

APPROVED



Australian Underwater Federation

National Integrity Framework Education Plan

APPROVED 6 MARCH 2024

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Version Control

Version	Created by	Accepted by	Date Approved
1.0	Cathy Johnson	Sports Integrity Australia	6 March 2024

Australian Underwater Federation

NIF Education Plan

Introduction

Education is key to protecting the integrity of Australian sport. Sport Integrity Australia (SIA) and the Australian Underwater Federation are committed to working together to mitigate and manage integrity threats to provide a safe and fair environment for participants at all levels of sport.

This Education Plan has been developed in partnership with SIA, who will support this plan through the provision of education resources and interventions as and where possible. It outlines the required and recommended education interventions for all members of the Australian Underwater Federation to facilitate compliance with the National Integrity Framework policies, Australian Underwater Federation Sports Integrity Policies and the World Anti-Doping Code International Standard for Education (ISE).

Anti-Doping

Under the ISE, Sport Integrity Australia is required to ensure specific cohorts receive anti-doping education - either via online or face-to-face education. A key principle of the ISE is that athletes should receive education prior to being tested.

To satisfy these requirements, the following cohorts are required to receive anti-doping education:

- Any athletes included in Registered, National or Domestic Testing Pools.
- Any athletes and support personnel* competing or involved in International or Declared events, championships or competitions.
- Any athletes and support personnel* competing or involved in leagues subject to User Pay testing.
- Any athletes and support personnel* returning from an Anti-Doping Rule Violation sanction.

The education requirements of cohorts outside of these categories are tailored to the unique environment of the Australian Underwater Federation, which is outlined in the following attachments:

Attachment A - Required and Recommended Education – Outlines the anti-doping education requirements and recommendations for Australian Underwater Federation members, categorised by role and competition level.

Attachment B - Australian Underwater Federation Delivered Education – Allows for additional Australian Underwater Federation specific requirements not listed in Attachment A to be included, if desired.

*Support Personnel includes any coach, trainer, manager, agent, team staff, official, medical, paramedical personnel, parent or any other person volunteering or working with a team or treating or assisting an Athlete participating in or preparing for sports competition. See articles 1.3.1.1 and 1.3.1.2 of anti-doping policy for further information.

National Integrity Framework

The topics outlined in this Education Plan provide a structured approach to educating members and key stakeholders about the Australian Underwater Federation's integrity policies and Sport Integrity Australia's independent complaints process.

The Australian Underwater Federation is responsible for ensuring education is provided to specific cohorts to help participants in the sport become familiar with their obligations under the National Integrity Framework. The type of education for each cohort is outlined in the following attachment:

Attachment A - Required and Recommended Education - Outlines the integrity education requirements and recommendations for the Australian Underwater Federation members, categorised by role and competition level.

Commitment

Sport Integrity Australia will provide:

- Access to a range of free online integrity education materials
- A suite of resources to promote education, including social media tiles, posters, videos and digital resources.
- Government-funded or user pay face-to-face/webinar education sessions.
- Assistance with eLearning completion reports for the Australian Underwater Federation.

The Australian Underwater Federation will be responsible for:

- Mandating the completion of education requirements as outlined in **Attachment A**.
- Promoting recommended education interventions as outlined in **Attachment A**, by providing resources to State Sporting Organisations (SSOs) and Clubs and promoting education in communication materials.
- Coordinating as appropriate, face-to-face education sessions with Sport Integrity Australia, including providing adequate facilities and support.

Education Plan Compliance Model

The following criteria will be used when assessing education implementation for the purpose of ensuring compliance with the Australian National Anti-Doping Policy (Articles 12.1, 12.2, 12.4 and 17) and the Australian Sports Commission Sport Recognition Agreement.

- The Australian Underwater Federation communicates effectively and efficiently with Sport Integrity Australia to develop and implement this plan.
- The Australian Underwater Federation promotes education to relevant members – as evidenced via emails, newsletters, web site pages, social media posts, and event packs etc.
- The Australian Underwater Federation prioritises monitoring of and compliance with the required education outlined in **Attachment A**.

For the purpose of the Sport Integrity Australia Sport Assurance Framework the Australian Underwater Federation may be asked to provide evidence of how they have implemented this plan at various levels (e.g. by providing copies of emails to SSOs, athletes, Team Managers, Coaches and other support personnel; social media posts tagging Sport Integrity Australia, newsletters, etc). This Education Plan will be reviewed annually, or as necessary to assess implementation and compliance, allow for changes in response to any evolving threats, and to incorporate new education resources developed by Sport Integrity Australia.

Conclusion

This Education Plan is a partnership between Sport Integrity Australia, who will support this plan through the provision of education resources and interventions, and the Australian Underwater Federation, who is responsible for implementing this plan within its sports. Through this plan, together we aim to provide a safe, fair environment for members and participants of all levels of sport and reduce anti-doping rule violations, either deliberate or inadvertent, protect the health and wellbeing of all members, and uphold the integrity of the Australian Underwater Federation.

Acceptance of this education plan by SIA can be by way of email confirmation (confirmation received via email 6 March 2024).

Attachment A(i) – Athlete Required & Recommended Education

		ATHLETES				
		Testing Pool	International	National	Regional/State	Community
		Registered Testing Pool National Testing Pool Domestic Testing Pool	International Competitions	National Championships	Regional/State Championships	Club Level
ANTI-DOPING COURSES	Anti-Doping Fundamentals	REQUIRED	REQUIRED	RECOMMENDED		
	Annual Update	REQUIRED	REQUIRED	RECOMMENDED		
	Clean Sport 101				RECOMMENDED	
	Whereabouts	REQUIRED (RTP athletes only)				
INTEGRITY COURSES	Child Safeguarding in Sport Induction	REQUIRED	REQUIRED	RECOMMENDED	RECOMMENDED	RECOMMENDED
	Competition Manipulation & Sports Betting	RECOMMENDED	REQUIRED	RECOMMENDED		
	Decision Making in Sport		REQUIRED	REQUIRED	RECOMMENDED	RECOMMENDED

Attachment A(ii) – Coach and Support Personnel Required & Recommended Education

		COACHES			SUPPORT PERSONNEL		
		International	National	State & Club	International	National	State & Club
		International Events	National Championships	State Championships Club Competitions	International Events	National Championships	State Championships Club Competitions
ANTI-DOPING COURSES	Anti-Doping Fundamentals	REQUIRED	REQUIRED		REQUIRED	REQUIRED	
	Annual Update	REQUIRED	RECOMMENDED		REQUIRED	RECOMMENDED	
	Clean Sport 101			RECOMMENDED			RECOMMENDED
	Whereabouts	REQUIRED					
	Coaches Course	REQUIRED	REQUIRED	RECOMMENDED			
	Medical Practitioners Course				REQUIRED (Doctors Only)		
INTEGRITY COURSES	Child Safeguarding in Sport Induction	REQUIRED	REQUIRED	REQUIRED	REQUIRED	REQUIRED	RECOMMENDED
	Decision Making in Sport	REQUIRED	REQUIRED	REQUIRED	REQUIRED	RECOMMENDED	RECOMMENDED

Attachment A(iii) – Administrator and Volunteer Required & Recommended Education

		ADMINISTRATORS				VOLUNTEERS
		National Sporting Organisation	State Sporting Organisations	Sporting Commissions	Club Level	All Levels
		AUF Board	State Branch Committee & Staff	Management Committee	Club Committee	All Volunteers
ANTI-DOPING COURSES	Anti-Doping Fundamentals	REQUIRED (If involved in High Performance Athlete Services)		REQUIRED (If Commission includes High Performance Athlete Services)		
		RECOMMENDED (All other members)		RECOMMENDED (All other members)		
INTEGRITY COURSES	National Integrity Framework	REQUIRED	REQUIRED	REQUIRED	REQUIRED	RECOMMENDED
	Child Safeguarding in Sport Induction	REQUIRED	REQUIRED	REQUIRED	REQUIRED if have juniors in club	REQUIRED if under 18yo likely to be present
	Decision Making in Sport	REQUIRED	REQUIRED	REQUIRED	RECOMMENDED	RECOMMENDED

Attachment B – Australian Underwater Federation Delivered Education

Team/Cohort	Presenter/Course	Content	Reviewed by SIA
State Branch AGM	SI Manager	NIF & AUF NIF Policies	25/3/24

Appendix 1 – eLearning Course Guide

All eLearning courses can be accessed on the SIA website through registering an account at [Sport Integrity Australia eLearning: Log in to the site](#)

eLearning Course	Description	Intended Audience	
ANTI-DOPING COURSES	Anti-Doping Fundamentals	Comprehensive anti-doping education designed for all athletes and support personnel participating in competitive sport.	Coaches and athletes at the NSO level
	Annual update	This course is for athletes and support personnel who need to stay up to date on the latest integrity information. This course is updated annually to reflect current trends in anti-doping and broader integrity issues.	Coaches and athletes at the NSO level
	Clean Sport 101	An introduction to Anti-Doping rules written in plain English. Designed for pathway athletes early in their careers, unlikely to be tested, and community/grassroots levels.	Under-16 and pathway athletes
	Whereabouts	This course explains the Whereabouts rules and provides information, tutorials and advice for Registered Testing Pool athletes and their support personnel.	Registered Testing Pool athletes and their coaches
	Coaches course	Anti-doping knowledge tailored to the important role coaches play in their athletes' lives. The Anti-Doping Fundamentals course must be completed prior to this course	Coaches at the state level and above
	Medical Practitioners course	A high-level course written by medical practitioners for medical practitioners to help them stay up to date with all anti-doping requirements.	Doctors involved in the provision of medical care in sport
	Parents' Guide to Clean Sport	Designed to teach parents of young athletes about the Anti-Doping rules, doping risks, healthy sport culture, nutrition and the risks of supplement use.	Parents of underage athletes and members
	Decision Making in Sport	This course poses challenging questions based on real-life predicaments faced by sportspeople at all levels. Learn how to apply your personal values and principles to the ethical dilemmas of the sporting world.	Participants at all levels of the relevant NSO (Board, staff, coaches, support staff, officials, athletes, and members).
INTEGRITY COURSES	National Integrity Framework	This course provides sport administrators with background on Sport Integrity Australia, the development of the National Integrity Framework, and an overview of each Policy.	Participants at all levels of the relevant NSO (board, staff, coaches, support staff, officials, athletes, and members).
	Child Safeguarding in Sport Induction	The Child Safeguarding in Sport Induction course is for any person and any organisation who is bound by the Child Safeguarding policy. The course provides the foundation knowledge and education required to understand and implement the Child Safeguarding Policy.	Any person who is bound by the Child Safeguarding Policy (board, staff, contractors, coaches, officials, and support personnel, athletes, and members).
	Competition Manipulation and Sports Betting	(Previously Introduction to Match-Fixing) This e-learning program is designed to help users understand what Competition Manipulation and Sports Betting is, its consequences, how to recognise it and report it.	Any person who is bound by the Competition Manipulation and Sports Wagering Policy (board, staff, contractors, coaches, officials, and support personnel, athletes, and members).
	Introduction to Illicit Drugs in Sport	This course looks at the impact of illicit drug use in sport.	Any person who is bound by the improper use of drugs and medicine policy (Board, staff, contractors, coaches, officials, and support personnel, athletes, and members).