

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.

The INF has therefore implemented a whistle blower voluntary reporting system to enable individuals to voice concerns when they discover information which they believe shows misconduct breaches of INF Regulations, Rules or Codes of Conduct. 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 or anti-doping regulations or allegations of sexual harassment.

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 INF's reputation or the sport of netball. 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 Regulations, Rules or Codes of Conduct can do so by emailing confidential@worldnetball.sport where the report will be addressed by the INF Board Member responsible for such matters.

The whistle blower report form below should be used to provide information about the allegation.

NOTE: IT IS IMPORTANT THAT ALL DISCLOSURES ARE MADE WITH GOOD REASON AND NOT FOR TRIVIAL, VEXATIOUS OR MALICIOUS REASONS. IT IS NOT ACCEPTABLE FOR ANYONE TO MAKE AN ALLEGATION THAT IS FALSE; GIVEN WITHOUT REASONABLE BELIEF THAT IT IS SUBSTANTIALLY TRUE; OR MADE FOR PERSONAL GAIN WHETHER FOR THE PERSON MAKING THE ALLEGATION OR SOMEONE ELSE. 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 consents 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 factual information about the allegation will need to be disclosed 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. he personal information, however, should still be completed so that reports can be effectively investigated.			I wish to remain anonymous: YES NO
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 allegation and could have additional information about it?			
Do you have any evidence of the allegation e.g. documents, video or call recordings, other evidence?	YES <input type="checkbox"/> NO <input type="checkbox"/>	Can the evidence be made available to the INF?	YES <input type="checkbox"/> NO <input type="checkbox"/>
How can the evidence be made available to the INF?			
Please provide a list of the evidence available.			
Any other information about the allegation?			
FOR OFFICE USE:			
Date:		Time:	

Guidelines:

- This form must be sent to confidential@worldnetball.sport where the report will be addressed by the INF Board Member responsible for such matters.
- If the box regarding anonymity has NOT been ticked, then identity information may be disclosed confidentially during the investigation.

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