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Handball Australia Education Plan

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Handball Australia Education Plan

Introduction

Education is key to protecting the integrity of Australian sport. Sport Integrity Australia (SIA) and Handball Australia are committed to working together to mitigate and manage integrity threats to provide a safe and fair environment for participants at all levels of sport.

This Education Plan has been developed in partnership with SIA, who will support this plan through the provision of education resources and interventions as and where possible. It outlines the required and recommended education interventions for all members of Handball Australia to facilitate compliance with the National Integrity Framework policies, Handball Australia Anti-Doping Policy and the World Anti-Doping Code International Standard for Education (ISE).

Anti-Doping

Under the ISE, Sport Integrity Australia is required to ensure specific cohorts receive anti-doping education - either via online or face-to-face education. A key principle of the ISE is that athletes should receive education prior to being tested.

To satisfy these requirements, the following cohorts are required to receive anti-doping education:

- Any athletes included in Registered, National or Domestic Testing Pools;
- Any athletes and support personnel* competing or involved in International or Declared events, championships or competitions;
- Any athletes and support personnel* competing or involved in leagues subject to User Pay testing;
- Any athletes and support personnel* returning from an Anti-Doping Rule Violation sanction.

The education requirements of cohorts outside of these categories are tailored to the unique environment of Handball Australia, which is outlined in the following attachments:

Attachment A - Required and Recommended Education – Outlines the anti-doping education requirements and recommendations for Handball Australia members, categorised by membership type and competition level.

Attachment B – Handball Australia Delivered Education – Allows for additional Handball Australia specific requirements not listed in Attachment A to be included, if desired.

Attachment C – Handball Australia Targeted Cohort/Event Education Strategy – Outlines the targeted and [Declared Events](#) for the current calendar year and captures the planned and/or agreed anti-doping education.

*Support Personnel includes any coach, trainer, manager, agent, team staff, official, medical, paramedical personnel, parent or any Other Person working with, treating or assisting an Athlete participating in or preparing for sports Competition. See articles 1.3.1.1 and 1.3.1.2 of anti-doping policy for further information.

National Integrity Framework

The topics outlined in this Education Plan provide a structured approach to educating members and key stakeholders about Handball Australia's integrity policies and Sport Integrity Australia's independent complaints process.

Handball Australia is responsible for ensuring education is provided to specific cohorts to help participants in the sport become familiar with their obligations under the National Integrity Framework. The type of education for each cohort is outlined in the following attachment:

Attachment A - Required and Recommended Education - Outlines the integrity education requirements and recommendations for Handball Australia members, categorised by membership type and competition level.

Commitment

Sport Integrity Australia will provide:

- Access to a range of free online integrity education materials
- A suite of resources to promote education, including social media tiles, posters, videos and digital resources;
- Government-funded or user pay face-to-face/webinar education sessions;
- Assistance with eLearning completion reports for Handball Australia.

Handball Australia will be responsible for:

- Mandating the completion of education requirements as outlined in **Attachment A**;
- Promoting recommended education interventions as outlined in **Attachment A**, by providing resources to State Sporting Organisations (SSOs) and Clubs, and promoting education in communication materials; and
- As appropriate, coordinating face-to-face education sessions with Sport Integrity Australia, including providing adequate facilities and support.

Education Plan Compliance Model

The following criteria will be used when assessing education implementation for the purpose of ensuring compliance with the Australian National Anti-Doping Policy (Articles 12.1, 12.2, 12.4 and 17) and the Australian Sports Commission Sport Recognition Agreement.

- Handball Australia communicates effectively and efficiently with Sport Integrity Australia to develop and implement this plan;
- Handball Australia promotes education to relevant members – as evidenced via emails, newsletters, social media posts, and event packs etc; and
- Handball Australia prioritises monitoring of and compliance with the required education outlined in **Attachment A**.

For the purpose of the Sport Integrity Australia Sport Assurance Framework Handball Australia may be asked to provide evidence of how they have implemented this plan at various levels (e.g. by providing copies of emails to SSOs, social media posts tagging Sport Integrity Australia, newsletters, etc). The Education Plan will be reviewed annually, or as necessary to assess implementation and compliance, allow for changes in response to any evolving threats, and to incorporate new education resources developed by Sport Integrity Australia.

Conclusion

This Education Plan is a partnership between Sport Integrity Australia, who will support this plan through the provision of education resources and interventions, and Handball Australia, who is responsible for implementing this plan within their sport. Through this plan, together we aim to provide a safe, fair environment for members and participants of all levels of sport and reduce anti-doping rule violations, either deliberate or inadvertent, protect the health and wellbeing of all members, and uphold the integrity of Handball Australia.

Acceptance of this education plan can be by way of email confirmation.

Attachment A (I) – Handball Australia Staff/Volunteers and National Teams

COURSES	Coaches	Support Personnel	Medical Officers	Volunteers / Administrators	Board Members	Athletes
National Integrity Framework	Required	Required	Required	Required	Recommended	-
Anti-Doping Fundamentals	Required	Required	Required	Recommended	Recommended	Required
Annual Update	Required	Required	Required	Recommended	Recommended	Required
Whereabouts Course	Recommended (coaches of RTP athletes)					Required (RTP athletes only)
Competition Manipulation & Sports Betting	Recommended	Recommended				Recommended
Ethical Decision Making						Recommended
Introduction to Illicit Drugs in Sport						Recommended
Coaches Course	Required					
Child Safeguarding in Sport Introduction	Required	Required	Required	Required	Required	Required
Medical Practitioners Course			Required			

Attachment A (II) – Australian (Open) Beach Club Championships and Australian (Open) Club Championships

COURSES	Coaches (All)	Support Personnel (All)	Medical Officers	Event Staff	Athletes	Volunteers
National Integrity Framework	Required	Required	Required	Required		
Anti-Doping Fundamentals	Required	Required	Required	Recommended	Required	
Annual Update	Required	Required	Required	Recommended	Required	
Whereabouts Course	Recommended (coaches of RTP athletes)				Required (RTP athletes only)	
Competition Manipulation & Sports Betting	Recommended	Recommended			Recommended	
Ethical Decision Making					Recommended	
Introduction to Illicit Drugs in Sport					Recommended	
Coaches Course	Required					
Child Safeguarding in Sport Introduction	Required	Required	Required	Required	Required	Required
Medical Practitioners Course			Required			

Attachment A (III) – Australian (Open) National Championships

COURSES	Coaches	Support Personnel	Medical Staff	Event Staff	Athletes	Volunteers
National Integrity Framework	Recommended	Recommended	Recommended	Recommended		
Anti-Doping Fundamentals	Required	Recommended	Required		Required	
Annual Update	Required	Recommended	Recommended		Recommended	
Whereabouts Course	Recommended (coaches of RTP athletes)				Required (RTP athletes only)	
Competition Manipulation & Sports Betting	Recommended	Recommended			Recommended	
Ethical Decision Making					Recommended	
Introduction to Illicit Drugs in Sport					Recommended	
Coaches Course	Recommended					
Child Safeguarding in Sport Introduction	Required	Required	Required	Required	Required	Required
Medical Practitioners Course			Required			

Attachment A (IV) – State, Club and Community

COURSES	Coaches	Support Personnel	Medical Officers	Club Staff / Administrators	Club Board Members	Athletes	Volunteers
National Integrity Framework	Recommended	Recommended	Recommended	Recommended	Recommended		
Clean Sport 101						Recommended	
Anti-Doping Fundamentals	Recommended	Recommended	Recommended	Recommended	Recommended		
Annual Update	Recommended	Recommended	Recommended	Recommended	Recommended		
Competition Manipulation & Sports Betting	Recommended	Recommended				Recommended	
Ethical Decision Making						Recommended	
Coaches Course	Recommended						
Child Safeguarding in Sport Introduction	Required	Required	Required	Required	Required	Required	Required
Medical Practitioners Course			Recommended				
Introduction to Illicit Drugs in Sport						Recommended	

Attachment B – Handball Delivered Education – to be advised

Team/Cohort	Presenter/Course	Content	Reviewed by SIA

Attachment C – Handball Australia Targeted Cohort/Event Education Strategy – to be advised

Target Cohort/Event	Competition Level	Event Date	Begin Education Strategy	F2F/Webinar Strategy	E-Learning Strategy

Appendix 1 – eLearning Course Guide

All eLearning courses can be accessed on the SIA website through registering an account at [Sport Integrity Australia eLearning: Log in to the site](#)

eLearning Course	Description	Intended Audience	
ANTI-DOPING COURSES	Anti-Doping Fundamentals	Comprehensive anti-doping education designed for all athletes and support personnel participating in competitive sport.	Coaches and athletes at the NSO level
	Annual update	This course is for athletes and support personnel who need to stay up to date on the latest integrity information. This course is updated annually to reflect current trends in anti-doping and broader integrity issues.	Coaches and athletes at the NSO level
	Clean Sport 101	An introduction to Anti-Doping rules written in plain English. Designed for pathway athletes early in their careers, unlikely to be tested, and community/grassroots levels.	Under-16 and pathway athletes
	Whereabouts	This course explains the Whereabouts rules and provides information, tutorials and advice for Registered Testing Pool athletes and their support personnel.	Registered Testing Pool athletes and their coaches
	Coaches course	Anti-doping knowledge tailored to the important role coaches play in their athletes' lives. The Anti-Doping Fundamentals course must be completed prior to this course	Coaches at the state level and above
	Medical Practitioners course	A high-level course written by medical practitioners for medical practitioners to help them stay up to date with all anti-doping requirements.	Doctors involved in the provision of medical care in sport
	Parents' Guide to Clean Sport	Designed to teach parents of young athletes about the Anti-Doping rules, doping risks, healthy sport culture, nutrition and the risks of supplement use.	Parents of underage athletes and members
	Decision Making in Sport	This course poses challenging questions based on real-life predicaments faced by sportspeople at all levels. Learn how to apply your personal values and principles to the ethical dilemmas of the sporting world.	Participants at all levels of the relevant NSO (Board, staff, coaches, support staff, officials, athletes, and members).

INTEGRITY COURSES	National Integrity Framework	This course provides sport administrators with background on Sport Integrity Australia, the development of the National Integrity Framework, and an overview of each Policy.	Participants at all levels of the relevant NSO (board, staff, coaches, support staff, officials, athletes, and members).
	Child Safeguarding in Sport Induction	The Child Safeguarding in Sport Induction course is for any person and any organisation who is bound by the Child Safeguarding policy. The course provides the foundation knowledge and education required to understand and implement the Child Safeguarding Policy.	Any person who is bound by the Child Safeguarding Policy (board, staff, contractors, coaches, officials, and support personnel, athletes, and members).
	Competition Manipulation and Sports Betting	(Previously Introduction to Match-Fixing) This e-learning program is designed to help users understand what Competition Manipulation and Sports Betting is, its consequences, how to recognise it and report it.	Any person who is bound by the Competition Manipulation and Sports Wagering Policy (board, staff, contractors, coaches, officials, and support personnel, athletes, and members).
	Introduction to Illicit Drugs in Sport	This course looks at the impact of illicit drug use in sport.	Any person who is bound by the improper use of drugs and medicine policy (Board, staff, contractors, coaches, officials, and support personnel, athletes, and members).