



National Framework for Ethical Behaviour and Integrity in Basketball

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PREAMBLE

Basketball Australia's *National Framework for Ethical Behaviour and Integrity in Basketball* By-Law (the Framework) is the umbrella policy that sets out Basketball Australia's national integrity framework. The Framework will be adopted in full by each state and territory association and applies to all Competitions or Events approved by Basketball Australia or a state or territory association, including the National Basketball League.

Basketball Australia acknowledges that the sport of basketball, like many other sports, is not immune from the risks of corruption, match-fixing, doping, illicit drug use and other issues that jeopardise the integrity of the sport. Basketball Australia therefore seeks to take a proactive approach to mitigate the risks and provide a safe, fair and trustworthy environment for all participants at all levels of the sport.

This Framework is a comprehensive response to emerging risks to the integrity of basketball. It incorporates values, principles and a code of conduct that will guide our operations and promotes the development and implementation of clear education and communication strategies. It also implements a robust set of reporting, investigatory and sanctioning provisions to deal with conduct that is likely to be detrimental to the integrity of the sport or bring the game of basketball into disrepute.

The safety and wellbeing of members is also of the utmost importance. It is Basketball Australia's strong view that the conduct of all participants should reflect the values of our sport and that this will help to strengthen our capacity to manage integrity risks.

Basketball Australia also acknowledges that many of the issues covered by this Framework may also constitute criminal offences or be covered by other government regulation. Basketball Australia will therefore cooperate and work closely with law enforcement and regulatory agencies in the application of this Framework.

The Framework sets the broad expectations for the conduct of all Participants. It 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 matters covered by this Framework include:

- Anti-Doping
- Illicit Drugs
- Gambling and Match-Fixing
- Member Protection
- Sports Science and Sports Medicine

Policies within the Framework may also contain specific procedures, penalties and sanctions that are separate or in addition to those contained in this By-Law, and all Participants should familiarise themselves with Basketball Australia's full suite of integrity related policies.

Australian Basketball Values and Principles of Ethical Behaviour

The *National Framework for Ethical Behaviour and Integrity in Basketball* has been developed on the premise that all participants and employees should act honestly and in good faith at all times and in the best interests of the sport.

It is also important that we provide a safe, fair, welcoming and inclusive environment that is free from corruption for our athletes, officials, coaches and all other valued participants and fans.

In order to achieve our objectives, Australian Basketball shall be guided by the following principles and action statements:

We are the custodians of the sport of basketball

We manage the game for the benefit of our members and will make decisions that help basketball meet its full potential and that are in the best interests of the sport.

We are ethical, honest and trustworthy

We act with integrity and are committed to fair play both on and off the court. We respect, promote and enforce standards and rules in a consistent manner.

Basketball is a source of national pride

All Australians should be proud of how we play the game and conduct ourselves both on and off the court.

Basketball is for everyone

Basketball is "Everyone's Game" and we have a responsibility to remove barriers, make it accessible, provide opportunities and encourage all Australians to enjoy the game.

Basketball provides a sense of community

We will create opportunities for people to get together and engage in a positive and welcoming environment based on a shared sense of purpose, cooperation and respect.

We support excellence at all levels

We will provide opportunities for all our participants to achieve their best. Everyone who is involved in our sport should be encouraged to do their best and make their communities proud. We will acknowledge the efforts and achievements of all participants.

Basketball provides a fun and safe environment

We will provide and promote an environment that is fun, welcoming, supportive and conducive to the safe enjoyment of basketball.

1. Introduction

- 1.1 Basketball Australia, Member Organisations and Authorised Providers are obligated to uphold and maintain the integrity of basketball and to protect the health and wellbeing of all Participants in the sport.
- 1.2 Australian Basketball is committed to the highest standards of conduct and ethical behaviour in all of its activities by promoting and supporting a culture of honest and ethical behaviour both on and off the court.
- 1.3 Integrity in basketball means preserving the core values of basketball and upholding the principles that define the essence of Australian sport: fairness, respect, responsibility and safety.
- 1.4 Integrity in sport is an emerging concept that incorporates a range of distinct, yet often interrelated issues. This Framework has been developed to ensure that Australian Basketball is able to adapt and respond to any new developments in this area.
- 1.5 This Framework sets out procedures for managing the reporting, investigation and determination of potential breaches. These procedures are distinct in nature from criminal or civil proceedings.
- 1.6 Investigations into integrity matters may require specialist expertise. Basketball Australia will engage necessary technical expertise to administer, monitor and enforce this Framework and related policies as required.

2. Jurisdiction

- 2.1 This Framework is made by Basketball Australia as a By-Law under Clause 21 of Basketball Australia's Constitution and is binding on all Participants and Clubs. This Framework may be amended by the Basketball Australia Board from time-to-time.
- 2.2 The Basketball Australia Board may in its sole discretion, delegate any or all of its powers under this Framework, including but not limited to the power to adopt, apply, monitor and enforce this Framework.
- 2.3 Member Organisations are expected to adopt this Framework, including any amendments or new appendices, in full, without amendment, as a By-Law under their constitution within three (3) months of the date it is adopted by the Basketball Australia Board.
- 2.4 By virtue of their ongoing membership, employment, contractual or other relationship with Basketball Australia, a Member Organisation or an Authorised Provider, Participants and Clubs are bound by this By-Law and required to comply with all of its provisions.

3. Scope

- 3.1 The Framework incorporates the Basketball Australia policies included as appendices. These policies may be amended by the Board from time-to-time as appropriate and any amendments will be incorporated into this Framework after being adopted by the Board in accordance with the Basketball Australia Constitution.
- 3.2 Nothing in this Framework limits the rights or obligations under any other Basketball Australia By-Law, Policy, Code of Conduct or any other relevant agreements.
- 3.3 A Participant or Club who is investigated under this Framework may also be investigated and sanctioned under any other applicable Basketball Australia By-Laws, agreements, rules or policies.
- 3.4 The conduct prohibited under this Framework may also constitute a criminal offence or a breach of other applicable laws or regulations. This Framework is intended to supplement such laws and regulations. It is not intended, and should not be interpreted, construed or applied, to prejudice or undermine in any way the application of such laws and regulations. Participants must comply with all applicable laws and regulations at all times.
- 3.5 For the avoidance of doubt, nothing in this Framework limits the application of Commonwealth, State and Territory laws or the ability of Basketball Australia to refer such issues to the police or other relevant authorities.
- 3.6 Further, Basketball Australia will cooperate fully with any law enforcement or regulatory investigation into the conduct of Participants, and may delay its own investigations under this Framework until police or regulatory proceedings are finalised, if required so as not to prejudice such proceedings or if otherwise determined to be appropriate.

4. Application to Anti-Doping, Member Protection and Sports Science and Sports Medicine Policies

- 4.1 This Framework includes Basketball Australia's Anti-Doping Policy (Appendix 4), Basketball Australia's Member Protection Policy (Appendix 5) and Basketball Australia's Sports Science and Sports Medicine Policy (Appendix 6), however, these three policies have distinct provisions regarding the reporting, investigation and management of incidents, including the determination and resolution of issues, as well as their own definitions of terms.
- 4.2 In the event of any inconsistency the provisions of Basketball Australia's Anti-Doping Policy shall prevail in all instances. For the avoidance of doubt, any allegation relating to a breach or possible breach of Basketball Australia's Anti-Doping Policy will be dealt with in accordance with its Anti-Doping Policy.
- 4.3 In the event of any inconsistency between this Framework and Basketball Australia's Member Protection Policy or Basketball Australia's Sports Science and Sports Medicine

Policy the Basketball Australia Integrity Unit shall determine which procedures will apply.

- 4.4 Basketball Australia expects Member Organisations to adopt the Basketball Australia Member Protection Policy. However, if a Member Organisation has a Member Protection Policy that is inconsistent with Basketball Australia's Member Protection Policy, matters at state level may be dealt with in accordance with the Member Organisation's Member Protection Policy.

5. Integrity Unit

- 5.1 This Framework shall be managed by the Basketball Australia Integrity Unit.
- 5.1.1 The Basketball Australia Integrity Unit shall comprise at least two Basketball Australia staff members with appropriate skills and qualifications as determined necessary and as nominated by the CEO from the time-to-time.
- 5.2 Basketball Australia will engage a National Integrity Officer who shall be a member of the Integrity Unit.
- 5.3 The Integrity Unit shall prepare and table a report for the Board on any matters arising under this Framework at each Board meeting.

6. Annual Review of Framework

- 6.1 This Framework and all included policies shall be reviewed on an annual basis in consultation with Member Organisations and Authorised Providers.
- 6.1.1 Individual policies should also be reviewed when a new or revised template is released by a Relevant Government Agency.
- 6.2 The Board shall determine an appropriate time for the annual review of this Framework to occur, taking into account the operational schedule of Basketball Australia and balancing other organisational priorities.
- 6.3 The Basketball Australia Integrity Unit shall prepare a report for the Board outlining the findings of the annual review, including a summary of the operations of the Framework and any proposed changes.

7. Who is bound by the Framework?

- 7.1 This Framework shall apply to all Member Organisations, Authorised Providers Participants and Clubs. Each policy shall indicate the relevant provisions specifically applicable to each person or entity.
- 7.2 Notwithstanding clause 7.1, all Participants are bound by and required to comply with all the provisions of this Framework that are applicable and relevant to their participation in basketball. Accordingly, by participating all Participants shall be deemed to accept all terms set out herein and have agreed that it is their personal responsibility to:

- 7.2.1 familiarise themselves with and be knowledgeable of all the requirements of this Framework that are applicable and relevant to them, including what constitutes Prohibited Conduct under this Framework;
 - 7.2.2 comply with anti-doping policies applicable to them and be mindful of the World Anti-Doping Code understanding that action required under this Framework may be addressed under Basketball Australia's Anti-Doping Policy;
 - 7.2.3 act in a discreet and confidential manner in discharging their obligations under this Framework;
 - 7.2.4 submit to the authority of the Basketball Australia Board, including as delegated, to adopt, apply, monitor and enforce compliance with this Framework;
 - 7.2.5 agree to provide any information reasonably requested during any investigation under this Framework, including, but not limited to, copies of or access to telephone records, bank statements, internet services records, computer hard drives, electronic devices or other information storage equipment; and
 - 7.2.6 submit to the jurisdiction of any Hearing Panel or Appeal Tribunal convened under this Framework to hear and determine allegations of Prohibited Conduct.
- 7.3 By registering to participate in a Competition or Event, all Participants shall be deemed to have consented to the collection, processing, disclosure and use of personal information relating to themselves and their activities, to the extent expressly permitted under the terms of this Framework and in accordance with Basketball Australia's privacy policy.

8. Recruitment and Conduct of Basketball Australia staff

- 8.1 Recruitment and induction procedures for all Employees and Volunteers should include adequate background checks appropriate to the position to which they are to be appointed, including but not limited to any relevant Sport Science and Sports Medicine qualifications and police checks.
- 8.1.1 Any person engaged as a Sports Scientist must hold a current accreditation with Exercise and Sports Science Australia (ESSA) and adhere to the *ESSA Accredited Sports Scientist Professional Standards*.
 - 8.1.2 For the avoidance of doubt, all relevant background checks should be completed prior to a letter of offer being issued to the prospective Employee.
- 8.2 Basketball Australia's induction processes for new Employees and Volunteers shall also include familiarisation with this Framework and the completion of relevant integrity education, including but not limited to the ASADA Level 1 anti-doping course and the Australia government's *Keep Sport Honest* anti-match-fixing program.

- 8.3 This Framework includes a Code of Conduct to guide the behaviour of Directors, Employees, Contractors and Volunteers (Appendix 1).
- 8.4 Contracts for Basketball Australia staff and contractors shall include clauses that require compliance with this Framework and Policies.

9. Guiding Principles

- 9.1 Basketball Australia acknowledges that integrity in sport is underpinned by good governance and ethical behaviour at all levels of sport.
- 9.2 Basketball Australia has developed principles and values of ethical behaviour to guide the implementation of this Framework.
- 9.3 Basketball Australia will also develop material to guide the behaviour of Participants and help to maintain the integrity of the sport of basketball.

10. Education

- 10.1 Acknowledging that education is an integral component of an effective integrity framework, Basketball Australia, in consultation with Member Organisations and Authorised Providers, will develop and maintain an education strategy that incorporates material addressing the matters covered by each policy under this Framework.
- 10.2 The education strategy shall include a range of education programs and may involve either online or face-to-face learning, or a combination of both.
- 10.3 Each policy within this Framework shall specify the Participants required to undertake any particular Basketball Australia education program.
 - 10.3.1 Participants shall be required to undertake education programs that are relevant and proportionate to their level of participation in the sport and their vulnerability to integrity risks.
 - 10.3.2 Where appropriate, accreditation procedures for Coaches and Officials will include relevant integrity education and assessment.
- 10.4 Participants who must complete education and training programs will be directed to do so by Basketball Australia, Member Organisations or Authorised Providers from time to time. The current education requirements to participate in specific roles at relevant levels of competition will be published on the Basketball Australia website.
 - 10.4.1 Basketball Australia will also develop a database to record successful completion of education programs by Participants.
- 10.5 Notwithstanding Clauses 10.3 and 10.4, Basketball Australia may direct any Participant to undertake additional or specific education programs as deemed necessary and appropriate from time to time.

- 10.5.1 Where Basketball Australia directs a Participant to undertake additional or specific education, they shall specify a reasonable timeframe within which it shall be completed.
- 10.5.2 If the Participant fails to complete the additional or specific education program within the designated timeframe as directed by Basketball Australia they may be suspended by Basketball Australia from participation in any Competition or Event until such time as they have successfully completed the relevant education to the satisfaction of Basketball Australia.
- 10.5.3 Basketball Australia may, however, grant an extension of time to complete the relevant education.
- 10.6 The education strategy may include programs developed by Basketball Australia, Member Organisations or Authorised Providers for the specific purposes of basketball Participants or resources published by government agencies or other suitable third parties.
- 10.7 Basketball Australia may engage third parties to develop, deliver and administer integrity education programs as required.
- 10.8 The education strategy should be reviewed on a biennial basis and should include an analysis of the number of Participants who have completed education programs. This review will be conducted in consultation with Member Organisations and Authorised Providers.

11. Key Messages

- 11.1 Basketball Australia recognises that it is important that all Participants have easy access to key information about this Framework.
- 11.2 Relevant Policies under this Framework should include a set of key messages that provide basic information, summarise key provisions and act as a guide for when a more detailed analysis of the Policy or Framework or other further action is required.
- 11.3 The key messages are intended to support the implementation of the Policies and raise general awareness among Participants. They are not intended and should not be construed in any way to provide a complete and comprehensive overview of the Policies. If there is any inconsistency between this Framework and the key messages, this Framework prevails.

12. Standard Operating Protocols

- 12.1 The Basketball Australia Integrity Unit shall develop and maintain Standard Operating Protocols for the management of investigations under this Framework.

12.2 The Standard Operating Protocols should guide the conduct of Basketball Australia staff and help to ensure matters are handled appropriately and in accordance with the provisions of this Framework and applicable laws and regulations.

13. Prohibited Conduct

13.1 Any conduct defined or described in this Framework as 'Prohibited Conduct' shall be Prohibited Conduct including but not limited to conduct in breach of Clause 13.2.

13.2 Participants and Clubs must not and must not direct or arrange any other person to:

13.2.1 conduct themselves in any manner, or engage in any activity whether before, during or after a Competition or Event that would impair public confidence in the honest and orderly conduct of the Competition or Event or in the integrity and good character of basketball and its participants; or

13.2.2 engage in any conduct or activity which brings Basketball Australia, a Member Organisation, an Authorised Provider or the sport of basketball into disrepute or censure;

13.2.3 make improper use of information acquired by virtue of their position in any Team selected by Basketball Australia or a Member Organisation or relationship with Basketball Australia or a Member Organisation to gain, directly or indirectly, an advantage for themselves or for any other person or to cause detriment to Basketball Australia, including but not limited to the use of information related to betting or gambling activities associated with basketball; and

13.2.4 breach or fail to comply with any part of this Framework or any policy that forms part of this Framework.

13.3 For the avoidance of doubt, a breach of Basketball Australia's Member Protection Policy shall not be deemed to be Prohibited Conduct for the purposes of the Framework unless it is of a serious nature and cannot be dealt with effectively by the provisions of that policy.

13.4 Each Policy to which this Framework applies shall also state what constitutes Prohibited Conduct under that Policy and will be dealt with in accordance with the provisions of this Framework.

13.5 Participants and Clubs are required to report Prohibited Conduct in accordance with Clause 14 of this Framework. Failure to report may itself be considered Prohibited Conduct and result in sanctions against the Participant or Club.

14. Reporting Process

14.1 A Participant must promptly notify the Basketball Australia Integrity Unit, through the Independent Reporting Hotline, if they:

- 14.1.1 are interviewed as a suspect, charged, or arrested by police in respect of conduct that would amount to an allegation of Prohibited Conduct under this Framework;
 - 14.1.2 are approached by another person to engage in conduct that is Prohibited Conduct;
 - 14.1.3 know or reasonably suspect that another Participant or Club has engaged in conduct, or been approached to engage in conduct that is Prohibited Conduct;
 - 14.1.4 have received, or are aware or reasonably suspect that another Participant or Club has received, actual or implied threats of any nature in relation to past or proposed conduct that is Prohibited Conduct; or
 - 14.1.5 have received a report of Prohibited Conduct from another Participant.
- 14.2 Notification by a Participant under this Clause 14 can be made to the Independent Reporting Hotline via phone, email, online, mobile app or via post at the discretion of the Participant and may be made anonymously if there is a genuine concern of reprisal.
- 14.2.1 While anonymous reports may be made, they may have significant limitations that inhibit a proper and appropriate inquiry or investigation of the allegations. Therefore, Basketball Australia encourages reports to contain contact details and full details of persons involved where possible.
 - 14.2.2 The Participant making the report also has the option of disclosing their identity to the Independent Reporting Hotline but remaining anonymous from Basketball Australia.
- 14.3 Reports made to the Independent Reporting Hotline will be passed onto Basketball Australia's nominated Disclosure Officer(s).
- 14.3.1 Where a Participant has made an anonymous report, the matter will be reported to the Disclosure Officer without any personal details.
- 14.4 Any report by a Participant under this Clause 14 will be dealt with confidentially by Basketball Australia unless disclosure is otherwise required or permitted by law, under this Framework, in agreements regulating betting, or if the allegation of the Prohibited Conduct is already in the public domain. However, the information reported by a Participant may be considered by the Basketball Australia Integrity Unit and provided to the Hearing Panel.
- 14.5 A Participant has a continuing obligation to report any new knowledge or suspicion regarding any conduct that may amount to Prohibited Conduct under this Framework, even if the Participant's prior knowledge or suspicion has already been reported.
- 14.6 All information provided must be honest, complete and accurate.

- 14.7 If a report is made to another Participant, that Participant should report the matter in accordance with this Clause 14, noting the fact that it was reported to them by a third party.
- 14.8 Potential breaches of the Member Protection Policy should be reported in accordance with the specific provisions of that policy.

15. Investigations

- 15.1 The Basketball Australia Integrity Unit shall have 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.
- 15.2 A report lodged through the Independent Reporting Hotline pursuant to Clause 14 will be referred to the Basketball Australia Integrity Unit to conduct a preliminary investigation to determine if it is credible and whether there is prima facie evidence that this Framework has been breached.
- 15.3 The Basketball Australia Integrity Unit may also initiate an investigation in the absence of a report if there is a reasonable suspicion that a Participant or Club may have engaged in Prohibited Conduct.
- 15.4 The Basketball Australia Integrity Unit may at its discretion engage an Independent Investigator to conduct an investigation on its behalf.
- 15.4.1 The Independent Investigator shall be required to report back to the Basketball Australia Integrity Unit and provide all information and evidence they have collected during their investigation.
- 15.5 For the avoidance of doubt, the Basketball Australia Integrity Unit, or Independent Investigator, may in the course of an investigation:
- 15.5.1 inquire into, monitor and investigate any reports or suspicions that a Participant or Club may have engaged in Prohibited Conduct;
- 15.5.2 request copies of all documents, records, articles or things, including but not limited to electronic transmissions, telephone records, banking and financial statements, internet service records and computer and other electronic information storage, in the possession or control of a Participant or Club that are relevant to the investigation; and
- 15.5.3 require access to the premises occupied by, or in the control of, a Member Organisation, Authorised Provider or Club for the purposes of any investigation.
- 15.6 If the Basketball Australia Integrity Unit is satisfied that the report is credible and there is sufficient prima facie evidence that there has been a breach of this Framework, they shall refer the matter, via the Chief Executive Officer, or if the matter relates to the

Chief Executive Officer via the Chair of the Basketball Australia Board, to a Hearing Panel who will have the power to hear the matter and determine an appropriate sanction.

- 15.7 All reports or information and any documentary or other evidence that is available to the Basketball Australia Integrity Unit relating to the alleged breach of this Framework must as soon as reasonably practicable be referred to the Hearing Panel.
- 15.8 Nothing in this Clause 15 prevents Basketball Australia from enforcing any other rules and regulations.

16. Provisional Suspension

- 16.1 If the Basketball Australia Integrity Unit has referred to the Hearing Panel a report or information that an Alleged Offender has allegedly breached this Framework including by engaging in actual or suspected Prohibited Conduct, the Hearing Panel may provisionally suspend the Alleged Offender from any Event, Competition or activities sanctioned by or involving Basketball Australia, a Member Organisation or Authorised Provider, including their employment, until the outcome of any Hearing Panel determination.
- 16.2 If the Alleged Offender is an Employee then any provisional suspension in accordance with clause 16.1 shall be with pay.

17. Criminal Offences

- 17.1 Any alleged Prohibited Conduct by an Alleged Offender which the Basketball Australia Integrity Unit or Independent Investigator considers may be an unlawful offence will be reported to the police force in the jurisdiction the offence is alleged to have occurred and/or the Australian Federal Police.
- 17.2 Basketball Australia may suspend any investigations under this Framework until such time as the matter has been finalised by the police or other relevant regulatory authority if it considers it to be appropriate to do so.
- 17.3 The Basketball Australia Integrity Unit may, in its sole discretion, elect not to refer the matter to a Hearing Panel until after it discloses the allegations of Prohibited Conduct to the police or other relevant regulatory agency and/or after the police or agency confirm doing so would not jeopardise their investigation.
- 17.4 The findings of any law enforcement or regulatory investigations, including a decision of a court or other disciplinary tribunal of competent jurisdiction, may be used as evidence in investigations or hearings under this Framework and shall not preclude or prejudice a concurrent or subsequent investigation by Basketball Australia in accordance with this Framework.

18. Composition of Hearing Panel

- 18.1 The Hearing Panel must comprise three persons independent of the parties and with no prior involvement with the case and who have appropriate skills and experience appointed by the Board for such time and for such purposes as the Board thinks fit.

18.1.1 The Hearing Panel must include at least one person who has considerable previous experience in the legal aspects of a disciplinary tribunal and dispute resolution to act as its Chairperson.

19. Commencement of Proceedings

19.1 On receipt of a referral from the Basketball Australia Integrity Unit, via the Chief Executive Officer or Chair of the Basketball Australia Board, of an actual or suspected contravention of this Framework by an Alleged Offender, the Chairperson of the Hearing Panel must issue a Notice to the Alleged Offender detailing:

19.1.1 the alleged Prohibited Conduct including details of when and where it is alleged to have occurred and the rules, regulations, policies or Framework alleged to have been breached;

19.1.2 the date, time and place for the proposed hearing of the alleged Prohibited Conduct which shall be as soon as reasonably practicable after the Alleged Offender receives the Notice;

19.1.3 information advising the Alleged Offender of their rights (including the right to be represented at the hearing (at their own expense), to address the panel in person, to provide written submissions and to call witnesses) and the format of proceedings;

19.1.4 the potential penalties in the event that the Hearing Panel makes a finding that the Alleged Offender engaged in the Prohibited Conduct; and

19.1.5 a copy of the referral from the Basketball Australia Integrity Unit and any documentary or other evidence that was submitted to the Hearing Panel by the Basketball Australia Integrity Unit in relation to the alleged Prohibited Conduct by the Alleged Offender.

19.2 The Notice should be issued in accordance with Basketball Australia's standard operating protocols.

19.3 Within fourteen (14) days of the date of the Notice, the Alleged Offender must notify the Hearing Panel in writing of whether or not he or she wishes to contest the allegations.

19.3.1 If the Alleged Offender does not wish to contest the allegations and accedes to the imposition of a penalty, he or she may so notify the Hearing Panel in writing, in which case no hearing shall be conducted and the Hearing Panel will consider the matter and determine an appropriate penalty.

- 19.3.2 If the Alleged Offender does not wish to contest the allegations, but wishes to make submissions disputing or seeking to mitigate the penalty, he or she must notify the Hearing Panel either:
- 19.3.2.1. that he or she wishes to make those submissions at a hearing before the Hearing Panel, in which case, the Hearing will proceed in accordance with Clause 20 below; or
 - 19.3.2.2. that he or she wishes to make those submissions in writing, in which case the Hearing Panel will, on receipt of those submissions, consider the matter and determine an appropriate penalty (giving due consideration to those written submissions).
- 19.3.3 If the Alleged Offender does not admit or denies the alleged Prohibited Conduct and notifies the Hearing Panel that he or she wishes to contest the allegations, the Alleged Offender, is, by that notice, taken to have consented to the determination of the allegations in accordance with the procedure outlined in this Framework, and if the Hearing Panel finds that the Alleged Offender breached this Framework by engaging in Prohibited Conduct, to the imposition of a penalty.
- 19.4 Where the Alleged Offender wishes to rely upon documents or other evidence, they must provide copies of such material to the Hearing Panel no later than 7 days prior to the scheduled hearing. Material provided after this time will result in such documents not being permitted at the hearing except with leave of the Hearing Panel.
- 19.5 If the Alleged Offender fails to respond to the Notice within fourteen (14) days of the date of the Notice, the Alleged Offender shall be deemed to have:
- 19.5.1 waived their entitlement to a hearing in accordance with this Framework;
 - 19.5.2 admitted to the Prohibited Conduct specified in the Notice; and
 - 19.5.3 acceded to the imposition of a penalty determined by the Hearing Panel.
- 19.6 Notwithstanding any of the above, an Alleged Offender shall be entitled at any stage to admit they have engaged in the Prohibited Conduct specified in the Notice and to accede to penalties determined by the Hearing Panel.
- 19.7 This Policy and the procedures set out in this Policy apply to all employees of Basketball Australia, Member Organisations and Authorised Providers subject to any inconsistent provision in an applicable employment contract, industrial instrument or the *Fair Work Act 2009* (Cth).

20. Procedure of the Hearing Panel

- 20.1 This Clause applies if the Alleged Offender contests the allegation(s) that he or she has engaged in the Prohibited Conduct specified in the Notice, and there is to be a hearing of the allegations by the Hearing Panel.
- 20.2 Basketball Australia will manage all administrative arrangements in relation to the hearing in consultation with the Chairperson.
- 20.3 The purpose of the hearing shall be to determine whether the Alleged Offender has engaged in the Prohibited Conduct specified in the Notice and, if the Hearing Panel considers that the Alleged Offender has engaged in Prohibited Conduct, for the imposition of any penalty in the Hearing Panel's discretion.
- 20.4 The Hearing Panel may conduct the hearing as it sees fit and, in particular, shall not be bound by the rules of evidence or unnecessary formality. The Hearing Panel must determine matters in accordance with the principles of procedural fairness, such as a hearing appropriate to the circumstances; lack of bias; inquiry into matters in dispute; and evidence to support a decision.
- 20.5 The hearing shall be inquisitorial in nature and the Hearing Panel may call such evidence as it thinks fit in its discretion and all Participants and Clubs subject to this Framework must, if requested to do so by the Hearing Panel, provide such evidence as they are able.
- 20.6 The hearing must be conducted with as much expedition as a proper consideration of the matters permits. However, the Hearing Panel may adjourn the proceedings for such reasonable time as it considers necessary, giving due consideration to any provisional suspension that may be being served by the Alleged Offender.
- 20.7 The Chairperson shall determine all questions of law, evidence or procedure that arise during a hearing.
- 20.8 Notwithstanding the above, the Alleged Offender:
 - 20.8.1 is permitted to be represented at the hearing (at their own expense);
 - 20.8.2 has the right to address the Hearing Panel to make their case; and
 - 20.8.3 is permitted to provide written submissions for consideration by the Hearing Panel (instead of, or as well as, appearing in person). If the Alleged Offender provides any written submissions, the Hearing Panel must consider those submissions in its deliberations.
- 20.9 The hearing shall be closed to the public. Only persons who can demonstrate a legitimate interest in the hearing will be permitted to attend. This will be at the sole discretion of the Chairperson.

20.9.1 Notwithstanding Clause 20.9, a member of the Basketball Australia Integrity Unit or the Independent Investigator must be present at the hearing to respond to any questions of the Hearing Panel.

20.10 If the Alleged Offender or their representative does not appear at the hearing, after proper notice of the hearing has been provided, the Hearing Panel may proceed with the hearing in their absence.

21. Hearing Panel Decision and Standard of Proof

21.1 Unless otherwise stated elsewhere in this Framework or related policies, the standard of proof shall be whether the Hearing Panel is comfortably satisfied that the Alleged Offender has engaged in Prohibited Conduct, bearing in mind the seriousness of the allegation that is being made and repercussions of any finding. This standard of proof in all cases is greater than a mere balance of probability but less than proof beyond a reasonable doubt.

21.2 The decision of the Hearing Panel shall be a majority decision and must be recorded in writing. The decision must, at a minimum, set out and explain:

21.2.1 the Hearing Panel's findings, by reference to the evidence presented or submissions made, as to whether to their comfortable satisfaction the Alleged Offender engaged in Prohibited Conduct; and

21.2.2 if the Hearing Panel makes a finding that the Alleged Offender engaged in Prohibited Conduct, what, if any, penalties it considers appropriate.

21.3 Subject only to the rights of appeal under Clause 23, the Hearing Panel's decision shall be the full, final and complete disposition of the allegations of Prohibited Conduct by the Alleged Offender and will be binding on all parties.

21.4 The Hearing Panel's decision must be communicated to the Board, the Alleged Offender and any other person affected by the decision as soon as practicable.

22. Sanctions

22.1 If an Alleged Offender admits they engaged in Prohibited Conduct or there is a finding that an Alleged Offender has engaged in Prohibited Conduct under this Framework, the Hearing Panel or the Appeal Tribunal, as the case may be, will be required to impose an appropriate sanction upon the Participant or Club. In order to determine the appropriate sanction that is to be imposed in each matter, the Hearing Panel or Appeal Tribunal must first determine the relative seriousness of the offence, including any aggravating or mitigating circumstances. The Hearing Panel will consider any submissions made by the Alleged Offender in relation to sanction and may take into account any aggravating circumstances or mitigating circumstances as outlined in clauses 22.2 and 22.3.

22.2 The Hearing Panel or Appeal Tribunal may have regard to the following aggravating circumstances when determining an appropriate sanction:

22.2.1 a lack of remorse on the part of the Participant;

22.2.2 the age and experience of the Participant;

22.2.3 a lack of cooperation with the Basketball Australia Integrity Unit, Independent Investigator or Hearing Panel during an investigation or hearing, including a failure to produce evidence that was reasonably requested;

22.2.4 a previous finding of guilt for any similar or related Prohibited Conduct under this Framework or any similar regulations of a Relevant Body;

22.2.5 where the amount of any Benefit, directly or indirectly received by the Participant or Club as a result of the Prohibited Conduct, is substantial or where the sums of money otherwise involved in the Prohibited Conduct are substantial;

22.2.6 where the Prohibited Conduct substantially damaged, or had the potential to damage substantially, the public confidence in the sport of basketball;

22.2.7 where the Prohibited Conduct affected, or had the potential to affect, the result or a contingency of the relevant Competition or Event;

22.2.8 where the welfare of a Participant or any other person has been endangered as a result of the Prohibited Conduct;

22.2.9 where the Participant coerced or otherwise engaged other persons to engage in Prohibited Conduct; and

22.2.10 any other aggravating factors that the Hearing Panel or Appeal Tribunal considers relevant and appropriate.

22.3 The Hearing Panel or Appeal Tribunal may have regard to the following mitigating circumstances when determining an appropriate sanction:

22.3.1 any admission of guilt (the mitigating value of which may depend upon its timing);

22.3.2 the youth or lack of experience of the Participant;

22.3.3 the Participant's good previous disciplinary record;

22.3.4 the extent to which the Participant or Club has cooperated with the Basketball Australia Integrity Unit, Independent Investigator or Hearing Panel during an investigation or hearing;

- 22.3.5 where the amount of any Benefit, directly or indirectly received by the Participant or Club as a result of the Prohibited Conduct, is immaterial or where the sums of money otherwise involved in the Prohibited Conduct are immaterial;
 - 22.3.6 where the offence did not substantially damage, or have the potential to substantially damage, the public confidence in the sport of basketball;
 - 22.3.7 where the offence did not affect, or have the potential to affect, the result or a contingency of the relevant Competition or Event;
 - 22.3.8 where the Participant or Club provides substantial assistance to Basketball Australia, the Hearing Panel, a law enforcement or regulatory agency that results in Basketball Australia discovering or establishing Prohibited Conduct under this Framework by another Participant or Club or that results in a law enforcement or regulatory body discovering or establishing a criminal offence by another Participant or other third party;
 - 22.3.9 where the Participant or Club has already suffered penalties under other laws or regulations for the same Prohibited Conduct; and
 - 22.3.10 any other mitigating factors that the Hearing Panel considers relevant and appropriate.
- 22.4 Having considered all the factors described in Clauses 22.2 and 22.3, the Hearing Panel or Appeal Tribunal, as the case may be, shall then determine an appropriate sanction. They may order any one or more of the following:
- 22.4.1 the Alleged Offender to be reprimanded for their involvement in the Prohibited Conduct;
 - 22.4.2 the Alleged Offender to be counselled or required to complete a course of education related to the Prohibited Conduct;
 - 22.4.3 the Alleged Offender to be suspended from participating in any Competition or Event;
 - 22.4.4 the Alleged Offender to be fined, and the amount of such fine;
 - 22.4.5 the Alleged Offender to be banned from participating in any Competition or Event or other activity;
 - 22.4.6 the Alleged Offender to be banned from entering the premises where any Competition or Event is held and from entering the premises of any Club (or of a particular Club);

- 22.4.7 the disqualification of results, including individual awards and prizes, as well as team results;
 - 22.4.8 the Alleged Offender to lose accreditation to continue their involvement with Competitions or Events;
 - 22.4.9 subject to the terms and conditions of any contract between Basketball Australia and the Participant, have that contract terminated; or
 - 22.4.10 the Alleged Offender to be ineligible, for life, from participating in any Competition or Event or basketball activity or from any other involvement in Basketball Australia or Member Organisations.
- 22.5 Taking into consideration Clauses 22.1 to 22.4, the Hearing Panel or Appeal Tribunal, as the case may be, may also impose any other such penalty as they consider appropriate in its discretion.
- 22.6 The Hearing Panel or Appeal Tribunal, as the case may be, may impose any combination of these penalties in their absolute discretion taking account of the seriousness of the Prohibited Conduct.
- 22.7 Further, the Hearing Panel or Appeal Tribunal, as the case may be, may, depending on the circumstances of the Prohibited Conduct, suspend the imposition of a penalty in their absolute discretion.
- 22.8 All fines received pursuant to this Framework must be remitted to Basketball Australia for use by Basketball Australia for the development of integrity programs or as otherwise deemed appropriate by the Board.

23. Appeals

- 23.1 The Alleged Offender, Basketball Australia or any other party to the hearing has a right to appeal the decision of the Hearing Panel.
- 23.2 The available grounds of appeal are:
- 23.2.1 where this Framework has been misapplied;
 - 23.2.2 where new evidence has become available;
 - 23.2.3 where natural justice or procedural fairness has been denied; or
 - 23.2.4 where the penalty imposed was manifestly inadequate or manifestly excessive having regard to the circumstances of the matter and the evidence presented to the Hearing Panel.

- 23.3 A notice of appeal must be made in writing and lodged with the Board through the Chief Executive Officer, within fourteen (14) days of receipt by the Appellant of the Hearing Panel's written decision. The notice of appeal must specify the grounds for the appeal.
- 23.4 Where the Board receives a notice of appeal, the Board must convene an Appeal Tribunal for the purposes of hearing the appeal. Any hearing of the appeal should be held as soon as reasonably practicable after the notice of appeal has been received by the Board.
- 23.5 Any decision of the Hearing Panel that is appealed to the Appeal Tribunal will remain in effect while under appeal unless the Board orders otherwise.
- 23.6 The Appeal Tribunal must be appointed by the Board for such time and for such purposes as the Board thinks fit and must:
- 23.6.1 be comprised of three persons independent of the parties and with no prior involvement with the case with appropriate skills and experience to hear the matter;
 - 23.6.2 include at least one person who has considerable previous experience in the legal aspects of a disciplinary/hearings tribunal and dispute resolution to act as Chairperson; and
 - 23.6.3 not include any members from the initial Hearing Panel.
- 23.7 The hearing before the Appeal Tribunal is not a rehearing of the matter, but a hearing of the issue under appeal only.
- 23.8 The Appeal Tribunal may conduct the appeal as it sees fit. However, any party to the appeal or the initial Hearing Panel can be represented at and make written and oral submissions to the Appeal Tribunal subject to the discretion of the Appeal Tribunal.
- 23.9 The Appeal Tribunal may, in its discretion:
- 23.9.1 affirm the decision of the Hearing Panel and the penalty imposed;
 - 23.9.2 affirm the decision of the Hearing Panel but decide to impose any alternative penalty; or
 - 23.9.3 revoke the decision of the Hearing Panel and the penalty imposed.
- 23.10 The decision of the Appeal Tribunal shall be a majority decision and must be recorded in writing. The Appeal Tribunal's decision must be communicated to the Board, the Appellant and any other person affected by the decision as soon as practicable.

23.11 The decision of the Appeal Tribunal shall be final, non-reviewable, non-appealable and enforceable. No claim, arbitration, lawsuit or litigation concerning the dispute shall be brought in any other court or tribunal.

23.11.1 For the avoidance of doubt, Clause 23.11 does not prevent any law enforcement or regulatory agency from commencing or continuing any investigation or action.

24. Privilege

24.1 Subject to clause 24.2 below, notwithstanding anything else in this Framework, a Participant who is interviewed, arrested or charged by a law enforcement agency in respect of a criminal offence that is, or may be considered to be, conduct that is Prohibited Conduct under this Framework shall not be required to produce any information, give any evidence or make any statement to the Basketball Australia Integrity Unit, Independent Investigator or Hearing Panel if they establish that to do so would breach any privilege against self-incrimination, or result in a waiver of legal professional privilege.

24.2 Should a Participant refuse to provide any information, give any evidence or make a statement to the Basketball Australia Integrity Unit, Independent Investigator or Hearing Panel on the basis that doing so would breach the privilege against self-incrimination, the Participant's refusal in these circumstances can be deemed by the Basketball Australia Integrity Unit, Independent Investigator or Hearing Panel as a consciousness of guilt in relation to the allegations of Prohibited Conduct as made against the Participant.

24.3 Clause 24.1 does not limit Basketball Australia from enforcing any other rules and regulations.

25. Confidentiality and Reporting

25.1 To maintain the confidentiality of the process, no Participant, Club, Basketball Australia, or any other person will publicly announce, comment on or confirm any details of investigations or subsequent hearings or appeals except in accordance with this Clause 25.

25.2 The identity of a Participant or Club against whom a finding of Prohibited Conduct has been made by the Hearing Panel may only be publicly disclosed after the Hearing Panel has notified the Participant or Club, Basketball Australia and any other interested party of its decision. Thereafter, such public disclosure will be by way of an official release by Basketball Australia in its sole discretion.

25.3 In circumstances where the Hearing Panel or Appeals Tribunal finds in favour of the Participant or Club against whom allegations of Prohibited Conduct have been made, Basketball Australia may only make such public disclosure with the consent of the Participant or Club.

- 25.4 For the avoidance of doubt, in circumstances where a finding is made by the Hearing Panel against a Participant or Club, and the Participant or Club subsequently appeals, Basketball Australia is not prohibited from making a public disclosure as set out in this Clause 25 prior to the Appeal being finalised.
- 25.5 If the Appeal Tribunal overturns a finding of the Hearing Panel that has been publicly disclosed, Basketball Australia may make a public statement by way of an official release in its sole discretion.
- 25.6 Basketball Australia must not disclose any specific facts of an allegation of Prohibited Conduct or breach of this Framework prior to determination by a Hearing Panel. Notwithstanding this clause, however, a general description of a process that may be instigated under this Framework is permissible.
- 25.7 Where any public announcement may be considered detrimental to the wellbeing of a Participant, the Board will determine the most appropriate course of action in its sole discretion based on the circumstances of the Participant.
- 25.8 All parties must maintain all information received in the course of any report, notice, hearing or appeal (other than a notice of decision by the Hearing Panel or an Appeal Tribunal) in relation to an allegation of Prohibited Conduct as strictly confidential.
- 25.9 This clause does not apply if the disclosure is required by law or Basketball Australia determines to refer information to a law enforcement or regulatory agency pursuant to Clause 17.

26. Requirement to cooperate

- 26.1 Participants and Clubs to whom this Framework applies must, as a condition of their participation, cooperate fully with all investigations and hearings conducted pursuant to this Framework.
- 26.2 The Board may draw an inference adverse to the Alleged Offender who is asserted to have engaged in Prohibited Conduct under this Framework based on their failure or refusal, without compelling justification, after a request has been made in a reasonable time in advance of any hearing, to appear at the hearing (either in person or electronically as directed by the Board) or to answer any relevant questions.
- 26.3 Failure or refusal by a Participant or Club to cooperate without justification may also result in disciplinary action and the determination of sanctions against the Participant.

27. Mutual Recognition

- 27.1 Basketball Australia will acknowledge, recognise and enforce adjudications and penalties enforced by a Relevant Body for offences that are consistent with Prohibited Conduct defined by this Framework.
- 27.2 Any person who has been suspended from any other sport by a Relevant Body for conduct that is consistent in nature with Prohibited Conduct may be ineligible to

participate in Competitions or Events until such time as their suspension in the other sport has been served in full.

27.3 Notwithstanding Clause 27.2, Basketball Australia reserves the right to consider the previous conduct of any person when determining whether or not to approve their membership of Basketball Australia or a Member Organisation. Where, in the opinion of the Board, an individual's membership of Basketball Australia or a Member Organisation is contrary to the principles and values set out in this Framework then they may not be permitted to become a member.

27.4 Basketball Australia may also elect to impose its own penalties on a Participant for breaches committed in another sport that are consistent with Prohibited Conduct under this Framework.

28. Statute of Limitations

28.1 No proceedings may be commenced against a Participant or Club unless they have been notified, or notification has been reasonably attempted, within ten (10) years from the date the Prohibited Conduct is asserted to have occurred.

29. Interpretations

29.1 Headings used in this Framework are for convenience only and shall not be deemed part of the substance of this Framework or to affect in any way the language of the provisions to which they refer.

29.2 Words in the singular include the plural and vice versa.

29.3 Reference to 'including' and similar words are not words of limitation.

29.4 Words importing a gender include any other gender.

29.5 A reference to a Clause is a reference to a Clause or Subclause of this Framework.

29.6 Where a word or phrase is given a particular meaning, other parts of speech and grammatical forms of that word or phrase have corresponding meanings.

29.7 In the event any provision of this Framework is determined invalid or unenforceable, the remaining provisions shall not be affected. This By-Law shall not fail because any part of this By-Law is held invalid.

29.8 Except as otherwise stated herein, failure to exercise or enforce any right conferred by this Framework shall not be deemed to be a waiver of any such right nor operate so as to bar the exercise or enforcement thereof or of any other right on any other occasion.

30. Definitions

TERM	DEFINITION
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Administrator	means any person Basketball Australia determines to be an owner, director, employee, servant, agent, official, support staff, volunteer or other person (including medical staff, physiotherapists, trainers or other staff) who has any role in the administration or operation of a Club or a Team associated with or representative of Basketball Australia, a Member Organisation or an Authorised Provider.
Agent	means any person who acts in any way in the capacity of an agent, representative or advisor in relation to the negotiation or execution of any employment or commercial agreement for an Athlete, whether or not that person is accredited to do so by Basketball Australia or any other body.
Alleged Offender	means a person accused of engaging in Prohibited Conduct under this Framework, prior to a determination by the Hearing Panel.
Anti-Doping Policy	means the Basketball Australia Anti-Doping Policy, as amended from time-to-time.
Appeal Tribunal	means the Tribunal appointed by the Board to hear and determine matters on appeal under the Framework.
Appellant	means a person who has appealed against the finding of a Hearing Panel.
Athlete	means any person registered with or entitled to play for a Club or listed by Basketball Australia or a Member Organisation as a member of a national, state or other representative Team.
Athlete and Team Support Personnel	means any coach, trainer, manager, agent, team staff member, scientist, medical or para-medical or other personnel working with, treating or assisting, in a professional or voluntary capacity, an Athlete, Team or Club to prepare for participation in a Competition or Event.
Authorised Provider	means the National Basketball League, or other organisations from time to time that conduct Competitions, Events or any other programs or activities approved by or affiliated in any way with Basketball Australia or Member Organisations.
Basketball Australia	means BA Limited (ACN 072 484 992), trading as Basketball Australia, which is recognised by the Australian Sports Commission as a National Sporting Organisation and the peak body for the sport of basketball in Australia.
Basketball Australia Website	means the primary website administered by Basketball Australia to communicate with Members.
Benefit	means any reward or advantage, whether financial or not.
Betting Operator	means any company or other entity undertaking that promotes, brokers, arranges or conducts any form of betting activity in relation

	to Basketball Australia, a Member Organisation or an Authorised Provider.
Board	means the Board of Basketball Australia.
Chairperson	means the Hearing Panel or Appeal Tribunal member appointed to act in this role for the duration of a hearing under the Framework.
Chief Executive Officer	means the Chief Executive Officer of Basketball Australia.
Club	means any club that enters one or more Teams to participate in a Competition or Event.
Coach	includes any coach (whether paid or unpaid) of a Club or a coach of any Basketball Australia or Member Organisation national or state Team or the coach of any other representative Team.
Competition	means a basketball contest, event or activity measuring performance against an opponent, oneself or the environment either on a one off basis or as part of a series or league that is sanctioned by Basketball Australia, a Member Organisation or an Authorised Provider.
Contractor	means a person or organisation engaged by Basketball Australia on a short term contractual basis that is not an Employee.
Director	means a person appointed to the Board of Basketball Australia or a Member Organisation.
Disclosure Officer(s)	means the person(s) who have been nominated by Basketball Australia to receive reports from the Independent Reporting Hotline.
Employee	means a person employed by Basketball Australia, a Member Organisation or an Authorised Provider.
Event	means a one-off Competition, or series of individual Competitions conducted by Basketball Australia, a Member Organisation or an Authorised Provider (for example international matches, national championships, or domestic leagues).
Framework	means the <i>National Framework for Ethical Behaviour and Integrity in Basketball</i> including all schedules, appendices, annexures and any other associated attachments or material.
Hearing Panel	means a panel appointed by the Board to hear and determine allegations of Prohibited Conduct.
Independent Investigator	means a person appointed by Basketball Australia to conduct a investigation into allegations or suspicions of Prohibited Conduct under the Framework.

Inside Information	means any information relating to any Competition or Event that a Participant possesses by virtue of their position but does not include such information that is already published or a matter of public record, readily acquired by an interested member of the public, or disclosed according to the rules and regulations governing the relevant Competition or Event. Such information includes, but is not limited to, factual information regarding the competitors in the Competition or Event, tactical considerations or any other aspect of the Competition or Event.
Member Organisation	means each Constituent Association Member recognised under clause 5.3 of the Basketball Australia Constitution.
National Policy on Match-Fixing in Sport	means the Policy endorsed, on 10 June 2011, by all Australian sports ministers on behalf of their governments, with the aim of protecting the integrity of Australian sport.
Notice	means a Notice issued to an Alleged Offender under Clause 19 of the Framework.
Official	includes any Referee, Score-table Official, Statistician or other official (whether paid or unpaid) accredited by Basketball Australia, a Member Organisation, an Authorised Provider or any sanctioned league, Club or Team.
Participant	means Athletes, Coaches, Administrators, Officials and Athlete and Team Support Personnel participating in or engaged with the delivery of Competitions and Events, as well as all Directors, Employees, Volunteers and members of management committees.
Policy	means a policy attached as an appendix or annexure to the Framework.
Prohibited Conduct	means conduct defined as Prohibited Conduct under this Framework and Policies.
Referee	means a person accredited to referee Competitions or Events sanctioned by Basketball Australia, a Member Organisation or an Authorised Provider.
Relevant Body	means a law enforcement agency or similar body, sporting organisation or sporting body, international sporting federation or major event organisation which enforces behaviour consistent with the provisions of the Framework.
Relevant Government Agency	means the Australian Sports Commission and any other state or territory government department that is responsible for the sport portfolio from time-to-time.
Score-table Official	means a person accredited to manage or operate the score-table or scorebench during a Competition or Event sanctioned by Basketball Australia, a Member Organisation or an Authorised Provider.

Selector	means a person responsible for selecting Athletes to participate in Teams, including but not limited to national Teams.
Stacking	means playing athletes below their normal level to improve a Team's chances of winning a Competition or Event.
Statistician	means a person accredited to record and enter the official statistics during a Competition or Event sanctioned by Basketball Australia, a Member Organisation or an Authorised Provider.
Tanking	means deliberate underperformance in any manner, including but not limited to not selecting the best team or not playing to one's merits.
Team	means a collection or squad of Athletes who compete in basketball games or train together and includes a national representative team.
Volunteer	means a person engaged directly by Basketball Australia, a Member Organisation or Authorised Provider in a non-professional capacity.
World Anti-Doping Code	means the World Anti-Doping Code as updated by the World Anti-Doping Agency from time to time.