

Basketball Australia Whistleblowing Policy – Q & A

What is a whistleblower and what does it have to do with basketball?

A whistleblower is a person who exposes any kind of information or activity that is deemed illegal, unethical, or not correct within an organization that is either private or public. The information of alleged wrongdoing can be classified in many ways: violation of company policy/rules, law, regulation, or threat to public interest/national security, as well as fraud, and corruption.

Basketball Australia, Member Organisations and Authorised Providers are committed to operating legally (in accordance with applicable legislation and regulation), properly (in accordance with organisational policy and procedures), and ethically (in accordance with recognised ethical principles) and to maintaining the highest standards of ethical behaviour and integrity.

Directors, Employees, Volunteers and Participants are expected to support Basketball Australia's commitment to legal, proper and ethical operations by reporting any noncompliant conduct by other people.

Basketball Australia believes Directors, Employees, Volunteers, Participants and members of the broader basketball community who report non-compliance should be supported and not penalised in any way for having the courage to speak up against misconduct.

What is Basketball Australia doing to support Whistleblowers in Australian basketball?

Basketball Australia has established The National Integrity Framework – a suite of policies, educational materials and other resources that safeguard basketball against corruption. The Framework applies to all competitions and events conducted under the auspices of Basketball Australia or a member state/territory association, including the National Basketball League. It sets the broad expectations for the conduct of all Participants, but also incorporates detailed policies to regulate behaviour and ensure action can be taken against those who fail to adhere to behavioural standards and expose the sport to undue risk.

The Framework includes a policy regarding Whistleblowers. The purpose of this policy is to encourage the reporting and investigation of Prohibited Conduct under Basketball Australia's National Integrity Framework.

Who does the Whistleblower policy apply to?

The Whistleblower Policy applies to all Basketball Australia Directors, Employees, Volunteers and Participants. It also applies to members of the public who have reported allegations of serious misconduct in accordance with the National Integrity Framework.

I have witnessed misconduct in basketball. How I will I be protected if I speak up?

Basketball Australia will take all steps to protect the identity of a whistleblower who has reported Prohibited Conduct where he or she wishes for their identity to remain confidential.

Basketball Australia will also take all reasonable steps to ensure that a whistleblower does not suffer any personal, professional or financial disadvantage from its Directors, Employees or Volunteers as a result of making a report under the Framework.

How do I report it?

We all have a duty to speak up when we see something that breaches the National Integrity Framework.

There are six ways that a participant or other concerned stakeholder can contact the Basketball Australia Reporting Service:

- **Online:** <http://basketball.stoplينereport.com/>
- **Smartphone app:** Search for STOPline in the iTunes App Store or Google Play
- **Telephone:** 1300 30 45 50 – Australia +61 3 9811 3275 – Overseas (reverse charges)
- **Fax:** Attention: Case Manager C/O The Stopleveline +61 3 9882 4480
- **Email:** - basketball@stopleveline.com.au
- **Post:** C/O The Stopleveline Locked Bag 8 Hawthorn Vic Australia 3122

When making a report you will need to include as much information as possible about the suspected misconduct as possible. All reports are kept confidential.

What's the investigation process for reports and allegations of inappropriate behaviour?

The Basketball Australia Integrity Unit has the power to conduct investigations in whatever lawful manner it thinks fit into the activities of any Participant or Club who is suspected of having engaged in Prohibited Conduct.

An Independent Investigator maybe be appointed to conduct or assist with an investigation if necessary.

The whistleblower will be informed of the outcome of an investigation, subject to privacy and confidentiality considerations. Unless otherwise advised by Basketball Australia, the whistleblower must maintain confidentiality and not disclose details of the report to any person.

Does the Whistleblowing Policy apply to false or malicious reports?

No. The Whistleblowing Policy is intended to protect individuals who are speaking up about genuine concerns of misconduct or impropriety. Persons who make false or malicious reports are not protected by the policy.

For more information on Basketball Australia's Whistleblowing Policy see:

- <http://basketball.net.au/wp-content/uploads/2017/04/Appendix-7-Whistleblowing-Policy-Effective-1-July-2017-1.pdf>
- <http://basketball.net.au/integrity/>

This publication is intended to provide a summary of some of the key messages of the National Framework for Ethical Behaviour and Integrity in Basketball only and must not be relied on in place of the National Framework for Ethical Behaviour and Integrity in Basketball. The National Framework for Ethical Behaviour and Integrity in Basketball must be read in full. BA is not liable to users of this publication for any loss or damage however caused resulting from the use of this publication. BA reserves all of its rights.