



SPORT INTEGRITY
AUSTRALIA



THE NATIONAL INTEGRITY FRAMEWORK

Volleyball Australia has adopted a new suite of integrity policies that apply to all members, and a new way to manage complaints in Volleyball 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 Volleyball 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 Volleyball.

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 Volleyball – 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 Volleyball.

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 Volleyball Australia, or a state Volleyball 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 Volleyball Australia, which reduces the risk of any perceived conflict of interest and allows Volleyball Australia to focus its time and efforts on running the sport.



What does it mean for me?

As a member of Volleyball 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 on Volleyball events
- 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 Volleyball 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 Volleyball Australia

Volleyball 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 27 July 2022
- Any other policies that they have

To report, contact Volleyball Australia.

