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Sport Integrity Australia



SPORT INTEGRITY
AUSTRALIA

Baseball Australia

Education Plan

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Baseball Australia Education Plan

Introduction

Education is key to protecting the integrity of Australian sport. Sport Integrity Australia (SIA) and Baseball Australia 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 Baseball Australia to facilitate compliance with the National Integrity Framework policies, Baseball Australia Anti-Doping Policy 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 Baseball Australia, which is outlined in the following attachments:

Attachment A - Required and Recommended Education – Outlines the anti-doping education requirements and recommendations for Baseball Australia members, categorised by membership type and competition level.

Attachment B – Baseball Australia Delivered Education – Allows for additional Baseball Australia specific requirements not listed in Attachment A to be included, if desired.

Attachment C – Baseball Australia Targeted Cohort/Event Education Strategy – Outlines the targeted and [Declared Events](#) for the current calendar year and captures the planned and/or agreed anti-doping education.

*Support Personnel includes any coach, trainer, manager, agent, team staff, official, medical, paramedical personnel, parent or any Other Person working with, 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 Baseball Australia's integrity policies and Sport Integrity Australia's independent complaints process.

Baseball Australia 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 Baseball Australia members, categorised by membership type 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 Baseball Australia.

Baseball Australia 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; and
- As appropriate, coordinating 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.

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

For the purpose of the Sport Integrity Australia Sport Assurance Framework Baseball Australia 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, social media posts tagging Sport Integrity Australia, newsletters, etc). The 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 Baseball Australia, who is responsible for implementing this plan within their sport. 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 Baseball Australia.

Acceptance of this education plan can be by way of email confirmation.

Attachment A (I) – BA Staff, Team Australia and National Squads

| COURSES | National Program Coaches (All) | National Program Support Personnel (All) | National Team Medical Officers | BA Staff / Administrators | BA Board Members | TA Athletes and Squad | National Squad Members 19 & Over | National Squad Members 18 & Under |
|---|--|--|--------------------------------|---------------------------|------------------|------------------------------|----------------------------------|-----------------------------------|
| WWCC | Required | Required | Required | Required | Required | Recommended | Recommended | - |
| Sport Australia General Principles | Required | - | - | Recommended | - | - | - | - |
| National Integrity Framework | Required | Required | Required | Required | Recommended | - | - | - |
| Anti-Doping Fundamentals | Required | Required | Required | Required | Recommended | Required | Required | Required |
| Annual Update | Required | Required | Required | Recommended | Recommended | Required | Required | Required |
| Whereabouts Course | Recommended (if coaching RTP athletes) | Recommended (if coaching RTP athletes) | - | - | - | Required (RTP athletes only) | Required (RTP athletes only) | Required (RTP athletes only) |
| Competition Manipulation & Sports Betting | Required | Required | Recommended | Recommended | Recommended | Required | Required | Required |
| Ethical Decision Making | - | - | - | - | - | Recommended | Recommended | Recommended |
| Coaches Course | Required | - | - | - | - | - | - | - |
| Child Safeguarding in Sport Introduction | Required | Required | Required | Required | Recommended | - | - | - |
| Medical Practitioners Course | - | - | Required | - | - | - | - | - |
| Introduction to Illicit Drugs in Sport | - | - | - | - | - | Recommended | Recommended | Recommended |

Attachment A (II) – ABL Staff and Squads

| COURSES | Coaches (All) | Support Personnel (All) | Team Medical Officers | Staff / Administrators | Board Members | Athletes and Squad |
|---|---|-------------------------|-----------------------|------------------------|---------------|---------------------------------|
| WWCC | Required | Required | Required | Recommended | Required | Recommended |
| Sport Australia General Principles | Required | - | - | - | - | - |
| National Integrity Framework | Recommended | Recommended | Recommended | Required | Recommended | - |
| Anti-Doping Fundamentals | Required | Required | Required | Recommended | Recommended | Required |
| Annual Update | Required | Recommended | Required | Recommended | Recommended | Required |
| Whereabouts Course | Recommended (if coaching RTP athletes) | - | - | - | - | Required (RTP athletes only) |
| Competition Manipulation & Sports Betting | Required | Recommended | Required | Recommended | Recommended | Required |
| Ethical Decision Making | - | - | - | - | - | Recommended |
| Coaches Course | Required | - | - | - | - | - |
| Child Safeguarding in Sport Introduction | Recommended | Recommended | Recommended | Required | Recommended | - |
| Medical Practitioners Course | - | - | Required | - | - | - |
| Introduction to Illicit Drugs in Sport | - | - | - | - | - | Recommended |

Attachment A(III) – National Competitions

| COURSES | Coaches (All) | Support Personnel (All) | Team Medical Officers | SSO Staff / Administrators | SSO Board Members | Squad Members | Volunteers |
|---|--|-------------------------|-----------------------|----------------------------|-------------------|------------------------------|------------|
| WWCC | Required | Required | Required | Required | Recommended | - | Required |
| Sport Australia General Principles | Required | - | - | - | - | - | - |
| National Integrity Framework | Required | Required | Required | Required | Recommended | - | - |
| Anti-Doping Fundamentals | Required | Required | Required | Recommended | Recommended | Required (U18 +) | - |
| Annual Update | Required | Recommended | Required | Recommended | Recommended | Required (U18+) | - |
| Clean Sport 101 | - | - | - | - | - | Required (U16's) | - |
| Whereabouts Course | Recommended (if coaching RTP athletes) | - | - | - | - | Required (RTP athletes only) | - |
| Competition Manipulation & Sports Betting | Recommended | Recommended | - | - | - | Recommended | - |
| Ethical Decision Making | - | - | - | - | - | Recommended | - |
| Coaches Course | Recommended | - | - | - | - | - | - |
| Child Safeguarding in Sport Introduction | Required | Required | Required | Required | Recommended | - | Required |
| Medical Practitioners Course | - | - | Required | - | - | - | - |
| Introduction to Illicit Drugs in Sport | - | - | - | - | - | Recommended | - |

Attachment A (IV) – State League Competitions

| COURSES | Coaches (All) | Support Personnel (All) | Team Medical Officers | Club Staff / Administrators | Club Board Members | First and second grade players | Volunteers |
|---|---|-------------------------|-----------------------|-----------------------------|--------------------|---------------------------------|-------------|
| WWCC | Required | Required | Required | Required | Recommended | - | Required |
| Sport Australia General Principles** | Required | - | - | - | - | - | - |
| National Integrity Framework | Recommended | Recommended | Recommended | Required | Recommended | - | - |
| Anti-Doping Fundamentals | Required | Recommended | Recommended | Recommended | Recommended | Required | - |
| Annual Update* | Required | Recommended | Recommended | Recommended | Recommended | Recommended | - |
| Whereabouts Course | Recommended (if coaching RTP athletes) | - | - | - | - | Required (RTP athletes only) | - |
| Competition Manipulation & Sports Betting | Recommended | Recommended | - | - | - | Recommended | - |
| Ethical Decision Making | - | - | - | - | - | Recommended | - |
| Coaches Course | Recommended | - | - | - | - | - | - |
| Child Safeguarding in Sport Introduction | Recommended | Recommended | Recommended | Recommended | Recommended | - | Recommended |
| Medical Practitioners Course | - | - | Required | - | - | - | - |
| Introduction to Illicit Drugs in Sport | - | - | - | - | - | Recommended | - |

Attachment A (V) – Community

| COURSES | Coaches (All) | Support Personnel (All) | Team Medical Officers | Club Staff / Administrators | Club Board Members | Athletes | Volunteers |
|---|---------------|-------------------------|-----------------------|-----------------------------|--------------------|--------------------|-------------|
| WWCC | Required | Required | Required | Required | Recommended | - | Required |
| Sport Australia General Principles | Required | - | - | - | - | - | - |
| National Integrity Framework | Recommended | Recommended | Recommended | Recommended | Recommended | - | - |
| Clean Sport 101 | - | - | - | - | - | Recommended (U16) | - |
| Anti-Doping Fundamentals | Recommended | Recommended | Recommended | Recommended | Recommended | Recommended (U18+) | - |
| Annual Update | Recommended | Recommended | Recommended | Recommended | Recommended | Recommended (U18+) | - |
| Whereabouts Course | - | - | - | - | - | - | - |
| Competition Manipulation & Sports Betting | Recommended | Recommended | - | - | - | Recommended | - |
| Ethical Decision Making | - | - | - | - | - | Recommended | - |
| Coaches Course | Recommended | - | - | - | - | - | - |
| Child Safeguarding in Sport Introduction | Recommended | Recommended | Recommended | Recommended | Recommended | - | Recommended |
| Medical Practitioners Course | - | - | Recommended | - | - | - | - |
| Introduction to Illicit Drugs in Sport | - | - | - | - | - | Recommended | - |

Attachment B – Baseball Delivered Education

| Team/Cohort | Presenter/Course | Content | Reviewed by SIA |
|-------------|------------------|---------|-----------------|
| | | | |
| | | | |

Attachment C – Baseball Australia Targeted Cohort/Event Education Strategy

| Target Cohort/Event | Competition Level | Event Date | Begin Education Strategy | F2F/Webinar Strategy | E-Learning Strategy |
|----------------------------------|-------------------|---------------------|--------------------------|----------------------|---------------------|
| Australian Baseball League | National | November 2024 (TBC) | August 2024 | Webinar | Yes |
| Australian Youth Championships | National | January 2024 | October 2023 | Webinar | Yes |
| Australian Women's Championships | National | April 2024 | January 2024 | Webinar | Yes |

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). |