

**OFFICIAL**



# **Table Tennis**

# A U S T R A L I A

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## **National Integrity Framework**

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Effective as of 31 October 2022

This policy is enacted pursuant to rule 20.1 of the TTA Constitution

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## **1. Background**

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### **1.1 Introduction**

- (a) The Table Tennis Australia Ltd. (TTA) National Integrity Framework applies to all Activities organised or authorised by TTA or a Member Organisation and will be adopted in full by each Table Tennis Organisation.
- (b) Sports integrity means the manifestation of the ethics and values that promote community confidence in sport. Threats to the integrity of sport includes the:
  - (i) manipulation of sporting competitions;
  - (ii) improper use of drugs and medicine in sport;
  - (iii) abuse of children and other persons in a sporting environment; and
  - (iv) failure to protect Members and other persons in a sporting environment, from bullying, intimidation, discrimination, or harassment.
- (c) TTA seeks to take a proactive approach to mitigate the integrity threats to Table Tennis in Australia and to provide a safe, fair, and trustworthy environment for all Participants at all levels of Table Tennis.
- (d) The Framework is one of TTA's responses to the threats to the integrity of Table Tennis and sets out the broad expectations for the conduct of all Participants in Table Tennis, including procedures for managing, reporting, investigating and determining potential breaches of its Integrity Policies.

### **1.2 Definitions**

In the Framework, the following words have the corresponding meaning:

**Activity** means a Table Tennis contest, match, competition, event, or activity (including training), whether on a one-off basis or as part of a series, league, or competition, sanctioned or organised by TTA or a Table Tennis Organisation.

**Administrators** – see ‘Participant’.

**Athletes** – see ‘Participant’.

**Authorised Provider** – see ‘Relevant Organisation’.

**Board** means the board of TTA.

**CEO** means the Chief Executive Officer of TTA as appointed from time to time.

**Child or Children** means a child or young person, or two or more children or young persons, who is or are under the age of 18 years.

**Club** – see ‘Relevant Organisation’.

**Coaches** – see ‘Participant’.

**Complaints, Disputes and Discipline Policy (CDDP)** means the policy adopted by TTA under this Framework, for the handling and resolution of Complaints regarding Prohibited Conduct.

**Contractor** means any person or organisation engaged to provide services for or on behalf of TTA or a Table Tennis Organisation, and includes agents, advisers, and subcontractors of TTA or a Table Tennis Organisation and employees, officers, volunteers, and agents of a contractor or subcontractor.

**Disciplinary Measures** means any Provisional Action taken or Sanction imposed under the CDDP, as defined in that policy.

**Employee** means a person employed by TTA or a Table Tennis Organisation.

**Framework** means this National Integrity Framework document, including any schedules and annexures.

**Integrity Policy** means the following TTA sports integrity-related policies adopted under this Framework:

- (a) this Framework document;
- (b) Child Safeguarding Policy;
- (c) Competition Manipulation and Sport Wagering Policy;
- (d) Improper Use of Drugs and Medicine Policy;
- (e) Member Protection Policy; and
- (f) Complaints, Disputes and Discipline Policy.

**Individual Member** – see ‘Member’.

**Integrity Unit** means TTA's national integrity unit, as established under clause 5.1.

**Member** means a member of TTA or a Table Tennis Organisation under its constitution, including:

- (a) **Member Organisations**, which means each company or incorporated association that is a member of TTA including each:
  - (i) Member State (State/Territory Association); and
  - (ii) Affiliate that is a member of a Member State.
- (b) **Individual Members**, which means individuals who are individuals registered with a Member Organisation

**Member Organisations** – see ‘Member’.

**National Integrity Manager** means the person responsible for TTA’s Integrity Unit and for the implementation, management, reporting and review of this Framework.

**Officials** – see ‘Participant’.

**Participant** means:

- (a) Athletes who are registered with or entitled to participate in a Table Tennis Organisation or a TTA Activity
- (b) Coaches appointed to train an Athlete or Team in a Table Tennis Organisation or TTA Activity
- (c) Administrators who have a role in the administration or operation of a Table Tennis Organisation or TTA, including owners, directors, committee members or other persons
- (d) Officials including referees, umpires, technical officials, or other officials appointed by a Table Tennis Organisation, TTA or any league, competition, series, Club or Team sanctioned by TTA
- (e) Support Personnel who are appointed in a professional or voluntary capacity by a Table Tennis Organisation, TTA or any league, competition, series, Club or Team sanctioned by TTA including sports science sports medicine personnel, team managers, agents, selectors, and team staff members.

**Prohibited Conduct** means the conduct proscribed by this Framework and the Integrity Policies.

**Relevant Organisation** means any of the following organisations:

- (a) TTA;
- (b) **Member Organisation** – see ‘Member’.
- (c) **Sport Organisation**, which means and includes:
  - (i) **Member Organisations** - see ‘Member’;
  - (ii) **Clubs**, which means any club that enters a Team to participate in an Activity; and
  - (iii) **Authorised Providers**, which means any non-Member organisations authorised to conduct Activities sanctioned by TTA or a Member Organisation;
- (d) **Team**, which means a collection or squad of athletes who compete and/or train in Table Tennis and/or the Activity; and
- (e) Any other organisation who has agreed to be bound by this Framework and the Integrity Policies.

**Relevant Person** means any of the following persons:

- (a) **Individual Member** – see ‘Member’;
- (b) **Participant**;

- (c) **Employee;**
- (d) **Contractor;**
- (e) **Volunteer**, which means any person engaged by TTA or a Table Tennis Organisation in any capacity who is not otherwise an Employee or Contractor, including directors and office holders, coaches, officials, administrators and team and support personnel; and
- (f) Any other individual who has agreed to be bound by this Framework and the Integrity Policies.

**Table Tennis** means the sport of Table Tennis, as governed by TTA and the International Table Tennis Federation (ITTF) from time to time.

**Table Tennis Organisation** – see ‘Relevant Organisation’.

**SIA** means Sports Integrity Australia.

**Support Personnel** – see ‘Participant’.

**Team** – see ‘Relevant Organisation’.

**Volunteer** – see ‘Relevant Person’.

## **2. Jurisdiction**

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### **2.1 Who the Framework applies to?**

- (a) This Framework applies to and binds all Relevant Persons and Relevant Organisations as set out in the Integrity Policies.
- (b) Employees are expected to abide by the terms of this Framework as a reasonable and lawful direction of TTA or the Table Tennis Organisation they are employed by (as relevant) as their employer.
- (c) TTA and Table Tennis Organisations must ensure that all Contractors and Volunteers are contractually bound to abide by the terms of this Framework.
- (d) By participating in an Activity, a Participant is deemed to have agreed to be bound by the Framework.
- (e) Any person or organisation who:
  - (i) has had a complaint made against them under the CDDP; and
  - (ii) was bound by the Framework at the time the complaint was made or when they became aware that a complaint may be made;
  - (iii) would, for any reason, otherwise have ceased to be bound by this Framework at any time after the complaint was made or when they became aware that the complaint may be made,

remains bound by the Framework in respect of the complaint and any related complaint until the complaints process has been finalised in accordance with the CDDP.

### **3. Scope**

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#### **3.1 Scope**

- (a) The National Integrity Framework comprises this Framework document and the Integrity Policies.
- (b) Nothing in this Framework limits the rights or obligations of any person under any other TTA policy, code of conduct or other relevant agreement.
- (c) This Framework does not override or limit the application of any laws of Australia or a State/Territory.
- (d) The 'Summary' at the start of each Integrity Policy is not intended to be and should not be construed in any way as a complete and comprehensive overview of the relevant Integrity Policy. To the extent of any inconsistency, the operative provisions of the relevant Integrity Policy prevail.

### **4. Prohibited Conduct**

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#### **4.1 Prohibited Conduct**

In addition to the Prohibited Conduct proscribed by the Integrity Policies, a Relevant Person or Relevant Organisation commits a breach of this Framework when they:

- (a) fail to report any Prohibited Conduct, as defined under this Framework or an Integrity Policy, to TTA as soon as reasonably practicable;
- (b) deliberately or wilfully withhold information in relation to any possible Prohibited Conduct;
- (c) fail to provide further information or documentation as requested as part of a CDDP under this Framework, including a failure to fully and in good faith participate in an interview;
- (d) fail to comply with or enforce Disciplinary Measures imposed under the CDDP; or
- (e) knowingly provide any inaccurate and/or misleading information during the course of any investigation or proceedings under this Framework.

#### **4.2 Additional matters**

- (a) Where conduct may constitute 'Prohibited Conduct' under this Framework or any Integrity Policy but is a Protected Disclosure with respect to TTA, it must be dealt with under TTA's whistleblower policy.

- (b) The Australian National Anti-Doping Policy will prevail to the extent of any inconsistency with this Framework in all instances. Any allegation relating to a breach or possible breach of Australian National Anti-Doping Policy will be dealt with under that policy.
- (c) Nothing in this Framework or the Integrity Policies prevents the Board from referring any alleged Prohibited Conduct or criminal conduct to a relevant law enforcement agency.

## **5. TTA's Responsibility to Manage Framework**

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### **5.1 Responsibility for the management of the Framework**

- (a) TTA will ensure that it has an Integrity Unit<sup>1</sup>, headed by a National Integrity Manager who shall report, directly or indirectly, to the CEO (Note: for the avoidance of doubt, the National Integrity Manager may be the CEO).
- (b) The National Integrity Manager is responsible for the implementation, management, reporting and review of this Framework within TTA.
- (c) TTA will ensure that it appoints a Complaints Manager<sup>2</sup> for the purposes of the CDDP (Note: for the avoidance of doubt, the Complaints Manager may be the CEO).

### **5.2 National Integrity Manager**

The National Integrity Manager will:

- (a) be responsible for the supervision and administration of this Framework, the Integrity Policies and the associated education programs;
- (b) monitor the compliance of any Sanctions;
- (c) act in a professional, discreet, and confidential manner in undertaking the obligations of their role under this Framework;
- (d) be responsible for ensuring that this Framework is regularly reviewed, and any required amendments are approved by the Board; and
- (e) will provide the Board with regular reports of:
  - (i) information relating to Alleged Breaches and Prohibited Conduct under the Integrity Policies;
  - (ii) the operation of and overall compliance with the Integrity Policies; and

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<sup>1</sup> The size of the Integrity Unit is to be determined by the NSO based on the volume, nature, and seriousness of integrity issues within its sport and available financial resources. For the avoidance of doubt, the Integrity Unit may, if appropriate, solely comprise the National Integrity Manager.

<sup>2</sup> TTA may appoint the same person to be both the Complaints Manager and the National Integrity Manager.

- (iii) any education programs that Participants have been required to undertake.

### **5.3 Complaints Manager**

The Complaints Manager will be the point of contact in relation to the functions of the CDDP and will have such responsibilities as set out in that policy.

### **5.4 Reporting to SIA**

TTA may report NIF matters to SIA including:

- (a) any alleged Prohibited Conduct or criminal conduct that TTA has referred/reported to a relevant law enforcement agency; and
- (b) any information required to be reported or notified to SIA under the Competition Manipulation and Sports Wagering Policy.

### **5.5 Education**

- (a) With the support of SIA, TTA will plan, implement, and maintain an education strategy that incorporates material addressing the matters covered by each Integrity Policy.
- (b) The National Integrity Manager will, from time to time, direct certain Participants to undertake education programs, which will be relevant and proportionate to their level of participation in Table Tennis and the associated integrity risks.

### **5.6 Recruitment of Employees and Volunteers**

- (a) TTA and Table Tennis Organisations should conduct any appropriate background checks required by an Integrity Policy for prospective Employees, Contractors and Volunteers to screen for prior conduct that would constitute a breach of this Framework or the Integrity Policies.
- (b) TTA and Table Tennis Organisations should undertake induction processes for Employees, Contractors and Volunteers that incorporate familiarisation with this Framework and the Integrity Policies, and other sports integrity education and training as determined by TTA from time to time.

## **6. Additional Responsibilities**

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### **6.1 Relevant Organisation responsibilities**

In addition to that required under the Integrity Policies, TTA and Member Organisations shall:

- (a) implement and comply with this Framework;
- (b) ensure that all other policies, rules, and programs that apply to Relevant Persons and Relevant Organisations are consistent with this Framework;



- (c) use its best efforts to assist Relevant Persons and Relevant Organisations to fulfil their responsibilities under this Framework;
- (d) publish, distribute, and promote this Framework and the Integrity Policies (and any updates from time to time) and shall be responsible for making such documents available and accessible to Relevant Persons and Relevant Organisations; and
- (e) ensure its Employees and contractors act in a discreet and confidential manner in discharging their obligations under this Framework.
- (f) recognise any Sanction imposed under this Framework;
- (g) take all necessary steps to enforce any Sanction imposed under this Framework;
- (h) assist in any investigation or proceedings regarding any Prohibited Conduct and ensure that they do not knowingly provide any inaccurate and/or misleading information during the course of any investigation or proceedings.

## **6.2 Relevant Person responsibilities**

In addition to that required under the Integrity Policies, Relevant Persons shall:

- (a) make themselves aware of the contents of this Framework;
- (b) comply with all relevant provisions of the Framework;
- (c) comply with any decisions and/or Sanctions imposed under the Framework.
- (d) undertake sports integrity education as directed by the National Integrity Manager;
- (e) assist in any investigation or proceedings regarding any Prohibited Conduct and ensure that they do not knowingly provide any inaccurate and/or misleading information during the course of any investigation or proceedings.

## **7. Complaints, Disputes and Discipline Policy (CDDP)**

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The CDDP applies to any alleged Prohibited Conduct, including reports of breaches, of this Framework or any Integrity Policy.

## **8. Interpretation & Other Information**

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### **8.1 Application and Commencement**

- (a) This Framework is approved by the Board.
- (b) This Framework:
  - (i) commences on the date outlined on the front cover (**Commencement Date**);
  - (ii) is subject to TTA's constitution and if there is any inconsistency, the constitution will prevail; and

- (iii) when in force, is binding on all those listed in clause 2.1.

## **8.1 Amendment**

- (a) The Board may amend this Framework and the Integrity Policies from time to time at the direction of SIA and such amendments will be effective on the date specified by the Board.
- (b) Member Organisations must adopt this Framework, including any amendments, in full, as a policy under their constitution, within three (3) months of the date it is adopted by TTA.

## **8.2 Inconsistency**

This Framework applies to each Integrity Policy. When interpreting an Integrity Policy, any provisions of that Integrity Policy inconsistent with this Framework apply to the extent of that inconsistency.

## **8.3 Interpretation**

The following rules of interpretation apply to the Framework and each Integrity Policy:

- (a) Headings are for convenience only and shall not be deemed part of the substance of the document or to affect in any way the language of the provisions to which they refer.
- (b) Words in the singular include the plural and vice versa.
- (c) Reference to 'including' and similar words are not words of limitation.
- (d) Words importing a gender include any other gender.
- (e) A reference to a clause is a reference to a clause or subclause of this Framework.
- (f) 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.
- (g) In the event any provision of this Framework is determined invalid or unenforceable, the remaining provisions shall not be affected, and the document shall not fail because any part of it is held invalid.
- (h) 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 to bar the exercise or enforcement thereof or of any other right on any other occasion;
- (i) Defined terms are Capitalised and consistent across the Framework/Integrity Policies.