

Imposing sanctions

Integrity Code breach

A participant or organisation can be sanctioned if they breach the Integrity Code.

A decision about whether to impose a sanction may consider:

- the seriousness and impact of the breach
- the nature of the relationship between the people involved
- whether the breach was one-off or intentional
- any relevant aggravating, mitigating, or cultural factors
- the views of the complainant including the outcome of any restorative process.

Participants who breach the Integrity Code

If a participant breaches the Integrity Code, sanctions could be imposed following either:

- the organisation's disciplinary process, which it is required to have if it's adopted or bound by the Integrity Code
- a decision of the Commission's independent disciplinary panel.

Sanctions could include:

- a reprimand or warning
- a requirement to complete a relevant training course
- suspension or exclusion, or
- conditions relating to their participation in the relevant sport or recreation.

Participants can appeal these decisions.

Organisations that breach the Integrity Code

If an organisation breaches the Integrity Code, the Commission can apply sanctions. The sanctions could include:

- an apology to any people affected by the breach
- a requirement to engage in a dispute resolution process with participants
- providing relevant training to people in the organisation
- changing its policies to comply with the Integrity Code.

We can also recommend the organisation pays compensation reasonably related to the harm caused by the breach (eg, partial or full payment for counselling).

Have your say

We want to hear your views on the draft Integrity Code. Find more information about the Integrity Code and how to make a submission at haveyoursay.sportintegrity.nz.

Submissions close on 1 November 2024.