

Delegate workbook

National Sport and Recreation Integrity Wānanga

17-18 March 2026, Tāmaki Makaurau Auckland





Day one Tuesday 17 March

Mihi whakatau and welcome

Opening

The Code of Integrity for Sport and Recreation (Integrity Code) adoption presentation

Safeguarding

Keynote – Jelena Dokic

Keynote reflections and scene setting

Safeguarding sport and recreation together

Panel discussion - Safeguarding in sport and recreation

Safeguarding wrap up

Resolutions

From concern to closure: Pathways through resolution and investigation

Trauma-informed processes and how best to support people – Dr Kris Fernando

The Integrity Code

Integrity Code panel discussion

Day one wrap up

Networking event Proudly sponsored by MC

Day two Wednesday 18 March

Nau mai, haere mai ki te rā tuarua – Welcome to day two

Competition manipulation

The impact of fixing – Lou Vincent

Competition manipulation:

The Commission's approach and key risk areas for Aotearoa New Zealand

Panel discussion – The realities of competition manipulation in an Aotearoa New Zealand context

Anti-doping

From testing positive to becoming a positive influence – Cassie Fien

Panel discussion – Unintentional doping

The 2027 World Anti-Doping Code changes: The implications for Aotearoa New Zealand

Wānanga wrap up

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Thank you to our supporters:



Welcome

On behalf of the Sport Integrity Commission Te Kahu Raunui, we welcome you to the inaugural National Sport and Recreation Integrity Wānanga.

Nearly a year on from the launch of the Integrity Code, we're excited to bring together colleagues and partners from the sector and beyond as part of our collective journey to make sport and recreation safer and fairer in Aotearoa New Zealand.

The theme of this Wānanga is 'Whatua mai te aho – Weaving a culture of integrity'. It comes from our strategic framework, which positions us as a kākahu (a cloak): a strong layer of safety and protection for all who take part in sport and recreation. The weaving of that cloak represents the drawing together of all the threads that support integrity in our sector: participants, communities and organisations.

Over the next two days and beyond, we invite you to work alongside us to build a strong, consistent and enduring integrity system for the sport and recreation sector that enables everyone connected to it to thrive.

The National Sport and Recreation Integrity Wānanga invites you to take some further steps towards this. It is an opportunity to reflect on the good mahi to date and plan for the future. Through collaboration, relationships and wānanga, we can lift awareness and understanding of threats to integrity, share whakaaro and good practice to identify practical ways to strengthen our integrity system.

Thank you for joining us. We look forward to working closely with you to build a stronger integrity culture in our sector, for our people. One in which everyone is empowered to do what's right, together.

Don Mackinnon CNZM
Chair

Rebecca Rolls
Chief Executive

Keeping ourselves and each other safe

We recognise integrity in sport and recreation includes some heavy themes. Sometimes what we read, see or hear can make us think about something painful from our childhood or past. This can be about ourselves or someone we know. It can happen no matter how many years ago the experience was and may take us by surprise.

Please take a break and/or stop participating at any time if you need. There is no pressure to continue.

If something is still weighing heavily on you afterwards, please reach out to someone you trust or a support service to access help.

Scan the QR code to find a comprehensive list of available support services.



Support services you can access

Safe to Talk

Call: 0800 044 334 Txt: 4334
Website: safetotalk.nz

1737

Call or Text: 1737
Website: 1737.org.nz



Wānanga karakia and waiata

Mihi Whakatau manuhiri waiata – Mā wai rā

Mā wai rā	Who will
E taurima te marae i waho nei?	be responsible for the marae out there?
Mā te tika	Those who are true
Mā te pono	Those who have faith
Me te aroha e	Those who have compassion

Karakia Whakamutunga – Ka whakairia te tapu

Ka whakairia te tapu	The sanctity is lifted
Kia wātea ai te ara	The way ahead is clear
Turuki whakataha ai	It is set aside
Turuki whakataha ai	It is set aside
Haumi ē, hui ē! Tāiki ē!	We are united and ready to act!

Day two opening karakia – Whāia te Mātauranga

Te Hui	For this gathering
Whāia te mātauranga kia mārama	Seek knowledge and understanding
Kia whai take ngā mahi katoa	Have purpose in all you do
Tū maia, tū kaha	Stand tall, stand strong
Aroha atu, aroha mai	Let us show respect
Tātou ki a tātou katoa	For each other

Mana whenua whakatau hīmene

He hōnore, he korōria	Honour, glory and
Maungārongo ki te whenua.	Peace throughout the land
Whakaaro pai e	May good thoughts come
Ki ngā tangata katoa	To all people
Ake ake, ake ake.	Forever and ever, forever and ever
Āmine	Amen
Te Atua, te piringa,	For it is God who is my companion
Tōku oranga.	My source of life

Mana whenua closing hīmene – Ngā whakamoemiti

Ngā whakamoemiti	Praising and
whakawhetai e Ihu e	giving thanks to you Jesus
mō ōu manaakitanga,	for your blessings/nurturing,
ki te iwi e tau nei.	for the people who are settled/gathered here.
Ko koe te piringa	You are the one that will bring us together
ka puta ki te oranga.	and show us/bring forth a good life, Lord.
E te Ariki	Everlasting peace.
Pai mārire	

Our mahi and story

We're here to make sure sport and recreation in Aotearoa New Zealand is safer and fairer at all levels.

**Doing what's right thing, together
mā te tika, mā te pono, me te aroha
with truth, honesty and compassion.**

Our mahi includes:

- ▼ advocating and promoting respect for safe and fair environments and competition
- ▼ making the Sports Anti-Doping Rules, educating and advocating for clean athletes, and deterring and detecting doping, holding athletes who dope to account
- ▼ making integrity codes to set minimum standards for other integrity areas
- ▼ providing a free and impartial complaints and resolution service
- ▼ investigating anti-doping rule violations and allegations of threats to integrity, including bullying and discrimination, abuse, violence, fraud and corruption, competition manipulation, sexually harmful behaviour and failing to keep children safe.



About kākahu

A kākahu is a finely woven Māori cloak, traditionally crafted with harakeke (flax). Kākahu were created for various purposes, including warmth, protection, and status. Today they are often reserved for prestigious occasions, symbolising leadership and identity.

The Kākahu framework

**Kotahi te kōhao o te ngira e kuhuna ai te miro mā,
te miro pango, te miro whero.**

**There is but one eye of the needle, through which white,
black and red threads must pass.**

Pōtatau Te Wherowhero

Te Kahu Raunui is the ingoa Māori (Māori name) for the Sport Integrity Commission. This is also the name of the kaupapa Māori framework that guides our work. This framework was developed with Te Ope Tāmiro, our Māori advisory group, based on the weaving of a kākahu (cloak) and is inspired by the above tongikura (quote from the Māori monarch) about the importance of working together towards shared outcomes.

The weaving of the cloak represents the drawing together of all the threads that support integrity in sport and recreation, including participants, organisations, and communities. The kākahu symbolises safety and protection for everybody in the sport and recreation sector.

Our ingoa Māori, Te Kahu Raunui, speaks to this and to our role and purpose:

- ▼ Te Kahu refers to the kākahu that symbolises the interconnectedness of the sport and recreation community and its shared values, and
- ▼ Raunui means broad or full moon. It refers to the broad responsibilities of the Commission and its commitment to fulfilling these with openness and honesty. It was said that people with broad, round facial features were people with integrity and open and honest personalities (for example tō mata raunui).



Te Kore

Te Kore is a Tarapoūahi-style kākahu (protection-style garment) woven by Kaiwhatu (weaver) Amanda Milner. Te Kore is a physical manifestation of our role in supporting integrity across the sport and recreation sector in Aotearoa New Zealand.

In te ao Māori (the Māori world), Te Kore is the realm of creation: the space of limitless potential where all things begin. This kākahu marks the beginning of our journey and is a powerful representation of new beginnings, collective effort and enduring protection.

Te Kahu Raunui values and taonga

Our values

Our values at Te Kahu Raunui derive from our kākahu framework as a means of reflecting the experience we want people to have when they engage with us. Instead of direct translations, each value is intentionally a combination of holistic ideals to maintain depth of meaning:



Tukutuku

Relationships and collaboration

Tukutuku symbolises the balanced exchange of contributions toward a shared goal, strengthening whanaungatanga through ongoing connection.



Paihere

Integrity and accountability

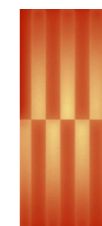
Paihere speaks to binding oneself to what is right and true, reflecting purposeful and principled leadership.



Kōtui

Care, respect and shared purpose

Kōtui refers to a weaving method that intentionally intertwines threads to strengthen the whole.



Tauwhiri

Support, care and guidance

Tauwhiri combines the words 'tau' (to fasten, settle, and signal reciprocity) and 'whiri' (to weave together). It reflects care that is mutual, woven into practice, and responsive to vulnerability.

Turuturu pegs

When kākahu are woven, they are suspended between two turuturu pegs, which provide stability and support, allowing the weaver to carry out their mahi.

The two turuturu pegs gifted to the Commission, Tū te Hihiri and Rongo Tāmiro, were carved and named by Kuruho Wereta of Te Ope Tāmiro, our Māori Advisory Board. They represent the balance between challenge and harmony.

Tū te Hihiri reflects Tūmatauenga, the atua of war and conflict, speaking to the energy, determination, and purpose that drive our work.

Rongo Tāmiro represents Rongo, the atua of peace, with tāmiro symbolising the binding together of people, ideas, and perspectives. Together, the turuturu embody the tensions, relationships, and responsibilities that shape the Commission's mahi.



Whatua mai te aho

Weaving a culture of integrity

Wānanga theme and tukutuku panel

Our Wānanga theme is ‘Whatua mai te aho – Weaving a culture of integrity’. It reflects our kaupapa to strengthen integrity by bringing together sector leaders to kōrero, learn and collaborate on the integrity issues that matter the most.

This two-day Wānanga will bring together sector representatives, leaders, whānau and stakeholders to engage in kōrero, learning and collaboration on building a culture of integrity across Aotearoa’s sport and recreation landscape.

Wānanga tukutuku panel

In te ao Māori, tukutuku panels are woven panels found inside whareniui (meeting house), usually displayed between the carved posts. They often reflect the stories of the people connected to that whareniui. Tukutuku is one of our core values at Te Kahu Raunui. For us, it speaks to collaboration, partnership, and the understanding that integrity is something built collectively.

To bring this value to life at the Wānanga, we’re creating a tukutuku panel alongside Awhina Murupaenga from Whatu Creative (Ngāti Kuri, Te Rarawa, Ngāti Kahu, Ngāpuhi). We invite you to add to the panel. Each contribution is a small thread: your whakaaro, your experience, what integrity looks like in your own context.

The panel becomes a shared expression of the sector as the threads are woven together: a reminder that integrity lives in relationships, and is a shared responsibility. By the end of the Wānanga, the tukutuku panel holds the story of everyone here, and reminds us that the weaving continues beyond this space, as we take the kaupapa back into our own communities.

The Integrity Code

The Code of Integrity for Sport and Recreation (the Integrity Code) is one of the Commission's tools to make sport and recreation safer and fairer for everyone. It supports organisations to build a lasting and positive culture of integrity where everyone can do the right thing.

We know there are hundreds of thousands of positive experiences through sport and recreation every year in Aotearoa New Zealand. The Integrity Code sets minimum standards that aim to make sure participants are safe, respected, treated fairly and taken seriously if things go wrong. The minimum standards help organisations prevent and respond to harmful behaviour and address integrity issues consistently, whether they happen at local clubs or national organisations.

We consulted widely on the Integrity Code with sport and recreation sector organisations, the public, and key groups including Māori, LGBTQIA+ communities, Pacific peoples, disabled people, high-performance athletes, women and young people. Most people and organisations want to do the right thing by their participants and communities.

We are here to support organisations on their adoption journey, providing guidance and resources to strengthen integrity together.

The minimum standards



Standard 1

Prohibit behaviours that are a threat to integrity.



Standard 2

Proactively safeguard children, young people and adults at risk.



Standard 3

Implement an effective and fair dispute resolution process in relation to threats to integrity.



Standard 4

Notify the Commission of issues of serious concern.



Standard 5

Cooperate with the Commission in relation to dispute resolution, investigations, and monitoring activity.



Standard 6

Provide information to your members about the Integrity Code.

Steps to adopt the Integrity Code



Understand

- Get familiar with the Integrity Code.
- Understand the benefits of adopting the Integrity Code.
- Get familiar with the minimum standards.



Implement

Get started on meeting the minimum standards. Review your existing policies. Amend them or use the Commission's policy templates and implementation guide.



Plan

- Plan the steps you need to take to adopt the Integrity Code.
- Plan the timeline for adopting the Code, including your constitutional changes and dates for formal adoption.
- Plan what's required to meet minimum standards.



Adopt

Tell member organisations and participants you are adopting the Integrity Code and what it means for them.

- Notify the Commission you intend to adopt.
- Change your constitution (or pass a formal resolution).
- Formally adopt the Integrity Code.
- Tell your member organisations and participants they are bound by the Integrity Code.



Grow

- Keep your policies and procedures updated to reflect how you manage your threats to integrity.
- Continue to evolve and build your culture of integrity.

Integrity Code resources

The Commission has provided a comprehensive suite of resources to support organisations in building a culture of integrity. Scan the code to browse our templates, guides, and education material to support the Integrity Code.



Integrity Code Adoptees



Safeguarding

Why safeguarding is important

Safeguarding is everything we do that promotes the overall wellbeing of people and reduces the risk of harmful and abusive behaviour happening.

Many factors influence the effectiveness of safeguarding within the sport and recreation sector, so a system-wide, collaborative approach is required.

Working together to understand these factors and the long-term responsibilities we all have are key to a healthy and flourishing sector and society.

As leaders, we have a crucial role to ensure the environments and people that we are accountable for, have the capability and capacity to effectively safeguard people, our activities, the sector and the future of Aotearoa New Zealand.

What we are safeguarding from

- ▼ Abuse
- ▼ Child abuse, child sexual abuse and child neglect
- ▼ Bullying
- ▼ Harassment
- ▼ Intimidation
- ▼ Discrimination
- ▼ Retaliation and victimisation
- ▼ Sexually harmful behaviour
- ▼ Violence

Safeguarding resources

We want to work with the sport and recreation sector to ensure everyone has the support and information required to keep participants safe. This includes providing educational resources to individuals and organisations. Where there are gaps or failures, our response will be to reach out to ensure organisations and individuals get the help they need.

Scan the QR code below to find more information and resources on our website.



Session questions

In your role, what can you influence to help make safeguarding effective across the sport and recreation sector and wider society?

What steps are you going to take after this Wānanga that will support your organisation and its people to build a safeguarding culture?

Resolutions

Resolutions and investigations

Resolution focuses on restoring safe environments, addressing harm, and preventing escalation where possible. The Commission wants to support individuals and organisations to get things right.

Te Kahu Raunui provides independent pathways to address integrity concerns in sport and recreation.

Every complaint or inquiry received is assessed carefully. We prioritise early intervention and seek to resolve matters at the lowest appropriate point, where it is safe and proportionate to do so. This approach supports participant well-being, reinforces expected standards under the Integrity Code, and promotes trust and confidence in fair and effective processes.

Scan the QR code below to find the guide to making a complaint with the Commission.



Resolution pathways

Where appropriate, concerns are addressed through resolution processes:

Most complaints will not require a formal investigation.

Where appropriate, the Commission supports early, proportionate and trauma-informed resolution through:

- ▼ Intake and triage assessment
- ▼ Participant welfare support and counselling referrals
- ▼ Early facilitation and mediation
- ▼ Referral back to an organisation, where suitable, with support

Resolution pathways focus on:

- ▼ Participant well-being
- ▼ Restoring safe environments
- ▼ Clarifying expectations under the Integrity Code
- ▼ Proportionality and fairness

Many concerns involving potential breaches of the Integrity Code can be resolved in this way.

Investigation powers

Where early resolution is not appropriate, or where the statutory threshold is met, we may decide to open an investigation.

Investigation decisions are made independently by the Chief Executive.

Section 31 investigation – suspected breach of the Integrity Code

Applied where relevant parties are bound by the Integrity Code and a formal investigation is required to determine whether there has been a breach and action is necessary to address it.

Section 32 investigation – threat to integrity

Applied when a matter poses or appears to pose a broader threat to the integrity of sport or recreation, and it is in the public interest to investigate.

Not every complaint concerning a threat to integrity requires investigation, and section 32 investigations are reserved for complex matters raising serious systemic or wider integrity concerns.

Scan the QR codes below for further section 32 investigation information.

Understanding section 32 investigations



Public Interest



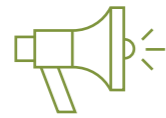
Competition manipulation

What is competition manipulation?

Competition manipulation undermines fairness and trust in sport. It involves deliberately influencing the outcome of a match or an event within a match, often for financial, sporting, or personal gain. Such as:



Match-fixing
Spot-fixing



Misuse of insider
information



Gambling or
betting on your
own sport



Tanking

Some behaviours may look like competition manipulation but may be legitimate tactics so long as they follow the sport's rules. For example:



A coach fields a weaker team to rest their stronger players for a game later in the pool.



Collaborating with other competitors for tactical reasons, such as cycling.

Examples of activity that can contribute to competition manipulation

- ▼ Deliberately conceding points or taking planned actions
- ▼ Athletes or teams intentionally underperforming
- ▼ Unjustified match withdrawals
- ▼ Bribes or gifts offered to influence decisions
- ▼ Officials knowingly ignoring rules
- ▼ Sharing non-public information that affects betting markets
- ▼ Betting on your own sport or competition when there are rules prohibiting it.

What can make sport vulnerable to competition manipulation?

- ▼ Time zone (especially for Aotearoa New Zealand)
- ▼ Live visual coverage (streaming, television)
- ▼ Opportunities for micro-bets within sports
- ▼ Amateur status of athletes and officials
- ▼ Less scrutiny/public exposure
- ▼ Lack of awareness of the risks and prohibitions

Why competition manipulation happens

The most common reason that competition manipulation happens is to help people win money through sports betting. By knowingly controlling results or moments, gamblers are more likely to win high returns. Competition manipulation generally involves organised crime that coordinates contact between gamblers, athletes, team officials, or referees.

Why competition manipulation is harmful

- ▼ Destroys the fairness, unpredictability and enjoyment of sport
- ▼ Damages trust among teammates, supporters and the public
- ▼ Those who have already been intimidated, coerced, blackmailed, or exploited into competition manipulation are vulnerable to further risk of harm
- ▼ Often linked to serious crimes like corruption, organised crime, and money laundering
- ▼ Threatens Aotearoa New Zealand's sporting reputation and integrity
- ▼ Can exploit people's vulnerabilities such as addictions, mental health, and financial problems

What organisations can do to minimise risk

- ▼ Implement clear policies on competition manipulation and betting
- ▼ Prohibit athletes and officials from betting on relevant competitions
- ▼ Appoint someone to manage concerns
- ▼ Promote honesty, fairness, and integrity at all levels through codes of conduct
- ▼ Provide education on match fixing and gambling risks
- ▼ Support initiatives that reduce athlete vulnerabilities, such as addiction, mental health, and financial problems

A process for reporting competition manipulation

- ▼ Report it – directly to the Commission or a trusted person within your sport first
- ▼ Collect as much evidence as possible
- ▼ Detail exactly what happened
- ▼ Keep a record of everything through the process

Resources



Call to action questions

What might competition manipulation look like within your sport?

What can you as an organisation do to protect your athletes and sport from this threat to integrity?

Does your sport have a system and/or people responsible to support participants in this area?

Anti-doping

A collective approach to anti-doping

Understanding and complying with World Anti-Doping Agency (WADA) requirements is a collective effort. While anti-doping can be a complex area, we work with athletes and NSOs to ensure we have the right systems to comply with our commitments as a signatory to the World Anti-Doping Code requirements.

Through working together and delivering education and testing, we can all do our part to ensure Aotearoa New Zealand proudly participates on a level playing field on the world stage.

The 2027 World Anti-Doping Code changes

The World Anti-Doping Code and International Standards have been updated after an extensive consultation process, and the new versions will be effective from 1 January 2027. The World Anti-Doping Code provides the legal framework for WADA signatories in terms of what their anti-doping programmes must contain, and the International Standards provide operational direction for how that framework must be implemented including within specific areas such as education, privacy, testing and results management.

The focus of the 2027 changes includes:

- ▼ An additional focus on human rights
- ▼ More protections for athlete rights, particularly around provisional suspensions.
- ▼ Mitigating the potential for bias in doping control
- ▼ Addressing the problem of contamination

The Commission will be making Sports Anti-Doping Rules that reflect these changes in an Aotearoa New Zealand context. You can expect to hear more from the Commission shortly about the public consultation process that will be undertaken to ensure you have a chance to have your say and contribute to a positive clean sport culture.

Unintentional doping

The term 'unintentional doping' refers to cases where athletes did not intend to breach the rules but returned an adverse analytical finding (AAF, otherwise known as a positive test) or unintentionally committed another anti-doping rule violation (ADRV). A common example of this is the unintentional consumption of a substance on WADA's Prohibited List. This can occur through different forms of contamination, mainly: food, pharmaceutical products, and, the most common, nutritional supplements.

As part of an iNADO review¹ of 2,178 Anti-Doping Rule Violations due to Adverse Analytical Findings between 2015 and 2022, 8% related to alleged or actual contamination, and 60% of contamination cases were due to contaminated supplements.

However, unintentional doping doesn't only refer to contamination. In an Aotearoa New Zealand context, we often see unintentional doping represented in a different way: through substances of abuse. Substances of abuse (MDMA, cocaine, THC and heroin) are banned in competition, and if found in an athlete's sample, can result in a sanction. Eight Anti-Doping Rule Violations (ADRVs) were recorded in New Zealand athletes in 2024/25. Four related to 'substance of abuse' cases (two cocaine and two cannabis) and four were related to 'drugs of influence' or Performance Enhancing Drugs (PEDS).

¹ Source: iNADO Inadvertent Doping – Overview of Sanctions Applied to Doping Rule Violations, Knowledge Centre (ADKC), 2023.

Aotearoa New Zealand anti-doping testing and education figures 1 July 2024 – 30 June 2025

Government-funded samples
(across 50 sports)

1,136



In-competition

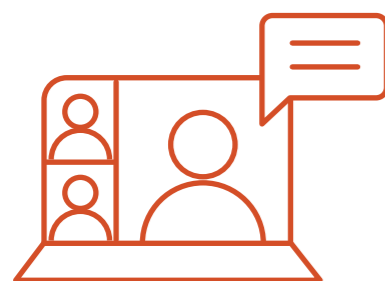
560

Out-of-competition

576

User pays samples

467



4,107

people received face-to-face or
webinar education sessions

5,550

people completed online
anti-doping learning modules

166

anti-doping workshops and
webinars delivered

Call to action questions

Where are athletes in your sport most
at risk of unintentional doping?

How well educated are the athletes
in your sport?

What measures do you currently have, or could you implement, to reduce the risk of
unintentional doping in your sport?

Key Messaging



Athletes
can be tested
anytime, anywhere.

Testing positive
for a recreational
drug can result in a
ban from all sport.



Strict liability in anti-doping
means athletes are responsible
for any banned substance found
in their body, no matter how it got
there. If a prohibited substance
is detected, it's considered a
violation even without intent.

Check if medication is
banned. Global DRO tells
you whether a medication
is banned in-competition,
out-of-competition, both, or not at
all. The information is based on the
current WADA Prohibited List.



www.globaldro.com

