

# Integrity Framework

## Fairness and equity for play, active recreation and sport

Integrity matters, and Sport NZ as the kaitiaki (guardian) of the play, active recreation and sport system, has developed an Integrity Framework. This is to ensure we take a consistent approach to promoting trust and confidence across our system.

Being active is a part of who we are as New Zealanders and we're pretty good at it. Our participation rates are among the highest in the world. We have a reputation for fairness and equity in our pursuits – we go hard but we are fair. We strive to uphold the values which are important to us, whether we are in the playground, active in the great outdoors, or competing in organised sport.

## Supporting everybody

The Integrity Framework is designed to support 'Every Body' involved in play, active recreation and sport, and ensure we take a consistent approach to maintaining fairness and equity for play, active recreation and sport.

The Integrity Framework provides safeguarding and regulation advice supported by resources on a range of integrity themes and will be updated when new advice, resources and tools become available.

## Integrity Framework

### Purpose

To guide work aimed at safeguarding and regulating the play, active recreation and sport system and promoting confidence and trust in the system at all levels

### Core Aspects: Safeguarding

Ensuring positive conduct by all who participate in play, active recreation and sport through safeguarding and protection

### Core Aspects: Regulatory

Ensuring fair and honest competition and performance through compliance and regulation

### Themes: Safeguarding

Themes promoting the safeguarding and protection of play, active recreation and sport

- Organisational culture
- Member safeguarding
- Child safeguarding
- Anti-discrimination

### Themes: Regulatory

Themes promoting the regulation and integrity of sport and active recreation organisations

- Anti-doping
- Match-fixing
- Anti-corruption

# Integrity Framework across the system

## SAFEGUARDING FOCUS AREAS

### Organisational culture

Providers and organisations have the duty to ensure that their participants enjoy a safe and fair environment. Whilst maintaining integrity is a collective responsibility, organisational culture starts from the top. A healthy organisational culture is one which promotes the themes of the Integrity Framework and provides safeguarding and protective measures to all participants equally through best practice governance principles.

### Member safeguarding

Every person involved in play, active recreation and sport has the right to be treated with respect and fairness, and to be safe and protected from abuse. Providers have a responsibility to ensure that everyone involved in their activities is aware of their legal and ethical rights and responsibilities.

### Child safeguarding

Tamariki and rangatahi have the right to participate in an environment that is safe, supportive and protective, and where they are encouraged to remain active, enjoy what they are doing and be free from physical and emotional harm. This will increase the chances of instilling a lifelong love of participation and remaining active.

### Anti-discrimination

Every person has the right to participate in play, active recreation and sport within a welcoming and inclusive environment, and to be treated with respect, empathy and positive regard. The Integrity Framework has a responsibility to promote anti-discrimination of all participants – irrespective of age, ability, disability, gender, national origin, race, religion, sexual orientation, political belief or socio-economic status.

## REGULATORY FOCUS AREAS

### Anti-doping

Doping in sport is both unhealthy to the individual and contrary to the law and ethics of sport. Sport NZ fully supports the United Nations Educational, Scientific and Cultural Organisation (UNESCO)/the United Nations Office of Drugs and Crime (UNODC), the International Olympic Committee (IOC), World Anti-Doping Agency (WADA) and Drug Free Sport New Zealand (DFSNZ) against the use of banned substances and methods used to gain an unfair advantage.

### Match-fixing

Sport should always be a fair contest. Around the world, sport is increasingly being targeted by criminals seeking to make money through match-fixing and other illegal and unethical gambling activities. This infiltration damages the reputation of sport and undermines its value.

### Anti-corruption

Corruption has no place in New Zealand society and organisations have a duty to ensure they are fair and transparent in their day to day dealings and maintain adequate records and compliance with legislation. Corruption in any form has the potential to affect the integrity, growth, development and reputation of the New Zealand sport and active recreation system.

# Integrity Framework across the system

## UNDERSTANDING INTEGRITY

### Policies and procedures

Sport NZ recognises the importance of supporting organisations within the play, active recreation and sport sector with policies and procedures relating to both Child Safeguarding and Member Protection. This helps to create a consistent approach to safeguarding the sector and are available to every organisation in the play, active recreation, and sport sector.

These policies and procedures can be found on the Sport NZ Integrity website for organisations to access and adapt for the needs of their organisation and will be updated centrally to reflect changes in law and best practice.

### Resources and education

Sport NZ is committed to providing resources so everyone can play their part in making the system safer, understand which rules apply to them, or their organisation and apply best practice.

There are a range of resources on the Sport NZ Integrity portal designed to support individuals and organisations to understand their role in promoting a safe, fair and inclusive environment, including:

- Resources – guidance, factsheets and videos in integrity focus areas
- E-Learning – Sport NZ has introduced e-learning modules for individuals and organisations to access and work through at their own pace including:
  - Match-fixing and competition manipulation
  - Anti-discrimination
  - Child safeguarding and protection

### Dealing with complaints and disputes

The Sport and Recreation Complaints and Mediation Service (SRCMS) is a safe and independent way for anyone engaged in sport and active recreation to lodge a complaint, issue or dispute and have it resolved in a timely manner. The service is free and is open to anyone involved in community sport and recreation as well as elite sport.

The service is operated by Immediation New Zealand Limited, an online dispute resolution company which has been contracted by Sport NZ. It is wholly independent of Sport NZ, High Performance Sport New Zealand and all other sporting bodies, clubs and organisations.

To submit a complaint or dispute, call 0800 493 612. Your telephone call will not be recorded.

Your call will be answered by a member of the SRCMS team who will take details of your complaint. They will then talk with you about available dispute resolution options.

All personal information received will be handled confidentially.

The Integrity Framework is available on the Sport NZ website at [www.sportnz.org.nz/integrity](http://www.sportnz.org.nz/integrity).

Email [integrity@sportnz.org.nz](mailto:integrity@sportnz.org.nz), for questions or to share any integrity-related material/resources with the wider sports sector.