



Integrity Regulation

New Zealand Olympic Committee

New Zealand Olympic Committee (“NZOC”) Integrity Regulation

INTRODUCTION

1. Purpose

- 1.1 The NZOC’s vision is to inspire excellence and pride in New Zealanders and enable Athletes to achieve on the world stage. To help Athletes in this endeavour and compete in a safe and fair environment, the NZOC is committed to the protection of the integrity of competitions at the Games. This includes the fight against doping, match-fixing, illegal betting and corruption.

2. Status

- 2.1 This Integrity Regulation is a regulation of the NZOC and was adopted by the NZOC Board on **14 May 2015**.
- 2.2 Amendments to this Integrity Regulation may be made from time to time. Such amendments must be approved by the NZOC Board and notified to Member Federations and published on the NZOC’s website at www.olympic.org.nz.

3. Scope and Application

- 3.1 All Member Federations are required to comply with this Integrity Regulation.

4. Framework

- 4.1 This Integrity Regulation is set into 3 parts:
Part A - Anti-Doping;
Part B - Match-Fixing, Betting and Corruption; and
Part C - Support Staff

5. Definitions

- 5.1 The following words and phrases, used in this Integrity Regulation, shall mean:

Athlete a person who competes in the sport of the Member Federation, is a registered member of that Member Federation and is under consideration for the nomination and/or selection for a Games Team.

Benefit means the direct or indirect receipt or provision of money, gift, advantage, consideration or any other benefit or reward, whether in cash or kind.

Bet means a wager of money or any other form of financial speculation.

Betting means making, accepting, or other laying a Bet and shall include, without limitation, activities commonly referred to as sports betting such as fixed and running odds, totalisator games, live betting, betting exchange, spread betting and other games offered by betting operators.

Chief Executive means the Chief Executive Officer and Secretary General of NZOC.

CGF means the Commonwealth Games Federation.

Constitution means the constitution of the NZOC.

DFSNZ means Drug Free Sport NZ, an independent crown entity originally established by the New Zealand Sports Drug Agency Act 1994, and is continued by the Sports Anti-Doping Act 2006.

Games means any Olympic Games (being summer, winter or youth) or Commonwealth Games (including Commonwealth Youth Games) at which a Games Team is selected by the NZOC.

Games Team means a New Zealand team selected for any Games.

Games Period means the period commencing when an Athlete or Support Staff member's accreditation is validated at the Games and ends at midnight the day after the closing ceremony of the Games.

Government Agency includes but is not limited to Sport New Zealand, the Department of Internal Affairs, the New Zealand Racing Board, Ministry of Justice, Serious Fraud Office, Organised and Financial Crime Agency of New Zealand, Drug Free Sport New Zealand and/or the New Zealand Police.

Inside Information means any non-public information relating to any match, event, team or athlete that a person has because of their position with the Member Federation.

IOC means the International Olympic Committee.

Member Federation means a New Zealand national sporting organisation which is a member federation of the NZOC as that term is defined in the Constitution.

NZOC means the New Zealand Olympic Committee an incorporated society.

Olympic Charter means the rules governing the Olympic Movement,, including its bye-laws.

Olympic Movement means the organisations, athletes and other persons who agree to be bound by the Olympic Charter under the authority of the IOC.

Sports Tribunal means the Sports Tribunal of New Zealand.

Support Staff means a person who is under consideration by the Member Federation to be nominated for appointment to any Games Team for the purpose of providing support services to athletes (including coaches, physical trainers, medical staff, psychologists, physiotherapists).

WADA means the World Anti-Doping Agency.

WADA Code means the WADA Anti-Doping Code 2015, as amended from time to time.

PART A – NZOC ANTI-DOPING REGULATION

This Part A of the Integrity Regulation supersedes the NZOC Anti-Doping ByLaw which was made by the NZOC Board to be effective from 10 November 2009 and updated by the NZOC Board on 14 December 2011 and 11 December 2014.

Introduction

The New Zealand Olympic Committee (“**NZOC**”) is responsible for developing and protecting the Olympic movement and its values in New Zealand in accordance with the NZOC Constitution and the Olympic Charter. NZOC is also responsible for determining eligibility requirements and selection criteria for New Zealand teams for the Olympic Games and Commonwealth Games.

The NZOC is a signatory to the World Anti-Doping Code (“**Code**”). This By-law is adopted and implemented as a result of the NZOC’s commitment to the purposes of the World Anti-Doping Programme. Drug Free Sport New Zealand (“**DFSNZ**”), the National Anti-Doping Organisation responsible for the implementation of the Code within New Zealand, has made the Sports Anti-Doping Rules 2009 (and updated with effect from 1 January 2015) (“**SADR**”) under the Sports Anti-Doping Act 2006 to adopt and implement the Code within New Zealand. The NZOC respects the autonomy of DFSNZ and agrees not to interfere in its operational decisions and activities.

Under the SADR, DFSNZ is responsible for the investigation of anti-doping rule violations and for presenting evidence in support of alleged anti-doping rule violations before the Sports Tribunal. The Sports Tribunal determines such allegations and imposes sanctions in accordance with the SADR.

National Sporting Organisations in New Zealand implement the Code by agreeing to the application of the SADR.

The NZOC has made this By-law to record the commitment of the NZOC to carry out its responsibilities under the Code, to require its member National Sporting Organisations (“**Member Federations**”) to agree to the application of the SADR and Code, and to support the role of DFSNZ and the Sports Tribunal which implement and apply the Code under the SADR in New Zealand.

Role of NZOC and Member Federations

1. NZOC has adopted the Code and will carry out its role and responsibilities as provided by Article 20.4 of the Code. It adopts and will apply the provisions of the Code in carrying out its functions under the NZOC Constitution, wherever that is required.
2. All Member Federations shall have anti-doping policies or rules which implement the SADR (as amended from time to time) or anti-doping policies or rules which comply with the Code and all Member Federations shall operate, at all times, in a manner which complies with the SADR and the Code.

3. All Member Federations shall report any information suggesting or relating to an anti-doping rule violation to DFSNZ and their International Federation.
4. NZOC and Member Federations will take all necessary steps to assist DFSNZ in the exercise of its functions under the SADR, and in relation to the implementation of the Code within New Zealand, and will render all necessary assistance in any investigation into any anti-doping rule violation carried out by DFSNZ under the SADR. NZOC will co-operate with national agencies and organisations and other anti-doping organisations to promote the operation of the Code.
5. NZOC will promote anti-doping education and all Member Federations will conduct anti-doping education in accordance with DFSNZ.

Sample Collection and Registered Testing Pool

6. It shall be a condition of participation in the Olympic Games that all Athletes who are not regular members of a Member Federation are available for sample collection and will provide accurate up to date whereabouts information as part of a national registered testing pool during the year before the date of the commencement of the Olympic Games. Member Federations shall require all Athletes who are to be put forward for consideration for selection for the Olympic Games who are not regular members to agree in writing to be available as set out above in this clause before the beginning of the year immediately preceding the date of the commencement of the Olympic Games for which they are to be considered for selection.
7. The names of all Athletes who are to be considered for selection for the Olympic Games shall be advised by list (commonly known as the "Long List") by Member Federations to NZOC six months before the date of the commencement of the Olympic Games for the purpose of out of competition testing by DFSNZ.
8. The requirements in clauses 4 and 5 above shall also apply in relation to participation and selection for the Commonwealth Games.

Procedure for Alleged Anti-Doping Violations

9. Where it is alleged that an Athlete or any Athlete support personnel has committed an anti-doping rule violation in the period of the Olympic Games or of the Commonwealth Games, the allegation shall be considered in accordance with the rules in force for the Olympic Games or for the Commonwealth Games.
10. Where it is alleged that an Athlete or any Athlete support personnel has committed an anti-doping rule violation outside the period of the Olympic Games or of the Commonwealth Games but during the term of any agreement between the NZOC and the Athlete or Athlete support personnel in relation to those Games, the allegation shall be determined in accordance with the anti-doping rules of the Member Federation (or such other anti-doping rules as are applicable). NZOC may take such additional steps that it considers appropriate under any agreement it has with that Athlete or Athlete support personnel.

11. Where it is alleged that an Athlete or any Athlete support personnel has committed an anti-doping rule violation outside the period of the Olympic Games or of the Commonwealth Games the allegation shall be determined in accordance with the anti-doping rules of the Member Federation (or such other anti-doping rules as are applicable).
12. The NZOC will recognise and respect all determinations by all Anti-Doping Organisations that a person has committed an anti-doping rule violation provided the finding is consistent with the Code and within the authority of the body concerned.
13. In the event that an Athlete or Athlete support personnel commits an anti-doping rule violation under the SADR or Code or the rules of a Member Federation, any funding provided by the NZOC shall be withheld during any period of ineligibility.

PART B – MATCH-FIXING, BETTING AND CORRUPTION

Introduction

The NZOC is responsible for developing and protecting the Olympic Movement and its values in New Zealand in accordance with the NZOC Constitution, the Olympic Charter and New Zealand law.

Manipulation of competition, particularly when linked with irregular or illegal sports Betting erodes the integrity and credibility of sport. The very spirit of sport lies in the uncertainty of the result. When that uncertainty is removed, it renders sport a meaningless endeavour.

The NZOC has made this Part B of the Integrity Regulation to record the commitment of the NZOC to help protect the integrity of sport which is in support of the requirements set by the IOC, CGF and Government Agencies.

Member Federations

In pursuit of achieving integrity, the NZOC requires its Member Federations, by no later than 30 June 2016, to:

1. **Adopt Rules/Policies:** adopt and implement rules or policies to combat illegal/prohibited sports Betting, match-fixing and corruption, which are consistent with the "New Zealand Policy on Sports Match-Fixing and Related Corruption" developed by Sport New Zealand and/or consistent with any rules, regulations, by-laws or policies of any Member Federation's international governing body;
2. **Appointment:** appoint a specified contact person for the Member Federation to be responsible for matters relating to overseeing the Member Federation's management of integrity matters (including anti-match fixing, illegal/prohibited sports Betting and corruption);
3. **Reporting and Investigation:** ensure it has appropriate match-fixing, illegal/prohibited sports Betting and corruption incident reporting and investigation mechanisms in place, including protection for whistle blowers;
4. **Disclosure:** promptly disclose to the NZOC, IOC, the relevant International Federation and any relevant Government Agency as appropriate, any potential or confirmed breach of the Member Federation's rules on sports Betting, match-fixing and/or corruption which occurs during any Games Period;
5. **Support:** establish strong support and protection mechanisms for members of the Member Federation who may come in contact with, or be exposed to or involved in, illegal/prohibited sports Betting, match-fixing or corrupt activity;
6. **Co-operation:** take all necessary steps to assist the Government Agencies in the exercise of their functions under legislation and will render all necessary assistance in any investigation carried out by a Government Agency in relation to illegal/prohibited sports Betting, match-fixing and/or corruption in sport;

7. **Discipline:** establish a disciplinary framework detailing specific, effective, proportionate and dissuasive sanctions and measures for engaging in any illegal/prohibited sports Betting, match-fixing and corruption; and
8. **Education:** promote appropriate education to relevant personnel in the Member Federation so they clearly understand the Member Federation's anti-match-fixing, illegal/prohibited sports Betting and corruption requirements and are aware of prevention strategies.

Procedure for alleged violations

9. **Participation in Games:** It shall be a condition of participation in the Games, that all Athletes and Support Staff will not engage in sports Betting on any Games events or any form of match-fixing or corruption, including the disclosure of Inside Information during the Games Period.
10. **Obligations:** Athletes and Support Staff will be also be made aware of their obligation/duty to report any attempt at illegal/prohibited sports Betting, match-fixing or corruption they have witnessed or been exposed to during the Games Period, as well as co-operate in the event of an inquiry.
11. **Violation at Games:** Where it is alleged that an Athlete or Support Staff member has committed an illegal/prohibited sports Betting, match-fixing or corruption violation at the Games, the NZOC may take such steps that it considers appropriate under any agreement it has with the Athlete or Support Staff member. The violation may also be considered in accordance with the rules in force for the Games.
12. **Violation outside Games:** Where it is alleged that an Athlete or Support Staff member has committed an illegal/prohibited sports Betting, match-fixing or corruption violation outside of the Games Period, the allegation shall be determined in accordance with the illegal/prohibited sports Betting, match-fixing and corruption rules of the Member Federation and/or legislation as may be applicable. The NZOC may take such additional steps that it considers appropriate under any agreement it has with the Athlete or Support Staff member, if any.
13. **Government Agencies:** The NZOC will recognise and respect all determinations made by the IOC, Member Federation, International Federation and/or Government Agencies that an Athlete or Support Staff member has committed an illegal/prohibited sports Betting, match-fixing or corruption violation provided the finding is consistent with the authority of the body concerned.
14. **Funding:** In the event that an Athlete or Support Staff member is proved to have committed an illegal/prohibited sports Betting, match-fixing or corruption violation (whether or not in the Games Period), any funding by or through the NZOC shall be withheld during any period of ineligibility.

PART C – SUPPORT STAFF

Introduction

The IOC has recognised the fundamental role that an Athlete's Entourage plays in an athlete's careers through the establishment of an Entourage Commission and the development of Guidelines for the Conduct of the Athlete's Entourage. The IOC defines an "Athlete's' Entourage" as any person which directly or indirectly impact athletes or sports institutions, including managers, agents, coaches, physical trainers, medical staff, scientists, sports organisations, sponsors, lawyers and any person promoting the athlete's sporting career, including family members.

The NZOC aims to provide the best possible environment for athletes on a national and international level and therefore, acknowledges the importance of the role of Support Staff within the Athlete's Entourage to demonstrate the highest level of integrity.

Acts and omissions by Support Staff members that may give rise to the need for investigation and sanction are:

- Doping violations;
- Discrimination (gender, marital status, religious belief, ethical belief, colour race, ethnic or national origin, disability, age, political opinion, employment status, family status or sexual orientation);
- Harassment or abuse (physical, professional, sexual, mental);
- Participation in, support of, or the promotion of any form of prohibited gambling, Betting or match-fixing;
- Unsporting behaviour or conduct;
- Political propaganda;
- Defamation;
- Bribery, corruption and embezzlement;
- Forgery and falsification;
- Failure to report, cooperate or disclose; and/or
- Any other unethical behaviour.

Principles

The following principles are intended to serve as a minimum for Member Federations to adopt in relation to the governing and sanctioning Support Staff in relation to integrity which must be in place by 30 June 2016. These include, but are not limited to:

1. **Adoption of Policies:** adopting, implementing and enforcing applicable policies regarding Support Staff, including, but are not limited to, the establishment of a disciplinary framework detailing specific, effective, proportionate and dissuasive sanctions and measures for Support Staff who engage in any inappropriate conduct.
2. **Education:** promoting education, so as to allow Support Staff to be aware of and understand the policies applicable to them.

3. **Reporting and Investigation:** ensuring appropriate and timely reporting and investigation mechanisms are in place for Support Staff.
4. **Co-operation:** ensuring Support Staff understand and acknowledge the need to fully cooperate with the Member Federation, the NZOC and Government Agencies, where relevant with respect to maintaining the integrity of sport.

Procedure for alleged Support Staff violations

5. **Participation in Games:** It shall be a condition of participation in the Games, that all Support Staff will enter into an agreement with the NZOC to be appointed to a Games Team.
6. **Obligations:** Support Staff will be made aware of their obligations under their agreement with the NZOC, as well as the necessity to co-operate in the event of an investigation.
7. **Violation at Games:** Where it is alleged that a Support Staff member has breached their agreement with the NZOC during the Games Period, the NZOC may take such steps that it considers appropriate under the agreement it has with the Support Staff member. The breach may also be considered in accordance with the rules in force for the Games.
8. **Violation outside Games:** Where it is alleged that a Support Staff member has committed a breach of their agreement with the NZOC outside of the Games Period, the allegation shall be determined by the Member Federation and/or legislation as may be applicable. The NZOC may take such additional steps that it considers appropriate under its agreement with the Support Staff member.