

POLICY	Governance
TITLE:	Anti-Match Fixing Bylaw
AREA:	Governance
RESPONSIBILITY:	CEO
DATE APPROVED:	25 th November 2013
APPROVED BY:	Paddle Australia

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1. INTRODUCTION

- a) Paddle Australia (PA) values the importance of integrity in sport and strongly opposes corruption within the industry. In an effort to reduce the level of corruption facing sport, PA will continue to work closely with the National Integrity of Sport Unit in its efforts to deter match-fixing and individuals associated with match-fixing in any way.
- b) PA recognises that betting is a legitimate pursuit, however illegal or fraudulent betting is not. Fraudulent betting on sport and the associated Match-Fixing is an emerging and critical issue globally, for sport, the betting industry and governments alike.
- c) PA and its Member Organisations have a major obligation to address the threat of Match-Fixing and the corruption that flows from that.
- d) PA and its Member Organisations have a zero tolerance for illegal gambling and Match-Fixing.
- e) PA will engage the necessary technical expertise to administer, monitor and enforce this Policy.
- f) The purpose of the National Policy on Match-Fixing is to:
 - (i) Protect and maintain the integrity of PA;
 - (ii) Protect against any efforts to impact improperly the result of any match or event;
 - (iii) Establish a uniform rule and consistent scheme of enforcement and penalties; and
 - (iv) Adhere to the National Policy on Match-Fixing in Sport as agreed by Australian Governments on 10 June 2011.
- g) The conduct prohibited under this Policy may also be a criminal offence and/or a breach of other applicable laws or regulations. This Policy is intended to supplement such laws and regulations. It is not intended, and should not be interpreted, construed or applied, to prejudice or undermine in any way the application of such laws and regulations. Relevant Persons must comply with all applicable laws and regulations at all times.

2. INTERPRETATION AND DEFINITIONS

2.1 INTERPRETATION

- a) Headings used in this Policy are for convenience only and shall not be deemed part of the substance of this Policy or to affect in any way the language of the provisions to which they refer.
- b) Words in the singular include the plural and vice versa.
- c) Reference to “including” and similar words are not words of limitation.
- d) Words importing a gender include any other gender.
- e) A reference to a clause is a reference to a clause or subclause of this Policy.

- f) Where a word or phrase is given a particular meaning, other parts of speech and grammatical forms of that word or phrase have corresponding meanings.
- g) In the event any provision of this Policy is determined invalid or unenforceable, the remaining provisions shall not be affected. This Policy shall not fail because any part of this Policy is held invalid.

Except as otherwise stated herein, failure to exercise or enforce any right conferred by this Policy shall not be deemed to be a waiver of any such right nor operate so as to bar the exercise or enforcement thereof or of any other right on any other occasion.

2.2 DEFINITIONS

In this Policy unless the context requires otherwise these words mean:

- h) **Alleged Offender** means a person accused of engaging in Prohibited Conduct under this Policy, prior to a determination by the Hearing Panel.
- i) **Athlete** means any person identified within PA's athlete framework (Annexure A) as amended and updated from time to time.
- j) **Authorised Providers** means PA's Member Organisations, Affiliates, or other organisations from time to time that conduct Events (for example the Australian Commonwealth Games Association or a private event management company operating an Event on behalf of PA).
- k) **Betting Operator** means any company or other undertaking that promotes, brokers, arranges or conducts any form of Betting activity in relation to PA
- l) **Coaches** means any person described in PA's coach framework (Annexure B) as amended and updated from time to time.
- m) **Competition** means a Paddle Australia contest, event or activity measuring performance against an opponent, oneself or the environment either once off or as part of a series.
- n) **Event** means a one off Competition, or series of individual Competitions conducted by PA or an Authorised Provider (for example International Test Matches, National Championships, or domestic leagues)
- o) **Hearing Panel** means the Panel appointed by the Board to hear and determine allegations of Prohibited Conduct.
- p) **Inside Information** means any information relating to any Competition or Event that a Relevant Person possesses by virtue of his or position within PA. Such information includes, but is not limited to, factual information regarding the competitors in the Competition or Event, tactical considerations or any other aspect of the Competition or Event but does not include such information that is already published or a matter of public record, readily acquired by an interested member of the public, or disclosed according to the rules and regulations governing the relevant Competition or Event.
- q) **Member Organisations** means those entities recognised by PA's constitution as its member organisations.

- r) **National Policy on Match-Fixing in Sport** means the Policy endorsed, on 10 June 2011, by all Australian sports ministers on behalf of their governments, with the aim of protecting the integrity of Australian sport.
- s) **Official** means any person identified within PA's Officials Accreditation Framework (Annexure C) as amended and updated from time to time.
- t) **PA** means **Paddle Australia Ltd.**
- u) **Paddle Australia** means PA and the sport of canoeing as determined by PA and the International Canoe Federation with such variations as may be recognised from time to time.
- v) **Player Agent** means those persons, whether accredited by the International Canoe Federation (or otherwise accredited) or not, that provide advice including but not limited to contract, sponsorship, media, investment, accounting and legal advice, negotiation and liaison, to and on behalf of, an Athlete.
- w) **Policy** means PA's National Policy on Match-Fixing as amended from time to time.
- x) **Prohibited Conduct** means conduct in breach of section 4 of this Policy.
- y) **Relevant Person** means any of the persons identified in Clause 3.2, or any other person involved in the organisation administration or promotion of canoeing, whose involvement in Gambling would bring canoeing into disrepute.
- z) **Team** means a collection of Athletes and includes a national representative team, National Institute Network Teams, including the Australian Institute of Sport and State/Territory Institutes/Academies' of Sport or Member Organisation team that competes in Competitions or Events.

3. APPLICATION

3.1 APPLICATION OF POLICY

- a) This Policy is made by the Board and is binding on all Relevant Persons. It may be amended from time to time by the Board.
- b) The Board may, in its sole discretion, delegate any or all of its powers under this Policy, including but not limited to the power to adopt, apply, monitor and enforce this Policy.
- c) By virtue of their ongoing membership, employment or other contractual relationship with PA, Relevant Persons are automatically bound by this Policy and required to comply with all of its provisions.

3.2 RELEVANT PERSONS

- a) This Policy applies to any Relevant Person as defined from time to time by the Board. For clarity this includes, but is not limited to:
 - (i) Player Agents;
 - (ii) Athletes;
 - (iii) Coaches;

- (iv) Officials;
- (v) PA and associated program staff;
- (vi) Volunteers;
- (vii) Persons who hold governance positions with PA or its Member Organisations;
- (viii) Selectors; and
- (ix) Squad Support Staff including but not limiting to team managers, doctors, physiotherapists, sports scientists, biomechanics, strength & conditioning coaches, psychologists and any relevant supporting staff involved with PA programs.

3.3 EDUCATION

- a) All Relevant Persons must complete appropriate education and training programs as directed by PA from time to time.
- b) All Relevant Persons as at the commencement of this Policy must undertake PA's Anti Match-fixing Education Program available online: <http://elearning.sport.gov.au/>
- c) All persons who become Relevant Persons after the commencement of this Policy must undertake PA's Anti Match-fixing Education Program as part of their induction:
 - (i) Prior to competing in any Event or Competition; or
 - (ii) Within two months of commencing employment (whether paid or voluntary).

3.4 CODE OF CONDUCT

- a) In addition to this Policy, all Relevant Persons are bound by PA's Code of Conduct (see Annexure D), as amended from time to time, which is underpinned by the following principles:
 - Be Smart: know the rules
 - Be Safe: never bet on your sport
 - Be Careful: never share sensitive information
 - Be Clean: never fix an event
 - Be Open: tell someone if you are approached

4. PROHIBITED CONDUCT

- a) A Relevant Person to whom this Policy applies must not directly or indirectly, alone or in conjunction with another or others breach this Policy or PA's Code of Conduct by:
 - (i) Betting, gambling or entering into any other form of financial speculation on any Competition or on any Event connected with PA; or
 - (ii) Participating (whether by act or omission) in Match-Fixing by:

- A. Deliberately underperforming or 'tanking' as part of an arrangement relating to betting on the outcome of any contingency within a Competition or Event;
 - B. Deliberately fixing, or exerting any undue influence on, any occurrence within any Competition or Event as part of an arrangement relating to betting on the outcome of any contingency within a Competition or Event;
 - C. Inducing or encouraging any Relevant Person to deliberately underperform as part of an arrangement relating to betting on the outcome of any Competition or Event;
 - D. Providing Inside Information that is considered to be information not publicly known such as Team or its members configuration (including, without limitation, the Team's actual or likely composition, the form of individual athlete or tactics) other than in connection with bona fide media interviews and commitments;
 - E. Ensuring that a particular incident, that is the subject of a bet, occurs;
 - F. Providing or receiving any gift, payment or benefit that might reasonably be expected to bring the Relevant Person or PA into disrepute; or
 - G. Engaging in conduct that relates directly or indirectly to any of the conduct described in Clauses 3 a)(ii)(A) to (F) above and is prejudicial to the interests of PA or which bring a Relevant Person or PA into disrepute.
- b) Any attempt or any agreement to act in a manner that would culminate in Prohibited Conduct shall be treated as if the relevant Prohibited Conduct had occurred, whether or not the Prohibited Conduct actually occurred as a result of the attempt or agreement to act.
 - c) If a Relevant Person knowingly assists or is a party to "covering up" Prohibited Conduct, that Relevant Person will be treated as having engaged in the Prohibited Conduct personally.
 - d) Nothing in this section prevents the Board from enforcing any other Rules and Regulations or referring any Prohibited Conduct to a relevant law enforcement agency.
 - e) Relevant persons should be aware that criminal offences relating to match-fixing can carry up to a maximum sentence of 10 years imprisonment, depending on the criminal legislation applicable to your state or territory.

5. REPORTING PROCESS

- a) A Relevant Person to whom this policy applies must promptly notify the PA's Chief Executive Officer (CEO) if he or she:
 - (i) Is interviewed as a suspect, charged, or arrested by police in respect of conduct that would amount to an allegation of Prohibited Conduct under this Policy;
 - (ii) Is approached by another person to engage in conduct that is Prohibited Conduct;
 - (iii) Knows or reasonably suspects that another person has engaged in conduct, or been approached to engage in conduct that is Prohibited Conduct;

- (iv) Has received, or is aware or reasonably suspects that another person has received, actual or implied threats of any nature in relation to past or proposed conduct that is Prohibited Conduct.
- b) If a Relevant Person wishes to report the CEO for involvement in conduct that is Prohibited Conduct under this Policy then the Relevant Person to which this Section 5 applies may report the conduct to the Chair of the Board (Chairman).
- c) Notification by a Relevant Person under this Section 5 can be made verbally or in writing in the discretion of the Relevant Person and may be made confidentially if there is a genuine concern of reprisal. However, the CEO (or the Chairman as the case may be) must record the fact of the reporting of Prohibited Conduct and particulars of the alleged Prohibited Conduct in writing within 48 hours of the report from the Relevant Person for presentation to the Board.
- d) Any report by a Relevant Person under this Section 5 will be dealt with confidentially by PA unless disclosure is otherwise required or permitted under this Policy, by law, or if the allegation of the Prohibited Conduct is already in the public domain.
- e) A Relevant Person has a continuing obligation to report any new knowledge or suspicion regarding any conduct that may amount to Prohibited Conduct under this Policy, even if the Relevant Person's prior knowledge or suspicion has already been reported.

6. INVESTIGATIONS

6.1 ALLEGATIONS OF PROHIBITED CONDUCT

- a) If the Board or CEO receives a report or information that a Relevant Person has allegedly breached this Policy including by engaging in actual or suspected Prohibited Conduct, the Board must, as soon as reasonably practicable refer that report or information and any documentary or other evidence that is available to it in relation to the alleged Prohibited Conduct by the Alleged Offender to the Hearing Panel.
- b) If and when required, PA will establish a hearing Panel who will be empowered to consider the alleged Prohibited Conduct and collaboratively determine appropriate outcomes and/or sanctions in accordance with this Policy. The hearing panel will be required to report their findings to the CEO, Chairman and any relevant law enforcement agency acting in that relevant State or Territory.
- c) If the Board or CEO has referred to the Hearing Panel a report or information that an Alleged Offender has allegedly breached this Policy including by engaging in actual or suspected Prohibited Conduct, the Board may, in its discretion and pending determination by the Hearing Panel suspend the Alleged Offender from any Event or activities sanctioned by PA or a Member Organisation.
- d) Nothing in this section prevents the Board or CEO from enforcing any other Rules and Regulations or referring any Prohibited Conduct to a relevant law enforcement agency.

6.2 CONFIDENTIALITY AND REPORTING

- a) To maintain the confidentiality of the process, no parties will publicly announce, comment on or confirm any of its investigative or subsequent hearings or appeals activities. Notwithstanding this provision, however, a general description of a process that may be instigated under this policy is permissible.

- b) PA must not disclose any specific facts of an allegation of Prohibited Conduct or breach of this Policy.
- c) The identity of a Relevant Person against whom a finding of Prohibited Conduct is made may only be publicly disclosed after the Hearing Panel has notified the Relevant Person, PA and any other interested party of its decision. Such disclosure will be by way of an official release by PA.
- d) Where any public announcement may be considered detrimental to the wellbeing of a Relevant Person, the Board will determine the most appropriate course of action in its sole discretion based on the circumstances of the Relevant Person.
- e) All parties must maintain all information received in the course of any report, notice, hearing or appeal (other than a notice of decision by the Hearing Panel or an appeal tribunal) in relation to an allegation of conduct that is Prohibited Conduct as strictly confidential.
- f) Clauses 6.2 a) to e) do not apply if the disclosure is required by law or PA determines to refer information to a law enforcement agency.

6.3 CRIMINAL OFFENCES

- a) Any alleged Prohibited Conduct by an Alleged Offender which is considered by the Board or CEO as a prima facie unlawful offence will be reported to the police force in the jurisdiction the offence is alleged to have occurred and/or the Australian Federal Police.

6.4 PRIVILEGE

- a) Notwithstanding anything else in this Policy, a Relevant Person who is interviewed under suspicion, charged or arrested by a law enforcement agency in respect of a criminal offence that is, or may be considered to be conduct that is Prohibited Conduct under this Policy shall not be required to produce any information, give any evidence or make any statement to the Board if they establish that to do so would breach any privilege against self-incrimination, or legal professional privilege.
- b) Clause 6.4 a) does not limit the Board from enforcing any other Rules and Regulations.

7. DISCIPLINARY PROCESS

7.1 COMMENCEMENT OF PROCEEDINGS

- a) The Hearing Panel must comprise three persons independent of PA and with appropriate skills and experience appointed by the Board for such time and for such purposes as the Board thinks fit. The Board will appoint one of the members of the Hearing Panel to act as its Secretary.
- b) On receipt of a referral from the Board of an actual or suspected contravention of this Policy by an Alleged Offender, the Secretary of the Hearing Panel must issue a notice to the Alleged Offender detailing:
 - (i) The alleged offence including details of when and where it is alleged to have occurred
 - (ii) The date, time and place for the proposed hearing of the alleged offence which shall be as soon as reasonably practicable after the Alleged Offender receives the Notice;

- (iii) Information advising the Alleged Offender of their rights and format of proceedings;
- (iv) The potential penalties in the event that the Hearing Panel makes a finding that the Alleged Offender engaged in the Prohibited Conduct;
- (v) A copy of the referral from the Board and any documentary or other evidence that was submitted to the Hearing Panel by the Board in relation to the alleged Prohibited Conduct by the Alleged Offender.

("the Notice").

- c) Within fourteen business days of the date of the Notice, the Alleged Offender must notify the Hearing Panel in writing of:
 - (i) Whether or not he or she wishes to contest the allegations; and
 - (ii) If the Alleged Offender does not wish to contest the allegations and accedes to the imposition of penalty, he or she may so notify the Hearing Panel in writing, in which case no hearing shall be conducted and the Hearing Panel will remit the matter to the Board for the Board's consideration and imposition of a penalty; or
 - (iii) If the Alleged Offender does not wish to contest the allegations, but wishes to make submissions disputing and/or seeking to mitigate the penalty, he or she may must notify the Hearing Panel either:
 - A. That he or she wishes to make those submissions at a hearing before the Hearing Panel, in which case, the Hearing will proceed in accordance with clause 7.2 below; or
 - B. That he or she wishes to make those submission in writing, in which case the Hearing Panel will, on receipt of those submissions, remit the matter to the Board for the Board's consideration and imposition of a penalty (giving due consideration to those written submissions)
 - (iv) If the Alleged Offender does not admit or denies the alleged Prohibited Conduct and notifies the Hearing Panel that he or she wishes to contest the allegations, the Alleged Offender, is, by that notice, taken to have consented to the determination of the allegations in accordance with the procedure outlined in this Policy, and if the Hearing Panel finds that the Alleged Offender breached this Policy including by engaging in Prohibited Conduct, to the imposition of a penalty.
- d) If the Alleged Offender fails to respond to the Notice within fourteen business days of the date of the Notice, the Alleged Offender shall be deemed to have:
 - (i) Waived their entitlement to a hearing in accordance with this Policy; and
 - (ii) Admitted to the Prohibited Conduct specified in the Notice; and
 - (iii) Acceded to the imposition of a penalty by the Board; and
 - (iv) The Hearing Panel will remit the Alleged Offender's Prohibited Conduct to the Board, informing the Board , by notice in writing, of the Alleged Offender's failure to respond to the Notice and requesting the Board to impose a penalty in the Board's Discretion in accordance with this section.

- e) Notwithstanding any of the above, an Alleged Offender shall be entitled at any stage to admit they have engaged in the Prohibited Conduct specified in the Notice and to accede to penalties determined by the Board
- f) Personnel covered by PA or a Member Organisation Employee Collective Agreement will be subject to relevant Clauses, including Dispute, Hearings, Appeals and Termination Clauses contained in such Agreement, and if applicable the *Fair Work Act 2009 (Australia)*.

7.2 PROCEDURE OF THE HEARING PANEL

- a) This section applies if the Alleged Offender contests the allegation(s) that he or she has engaged in the Prohibited Conduct specified in the Notice, and there is a hearing of the allegations by the Hearing Panel.
- b) The purpose of the hearing shall be to determine whether the Alleged Offender has engaged in the Prohibited Conduct specified in the Notice and, if the Hearing Panel considers that the Alleged Offender has engaged in Prohibited Conduct, for the imposition any penalty in the Hearing Panel's discretion.
- c) The Hearing Panel may conduct the hearing as it sees fit and, in particular, shall not be bound by the rules of evidence or unnecessary formality. The Hearing Panel must determine matters in accordance with the principles of procedural fairness, such as a hearing appropriate to the circumstances; lack of bias; inquiry into matters in dispute; and evidence to support a decision.
- d) The hearing shall be inquisitorial in nature and the Hearing Panel may call such evidence as it thinks fit in its discretion and all Relevant Persons subject to this Policy must, if requested to do so by the Hearing Panel, provide such evidence as they are able.
- e) The hearing must be conducted with as much expedition as a proper consideration of the matters permit. However, the Hearing Panel may adjourn the proceedings for such reasonable time as it considers it necessary.
- f) Notwithstanding the above, the Alleged Offender:
- g) Is permitted to be represented at the hearing (at their own expense);
- h) May call and question witnesses;
- i) Has the right to address the Hearing Panel to make their case; and
- j) Is permitted to provide written submissions for consideration by the Hearing Panel (instead of or as well as appearing in person). If the Alleged Offender provides any written submissions, the Hearing Panel must consider those submissions in its deliberations.
- k) The hearing shall be closed to the public. Only persons with a legitimate interest in the hearing will be permitted to attend. This will be at the sole discretion of the Hearing Panel.
- l) The Hearing Panel must determine whether the Alleged Offender engaged in the Prohibited Conduct on the balance of probabilities.
- m) The decision of the Hearing Panel shall be a majority decision and must be recorded in writing. The decision must, at a minimum, set out and explain:

- n) The Hearing Panel's findings, on the balance of probabilities and by reference to the evidence presented or submissions made, as to whether the Alleged Offender engaged in Prohibited Conduct; and
- o) If the Hearing Panel makes a finding that the Alleged Offender engaged in Prohibited Conduct, what, if any, penalties it considers appropriate.
- p) Subject only to the rights of appeal under Clause 6.3, the Hearing Panel's decision shall be the full, final and complete disposition of the allegations of Prohibited Conduct by the Alleged Offender and will be binding on all parties.
- q) If the Alleged Offender or their representative does not appear at the hearing, after proper notice of the hearing has been provided, the Hearing Panel may proceed with the hearing in their absence.

8. SANCTIONS

- a) If a Relevant Person admits they engaged in Prohibited Conduct or there is a finding that a Relevant Person has engaged in conduct that is Prohibited Conduct under this Policy or the Code of Conduct, the Board, the Hearing Panel or the Appeal Tribunal, as the case may be, may impose that the Relevant Person:
 - (i) Make a verbal and/or written apology;
 - (ii) A written warning;
 - (iii) A direction that the individual attend counselling to address their behaviour;
 - (iv) A withdrawal of any awards, scholarships, placings, records, achievements bestowed in any tournaments, activities or events held or sanctioned by PA;
 - (v) A demotion or transfer of the individual to another location, role or activity;
 - (vi) A suspension of the individual's membership or participation or engagement in a role or activities and/or competitions;
 - (vii) Termination of the individual's membership, appointment or engagement;
 - (viii) Be banned from participating in any Competition or Event connected with PA;
 - (ix) Lose accreditation to continue their involvement in PA;
 - (x) Be ineligible, for life, from participating in any Competition or Event connected with PA or from any other involvement in PA;
 - (xi) A recommendation that PA terminate the individual's membership, appointment or engagement;
 - (xii) In the case of a coach or official, a direction that the relevant organisation de-register the accreditation of the coach or official for a period of time or permanently;
 - (xiii) Be counselled and/or required to complete a course of education related to responsible gambling and harm minimisation;

- (xiv) Subject to the terms and conditions of any contract between PA and the Relevant Person, have that contract terminated.
 - (xv) A fine;
 - (xvi) Part or all of the hearing costs;
 - (xvii) Any other form of discipline that designated person/committee considers appropriate.
- b) Notwithstanding the provisions of clause 7.1, the Board, the Hearing Panel or the Appeal Tribunal may impose any other such penalty as they consider appropriate in their discretion.
 - c) In addition to the penalties set out above, the Board, the Hearing Panel or the Appeal Tribunal may impose any combination of these penalties in their absolute discretion taking account of the gravity of the Prohibited Conduct.
 - d) Further, the Board, the Hearing Panel or the Appeal Tribunal may, depending on the circumstances of the Prohibited Conduct, suspend the imposition of a penalty in their absolute discretion.
 - e) All fines received pursuant to this Policy must be remitted to PA for use by PA for the development of integrity programs or as otherwise deemed appropriate.

9. INFORMATION SHARING

9.1 INFORMATION SHARING

- a) PA may share personal information of Relevant Persons with Betting Operators, law enforcement agencies, government agencies and/or other sporting organisations to prevent and investigate match-fixing incidents.
- b) In sharing information PA will remain bound by the legal obligations contained in the Privacy Act 1998 (Cth).

9.2 MONITORING BY BETTING OPERATORS

- a) Relevant Persons to whom this Policy applies must disclose information to PA of all their business interests, and connections with Betting Operators.
- b) PA will work with Betting Operators to help ensure the ongoing integrity of the Competitions and Events played under the auspices of PA and Authorised Providers.
- c) Betting Operators will monitor and conduct regular audits of its databases and records to monitor the incidents of suspicious betting transactions (including single or multiple betting transactions or market fluctuations) that may indicate or tend to indicate that Relevant Persons have engaged in conduct that is Prohibited Conduct under this Policy.
- d) In order to enable the Betting Operator to conduct such audits, PA may, from time to time and subject to any terms and conditions imposed by PA (including in relation to confidentiality and privacy), provide to Betting Operators details of Relevant Persons who are precluded by virtue of this Policy from engaging in Prohibited Conduct.

- e) Betting Operators must provide the Board with regular written reports on incidents of suspicious betting transactions (including single or multiple betting transactions or market fluctuations) that may indicate or tend to indicate that Relevant Persons have engaged in conduct that is Prohibited Conduct under this Policy.
- f) All requests for information or provision of information by PA or a Betting Operator shall be kept strictly confidential and shall not be divulged to any third party or otherwise made use of except where required by law or where information is already in the public domain other than as a result of a breach of this Policy.

9.3 SPONSORSHIP

- a) PA acknowledges that betting is a legal activity, and recognises that Betting Operators may wish to enter Commercial Partnerships to promote their business.
- b) PA may enter Commercial Partnerships with Betting Operators from time to time, subject to any applicable legislative requirements.
- c) A Member Organisation or any Team may enter into a Commercial Partnership with a Betting Operator with the written consent of PA. Such consent may be withheld at the discretion of PA and specifically where the proposed Commercial Partnership:
 - (i) Conflicts with an existing Commercial Partnership held between PA and a Betting Operator(s); and/or
 - (ii) Is with a Betting Operator with whom PA has not entered into an integrity agreement as required under the National Policy on Match-Fixing in Sport and recognised by the applicable state gambling regulator.
- d) Subject to clause 9.3 c) above, a Relevant Person shall not be permitted to:
 - (i) Enter into any form of Commercial Partnership with a Betting Operator; or
 - (ii) Promote a Betting Operator; or
 - (iii) Have any form of commercial relationship with a Betting Operator.

ANNEXURE A: ATHLETE FRAMEWORK

The National Policy on Match Fixing applies to athletes competing in, or associated with:

- a) All Australian National Teams;
- b) International benchmark competitions or events (such as world championships, world cups, or one-off international competitions);
- c) Any other competition or event that attracts or is likely to attract a betting market (this would include competitions and events that have no domestic betting markets but attract overseas betting markets).

ANNEXURE B: COACHES FRAMEWORK

The National Policy on Match Fixing applies to any coaches and assistant coaches (paid and/or voluntary) of athletes competing in, or associated with:

- a) All Australian National Teams;
- b) International benchmark competitions or events (such as world championships, world cups, or one-off international competitions);
- c) Any other competition or event that attracts or is likely to attract a betting market (this would include competitions and events that have no domestic betting markets but attract overseas betting markets).

ANNEXURE C: OFFICIALS FRAMEWORK

The National Policy on Match Fixing applies to all technical officials including event day officials, coaches, assistant coaches and volunteers officiating for:

- a) All Australian National Teams;
- b) International benchmark competitions or events (such as world championships, world cups, or one-off international competitions);
- c) Any other competition or event that attracts or is likely to attract a betting market (this would include competitions and events that have no domestic betting markets but attract overseas betting markets).

ANNEXURE D: CODE OF CONDUCT

Refer to Paddle Australia Member Protection Policy Part B Code of Conduct
<https://paddle.org.au/>