

INTERNATIONAL NETBALL FEDERATION

WHISTLE BLOWER POLICY

The INF believes that all participants in netball must not, by any manner whatsoever, infringe the principle of fair play, show unsporting conduct or attempt to influence the course or result of a competition or match (or any part thereof) in a manner contrary to sporting ethics.

INF has therefore implemented a whistleblower voluntary reporting system to enable individuals to voice concerns when they discover information which they believe shows misconduct or serious malpractice. This includes the reporting of betting and other regulatory misbehaviour in netball by individuals involved in INF- sanctioned International Events or where bribes or other payments / inducements are used or attempted to be used to influence the outcomes of a match.

This whistleblowing system also encourages people to raise concerns over corruption, financial malpractice, maladministration, misconduct or other unethical conduct or impropriety in which they are able to show reasonable grounds for concern and which could be a potential risk to the reputation of INF. The INF will then undertake such further enquiries as is considered necessary to determine whether or not there are *prima facie* grounds for considering that the concern is well-founded.

The whistle blower system:

- Allows individuals to make confidential reports
- Protects the identity of the person reporting the incident
- Helps to gather evidence for disciplinary action
- Encourages openness and promotes transparency
- Helps to protect the integrity of netball and the INF

Anyone who wishes to report such misconduct, impropriety or possible breaches of INF Codes or Regulations can use a Whistle Blower Report Form.

This form must be sent directly to the INF Chief Executive Officer – e-mail: confidential@netball.org

NOTE: IT IS IMPORTANT THAT ALL DISCLOSURES ARE MADE WITH GOOD REASON AND NOT FOR TRIVIAL, VEXATIOUS OR MALICIOUS REASONS. IT IS COMPLETELY UNACCEPTABLE FOR ANYONE TO BRING FORWARD AN UNFOUNDED ALLEGATION OR ONE WHICH IS NOT GIVEN IN THE REASONABLE BELIEF THAT IT IS SUBSTANTIALLY TRUE OR HAS BEEN MADE FOR PERSONAL GAIN. SUCH AN ALLEGATION MAY BE TREATED AS A DISCIPLINARY OFFENCE AND THE INF WILL CONSIDER DISCIPLINARY ACTION AGAINST ANYONE WHO IS FOUND TO HAVE DONE SO.

INF Position on Betting

INF Regulations prohibit betting on matches by any person - players, coaches, officials, organisers etc. - in an INF- sanctioned match or tournament where they are involved. The Regulations also prohibit bribes or offering anything of value to influence the outcome of a match.

INF Codes cover the following areas:

- Conduct contrary to the integrity of the game.
- Wagering anything of value in connection with a match or tournament in which that person will be, or is, competing.
- Bribes or other payments - offering, giving, soliciting, or accepting, or agreeing to offer, give, solicit, or accept, anything of value to or from any person with the intent to influence any player's efforts or the result of a match in any INF- sanctioned international event.

Relevant Regulations

The INF Anti-Corruption Code contains a section on betting in netball. Full details are set out in section 2 of that code. There are additional details in section 2 of the INF Code of Conduct and in sections 5 and 6 of the INF Code of Ethics.

INTERNATIONAL NETBALL FEDERATION LIMITED

INF Whistle Blower Report Form

Note: By filing a report, the individual will have consented to taking part in actions to follow. The INF recognises and respects fully the concern of confidentiality and, therefore, will take every effort to keep personal information confidential. Please keep in mind, however, that some information on the case will need to be shared with others in order to investigate the report properly.

TELL US ABOUT YOU			
Anonymity: Any person can request to stay anonymous by marking the box and such request will be respected by INF. Only the INF Chief Executive Officer will be aware about the identity of the person making the report. The personal information, however, still has to be filled in for the report to be seen as credible.			I wish to remain anonymous: YES <input type="checkbox"/> NO <input type="checkbox"/>
Last Name:		First Name:	
Country:		City:	
Contact Number:		E-mail:	
TELL US ABOUT THE INDIVIDUAL OR ENTITY YOU WANT TO REPORT			
Name of Individual or Entity:			
City:		Country:	
Any Contact Information (if available):			
TELL US ABOUT THE CASE			
Please describe the following in as much detail as possible.			
What happened?			
Where did it happen?			
When did it happen?			
Do you think or know it will happen again? When and where will it happen again?			

Which other people know of this offence and could have additional information about it?			
Do you have any evidence material relating to the offence?	YES <input type="checkbox"/> NO <input type="checkbox"/>	Can such evidence material be made available for INF?	YES <input type="checkbox"/> NO <input type="checkbox"/>
How can evidence material be made available to the INF?			
Please make a list of evidence material available.			
Any other information about the offence?			
FOR OFFICE USE:			
Date:		Time:	

Guidelines:

- This form must be sent to the INF Chief Executive Officer (CEO) – e-mail: confidential@netball.org
- If the box regarding anonymity has been ticked, then the identity of the person making the report will only be made known to the INF CEO.
- If the box regarding anonymity has NOT been ticked, then the identity can be made known to others, but will not be made public without prior agreement with the person making the report.
- Reports will, in general, be treated as confidential until reasonable certainty has been established that the reported impropriety can be proven correct.

ANYONE MAKING DISCLOSURES OF ANY IMPROPRIETY WITH THE KNOWLEDGE THAT THE ALLEGATION IS FALSE OR IS NOT GIVEN IN GOOD FAITH IS UNACCEPTABLE. THE INF WILL CONSIDER TAKING DISCIPLINARY ACTION AGAINST ANY PERSON WHO IS PROVED TO PROVIDE SUCH FALSE REPORTS.