



AUSTRALIAN WEIGHTLIFTING FEDERATION

Policy Document

Anti-Match-fixing Policy

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AUSTRALIAN WEIGHTLIFTING FEDERATION

National Policy on Match-Fixing

1. INTRODUCTION

- a) Weightlifting recognises that betting is a legitimate pursuit, however illegal or fraudulent betting is not. Fraudulent betting on sport and the associated Match-Fixing is an emerging and critical issue globally, for sport, the betting industry and governments alike.
- b) Weightlifting and its Member Organisations have a major obligation to address the threat of Match-Fixing and the corruption that flows from that.
- c) Weightlifting and its Member Organisations have a zero tolerance for illegal gambling and Match-Fixing.
- d) Weightlifting will engage the necessary technical expertise to administer, monitor and enforce this Policy.
- e) The purpose of the National Policy on Match-Fixing is to:
 - i. protect and maintain the integrity of the Sport;
 - ii. protect against any efforts to impact improperly the result of any match or event;
 - iii. establish a uniform rule and consistent scheme of enforcement and penalties; and
 - iv. adhere to the National Policy on Match-Fixing in Sport as agreed by Australian Governments on 10 June 2011.
- f) The conduct prohibited under this Policy may also be a criminal offence and/or a breach of other applicable laws or regulations. This Policy 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. Relevant Persons must comply with all applicable laws and regulations at all times.

2. APPLICATION

2.1 Application of Policy

- a) This Policy is made by the Board and is binding on all Relevant Persons. It may be amended from time to time by the Board.

- b) The Board may, in its sole discretion, delegate any or all of its powers under this Policy, including but not limited to the power to adopt, apply, monitor and enforce this Policy.
- c) By virtue of their ongoing membership, employment or other contractual relationship with the Sport, Relevant Persons are automatically bound by this Policy and required to comply with all of its provisions.

2.2 Relevant Persons

- a) This Policy applies to any Relevant Person as defined from time to time by the Board. For clarity this includes, but is not limited to each of the below categories when in an AWF senior representative team:
 - i. Athletes;
 - ii. Coaches;
 - iii. Officials;
 - iv. Personnel;
 - v. Persons who hold governance positions with the Sport or its Member Organisations;
 - vi. Selectors; and
 - vii. Squad Support Staff.

2.3 Education

- a) All Relevant Persons must complete appropriate education and training programs as directed by the Sport from time to time.
- b) All Relevant Persons as at the commencement of this Policy must undertake the Sport's education program.
- c) All persons who become Relevant Persons after the commencement of this Policy must undertake the Sport's education program as part of their induction:
 - 1. prior to competing in any Event or Competition; or
 - 2. within two months of commencing employment (whether paid or voluntary).

This training is online at elearning.sport.gov.au

2.4 Code of Conduct

- a) In addition to this Policy, all Relevant Persons are bound by the Sport's Code of Conduct (see Annexure D), as amended from time to time, which is underpinned by the following principles:
 - Be Smart: know the rules
 - Be Safe: never bet on your sport
 - Be Careful: never share sensitive information
 - Be Clean: never fix an event
 - Be Open: tell someone if you are approached

3. PROHIBITED CONDUCT

- a) A Relevant Person to whom this Policy applies must not directly or indirectly, alone or in conjunction with another or others breach this Policy or the Sport's Code of Conduct by:
- i. betting, gambling or entering into any other form of financial speculation on any Competition or on any Event connected with the Sport; or
 - ii. participating (whether by act or omission) in Match-Fixing by:
 - A. deliberately underperforming or 'tanking' as part of an arrangement relating to betting on the outcome of any contingency within a Competition or Event;
 - B. deliberately fixing, or exerting any undue influence on, any occurrence within any Competition or Event as part of an arrangement relating to betting on the outcome of any contingency within a Competition or Event;
 - C. inducing or encouraging any Relevant Person to deliberately underperform as part of an arrangement relating to betting on the outcome of any Competition or Event;
 - D. providing Inside Information that is considered to be information not publicly known such as Team or its members configuration (including, without limitation, the Team's actual or likely composition, the form of individual athlete or tactics) other than in connection with bona fide media interviews and commitments;
 - E. ensuring that a particular incident, that is the subject of a bet, occurs;
 - F. providing or receiving any gift, payment or benefit that might reasonably be expected to bring the Relevant Person or the Sport into disrepute; or
 - G. engaging in conduct that relates directly or indirectly to any of the conduct described in Clauses 3 a)(ii)(A) to (F) above and is prejudicial to the interests of the Sport or which bring a Relevant Person or the Sport into disrepute.
- b) Any attempt or any agreement to act in a manner that would culminate in Prohibited Conduct shall be treated as if the relevant Prohibited Conduct had occurred, whether or not the Prohibited Conduct actually occurred as a result of the attempt or agreement to act.
- c) If a Relevant Person knowingly assists or is a party to "covering up" Prohibited Conduct, that Relevant Person will be treated as having engaged in the Prohibited Conduct personally.
- d) Nothing in this section prevents the Board from enforcing any other Rules and Regulations or referring any Prohibited Conduct to a relevant law enforcement agency.

4. REPORTING PROCESS

- a) A Relevant Person to whom this policy applies must promptly notify the Chief Executive Officer if he or she:
- i. is interviewed as a suspect, charged, or arrested by police in respect of conduct that would amount to an allegation of Prohibited Conduct under this Policy;

- ii. is approached by another person to engage in conduct that is Prohibited Conduct;
 - iii. knows or reasonably suspects that another person has engaged in conduct, or been approached to engage in conduct that is Prohibited Conduct;
 - iv. has received, or is aware or reasonably suspects that another person has received, actual or implied threats of any nature in relation to past or proposed conduct that is Prohibited Conduct.
- b) If a Relevant Person wishes to report the Chief Executive Officer for involvement in conduct that is Prohibited Conduct under this Policy then the Relevant Person to which this Section 4 applies may report the conduct to the Chair of the Board.
 - c) Notification by a Relevant Person under this Section 4 can be made verbally or in writing in the discretion of the Relevant Person and may be made confidentially if there is a genuine concern of reprisal. However, the Chief Executive Officer (or the Chair of the Board as the case may be) must record the fact of the reporting of Prohibited Conduct and particulars of the alleged Prohibited Conduct in writing within 48 hours of the report from the Relevant Person for presentation to the Board.
 - d) Any report by a Relevant Person under this Section 4 will be dealt with confidentially by the Sport unless disclosure is otherwise required or permitted under this Policy, by law, or if the allegation of the Prohibited Conduct is already in the public domain.
 - e) A Relevant Person has a continuing obligation to report any new knowledge or suspicion regarding any conduct that may amount to Prohibited Conduct under this Policy, even if the Relevant Person's prior knowledge or suspicion has already been reported.

5. INVESTIGATIONS

5.1 Allegations of Prohibited Conduct

- a) If the Board or Chief Executive Officer receives a report or information that a Relevant Person has allegedly breached this Policy including by engaging in actual or suspected Prohibited Conduct, the Board must, as soon as reasonably practicable refer that report or information and any documentary or other evidence that is available to it in relation to the alleged Prohibited Conduct by the Alleged Offender to the Tribunal hearing panel.
- b) If the Board or Chief Executive Officer has referred to the Tribunal hearing panel a report or information that an Alleged Offender has allegedly breached this Policy including by engaging in actual or suspected Prohibited Conduct, the Board may, in its discretion and pending determination by the Hearing Panel suspend the Alleged Offender from any Event or activities sanctioned by the Sport or a Member Organisation.
- c) Nothing in this section prevents the Board or Chief Executive Officer from enforcing any other Rules and Regulations or referring any Prohibited Conduct to a relevant law enforcement agency.

5.2 Confidentiality and Reporting

- a) To maintain the confidentiality of the process, no parties will publically announce, comment on or confirm any of its investigative or subsequent hearings or appeals activities. Notwithstanding this provision, however, a general description of a process that may be instigated under this policy is permissible.
- b) The Sport must not disclose any specific facts of an allegation of Prohibited Conduct or breach of this Policy.
- c) The identity of a Relevant Person against whom a finding of Prohibited Conduct is made may only be publicly disclosed after the Tribunal hearing panel has notified the Relevant Person, the Sport and any other interested party of its decision. Such disclosure will be by way of an official release by the Sport.
- d) Where any public announcement may be considered detrimental to the wellbeing of a Relevant Person, the Board will determine the most appropriate course of action in its sole discretion based on the circumstances of the Relevant Person.
- e) 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 Tribunal hearing panel or an appeal tribunal) in relation to an allegation of conduct that is Prohibited Conduct as strictly confidential.
- f) Clauses 5.2 a) to e) do not apply if the disclosure is required by law or the Sport determines to refer information to a law enforcement agency.

5.3 Criminal offences

- a) Any alleged Prohibited Conduct by an Alleged Offender which is considered by the Board or Chief Executive Officer as a prima facie 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.

5.4 Privilege

- a) Notwithstanding anything else in this Policy, a Relevant Person who is interviewed under suspicion, charged or arrested 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 Policy shall not be required to produce any information, give any evidence or make any statement to the Board if they establish that to do so would breach any privilege against self-incrimination, or legal professional privilege.
- b) Clause 5.4 a) does not limit the Board from enforcing any other Rules and Regulations.

6. DISCIPLINARY PROCESS

A Tribunal Panel will be constituted following the rules outlined in AWF Grievance, Discipline, Appeals By-law to hear a complaint that has been referred to it by the AWF CEO or AWF Board. The tribunal procedures, discipline procedures, sanctions, and appeals are all outlined in the above By-law. This is found at www.awf.com.au.

7. SANCTIONS

7.1 Penalties

The sanctions imposed if found guilty of an offence under this Policy is outlined in the Grievance, Discipline, Appeals By-law found at www.awf.com.au.

8. INFORMATION SHARING

Australian Weightlifting Federation may share personal information of relevant persons with betting operators, law enforcement agencies, government agencies and or other sporting organisations to prevent Match-Fixing incidents whilst endeavouring to comply with its legal obligations under the Privacy Act 1988 (Cth).

8.1 Monitoring by Betting Operators

- a) Relevant Persons to whom this Policy applies must disclose information to the Sport of all their business interests, and connections with Betting Operators.
- b) Weightlifting will work with Betting Operators to help ensure the ongoing integrity of the Competitions and Events played under the auspices of the Sport and Authorised Providers.
- c) Betting Operators will monitor and conduct regular audits of its databases and records to monitor the incidents of suspicious betting transactions (including single or multiple betting transactions or market fluctuations) that may indicate or tend to indicate that Relevant Persons have engaged in conduct that is Prohibited Conduct under this Policy.
- d) In order to enable the Betting Operator to conduct such audits, the Sport may, from time to time and subject to any terms and conditions imposed by the Sport (including in relation to confidentiality and privacy), provide to Betting Operators details of Relevant Persons who are precluded by virtue of this Policy from engaging in Prohibited Conduct.
- e) Betting Operators must provide the Board with regular written reports on incidents of suspicious betting transactions (including single or multiple betting transactions or market fluctuations) that may indicate or tend to indicate that Relevant Persons have engaged in conduct that is Prohibited Conduct under this Policy.
- f) All requests for information or provision of information by the Sport or a Betting Operator shall be kept strictly confidential and shall not be divulged to any third party or otherwise made use of except where required by law or where information is already in the public domain other than as a result of a breach of this Policy.

8.2 Sponsorship

- a) Weightlifting acknowledges that betting is a legal activity, and recognises that Betting Operators may wish to enter Commercial Partnerships to promote their business.
- b) The Sport may enter Commercial Partnerships with Betting Operators from time to time, subject to any applicable legislative requirements.
- c) A Member Organisation or any Team may enter into a Commercial Partnership with a Betting Operator with the written consent of the Sport. Such consent may be withheld at the discretion of the Sport and specifically where the proposed Commercial Partnership:
 - i. conflicts with an existing Commercial Partnership held between the Sport and a Betting Operator(s); and/or
 - ii. is with a Betting Operator with whom the Sport has not entered into an integrity agreement as required under the National Policy on Match-Fixing in Sport and recognised by the applicable state gambling regulator.
- d) Subject to clause 8.2 c) above, a Relevant Person shall not be permitted to:
 - i. enter into any form of Commercial Partnership with a Betting Operator; or
 - ii. promote a Betting Operator; or
 - iii. have any form of commercial relationship with a Betting Operator.

9. INTERPRETATIONS AND DEFINITIONS

9.1 Interpretation

- a) Headings used in this Policy are for convenience only and shall not be deemed part of the substance of this Policy 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 Policy.
- 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 Policy is determined invalid or unenforceable, the remaining provisions shall not be affected. This Policy shall not fail because any part of this Policy is held invalid.
- h) Except as otherwise stated herein, failure to exercise or enforce any right conferred by this Policy 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.

9.2 Definitions

In this Policy unless the context requires otherwise these words mean:

- a) **Alleged Offender** means a person accused of engaging in Prohibited Conduct under this Policy, prior to a determination by the Hearing Panel.
- b) **Athlete** means any person identified within the Sport's athlete framework (Annexure A) as amended and updated from time to time.
- c) **Authorised Providers** means the Sport's Member Organisations, Affiliates, or other organisations from time to time that conduct Events (for example the Australian Commonwealth Games Association or a private event management company operating an Event on behalf of the Sport).
- d) **Betting Operator** means any company or other undertaking that promotes, brokers, arranges or conducts any form of Betting activity in relation to the Sport
- e) **Coaches** means any person described in the Sport's coach framework (Annexure B) as amended and updated from time to time.
- f) **Competition** means a weightlifting contest, event or activity measuring performance against an opponent, oneself or the environment either once off or as part of a series.
- g) **Event** means a one off Competition, or series of individual Competitions conducted by the Sport or an Authorised Provider (for example International Test Matches, National Championships, or domestic leagues)
- h) **Hearing Panel** means the Panel appointed by the Board to hear and determine allegations of Prohibited Conduct.
- i) **Inside Information** means any information relating to any Competition or Event that a Relevant Person possesses by virtue of his or position within the Sport. 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 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.
- j) **Member Organisations** means those entities recognised by the Sport's constitution as its member organisations.
- k) **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.
- l) **Official** means any person identified within the Sport's Officials Accreditation Framework (Annexure C) as amended and updated from time to time.
- m) **The Sport** means Australian Weightlifting Federation Limited.
- n) **Weightlifting** means the sport of weightlifting as determined by the Sport and the International Association with such variations as may be recognised from time to time.
- o) **Policy** means the Sport's National Policy on Match-Fixing as amended from time to time.
- p) **Prohibited Conduct** means conduct in breach of section 3 of this Policy.
- q) **Relevant Person** means any of the persons identified in Clause 2.2, or any other person involved in the organisation administration or promotion of weightlifting, whose involvement in Gambling would bring the sport into disrepute.
- r) **Team** means a collection of Athletes and includes a national representative team, National Institute Network Teams, including the Australian Institute of

Sport and State/Territory Institutes/Academies' of Sport or Member Organisation team that competes in Competitions or Events.

10. ANNEXURE A - ATHLETE FRAMEWORK

The classes of athletes to whom this policy applies are as follows;

Any athlete that competes:

- In a domestic competition which has significant prize money attached (in excess of \$1000 for the winner)
- At international benchmark competitions or event (such as world championships or one off international competitions)
- At any other competition or event that attracts or is likely to attract a betting market either domestically or internationally.

11. ANNEXURE B - COACHES FRAMEWORK

The classes of Coaches to whom this policy applies are as follows;

Any Coach, including head coaches and assistant coaches of athletes and teams which competes:

- In a domestic competition which has significant prize money attached (in excess of \$1000 for the winner)
- At international benchmark competitions or event (such as world championships or one off international competitions)
- At any other competition or event that attracts or is likely to attract a betting market either domestically or internationally.

12. ANNEXURE C- OFFICIALS FRAMEWORK

The classes of Officials to whom this policy applies are as follows;

Any Official, including Referees, umpires and technical officials that officiate:

- In a domestic competition which has significant prize money attached (in excess of \$1000 for the winner)
- In any professional domestic leagues
- At international benchmark competitions or event (such as world championships or one off international competitions)
- At any other competition or event that attracts or is likely to attract a betting market either domestically or internationally.

13. ANNEXURE D- CODE OF CONDUCT

AUSTRALIAN WEIGHTLIFTING FEDERATION

(“the Sport”)

Code of Conduct

Anti-Match-Fixing Code of Conduct

CODE OF CONDUCT

Preamble

The Sport recognises that betting is a legitimate pursuit, however illegal or fraudulent betting is not. Fraudulent betting on sport and the associated match-fixing is an emerging and critical issue globally, for sport, the betting industry and governments alike.

Accordingly, the Sport and its Member Organisations have a major obligation to address the threat of Match-Fixing and the corruption that flows from that.

The Sport and its Member Organisations have a zero tolerance for illegal gambling and Match-Fixing.

The Sport has developed a National Policy on Match-Fixing to:

- protect and maintain the integrity of the Sport
- protect against any efforts to impact improperly the result of any match.
- establish a uniform rule and consistent scheme of enforcement and penalties.
- adhere to the National Policy on Match-Fixing in Sport as agreed by Australian Governments on 10 June 2011.

A copy of the National Policy can be obtained from the Sport upon request, and is available on the Sport’s website.

The Sport will engage necessary technical expertise to administer, monitor and enforce this Policy.

Application

The National Policy, as amended from time to time, includes a defined list of Relevant Persons to whom this Code of Conduct applies.

Sample Code of Conduct Principles/ Rules of Behaviour

This Code of Conduct sets out the guiding principles for all Relevant Persons on the issues surrounding the integrity of sport and betting.

Guiding Principles

1. Be Smart: know the rules
2. Be Safe: never bet on your sport
3. Be Careful: never share sensitive information
4. Be Clean: never fix an event
5. Be Open: tell someone if you are approached

1. Be Smart: know the rules

Find out the sports betting integrity rules of the Sport (set out in the Sports National Policy) prior to each season, so that you are aware of the Sport's most recent position regarding betting.

If you break the rules, you will be caught and risk severe punishments including a potential lifetime ban from your sport and even being subject to a criminal investigation and prosecution.

2. Be Safe: never bet on your sport

Never bet on yourself, your opponent or your sport. If you, or anyone in your entourage (coach, friend, family members etc), bet on yourself, your opponent or your sport you risk being severely sanctioned. It is best to play safe and never bet on any events within your sport including:

- never betting or gambling on your own matches or any competitions in your sport; including betting on yourself or your team to win, lose or draw as well as any of the different spot bets (such as first goal scorer, MVP etc);
- never instructing, encouraging or facilitating any other party to bet on sports you are participating in;
- never ensuring the occurrence of a particular incident, which is the subject of a bet and for which you expect to receive or have received any reward; and
- never giving or receiving any gift, payment or other benefit in circumstances that might reasonably be expected to bring you or your sport into disrepute.

3. Be Careful: never share sensitive information

As a Relevant Person you will have access to information that is not available to the general public, such as knowing that team mate is injured or that the coach is putting out a weakened side. This is considered sensitive, privileged or inside information. This information could be sought by people who would then use that knowledge to secure an unfair advantage to make a financial gain.

There is nothing wrong with you having sensitive information; it is what you do with it that matters. Most Relevant Persons know that they should not discuss important information with anyone outside of their club, team or coaching staff (with or without reward) where the Relevant Person might reasonably be expected to know that its disclosure could be used in relation to betting.

4. Be Clean: never fix an event

Play fairly, honestly and never fix an event or part of an event. Whatever the reason, do not make any attempt to adversely influence the natural course of an event or competition, or part of an event or competition. Sporting contests must always be an honest test of skill and ability and the results must remain uncertain. Fixing an event or competition, or part of an event or competition goes against the rules and ethics of sport and when caught, you may receive a fine, suspension, lifetime ban from your sport, and/or even a criminal prosecution.

Do not put yourself at risk by following these simple principles:

- Always perform to the best of your abilities.
- Never accept to fix a match. Say no immediately. Do not let yourself be manipulated - unscrupulous individuals might try to develop a relationship with you built on favours or fears that they will then try to exploit for their benefit in possibly fixing an event. This can include the offer of gifts, money and support.
- Seek treatment for addictions and avoid running up debts as this may be a trigger for unscrupulous individuals to target you to fix competitions. Get help before things get out of control.

5. Be Open: tell someone if you are approached

If you hear something suspicious or if anyone approaches you to ask about fixing any part of a match then you must tell someone at the Sport (this person is stipulated in the National Policy) straight away. If someone offers you money or favours for sensitive information then you should also inform the person specified above. Any threats or suspicions of corrupt behaviour should always be reported. The police and national laws are there to protect you. The Sport has developed the National Policy and the procedures contained in it to help.