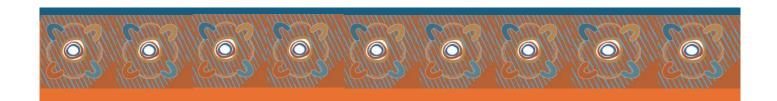


Empower Strength & Performance

ANTI-DOPING POLICY



Empower Strength & Performance: Anti-doping policy JANUARY 2025

Empower Strength & Performance Anti-doping Policy

1. Purpose

Empower Strength & Performance is committed to promoting clean sport and maintaining integrity in all aspects of its operations. This policy outlines Empower Strength & Performance's approach to managing communications and media interactions related to anti-doping to ensure compliance with the following legistation and frameworks:

- Sport Integrity Australia National Integrity Framework,
- Age Discrimination Act 2004
- Disability Discrimination Act 1992
- Racial Discrimination Act 1975
- Sex Discrimination Act 1984
- Australian Human Rights Commission Act 1986
- National Anti-doping Policy 2021.

2. Scope

This policy applies to all Empower Strength & Performance staff, coaches, athletes, volunteers, contractors, and representatives when engaging with the media or using social media platforms to discuss or comment on anti-doping matters. It covers both personal and professional communication in any context associated with Empower Strength & Performance.

3. Definitions

- **Anti-Doping:** Policies, rules, and programs designed to prevent doping in sport, as outlined by Sport Integrity Australia.
- **Doping:** The occurrence of one or more anti-doping rule violations as defined in the World Anti-Doping Code.
- Media: Traditional and digital platforms used for communication, including newspapers, television, radio, social media, blogs, and forums.
- **Confidential Information:** Sensitive information regarding anti-doping cases, investigations, or athletes' personal data that is not publicly available.
- Discrimination: Treating an individual or group unfavourably due to a protected attribute as defined under the Australian Anti-Discrimination Act.
- Sport Integrity Australia National Integrity Framework: A framework that ensures the protection and integrity of Australian sport through policies and programs.

4. Policy Objectives

- 1. Uphold the integrity and reputation of Empower Strength & Performance in all communications related to anti-doping.
- 2. Ensure accurate, respectful, and responsible media engagement on antidoping issues.
- 3. Protect the confidentiality and privacy of athletes and individuals involved in anti-doping matters.
- 4. Prevent the dissemination of misinformation or discriminatory statements in relation to anti-doping.

5. Media and Communication Guidelines

i. Authorized Spokesperson:

 Only authorized personnel (e.g., the Empower Strength & Performance Owner and Head Coach or designated representative) may speak to the media on behalf of Empower Strength & Performance regarding anti-doping matters.

ii. Accuracy and Integrity:

- All statements or comments must be factual, accurate, and aligned with the principles of clean sport.
- Speculation, unverified information, or defamatory statements are strictly prohibited.

iii. Confidentiality:

- Do not disclose confidential information related to anti-doping investigations, athletes, or legal proceedings without explicit authorization.
- Respect the privacy of all individuals involved in anti-doping matters.

iv. Respectful Language:

- Avoid language that could be perceived as discriminatory, defamatory, or harmful to any individual or group.
- Ensure communication reflects Empower Strength & Performance's values of inclusivity, fairness, and respect.

v. Social Media Conduct:

- Apply the same standards of accuracy, respect, and confidentiality to all social media interactions.
- Do not engage in arguments or debates regarding anti-doping matters on public platforms.

6. Prohibited Conduct

i. Misinformation:

a. Sharing unverified, false, or misleading information about anti-doping.

ii. Discrimination:

a. Making statements or comments that discriminate against individuals based on protected attributes.

iii. **Defamation:**

a. Publishing or sharing content that could harm the reputation of athletes, staff, or any other stakeholders.

iv. Unauthorized Disclosure:

a. Sharing confidential information related to anti-doping investigations or cases.

7. Responsibilities

Empower Strength & Performance Leadership:

- Ensure all staff and representatives are aware of and adhere to this policy.
- Provide training on appropriate media engagement regarding antidoping matters.

Staff, Coaches, and Volunteers:

- Refrain from making unauthorized statements or comments on antidoping matters.
- Report any breaches of this policy to the Empower Strength & Performance Media Manager.

Athletes and Members:

 Comply with this policy in all media interactions and social media activities.

8. Reporting and Addressing Breaches

Reporting:

- Breaches of this policy should be reported to the Empower Strength & Performance Owner and Head Coach, Troy Smith
- All reports will be treated confidentially and investigated impartially.

Consequences:

Breaches may result in disciplinary actions, including:

- Warnings (verbal or written).
- Suspension or termination of employment, membership, or affiliation.
- Referral to Sport Integrity Australia or other relevant authorities.

9. Education

Empower Strength & Performance will educate the Empower Strength & Performance community on the importance of clean sport and accurate communication.

Empower Strength & Performance Owner and Head Coach and any other Coach affiliated with Empower Strength & Performance is required to undertake the following Anti-doping training:

- Sports Integrity Australia Fundamentals
- All annual updates

10. Continuous Improvement

This policy will be reviewed regularly to ensure it remains effective, relevant, and aligned with current legislation, the Sport Integrity Australia National Integrity Framework, and Empower Strength & Performance's values.

Acknowledgment

All Empower Strength & Performance representatives are required to acknowledge they have read, understood, and will comply with this policy. Records of acknowledgment will be maintained by the Media Manager.

For further support and information

Owner, Head Coach

Troy Smith

Email: Empowerstrength@outlook.com

Phone: 0448 758 841