

SPORT INTEGRITY READINESS KIT

2016

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INTRODUCTION

The aim of the Sport Integrity Readiness Kit is to provide you with materials and cases that will stimulate reflection and conversations around your organisational capability to safeguard sport integrity.

While there are numerous sport integrity issues, this resource kit will focus on sport integrity readiness and capability building in the context of the following critical areas:

- match manipulation and competition management
- doping and supplements
- illicit drugs and alcohol
- illegal gambling and match fixing
- abuse of prescription and other medications.

Sport Integrity Readiness Activities

The activities in this resource kit are structured as follows:

Step 1	Did you know? Tests your assumptions and alerts you to some of the integrity challenges facing state sporting associations in sub-elite and community sport.
Step 2	What is sport integrity A brief discussion of its meaning and threats to it.
Step 3	Definitions The key terms used in the resource kit.
Step 4	Practical Cases Used to exemplify integrity challenges in the five critical areas, plus resources for follow-up reference.
Step 5	Sport Integrity Readiness Template Includes instructions on how to use it to increase your integrity management capability.
Step 6	Action Plan Template For action planning for each priority identified through the readiness assessment process.

STEP 1. DID YOU KNOW?

- **Australian athletes as young as 12 are increasingly using performance enhancing substances** (Nairn, J. (2014). Junior Australian athletes as young as 12 admit to doping <http://www.abc.net.au/news/2014-07-08/junior-athlete-doping-uncovered-by-research/5581930>).
- **Many young athletes and parents believe that doping is quite prevalent in elite sport and feel the need to use performance enhancers to succeed in sport** (Nairn, J. (2014). Junior Australian athletes as young as 12 admit to doping <http://www.abc.net.au/news/2014-07-08/junior-athlete-doping-uncovered-by-research/5581930>).
- **Supplements may act as a 'gateway' to performance enhancing substances** (Smith, B. (2013) The Sydney Morning Herald <http://www.smh.com.au/national/legal-nutrition-products-can-be-gateway-to-doping-20130208-2e3te.html>).
- **Between 40 and 70 per cent of athletes use supplements, 10-15 per cent of supplements contain prohibited substances, 80 per cent of supplements did not contain what the label said, a large percentage are not backed by scientific evidence, and excessive use may be hazardous to health** (Outram, S. and Stewart, B. (2015) Doping through supplement use: a review of the available empirical data. International Journal of Sport Nutrition and Exercise Metabolism, Feb; 25(1):54-9).
- **Some athletes are using legal drugs in a non-prescribed manner to deal with pain, but also combining them dangerously with alcohol for 'party' or 'recreational' purposes** (Triple M The Hot Breakfast, 2015. Jake King: Drugs in Grassroots Footy. <http://www.triplem.com.au/melbourne/sport/afl/news/2015/3/former-afl-star-jake-king-talks-about-drugs-in-grassroots-footy>).
- **Gambling is a multi-billion dollar business in Australia, with legal and especially illegal betting markets operating even at the community sport level** (https://www.clearinghouseforsport.gov.au/knowledge_base/organised_sport/sport_integrity/match-fixing_and_illegal_sports_betting).
- **Gamblers and bookies use mobile phones in Victorian sport to take advantage of the time lag between a live sport event and its television broadcast to place bets or adjust odds in their favour** (Rolfe, P. (2016). Sports betting: Victorian junior clubs ban mobile phones over overseas syndicate fears <http://www.heraldsun.com.au/news/victoria/sports-betting-victorian-junior-clubs-ban-mobile-phones-over-overseas-syndicate-fears/news-story/e7f827594c21328f76b14286d9ca049d>).

- **Gamblers and bookies (national and international) are making ‘cold calls’ to Victorian sport clubs to elicit information about fixtures, team rosters and player injury status** (Rolfe, P. (2016). Sports betting: Victorian junior clubs ban mobile phones over overseas syndicate fears <http://www.heraldsun.com.au/news/victoria/sports-betting-victorian-junior-clubs-ban-mobile-phones-over-overseas-syndicate-fears/news-story/e7f827594c21328f76b14286d9ca049d>).
- **Local communities may be unaware of the extent to which performance enhancing substances and methods, illicit drugs and illegal gambling markets have filtered down to the grassroots level of sport** (Hemphill, D., Outram, S., Wilson-Evered, E., Spaaij, R., Fry, C., Westerbeek, H. and Payne, W. 2015 Victorian Sport Integrity Capability Analysis). <https://www.vu.edu.au/sites/default/files/staff-bios/pdfs/victorian-sport-integrity-capability-analysis.pdf>
- **Managers, coaches and players who are aware of the integrity risks and are willing to do something about it may not know who to contact for more information or to report suspect behaviours** (Hemphill, D., Outram, S., Wilson-Evered, E., Spaaij, R., Fry, C., Westerbeek, H. and Payne, W. 2015 Victorian Sport Integrity Capability Analysis). <https://www.vu.edu.au/sites/default/files/staff-bios/pdfs/victorian-sport-integrity-capability-analysis.pdf>



More needed to increase awareness, leadership and management capability to protect sport integrity in Victoria

STEP 2. WHAT IS SPORT INTEGRITY?

In everyday terms, integrity can be thought of as 'walking the talk', that is, living up to what you promise to do or the values you hold dear.

In a similar way, sport integrity is the ability of sport to consistently uphold its values and principles (e.g. excellence, fairness, health and safety, diversity and inclusion).

While excellence is often a key consideration at the elite level, the values of community sport focus on healthy and safe participation, skill and teamwork development, doing your best, as well as fairness and respect for others.

Threats to the Integrity of Sport

- Doping (cheating to win) undermines fairness (equal conditions of play), justice (reward based on merit) and rights (changes conditions without consent).
- Doping, supplements, illicit drugs and the misuse of legal drugs can be hazardous to health.
- Match manipulation, which includes match fixing, spot fixing and tanking (cheating to lose) produce unfair outcomes and undermine the sporting value of 'trying to win'.
- Match manipulation also includes tampering with the fixtures, grounds and equipment in a way that advantages one athlete/team over another (cheating to win), which undermines fairness.

Contributing Factors

- hyper-competitive culture ('Whatever it takes' mind-set, unrealistic performance pressures)
- anti-social behaviour (e.g. abuse of athletes, umpires)
- excessive training loads and high injury rates
- high supplements use
- pervasive alcohol and betting culture
- non-regulated betting markets
- organised crime supply of performance enhancing and illicit drugs.

STEP 3. DEFINITIONS

The following key terms have been used in this resource kit:

Term	Definition
Sport Integrity	The ability of sport to uphold its values and standards
Sport Integrity Readiness	The ability to recognise and manage effectively sport integrity vulnerabilities or risks
Self-Assessment Template	The instrument to self-assess risk awareness and management capability
Doping	The use of banned performance enhancing substances (e.g. anabolic steroids, growth hormone) or methods (e.g. blood reinfusion)
Supplements	Nutritional additives thought to enhance performance or speed recovery from injury
Match Manipulation	Match fixing, spot fixing, tanking or other means of manipulating games, including conditions and equipment to gain a competitive or monetary advantage
Gambling/Betting	Legal and illegal betting markets and activity on sport outcomes
Illicit Drugs	Illegal drugs (e.g. cocaine, amphetamines) for sale or consumption in sport
Medications	Legal drugs (e.g. pain killers) used for non-prescribed purposes

STEP 4. PRACTICAL CASES

The following cases, which are adapted from real examples, media reports and current research, are designed to raise awareness and prompt reflective discussions about your state sporting association's integrity readiness.

Case 1: Medications and Doping

It is commonplace that prescription and 'over-the-counter' medications are used by athletes, as they are by anyone, for a range of therapeutic purposes. Unlike the rest of us, though, athletes competing at levels where they are subject to drug testing, need to be aware, as do the treating physicians, that some prescribed medicines may contain substances that are banned under the WADA Code.

A semi-professional athlete visits a general practitioner (GP) to be treated for a general medical condition (treatment of an abscess)¹. The GP is unaware that the patient may be subject to drug testing and prescribes Probenecid to enhance penicillin action (a standard treatment for the condition). However, Probenecid is a masking agent and banned under the WADA Code. The athlete fails a subsequent anti-doping drug test and receives a one-month suspension.

Under the 'strict liability principle' in the WADA Code, athletes are fully responsible for what goes into their bodies. Penalties may be reduced in extenuating circumstances. In this case, there was leniency because there was a clear medical rationale for prescribing Probenecid, the drug was not performance enhancing and the player admitted to failing to notify the doctor that he was subject to drug testing.

¹ Case adapted from Orchard, J., Fricker, P., White, S., Burke, L. and Healey, D. (2006) *The use and misuse of performance-enhancing substances in sport. Medical Journal of Australia, Vol. 184, No. 3, February, 132-136.*

Questions for consideration:

1. Is your organisation aware of the potential doping risks associated with prescription medicines?
2. What does your state sporting association do to ensure that athletes and support personnel within the competitions you manage are aware of their anti-doping responsibilities?
3. How does your state sporting association administer possible anti-doping breaches?
4. Is drug testing the only way to manage the risks of doping in your sport?
5. What other questions does this issue raise about your capability to manage such a situation?
6. What actions could your state sporting association consider to better manage the medications and doping issue?

Medications and Anti-Doping Resources:

Clearinghouse for Sport https://www.clearinghouseforsport.gov.au/knowledge_base/organised_sport/sport_and_government_policy_objectives/Drugs_in_Sport

Orchard, J., Fricker, P., White, S., Burke, L. and Healey, D. (2006) The use and misuse of performance – enhancing substances in sport. *Medical Journal of Australia*, Vol. 184, No. 3, February, 132-136.

WADA: Athletes and Medications <https://www.wada-ama.org/en/questions-answers/athletes-and-medications>

ASC/AIS Sport Science Sport Medicine Best Practice Principles http://www.ausport.gov.au/__data/assets/pdf_file/0003/531498/AIS_Sports_Science_Sports_Medicine_Best_Practice_Principles_FA.PDF

ASC/AIS Anti-Doping http://www.ausport.gov.au/supporting/integrity_in_sport/anti_doping

ASADA elearning <http://elearning.asada.gov.au/>

Sport and Recreation Victoria <http://sport.vic.gov.au/integrity-in-sport/anti-doping>

Case 2: Match Manipulation - Tanking

Match manipulation refers to acts such as match fixing (on the final outcome), spot fixing (on a specific aspect of the game unrelated to the final outcome), tanking (not trying hard enough or purposely losing) or other means of manipulating game conditions or tampering to gain a sporting or monetary advantage.

In 2015, tennis player Nick Lindahl was convicted and fined \$1,000 for tanking a sub-elite match in the Toowoomba Futures tournament in 2013 in order to gain a financial advantage. His conduct was detected by a sports betting company who noticed irregular betting patterns on the match, which was to take place against an unranked junior opponent (Visentin, L. (2016) Ex-professional tennis player Nick Lindahl convicted of match fixing (<http://www.smh.com.au/sport/tennis/exprofessional-tennis-player-nick-lindahl-convicted-of-match-fixing-20160418-go93jr.html>)).

An associate who bet on his matches was also convicted and fined \$3,500 for his involvement in the match-fixing. The individuals are also subject to sanction from their sport.

Questions for consideration:

1. Is there anything in the structure of your sport competition or tournament structure (e.g. round-robin matches) that lends itself to match manipulation or reduces its likelihood?
2. To what extent are you aware of the operation of betting markets in your sport? How do you monitor betting markets to identify irregular bets?
3. What are the implications of the different forms of match manipulation for how your state sporting association manages sport competitions/tournaments?
4. What action could your sport take in this case and does it have capacity to act on the conduct of third party associates?
5. What other questions does this issue raise about your capability to manage situations such as this?
6. What actions could your state sporting association consider to better manage potential match manipulation?

Match Manipulation Resources:

Clearinghouse for Sport: Match-Fixing and Illegal Sports Betting

https://www.clearinghouseforsport.gov.au/knowledge_base/organised_sport/sport_integrity/match-fixing_and_illegal_sports_betting

Visentin, L. (2016) Ex-professional tennis player Nick Lindahl convicted of match fixing

<http://www.smh.com.au/sport/tennis/exprofessional-tennis-player-nick-lindahl-convicted-of-match-fixing-20160418-go93jr.html>

Rolfe, P. (2016). Sports betting: Victorian junior clubs ban mobile phones over overseas syndicate fears

<http://www.heraldsun.com.au/news/victoria/sports-betting-victorian-junior-clubs-ban-mobile-phones-over-overseas-syndicate-fears/news-story/e7f827594c21328f76b14286d9ca049d>

Sportsnet (2016) Declan Hill: Tennis is the easiest sport to fix

<http://www.sportsnet.ca/590/jeff-blair-show/declan-hill-tennis-is-the-easiest-sport-to-fix/>

ASC/AIS Match Fixing

http://www.ausport.gov.au/supporting/integrity_in_sport/match_fixing

National Integrity in Sport Unit - Keep sport honest

<http://elearning.sport.gov.au/>

<http://www.health.gov.au/internet/main/publishing.nsf/Content/integrity-tools-for-sporting-organisations>

Case 3: Illicit Drugs

Illicit drugs are illegal substances (e.g. marijuana, cocaine, amphetamines) that are used often for 'recreational' purposes, but pose what are thought to be unacceptable health and social risks in sport. While the use of many performance enhancing drugs and substances are banned under the WADA Code, the management of illicit drugs is still a work in progress.

Victoria Police report a growing use of the drug ice, and its supply by coaches, as a performance enhancer in suburban and country football. More than simply a recreational drug, its ability to produce hyperactivity, agitation and arousal is seen to boost the capability to perform in sport. At the same time, there are harmful side effects (e.g. paranoia, violent behaviour) that may spill over to the sporting fields, putting both the athlete and the club at risk in terms of injuries and reportable offences. Addiction to the drug and its harmful physical and social consequences is seen to be so serious that the Victorian Government and police are working to battle the problem with more community sport education and welfare support programs. McDonald, M. (2015) Evidence of country Victorian Australian Rules footballers using ice as performance enhancing drug, police say (<http://www.abc.net.au/news/2015-03-23/country-footballers-using-ice-as-performance-enhancing-drug/6340326>).

Questions for consideration:

1. Is your state sporting association aware of the nature, extent and impact of the use of illicit drugs in your sport?
2. To what extent do your policies, codes of conduct or disciplinary measures deal with suspected harmful use of illicit substances by leagues or clubs under your state sporting association's control?
3. To what extent does or could your state sporting association engage with police, health or other authorities to address or prevent the problems associated with illicit drug use?
4. How would you manage reports of illicit drug use for performance enhancing purposes in your sport?
5. What other questions does this issue raise about your capability to manage this matter?
6. What actions could your state sporting association consider to better manage the risk of illicit drug use?

Illicit Drugs Resources:

McDonald, M. (2015) Evidence of country Victorian Australian Rules footballers using ice as performance enhancing drug, police say.

<http://www.abc.net.au/news/2015-03-23/country-footballers-using-ice-as-performance-enhancing-drug/6340326>

Sibson, E. (2016) <http://www.abc.net.au/news/2016-03-28/qld-st-george-rugby-league-club-drug-tests-players-ice/7258090>

Fynres-Clinton, J. (2013) Youth don't see addiction as a danger with illegal drugs

<http://www.couriermail.com.au/news/youth-dont-see-addiction-as-a-danger-with-illegal-drugs/story-e6frerc6-1226596697695>

Lay, K. (2015) Final Report of the National Ice Taskforce

https://www.dpmc.gov.au/sites/default/files/publications/national_ice_taskforce_final_report.pdf

Hemphill, D., Outram, S., Wilson-Evered, E., Spaaij, R., Fry, C., Westerbeek, H. and Payne, W. (2015) Victorian Sport Integrity Capability Analysis. <https://www.vu.edu.au/sites/default/files/staff-bios/pdfs/victorian-sport-integrity-capability-analysis.pdf>

Adair, D. (2015) A brave new world? The AFL's updated illicit drug policy. The Conversation.

<https://theconversation.com/a-brave-new-world-the-afls-updated-illicit-drug-policy-49991>

Adair, D. (2016) The clubs are really angry': the AFL illicit drug's policy under a blowtorch.

The Conversation

<https://theconversation.com/the-clubs-are-really-angry-the-afl-illicit-drugs-policy-under-a-blowtorch-56926>

ACC: Illicit Drugs

<https://crimecommission.gov.au/media-centre/release/australian-crime-commission-multimedia/video-illicit-drugs>

Illicit Drugs in Sport (IDIS) Online Education Programme

<http://www.health.gov.au/internet/main/publishing.nsf/Content/illicit-drugs-in-sport-IDIS-online-education-programme>

SRV Illicit Substances

<http://sport.vic.gov.au/integrity-in-sport/illicit-substances>

ADF Community Programs

<http://www.adf.org.au/community-programs>

Case 4: Supplements

For some time, the use of supplements was commonly associated with bodybuilders, but the now booming supplements industry offers a range of vitamins and other nutritional substances to not only overcome nutritional deficits, but to boost just about every imaginable human function, including sport performance. It is an understatement to say that supplements are now mainstream consumer products.

However, questions are being raised about their effectiveness and safety. A recent study indicated that 40-70 per cent of athletes use supplements, 10-15 per cent of supplements contain prohibited substances, 80 per cent of supplements did not contain what the label said, and a large percentage are not backed by scientific evidence and are unlikely to improve athletic performance. Other studies suggest that excessive use may be hazardous to health. Outram, S. and Stewart, B. (2015) Doping through supplement use: a review of the available empirical data. *International Journal of Sport Nutrition and Exercise Metabolism*, Feb; 25(1):54-9.

Questions for consideration:

1. How much do you know about the nature and extent of supplement use in sport, especially at sub-elite and community level?
2. Does your state sporting association have a policy or other measures to address the appropriate and inappropriate use of supplements?
3. To what extent is an understanding of appropriate and inappropriate supplement use important for your job in your state sporting association?
4. What other questions does this issue raise about your capability to manage this potential concern?
5. What actions could your state sporting association consider to better manage supplement use?

Supplements Resources:

Outram, S. and Stewart, B. (2015) Doping through supplement use: a review of the available empirical data. *International Journal of Sport Nutrition and Exercise Metabolism*. Feb; 25(1):54-9.

Bowden, T. (2014) Teens warned off health risks as sports supplements trend grows
<http://www.abc.net.au/news/2014-07-09/teenagers'-health-in-danger-as-sports-supplement-trend-grows/5585576>

Smith, B. (2013) Legal nutrition products can be gateway to doping
<http://www.smh.com.au/national/legal-nutrition-products-can-be-gateway-to-doping-20130208-2e3te.html>

Hughes, D. (2014) Dr David Hughes talks about nutrition and supplements in sport
<https://www.youtube.com/watch?v=WTN7JX93RsQ>

AIS Current Trends in Sports Nutrition
http://www.ausport.gov.au/ais/nutrition/publications/current_concepts

AIS Supplements
<http://www.ausport.gov.au/ais/nutrition/supplements/classification>

Healthy Eating
<https://www.betterhealth.vic.gov.au/healthyliving/healthy-eating>

Case 5: Abuse of prescription drugs and alcohol

In 2012, Australian swimming made headlines for Grant Hackett's admission of addiction to the sleeping tablet (Stilnox) and for its use (rather than alcohol) by six Australian male swimmers before the London Olympics. In late 2015, NRL players Aaron Gray and Dylan Walker both suffered a life-threatening reaction after combining a prescribed pain killer with a non-prescribed one. (Adair, D. 2015 The Conversation.)

However, this issue is not isolated to the elite level. Some junior athletes in a recent research study indicated that pain killer medications from various sources were shared among teammates to deal with pain and injuries. Hemphill, D., Outram, S., Wilson-Evered, E., Spaaij, R., Fry, C., Westerbeek, H. and Payne, W. (2015) Victorian Sport Integrity Capability Analysis. <https://www.vu.edu.au/sites/default/files/staff-bios/pdfs/victorian-sport-integrity-capability-analysis.pdf> Some athletes are using prescription and other legal drugs in a non-prescribed manner not only to deal with pain, but also combining them dangerously with alcohol and caffeine for 'party' or 'recreational' purposes. (Triple M The Hot Breakfast. 2015. Jake King: Drugs in Grassroots Footy. <http://www.triplem.com.au/melbourne/sport/afl/news/2015/3/former-afl-star-jake-king-talks-about-drugs-in-grassroots-footy/>)

Questions for consideration:

1. While several departments and agencies in Victoria address drug and alcohol issues in sport, what do or can state sporting associations add to the mix of strategies to deal with them?
2. Does alcohol present similar or different challenges to state sporting associations in terms of management strategies?
3. Are you confident that your state sporting association has effective engagement strategies and two-way communications with community leagues and clubs in terms of information flow, hotlines, etc?
4. What other questions does this issue raise about your capability to manage similar situations?
5. What actions could your state sporting association consider to better manage the risks associated with prescription drugs and alcohol?

Abuse of prescription drugs and alcohol resources:

Fitzgerald, J. (2013) Drugs in the sporting workplace. The Conversation.
<https://theconversation.com/drugs-in-the-sporting-workplace-12090>

Colangelo, A. (2015) Prescription drug abuse in sport is 'rife': ex-champ. The New Daily.
<http://thenewdaily.com.au/sport/2015/09/23/prescription-drugs-sport-abuse-coming-sure/>

Adair, D. (2015) Prescription drugs in sport; kill the pain, not the player. The Conversation.
<https://theconversation.com/prescription-drugs-in-sport-kill-the-pain-not-the-player-49348>

Triple M The Hot Breakfast (2015) Jake King: Drugs In Grassroots Footy
<http://www.triplem.com.au/melbourne/sport/afl/news/2015/3/former-afl-star-jake-king-talks-about-drugs-in-grassroots-footy/>

Alcohol and Australian Sport
http://www.ausport.gov.au/ais/nutrition/factsheets/basics/alcohol_and_australian_sport

Alcohol and Drugs in Sport
<http://www.adf.org.au/drugs-and-alcohol-in-sport>

ADF Prevention Research
http://www.druginfo.adf.org.au/attachments/1507_PreventionResearch_EngagingCommunities_FINAL_web.pdf

Johnson, C. (2014) ABC Health and Wellbeing. The Pulse. Teenage years risky for sports injuries
<http://www.abc.net.au/health/thepulse/stories/2014/06/27/4033649.htm>

SMA: Safety guidelines for children and young people in sport and recreation
http://www.sport.vic.gov.au/sites/default/files/SMA_Child_Safety_Guidelines_toolkit.pdf

General Resources:

Clearinghouse for Sport

www.clearinghouseforsport.gov.au/

AIS Integrity in Sport

www.ausport.gov.au/supporting/integrity_in_sport

Play by the Rules

www.playbytherules.net.au/

National Integrity in Sport Unit

www.health.gov.au/internet/main/publishing.nsf/Content/national-integrity-of-sport-unit

Sport and Recreation Victoria

sport.vic.gov.au/integrity-in-sport

STEP 5 .SPORT INTEGRITY READINESS ASSESSMENT TEMPLATE

Completed by:

Present at Meeting:

Date: Planned Review Date:

Critical Area	Preventative Factors						Interventions	Readiness Satisfaction (RS)	Important for Sport (IS)	Gap
Sport Integrity Vulnerability Factor Evaluate how you are managing the following integrity vulnerabilities at your level of competition in your sport	Formal National/State Policies Exist 1=Limited/None 10=Detailed	Policy and Procedures Implemented 1=Limited/Not 10=In Full	Data Collected, Recorded and Monitored 1=Minimal/Nil 10=Detailed	Reporting lines to Relevant Authority 1=Limited/Nil 10=Thorough	Accountable Person Takes Responsibility 1=Rarely 10=Always	Educational Programs Implemented 1=Minimal 10=Fully	1=Low 10=High	1=Low 10=High	RS-IS=P Negative Scores= Priority for Action	
Game Manipulation Competition Management										
Focus Area for your sport 1										
2										
Reminder Notes/Reason for Rating										

Critical Area	Preventative Factors						Interventions	Readiness Satisfaction (RS)	Important for Sport (IS)	Gap
Sport Integrity Vulnerability Factor Evaluate how you are managing the following integrity vulnerabilities at your level of competition in your sport	Formal National/State Policies Exist 1=Limited/None 10=Detailed	Policy and Procedures Implemented 1=Limited/Not 10=In Full	Data Collected, Recorded and Monitored 1=Minimal/Nil 10=Detailed	Reporting lines to Relevant Authority 1=Limited/Nil 10=Thorough	Accountable Person Takes Responsibility 1=Rarely 10=Always	Educational Programs Implemented 1=Minimal 10=Fully	1=Low 10=High	1=Low 10=High	RS-IS=P Negative Scores= Priority for Action	
Performance Enhancing Substances Supplements										
List Focus Area for your Sport										
1										
2										
Reminder Notes/Reason for Rating										
Illicit Substance Use Inappropriate Use of Alcohol										
Areas of Priority for your Sport										
1										
2										
Reminder Notes/Reason for Rating										

Critical Area	Preventative Factors						Interventions	Readiness Satisfaction (RS)	Important for Sport (IS)	Gap
Sport Integrity Vulnerability Factor Evaluate how you are managing the following integrity vulnerabilities at your level of competition in your sport	Formal National/State Policies Exist 1=Limited/None 10=Detailed	Policy and Procedures Implemented 1=Limited/Not 10=In Full	Data Collected, Recorded and Monitored 1=Minimal/Nil 10=Detailed	Reporting lines to Relevant Authority 1=Limited/Nil 10=Thorough	Accountable Person Takes Responsibility 1=Rarely 10=Always	Educational Programs Implemented 1=Minimal 10=Fully	1=Low 10=High	1=Low 10=High	RS-IS=P Negative Scores= Priority for Action	
Match Fixing										
Illegal Gambling										
Areas of Priority for your Sport										
1										
2										
Reminder Notes/Reason for Rating										
Abuse of Prescriptions or other Medications										
Other Integrity Concerns										
Areas of Priority for your Sport										
1										
2										
Reminder Notes/Reason for Rating										

Hypothetical Assessment of 'Court-siding'

A sub-elite, state-level basketball league has detected 'court-siding', the practice of using mobile devices to gain a betting advantage due to the time lag between a live sport event and its television broadcast. The competition administrators are concerned that the presence of non-regulated betting activities in their sport is bound to increase the risk of match fixing. Court-siding is covered by their match-fixing policy, which was in addition to the standard (base level) match-fixing policy provided by the National Integrity in Sport Unit. Banning mobile phones and making it a condition of entry at stadia was a way of implementing the policy. Other communications included posters, fliers, newsletters and emails, plus circulating photographs of known court-siders to other competition managers at other venues.

Critical Area	Preventative Factors				Interventions			Readiness Satisfaction (RS)	Important for Sport (IS)	Gap
Sport Integrity Vulnerability Factor Evaluate how you are managing the following integrity vulnerabilities at your level of competition in your sport	Formal National/State Policies Exist 1=Limited/None 10=Detailed	Policy and Procedures Implemented 1=Limited/Not 10=In Full	Data Collected, Recorded and Monitored 1=Minimal/Nil 10=Detailed	Reporting lines to Relevant Authority 1=Limited/Nil 10=Thorough	Accountable Person Takes Responsibility 1=Rarely 10=Always	Educational Programs Implemented 1=Minimal 10=Fully	1=Low 10=High	1=Low 10=High	RS-IS=P Negative Scores= Priority for Action	
Game Manipulation Competition Management										
Focus Area for your sport 1 Court-siding	10	7	7	5	10	9	7	10	-3	
Reminder Notes/Reason for Rating		Court-siders not always obvious in crowded stadiums	Information on court-siders shared with other competition managers	Handled at league-level at moment	Legal Officer					

Sport Integrity Readiness - Self-Assessment

The purpose of this form is for state sporting associations to assess their readiness to manage sport integrity concerns in areas that may not be typically covered by existing provisions in law or other regulations.

This Self-Assessment tool is for use by your sporting association to gain an understanding of your readiness to deal with matters such as game manipulation, performance enhancing drugs, illicit substances and illegal gambling or match fixing.

Completing the form with a group of senior managers will encourage a process of raising awareness of areas of vulnerability and concerns related to sport integrity breaches. The form is for use by state sporting associations to facilitate conversation and reflect and assess current conditions, satisfaction with readiness, and where priorities for action may be required.

Use:

Please use with a group of senior managers and staff. Conducting a Sport Integrity Readiness Self-Assessment in state sporting associations will identify vulnerable areas in the management of integrity in sport and their readiness to respond and act in a timely manner to prevent escalations of integrity breaches. Discussion about actions may occur in conjunction with Sport and Recreation Victoria and other agencies (such as integrity officers, the National Integrity of Sport Unit) and national sporting bodies.

Instructions:

1. The first column relates to a known integrity issue in sport, but you may add your own as well. The issue is framed to provoke discussion among key managers.
2. The subsequent columns are areas to consider in terms of how well they are used or implemented in your sport and level of competition.
3. Complete each column relating to Preventative Factors to the best of your ability based on your honest assessment of what would typically happen or be in place.
4. For the Interventions columns consider if a person takes an accountable and leadership role to make sure all appropriate systems and processes including educational programs are activated in a timely manner to consciously address the integrity concern.
5. The last three columns on Readiness Satisfaction and Importance for Sport are for you to summarise your assessment process to this point and consider where your association is placed to deal with integrity matters.
6. In light of good practice and honest reflection, consider how **satisfied** you are about your current readiness. Then make an assessment of how **important** this issue is for your level of sporting competition.
7. By subtracting the Importance for Sport score from the Readiness Satisfaction score, you will have an assessment of where your priorities are in terms of revising your readiness.
8. The **higher the negative score is the greatest priority**, though you may choose to action something that will be easier to address in the short term.
9. Complete the action plan according to your priorities.

STEP 6. ACTION PLAN TEMPLATE

Purpose:

To create an agreed plan to improve integrity in your sport.

Directions:

Use this form to develop a plan for each priority identified through the readiness assessment process. Modify the form as needed to fit your unique context. Keep copies handy for discussion, review and regular update.

Critical Area	Actions <i>Who is involved? What is to be done?</i>	Responsibilities <i>Who will do it?</i>	Timeline <i>By when? (Day/Month)</i>	Resources <i>Resources Available Resources Needed (financial, human, educational & other)</i>	Potential Barriers <i>Who or which areas might resist? How?</i>
Priority 1:				A. B.	A. B.
Priority 2:				A. B.	A. B.
Priority 3:				A. B.	A. B.
Priority 4:				A. B.	A. B.
Priority 5:				A. B.	A. B.

Evidence of Success (*How will you know that you are making progress? What are your benchmarks?*)

Evaluation Process (*How will you determine that your integrity readiness has been improved? What are your measures?*)

