



Disciplinary Policy

NATIONAL POLICY

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DISCIPLINARY POLICY

PART I - APPLICATION

1. Purpose

- 1.1. Tennis Australia (**TA**) and all Australian Tennis Organisations (**ATOs**) aim to create a safe, welcoming and inclusive tennis environment for all participants at all levels of the sport. TA and ATOs also want the whole sport of tennis in Australia to be fair and we are committed to achieving honest sporting performances and outcomes.
- 1.2. The purpose of this Disciplinary Policy (**Policy**) is to set and maintain standards of conduct and behaviour within the sport of tennis and in doing so, ensure tennis is a safe and fair sport for all involved.
- 1.3. All persons bound by this Policy have the responsibility to:
 - (a) adopt the practices and behaviours set by TA as the expected standard when carrying out their roles (including those set out in this Policy);
 - (b) report any conduct that may amount to a breach of this Policy which they become aware of to a Complaint Recipient (see Part III of this Policy); and
 - (c) act in a discreet and confidential manner in discharging their obligations under this Policy.
- 1.4. If anything in this Policy is inconsistent with any relevant Federal, State or Territory law, the relevant Federal, State or Territory law prevails to the extent of the inconsistency.

2. Application

- 2.1. This Policy applies to the individuals and organisations that are bound by TA's Member Protection Policy (**Personnel**).
- 2.2. This Policy is to be read and operates in conjunction with all of TA's national policies (**Other TA Policies**) as amended from time to time. A full list of Other TA Policies is available at <https://www.tennis.com.au/about-tennis-australia/reports-and-policies/policies>.
- 2.3. Typically, offences captured by this Policy will relate to behaviour and conduct of Personnel which occurs off-court. In other words, behaviour and conduct of Personnel which does not occur whilst the Personnel is playing tennis but is still connected or related to the tennis activities of ATOs.
- 2.4. If anything in this Policy is inconsistent with any relevant Federal, State or Territory law, the relevant Federal, State or Territory law prevails to the extent of the inconsistency.

3. Definitions

- 3.1. Defined terms not otherwise defined in this Policy have the meaning given to them in TA's Member Protection Policy or Other TA Policies.
- 3.2. The definitions below have been duplicated for ease of reference:

Affiliated Club(s) means those tennis clubs, which are a member of, or affiliated to, a Regional

Association and/or a Member Association.

Affiliated Organisation(s) means those organisations (other than Member Associations, Regional Associations and Affiliated Clubs) which are affiliated with Tennis Australia or a Member Association from time to time in accordance with the TA or MA constitution (as the case may be).

Australian Tennis Organisation (ATO) includes Tennis Australia, Member Associations, Affiliated Organisations, Regional Associations and Affiliated Clubs.

Member Association(s) (MA or MAs) means members of Tennis Australia in accordance with its constitution.

Member Protection Information Officer (MPIO) means a person appointed in accordance with clause 3.2, of TA's Member Protection Policy to act as the first point of contact for any enquiries, concerns or complaints associated with breaches of this or Other TA Policies.

Officials includes referees, court supervisors, chair umpires, lines people and other related tournament officials involved in the regulation of the game of tennis, appointed by an ATO, and/or any other person who holds a TA officials membership.

Respondent is the person or entity against whom a Complaint is made.

Regional Associations means those regional or metropolitan tennis associations which are members of, or affiliated to, a Member Association.

Report is as defined in clause 6.1.

tennis means the sport of tennis and all alternative formats of the sport, including but not limited to, padel, pickleball, pop tennis and beach tennis.

Tennis Australia (TA) means Tennis Australia Limited (ABN 61 006 281 125) and all of its subsidiaries and affiliates, including, but not limited to, Padel Australia Limited and the Australian Tennis Foundation Limited.

4. Procedural Obligations

4.1. ATOs must:

- (a) adopt and comply with this Policy;
- (b) recognise and enforce any sanction(s) imposed under this Policy;
- (c) publish, distribute and promote this Policy (and any amendments made to it) to their members, in the manner required by TA or an MA and upon reasonable request, make this Policy available for inspection, or copying;
- (d) make such amendments to their constitution, rules or policies necessary for this Policy to be enforceable; and
- (e) ensure that its members and/or contractors adopt this Policy (e.g. a Member Association imposes the Policy on its Affiliated Clubs, and the Affiliated Clubs in turn impose it on their individual members).

PART II - OFFENCES

5. Offences under this Policy

- 5.1 As set out in clause 2.3 of this Policy, the conduct of Personnel may constitute an offence, despite the Personnel not participating in tennis at the time, if the conduct is connected or related to the activities of an ATO. This includes, but is not limited to, conduct of Personnel that is connected or related to an ATO's event, competition, team, function, tour, camp, training, coaching and/or officiating.
- 5.2 The following conduct will constitute a breach under this Policy if done during, or where there is a direct or indirect connection to tennis or an ATO:
- (a) consuming or facilitating the consumption of illegal or illicit drugs and/or other prohibited substances (i.e. supplying a vaping product to a minor or prescription medication to a person whom that medication is not prescribed);
 - (b) improperly incurring debts (i.e. telephone or accommodation charges) on behalf of an ATO;
 - (c) committing any criminal offence or any other unlawful activity;
 - (d) acts, omissions, conduct and any other behaviour that brings, or is reasonably likely to bring, the game of tennis, TA and/or any ATO into disrepute;
 - (e) any conduct that amounts to a breach of the Tennis Anti-Corruption Program (located and available for download [here](#)) including, but not limited to:
 - i. any match-fixing, spot-fixing or other act or omission that may artificially, improperly, illegally or unreasonably alter the outcome of a tennis match or tournament;
 - ii. gambling, or placing any wager or bet, or assisting another individual to gamble, or place a wager or bet, on the outcome or contingency of a tennis match by a person or entity that is bound by the Tennis Anti-Corruption Program; or
 - iii. disclosing any specialist, confidential or insider knowledge or some other sensitive information as described immediately above to any third party for the purposes of or relating to gambling, betting, match-fixing, or any act or omission designed to artificially, improperly, illegally or unreasonably alter the outcome of a tennis match or tournament.
 - (f) any conduct referred to TA by Sport Integrity Australia that amounts to a breach of the TA Anti-Doping Policy (located, and available for download [here](#));
 - (g) any misuse or unauthorised use of sensitive personal information (i.e. credit card details, medical history, etc.) held or stored by an ATO that is not permitted under the TA Privacy Policy (located and available for download [here](#));
 - (h) inappropriate consumption of alcohol or tobacco (including consumption of alcohol or vaping whilst under the age of 18) and/or consumption that results in signs of intoxication; or
 - (i) any other disruptive, disorderly, unreasonable, untoward or inappropriate behaviour.

PART III – MANAGEMENT OF ALLEGED BREACHES

6. Reports of alleged breaches of this Policy

- 6.1. If any person considers that this Policy may have been breached, they should make a report to:
- (a) an MPIO of the relevant ATO;
 - (b) the President, or in their absence the nominee, of the relevant ATO;
 - (c) the TA Integrity Team via Integrity@tennis.com.au or this [online webform](#); or
 - (d) TA's Whistleblower Service - Stopline. Stopline can be contacted via their [website](#) or via their hotline 1800 11 SAFE,
- (in each case, a **Report**).
- 6.2. TA aims to resolve all Reports in a fair, timely and effective manner. However, depending on their complexity, the process and timelines involved in resolving a Report may vary from time to time.
- 6.3. Following receipt, the Report must be registered with the TA Integrity Team in TA's online Complaint Management System (**CMS**) or by sending the Report to integrity@tennis.com.au.
- 6.4. Reports must occur within 14 days of the alleged breach. However, the TA Integrity Team may extend or waive this requirement where it is of the reasonable belief that the circumstances warrant such action. Accordingly, all Reports received should be lodged in the CMS regardless of when the alleged conduct of the Report occurred.
- 6.5. Notwithstanding the procedures outlined in this Policy, for a Report which involves any behaviour that may constitute a criminal offence, the matter should be reported to the relevant state/territory law enforcement agency/agencies. The procedures outlined in this Policy may be suspended whilst a criminal investigation and/or assessment is undertaken into the Report.
- 6.6. A Report of an alleged breach of this Policy will be managed in accordance with the complaint handling processes set out in Part IV and Part V of TA's Member Protection Policy (**MPP**). The MPP is located and available for download [here](#).
- 6.7. Accordingly, any alleged breach of this Policy will be categorised in accordance with the list of factors set out in clause 10.11 of the MPP.
- 6.8. Depending on the categorisation of the alleged breach, the Report will be handled in accordance with the relevant Section of the MPP. For example, if an alleged breach of this Policy is categorised as a Category A breach it will be managed in accordance with the provisions set out in Section 12 of the MPP. Alternatively, if categorised as a Category B breach it will be managed in accordance with the provisions set out in Section 13 of the MPP.
- 6.9. Part IV of the MPP also sets out potential sanctions and a Respondent's appeal rights.
- 6.10. Conduct which may amount to a breach of this Policy may also amount to a breach of the Other TA Policies. In such cases, action may be taken under this Policy and/or one or more applicable Other TA Policies.

PART IV – MISCELLANEOUS MATTERS

7. Enforcement and publication of decisions

- 7.1. The TAICU and/or the ATO that established the Tribunal or Appeal Tribunal (as the case may be) shall, as soon as possible, notify all individuals and/or organisations affected by any decision and sanction(s) imposed under this Policy.
- 7.2. The TA Integrity Team may publish and distribute any decisions and sanction(s) imposed under this Policy at its ultimate discretion.
- 7.3. Every organisation required to adopt this Policy shall recognise and enforce any decision and sanction (if applicable) imposed by a decision maker (whether that be a Nominated Official, a Tribunal, a Tribunal Chairperson or an Appeal Tribunal) under this Policy.

8. Review and Promotion

- 8.1. This Policy will be reviewed on a regular basis. In addition to this regular review, recommendation for changes to this Policy may be submitted to the TA Integrity Team via integrity@tennis.com.au for consideration. If changes are made, the Policy will be updated via TA's website.
- 8.2. This Policy will be made available to the general public and will be communicated to all Board and staff members of TA and all ATOs, on TA's website.

9. Contact

- 9.1. Should a person wish to make any enquiries in relation to this Policy, please contact the TA Integrity Team via integrity@tennis.com.au.

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Tennis acknowledges the Traditional Custodians of the land on which we work, rest and play, and pay our respect to Elders past and present.