



New Zealand Olympic Committee

Integrity Regulation

Version 6
1 November 2023

New Zealand Olympic Committee (“NZOC”) Integrity Regulation

INTRODUCTION

1. Purpose

- 1.1 The NZOC’s vision is to inspire pride and excellence in New Zealanders, enable athletes and teams to compete and excel on the world stage and to maximise the positive impact of the Olympic and Commonwealth Sports Movements in New Zealand. To help Athletes in this endeavour, and to compete in a safe and fair environment, the NZOC is committed to the protection of clean athletes and the integrity of sport. This includes a zero tolerance policy to help combat match-fixing, prohibited betting and forms of manipulation of competitions and related corruption, doping and Harm to Athletes.

2. Status

- 2.1 This Integrity Regulation is a regulation of the NZOC and was adopted by the NZOC Board first on **14 May 2015** and subsequently amended. This version 6 supercedes Version 5 which was last released on 7 May 2020.
- 2.2 Amendments to this Integrity Regulation may be made from time to time. Such amendments must be approved by the NZOC Board, 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 – Safeguarding
Part D – Team Support

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 and is identified by Long List for a particular Games.

Benefit means the direct or indirect receipt or provision of money, or the equivalent such as, but not limited to, bribes, gains, gifts and other advantages including, without limitation, winnings and/or potential winnings as a result of a wager. The foregoing shall not include official prizemoney, appearance fees or payments to be made under sponsorships or other contracts. Sporting advantage is also a benefit.

Bet means a wager of a stake of monetary value in the expectation of prize money or monetary value subject to a future and uncertain occurrence related to competition.

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.

Charter of Good Conduct means the CGF Charter of Good Conduct published by the CGF as updated from time to time, specifically in relation to this Integrity Regulation, Annex 5.

Code means the World Anti-Doping Code 2003 and its subsequent amendments from time to time.

Constitution means the constitution of the NZOC.

DFSNZ means Drug Free Sport New Zealand, 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 Team Support

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, High Performance 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, DFSNZ and/or the New Zealand Police.

Harm means injury, bullying, abuse (physical, psychological or sexual), coercion and other forms of harm.

Inside Information means information relating to any competition that a person possesses by virtue of his or her position in relation to a sport or competition, excluding any information already published or common knowledge, easily accessible to interested members of the public or disclosed in accordance with the rules and regulations governing the relevant competition.

International Federation means an international sports federation that is recognised by the IOC.

International Standards means a standard adopted by WADA in support of the Code. Compliance with an International Standard (as opposed to another alternative standard, practice or procedure) shall be sufficient to conclude that the procedures addressed by the International Standard were performed properly. International Standards shall include any technical documents issued pursuant to the International Standard.

IOC means the International Olympic Committee.

Long List means a list of Athletes who have been advised to the NZOC by their Member Federation as being in consideration for selection to a Games team.

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 by-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.

OM Code PMC means the Olympic Movement Code on the Prevention of the Manipulation of Competitions of 8 December 2015 and any amendments to this code.

OM Unit PMC means the IOC unit supporting Olympic Movement stakeholders in the

adoption of rules, the development of awareness-raising programme/activities and in the centralization of intelligence and monitoring activities in line with the OM Code PMC.

SADR means the Sports Anti-Doping Rules made by DFSNZ pursuant to the Sports Anti-Doping Act 2006 (and any subsequent amendments).

Sporting Advantage means engaging in any act or omission aimed at the improper alteration of the result or the course of a competition in order to remove all or part of the unpredictable nature of the competition with a view to obtaining an undue Benefit for oneself and/or another.

Sports Tribunal means the Sports Tribunal of New Zealand.

Team Support means a person who is under consideration by the Member Federation to be nominated for appointment or is appointed to any Games Team for the purpose of working with, treating or assisting an Athlete participating or preparing for the Games (including, but not limited to, coaches, physical trainers, medical staff, psychologists, physiotherapists, parents, agents, managers or officials).

WADA means the World Anti-Doping Agency.

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 Constitution and the Olympic Charter. NZOC is also responsible for determining eligibility requirements and selection criteria and leading and managing the Games Team at a Games.

The NZOC is a signatory to the Code. This Integrity Regulation is adopted and implemented as a result of the NZOC’s commitment to the purposes of the Code, including the International Standards adopted by WADA.

DFSNZ is the National Anti-Doping Organisation responsible for making the SADR in order to 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 (or other Member Federation anti-doping Tribunal). The Sports Tribunal determines such allegations and imposes sanctions in accordance with the SADR.

The NZOC has made this Integrity Regulation to:

- record the commitment of the NZOC to carry out its responsibilities under the Code and the International Standards;
- require its Member Federations to agree to, and adopt, the SADR (as amended from time to time);
- support the role of DFSNZ and the relevant Tribunal which implement and apply the SADR in New Zealand; and
- respect the operational independence of laboratories as provided in the International Standards.

Role and Obligations of NZOC and Member Federations

1. NZOC is a signatory to 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 Constitution, wherever that is required, including but not limited to:
 - (a) as a condition of such position or involvement, require its board members, directors, officers, and those employees (and those of appointed delegated third parties), to be bound by the SADR; and
 - (b) not include any person in any NZOC Games team or hold any position within the NZOC who is serving a provisional suspension or period of ineligibility for an anti-doping violation under the SADR or the Code or, if the person was not subject to the

SADR or Code, but directly or intentionally engaged in conduct within the previous six years that would have constituted a violation of the SADR or Code if such rules had been applicable to such person.

2. In accordance with the Constitution, all Member Federations must agree to or adopt the SADR (as amended from time to time) as part of their own rules and regulations. Member Federations must also require all Athletes preparing for or participating in competitions or activities authorized or organized by the Member Federation (or one of its member organisations), and all Team Support personnel associated with such Athletes, to be bound by the SADR and DFSNZ results management authority in conformity with the Code as a condition of such participation or involvement. Member Federations are also bound to the anti-doping rules of their own International Federation.
3. All Member Federations shall report any information suggesting or relating to an anti-doping rule violation to DFSNZ and their International Federation. Where an anti-doping rule violation relates to an Athlete on a Long List, the Member Federation shall also report such violation to the NZOC.
4. NZOC and Member Federations will take all necessary steps to assist DFSNZ, and any other anti-doping organization with authority to conduct an investigation, in the exercise of its functions under the SADR, including providing all necessary assistance to any investigation into any anti-doping rule violation. NZOC and Member Federations will co-operate with DFSNZ and other anti-doping organisations to promote the operation of the Code and the International Standards.
5. NZOC will promote anti-doping education and all Member Federations will conduct anti-doping education in line with the requirements of the WADA International Standard for education, in collaboration with DFSNZ.
6. In the event the NZOC determines a Member Federation is not in compliance with the Code and/or International Standards, some or all funding to the Member Federation will be withheld during the period of non-compliance.

Testing and Investigations

7. Member Federations shall require all Athletes on a Long List, who are not regular members of the Member Federation, to agree in writing to be bound to the SADR (under the NZOC Integrity Regulation), twelve months out from the start of the Games for which they are to be considered for selection for the purpose of out of competition testing by DFSNZ, including providing whereabouts information as required by the International Standard for Testing and Investigations.
8. Member Federations shall require all Athletes who are on a Long List, who are regular members of the Member Federation, to agree to in writing to be bound by the SADR, no

later than six months before the date of the commencement of a Games for the purpose of out of competition testing by DFSNZ.

Procedure for Alleged Anti-Doping Violations

9. Where it is alleged that an Athlete or any Team Support has committed an anti-doping rule violation in the Games Period, the allegation shall be considered in accordance with the rules in force for the relevant Games.
10. Where it is alleged that an Athlete or any Team Support has committed an anti-doping rule violation outside the Games Period but during the term of any agreement between the NZOC and the Athlete or Team Support in relation to those Games, the allegation shall be determined in accordance with the anti-doping rules of the Member Federation, including the SADR (or such other anti-doping rules, including the International Federation, as applicable). NZOC may take such additional steps that it considers appropriate under any agreement it has with that Athlete or Team Support.
11. Where it is alleged that an Athlete or any Team Support member has committed an anti-doping rule violation outside the Games Period and outside the term of any agreement between the NZOC and the Athlete or Team Support in relation to those Games, the allegation shall be determined in accordance with the anti-doping rules of the Member Federation, including the SADR (or such other anti-doping rules, including the International Federation, as applicable).
12. Where it is alleged an Athlete or any Team Support member has committed an anti-doping rule violation over a period that runs both within and outside the term of any agreement between the NZOC and the Athlete or Team Support in relation to a Games, the allegation may be determined by the NZOC and/or Member Federation depending on the anti-doping rules in place.
13. 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.
14. In the event that an Athlete or Team Support member commits an anti-doping rule violation under the SADR or Code or the rules of a Member Federation, any funding provided by the NZOC will 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 and Commonwealth Movements and their values in New Zealand in accordance with the Constitution, the Olympic Charter, CGF Constitution and New Zealand law.

Manipulation of competition erodes the integrity and credibility of sport. The very spirit of sport lies in the uncertainty and integrity 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 and is consistent with the OM Code PMC.

Member Federations

In pursuit of achieving integrity in sport, the NZOC requires its Member Federations to:

1. **Adopt Rules/Policies:** adopt and implement rules or policies to combat prohibited sports Betting, sharing of Inside Information, match-fixing and corruption, which are consistent with the OM Code PMC, Charter of Good Conduct and 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, prohibited sports Betting and corruption);
3. **Reporting and Investigation:** ensure it has appropriate match-fixing, prohibited sports Betting and corruption incident reporting and investigation mechanisms in place, including protection for those who report concerns;
4. **Disclosure:** promptly disclose to the NZOC, IOC (through OM Unit PMC), CGF, 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, sharing of Inside Information, 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, prohibited sports Betting, match-fixing or corrupt activity;
6. **Co-operation:** take all necessary steps to assist the Government Agencies, Member

Federation disciplinary committees and investigators in the exercise of their functions under legislation or the relevant regulations or policies and will render all necessary assistance in any investigation carried out by a Government Agency in relation to 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 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, prohibited sports Betting and corruption requirements and are aware of prevention strategies.

Procedure for alleged violations

9. **Participation in a Games:** It shall be a condition of participation in a Games, that:
 - (a) all Athletes and Team Support **will:**
 - report any misconduct which comes to their attention; and
 - cooperate with any disciplinary process.
 - (b) all Athletes and Team Support **will not:**
 - engage in sports Betting (this includes legal sports Betting) on their sport; or
 - engage in sports Betting (this includes legal sports Betting) on any Games events; or
 - engage in any form of match-fixing or corruption (including the use or disclosure of Inside Information); or
 - induce, instruct, facilitate or encourage a person to engage in Betting on any Games event or any form of match-fixing or corruption during the Games Period; or
 - engage in Sporting Advantage with the view to obtaining an undue Benefit for oneself and/or others; or
 - share any inside information; or
 - aid, abet or attempt to aid and abet another to carry out the activities in this clause 9 with the view to obtaining an undue Benefit for oneself and/or others.
10. **Obligations:** Athletes and Team Support will be also be made aware of their obligation/duty to report any attempt at 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 a Games:** Where it is alleged that an Athlete or Team Support member has committed prohibited sports Betting, match-fixing or corruption violation, disclosed Inside Information or failed to report to, or co-operate with, the relevant authorities at the Games,

the NZOC may take such steps that they consider appropriate under any agreement they have with the Athlete or Team Support member respectively. Any violation of occurring during the Games Period will also be determined by the IOC, in accordance with the OM Code PMC and IOC Code of Ethics, or the CGF in accordance with the Charter of good Conduct, whichever is applicable. The Member Federation and/or the International Federation may take such additional steps that it considers appropriate under any agreement it has with the Athlete or Team Support member, if any.

12. **Violation outside of a Games:** Where it is alleged that an Athlete or Team Support member has committed prohibited sports Betting or a corruption violation, disclosed Inside Information or failed to report to, or co-operate with, the relevant authorities outside of the Games Period, the allegation shall be determined in accordance with prohibited sports Betting, match-fixing and corruption rules, regulations or policies (however described) of the Member Federation, International Federation and/or legislation as may be applicable. The NZOC or other appropriate authority may take such additional steps that it considers appropriate under any agreement it has with the Athlete or Team Support member, if any.
13. **Violation both within and outside Games Period:** Where it is alleged that an Athlete or Team Support member has committed prohibited sports Betting or a corruption violation, disclosed Inside Information or failed to report to, or co-operate with, the relevant authorities in a period that runs over both the Games Period and outside the Games Period, the allegation shall be determined in accordance with the prohibited sports Betting, match-fixing and corruption rules, regulations or policies (however described) of the Member Federation, International Federation, IOC or CGF and/or by the NZOC depending on the prohibited sports Betting, match-fixing and corruption rules, regulations or policies in place. In such case, the NOC, Member Federation or International Federation may impose additional sanctions in relation to such breach.
14. **External Agencies:** The NZOC will recognise and respect all determinations made by the IOC, CGF, Member Federation, International Federation, other multi-sport event organisers and/or Government Agencies that an Athlete or Team Support member has committed prohibited sports Betting, match-fixing or corruption violation provided the finding is consistent with the authority of the body concerned.
15. **Safe Reporting Mechanism:** The NZOC will ensure that an appropriate and safe reporting mechanism is available and duly made known to Athletes and Team Support in relation to breaches of this Integrity Regulation, including but not limited to the IOC's Integrity and Compliance Hotline available at www.olympic.org/integrityhotline. The NZOC will ensure that the information received is promptly transmitted in a secure and confidential manner to the external agency having jurisdiction.
16. **IOC Adjudication:** In the case of an adjudication by the IOC Executive Board (or its delegated representative) of a violation of the OM Code PMC occurring during the period of an Olympic

Games, the NZOC and its Member Federations, Athletes and Team Support will recognize the violation once it has become a final decision under the applicable rules and a determination of any further sanction on the Athlete or Team Support member may be subject to the relevant Athlete or Team Support Agreement.

17. **CGF Adjudication:** In the case of an adjudication by the CGF Executive Board of a violation of the Charter of Good Conduct occurring during the period of a Commonwealth Games, the NZOC and its Member Federations, Athletes and Team Support will recognize the violation once it has become a final decision under the applicable rules and a determination of any further sanction on the Athlete or Team Support member may be subject to the relevant Athlete or Team Support Agreement.

18. **Mutual Recognition:** Subject to the right of appeal, any decision issued in compliance with this Integrity Regulation, the OM Code PMC, International Federation rules and policies and/or the Charter of Good Conduct, must be recognized and respected by the NZOC and its Member Federations.

19. **Funding:** In the event that an Athlete or Team Support member is found to have committed 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 – SAFEGUARDING

Introduction

The purpose of this Part C is to demonstrate NZOC's commitment to safeguarding Athletes and Team Support from Harm in accordance with the NZOC's values of:

- Excellence
- Integrity
- Leadership
- Pride
- Respect

In order to ensure NZOC's Member Federations athletes and members are safeguarding against Harm, the NZOC requires its Member Federations, at a minimum, to:

1. **Adopt Rules/Policies:** adopt safeguarding policies within their own sporting organisations to ensure their athletes and members are safeguarded against Harm and implement appropriate procedures to safeguard its athletes and members and protect them from abuse.
2. **Appointment:** appoint a specified safeguarding contact person for the Member Federation to be responsible for matters relating to overseeing the Member Federation's management of safeguarding matters.
3. **Reporting and Investigation:** respond promptly to any safeguarding concerns, taking into consideration any additional needs and vulnerabilities of both adults and children.
4. **Identify and Stop:** ensure it identifies and stops any inappropriate behaviour that comes to its attention.
5. **Confidentiality:** ensure that confidential, detailed, and accurate records of all safeguarding concerns are maintained and securely stored in line with the Member Federation's privacy policy.

PART D – TEAM SUPPORT

Introduction

The IOC has recognised the fundamental role that an Athletes' Entourage plays in an Athlete's career through the establishment of an Entourage Commission and the development of Guidelines for the Conduct of the Athletes' Entourage. The IOC defines an "*Athletes' Entourage*" as any person which directly or indirectly impact Athletes or sports institutions, including Team Support and others such as managers, agents, scientists, 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 and therefore, acknowledges the importance of Team Support within the Athletes' Entourage to demonstrate the highest level of integrity.

Acts and omissions by Team Support 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);
- Bullying, harassment or abuse (physical, professional, sexual, mental);
- Participation in, support of, or the promotion of any form of prohibited Betting or match-fixing (in accordance with Part B of this Integrity Regulation);
- 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, by a date agreed with the NZOC, in relation to the governing and sanctioning Team Support in relation to integrity. These include, but are not limited to:

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

5. **Participation in a Games:** It shall be a condition of participation in a Games, that all Team Support will enter into an agreement with the NZOC to be appointed to a Games Team.
6. **Obligations:** Team Support 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 a Games:** Where it is alleged that a Team Support member has breached any term of 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 Team Support member. The breach may also be considered in accordance with the rules in force for the Games. The Member Federation may take such additional steps that it considers appropriate under its agreement with the Team Support member.
8. **Violation outside of a Games:** Where it is alleged that a Team Support 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, any other applicable authority (including the International Federation) and/or legislation as may be applicable. The NZOC may take such additional steps that it considers appropriate under its agreement with the Team Support member.
9. **Violation both within and outside Games Period:** Where it is alleged that a Team Support member has committed a breach of their agreement with the NZOC that runs over a period within the Games period and outside of the Games Period, the allegation shall be determined by the NZOC and/or Member Federation, any other applicable authority (including the International Federation) and/or legislation as may be applicable in accordance with the rules in force.