

Governance: Speak Out Policy (Governance)

Purpose

1. The purpose of this policy is to ensure:
 - Processes are in place to enable people to report suspicious doping activity to the Sport Integrity Commission Te Kahu Rauenu (**the Commission**) (the Commission's **Speak Out** programme);
 - Potential informants are informed and aware of their rights and responsibilities and the Speak Out process; and
 - Information provided by an informant/witness is treated confidentially and securely;
 - The rights of informants are protected.

Context

2. Intelligence and investigations are playing an increasing role worldwide in detecting doping in sport, leading to increased efforts by anti-doping organisations to encourage people with information about doping to report it.
3. The Commission 'Speak Out' programme aims to help protect clean athletes and clean sport by encouraging any person who becomes aware of any suspicious doping activity, no matter how insignificant it may seem, to report it to the Commission via the Speak Out programme.

Disclosing suspicious doping activity

4. Any person or entity that detects, identifies, witnesses, knows of, or has reasonable grounds for suspecting that doping has occurred shall be encouraged to make a disclosure through The Commission Speak Out programme, or any other means the informant wishes.
5. The Speak Out programme shall:
 - a. Be prominently displayed and promoted across a range of mediums;
 - b. Provide information about the Speak Out programme and the process for reporting suspicious doping activity;
 - c. Provide a range of means by which athletes, support personnel and the public can confidentially disclose suspicious doping activity;
 - d. Provide information about the rights and responsibilities of informants;
 - e. Provide the ability to access further advice, at the informant's discretion;
 - f. Provide information about the protections, assurances and confidentiality afforded to informants, through the Speak Out programme.

Protection for the informant

Protection of identity

6. The informant's identity shall not be revealed to anyone beyond the Commission investigation team and CEO unless he/she specifically gives express and written consent to do so, or it is required by law.



Protection against retaliation

7. Should a respondent learn (or guess) the identity of the informant/witness and should the Commission reasonably believe that respondent has engaged in an act of retaliation, the Commission may take any necessary and appropriate steps to sanction the act of retaliation and to halt and prevent further acts of retaliation, where appropriate, including under the Sport Anti-doping Rules, with the support of its reliable stakeholders, and/or relevant law enforcement authorities.

Privacy & Security

8. The Commission shall respect and uphold the privacy rights of informants, witness and respondents pursuant to the WADA International Standard for the Protection of Privacy and Personal Information (ISPPPI) and the Privacy Act 2020.

Policy type:	Governance	Policy category:	Organisation
Owner:	Chief Executive	Date approved:	February 2023
Approved by:	Board	Next review date:	February 2025