilitators:

- National Manager Coach Development
- National Manager Age Group Teams
- National Manager Participation and Membership

Triathlon Australia staff will liaise with ASADA to ensure optimal effectiveness of anti-doping education. Wherever possible, current and former elite athletes who have been involved in a doping issue will be invited to contribute to athlete education sessions in order to increase the impact and "reality" of the sessions.

### 3.3 Pure Performance Declaration Policy

The Pure Performance Declaration Policy is a new element of our Integrity Framework. Its introduction is a response to one of the recommendations contained in the Wood Report into Cycling Australia. Taking into account the links between triathlon and cycling, the implementation of a similar style of declaration is considered relevant and necessary to protect the future integrity of triathlon by ensuring that all information related to past doping involvement by identified members of the triathlon community is known. On 13 February 2013, The Australian Olympic Committee amended its Anti-Doping By-Law to require all Olympic team members and Shadow team members to sign a Statutory Declaration with respect to any previous involvement with doping issues.

The Pure Performance Declaration Policy requires all professional athletes, Board members, staff and certain other people involved in triathlon to make the Statutory Declaration referred to in Article 3 of TA's Pure Performance Declaration Policy. The Statutory Declaration requires those who are obligated to sign it to deny or disclose the details of any personal violations (whether previously

disclosed or not) of the anti-doping rule as defined in Article 2 of the World Anti-Doping Code and adopted in TA's Anti-Doping Policy.

The Pure Performance Declaration Policy and Declaration template can be found at [Attachment C](#).

Members of the triathlon community who are required to sign the declaration under Article 3 of the Pure Performance Declaration Policy will have 28 days from the date of the request to make their Declaration.

### 3.4 Sports Science and Sports Medicine Best Practice Principles

Triathlon Australia recognises that Sports Science and Sports Medicine (SSSM) has a significant impact on driving triathlon performance and enhancing the recovery of athletes. Following recent revelations about the negative influence on athletes' behavior encouraged by some sports science practitioners, Triathlon Australia is committed to applying high caliber sports science and sports medicine and with strong governance



committed to applying high caliber within appropriate ethical boundaries arrangements.

The SSSM Best Practice Principles can be found at [Attachment D](#) demonstrate Triathlon's commitment to five key SSSM principles:

- i) the qualifications of sports science and medicine staff, contractors and consultants, and their adherence to a code of conduct
- ii) a regularly reviewed supplements policy, medication policy and injection policy
- iii) education of coaches, athletes and staff in relation to SSSM policies and any changes which take place
- iv) clearly defined sanctions for breaches of SSSM policy and a confidential process to report suspected breaches
- v) a required reporting framework to the board and CEO to ensure they are informed of SSSM practices and discharge their obligations to make sure practices are up to date and follow best practice

### 3.5 Promotion of pure performance in triathlon

Triathlon Australia is proud of its record as a clean, healthy sport. To promote the message that we support a culture of pure performance, and in collaboration with ASADA, the *Pure Performance* logo as used by ASADA will be displayed the Triathlon Australia and STTA websites. It will also be incorporated into our event signage and other promotional material.

The logo will be presented as follows:

*Triathlon is proud to be a sport which values and rewards the pure performance of our athletes*

To provide our elite athletes with an opportunity to be advocates for drug free sport and to demonstrate their own commitment to competing fairly, athletes who are chosen to represent Australia at ITU World Triathlon Series races, or ITU World Cup races will be required to display the *Pure Performance* logo on their team issue tri-suits and polo shirts.

Members of the age group World Championship teams will also be offered the opportunity to have the Pure Performance logo printed on their national tri-suits at no additional cost.

#### **4. ILLICIT DRUGS**

Triathlon Australia acknowledges that the use of illicit drugs is harmful to athletes and seeks to educate them to prevent the use of illicit drugs by athletes participating in triathlon. We also understand that the use of illicit drugs by athletes can bring the sport into disrepute and sets a poor example for other members of the community who view athletes as role models.

Triathlon Australia wishes to prevent the use of Illicit Drugs in triathlon through increased education for athletes and members in relation to the potential harms of the use of Illicit Drugs.

The Illicit Drugs Policy can be found at [Attachment E](#) is designed to help prevent the uptake of illicit drug use and reduce the drug-related harm to individuals, families and stakeholders of Triathlon Australia and the broader community.

The policy provides a management approach which focuses on education and counselling in addressing the use of illicit drugs in an out-of-competition context.

#### **5. MATCH-FIXING**

Triathlon Australia understands the threat to the integrity of triathlon events which could be created by illegal betting and match-fixing. We recognise that fraudulent betting on sport and the associated match-fixing is an emerging and critical issue globally, for sport, the betting industry and governments.

Although the prevailing conditions of the sport of triathlon make it unlikely to be a target for illegal betting operators or for athletes and officials to collude in race fixing activities, it is important to ensure that the position of the sport about these issues is well known and that the potential disciplinary consequences are clearly communicated.

In response to the emerging issues relating to match-fixing, the purpose of Triathlon Australia's Match-Fixing Policy is to:

- i. protect and maintain the integrity of triathlon races and events conducted in Australia
- ii. protect against any efforts to impact improperly the result of any race or event
- iii. establish a uniform rule and consistent scheme of enforcement and penalties, and
- iv. adhere to the National Policy on Match-fixing in Sport as agreed by Australian Governments on 10 June 2011.

Triathlon Australia's Match-Fixing Policy can be found at [Attachment F](#).

#### **6. MEMBER AND CHILD PROTECTION**

The protection of our members and participants in our sport, whether they are competitors, volunteers, technical officials, race directors or committee members, is of paramount importance to Triathlon Australia. We understand that if we fail to protect the rights of the people involved in triathlon, the sport will not continue to grow.

In order to ensure that the rights of our members are well known and communicated, Triathlon Australia maintains a Member Protection Policy (MPP). Its primary aim is to ensure our core values, good reputation and positive behaviours and attitudes are demonstrated in all aspects of the sport. The MPP assists us in ensuring that every person involved in our sport is treated with respect and dignity, and is safe and protected from abuse. This Policy also ensures that everyone involved in our sport is aware of their legal and ethical rights and responsibilities. The policy also reflects our support and implementation of the sport industry principles and values outlined in *The Essence of Australian Sport – principles of fairness, respect, responsibility and safety*.

The MPP was originally established under Clause 37.1 of TA's Constitution in 2005, and has been amended several times to reflect changing community expectations of integrity and protection of human rights. It provides guidance for the protection of the health, safety and well-being of all of TA's members and those who participate in the activities of TA, its STTAs and affiliated clubs. In particular, it is a recognition of Triathlon Australia's commitment to the essence of Australian sport by providing a safe environment for children, that is free from harassment and abuse for everyone, and promotes fair, respectful, responsible and positive behaviour and values.

The policy provides a code of behaviour forming the basis of appropriate and ethical conduct by which all of TA's members and those who participate in the activities of TA and its STTAs and affiliated clubs must abide. It adopts a proactive and preventative approach to dealing with inappropriate behaviour by setting out the procedures to be followed in dealing with harassment and other forms of inappropriate behaviour in an effective and timely way, and provides a procedure for the informal and formal resolution of complaints. The Ethics and Integrity Panel referred to in Section 2 of this policy will consider matters referred under the MPP by the Member Protection Information Officer or the Chief Executive Officer.

Triathlon Australia's Member Protection Policy can be found at [Attachment G](#).