



SPORT INTEGRITY
AUSTRALIA



HANDBALL
AUSTRALIA

THE NATIONAL INTEGRITY FRAMEWORK

Handball Australia has adopted a new suite of integrity policies that apply to all members, and a new way to manage complaints in handball called the **National Integrity Framework**. This fact sheet will help you understand what the National Integrity Framework is, how it works, and what it means for you.

What is the National Integrity Framework?

The National Integrity Framework is designed to keep sport safe and fair. It was developed by the independent government agency Sport Integrity Australia, whose role is to keep all Australian sports safe and fair, and then adopted by Handball Australia.

The Framework is essentially a set of rules that people need to follow when it comes to their behaviour and conduct while participating in handball.

The six policies which make up the National Integrity Framework are:

1. Child Safeguarding Policy
2. Member Protection Policy
3. Improper Use of Drugs & Medicines Policy
4. Competition Manipulation and Sports Wagering Policy
5. National Integrity Framework
6. Complaints, Disputes and Disciplines Policy

These policies outline what types of behaviour are unacceptable in handball – these behaviours are called Prohibited Conduct. Prohibited Conduct is an action that is a breach of a policy – for example, bullying is Prohibited Conduct under the *Member Protection Policy*.

Any person or organisation who breaches a policy may be sanctioned. A sanction could range from mandatory education all the way up to a ban from participating in handball.

The *Complaints, Disputes and Disciplines Policy* explains how people who have breached a National Integrity Framework policy are held accountable for doing the wrong thing.

In the past, complaints about someone's behaviour were managed by Handball Australia, or a state handball organisation. Under the National Integrity Framework, Sport Integrity Australia will review all Complaints about behaviour which might be considered Prohibited Conduct in one of the six policies. Sport Integrity Australia will also make the decision about any sanction to be imposed. This means the handling of integrity issues is done independent of Handball Australia, which reduces the risk of any perceived conflict of interest and allows Handball Australia to focus its time and efforts on running the sport.



What does it mean for me?

As a member of Handball Australia, if someone behaves poorly towards you or someone else by breaching one of the Policies, you can make a complaint about their conduct to Sport Integrity Australia. It also means that if you breach a National Integrity Framework policy, you could be sanctioned.

Issues to Report to Sport Integrity Australia

Anything that may constitute Prohibited Conduct in a policy must be reported to Sport Integrity Australia. The full list of Prohibited Conduct is available here but includes things such as:

- Abuse
- Bullying
- Harassment
- Sexual Misconduct
- Unlawful Discrimination
- Victimization
- Misconduct with a Child
- Grooming
- Supply of Drugs or Alcohol to a Child
- Race fixing and other types of Competition Manipulation
- Supplying inside information for the purposes of gambling
- Betting by Handballers on Handball matches
- Unlawful use of over the counter or prescription drugs
- Inappropriate use or provision of supplements
- Illicit drug use
- Concealing information about Prohibited Conduct
- Doping (managed under the Handball Australia Anti-Doping Policy)

To report Prohibited Conduct, visit www.sportintegrity.gov.au

More information on Sport Integrity Australia's complaints process is available [here](#).

Issues to Report to Handball Australia

Handball Australia will continue to manage complaints on all other issues, including:

- Selection and eligibility disputes
- Competition Rules disputes
- Code of Conduct breaches
- Social Media Policy breaches
- Governance misconduct
- Employment disputes
- Complaints that are solely a Personal Grievance
- Whistleblower disclosures
- Any conduct that occurred before [commencement date]
- Any other policies that they have

To report, contact Handball Australia.

