



Ice Hockey New South Wales Integrity Reporting Policy

Policy Name:	Integrity Reporting Policy
Date of Approval:	18/05/2026
Policy Coverage:	The organisation fully adopts and implements the National Integrity Framework, ensuring reporting processes are easy to find, nationally aligned, consistently applied across all levels (including affiliated member bodies), well-understood, and perceived as fair, safe, and effective.
Date of Review:	17/05/2026

1 Purpose

The purpose of this policy is to ensure clear, accessible, nationally aligned, and consistently applied processes for reporting integrity-related concerns or suspected breaches across all levels of the organisation, including affiliated member bodies.

2 Scope

This policy applies to all participants, including staff, volunteers, athletes, officials, and affiliated member bodies.

3 Policy Statement

Ice Hockey New South Wales (IHNSW) is committed to maintaining a safe, fair, and inclusive environment. The organisation formally adopts and implements the National Integrity Framework and associated complaint and reporting processes.

The organisation ensures that integrity reporting processes are:

- Easy to find and access
- Nationally aligned and consistent
- Clearly communicated and well-understood
- Trusted and perceived as fair, safe, and effective

All individuals are encouraged to report integrity concerns, including but not limited to:

- Doping
- Match-fixing or competition manipulation
- Safeguarding concerns (e.g. harassment, abuse)
- Discrimination or other integrity breaches

4 Reporting Process

Reports can be made through nationally aligned reporting mechanisms in accordance with the [National Integrity Framework](#).

IHNSW ensures that reporting pathways:

- Are prominently available through public and member-facing platforms
- Provide clear, step-by-step guidance on how to report
- Include multiple reporting options, including anonymous reporting where available
- Are consistently applied across the organisation and affiliated member bodies

Where appropriate, matters may be managed at a local level or referred to the relevant national body in line with the National Integrity Framework.

5 Commitment to Fairness, Safety, and Trust

IHNSW is committed to ensuring that:

- All reports are managed confidentially, respectfully, and in a timely manner
- Processes are independent, fair, and transparent
- Individuals are protected from victimisation or retaliation
- Participants have confidence in the integrity and effectiveness of the reporting system

6 Education and Awareness

The organisation will actively promote awareness and understanding of integrity reporting processes through:

- Induction and onboarding programs
- Ongoing education and communication
- Accessible, plain-language guidance materials

7 Responsibilities

- The organisation will ensure reporting processes are visible, accessible, and regularly communicated
- Affiliated member bodies must adopt and align with this policy and the National Integrity Framework, ensuring consistent implementation across all levels
- Leadership will monitor, review, and continuously improve reporting processes, including seeking feedback to ensure they remain effective and trusted

8 Definitions

In this policy the following words have the corresponding meaning;

Affiliated Member Bodies: Clubs, associations, or other entities formally recognised or affiliated with Ice Hockey NSW that are required to comply with this policy and the National Integrity Framework.

Integrity Concern: Any behaviour, action, or suspected breach that may compromise the fairness, safety, or integrity of the sport, including but not limited to doping, match-fixing, safeguarding issues, discrimination, or other misconduct.

National Integrity Framework: The nationally endorsed framework that establishes consistent policies, rules, and processes for managing integrity matters in sport, including complaint handling, investigation, and disciplinary procedures.

Participant: Any individual involved in the organisation or its affiliated member bodies, including athletes, coaches, officials, staff, volunteers, and administrators.

Reporting Process: The nationally aligned procedures and mechanisms available for individuals to raise integrity concerns, including online reporting systems, designated contacts, and referral pathways.

Safeguarding Concern: Any concern relating to the safety, welfare, or wellbeing of a participant, including harassment, abuse, neglect, or other inappropriate behaviour.

Confidentiality: The obligation to handle information in a manner that protects the privacy of individuals involved, sharing information only where necessary and in accordance with applicable policies and laws.

Victimisation (Retaliation): Any adverse action taken against a person because they have reported, or intend to report, an integrity concern, or have participated in a reporting or investigation process.

National Body / Relevant Authority: The organisation or independent body responsible for managing integrity matters under the National Integrity Framework at a national level.

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