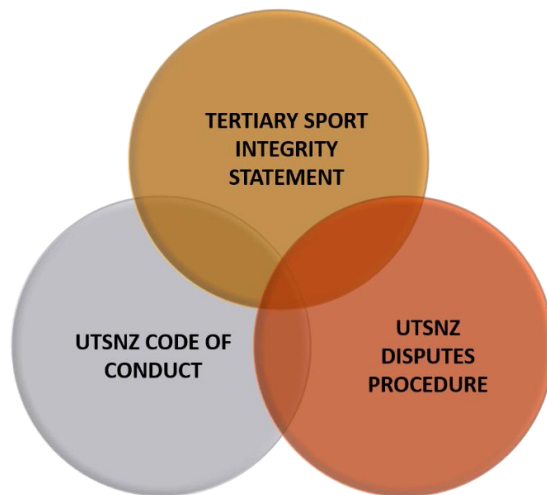


UTSNZ Integrity Framework



The UTSNZ Integrity Framework enables UTSNZ to protect the values of tertiary sport both within and around an event environment.

As reflected in UTSNZ's current [values](#), **Effort**, **Success** and **Victory** are important elements within the university and tertiary sporting environment and the UTSNZ model of participation.

Equally important within sporting environments however, are the values of **Honesty**, **Respect** and **Fairplay**, and it is UTSNZ's belief that victory should not come at the expense of these behaviours.

The following framework outlines the expectations of those involved in and responsible for maintaining the integrity of tertiary sport in New Zealand. This document mirrors the framework developed and implemented by **the New Zealand Secondary School Sports Council** thus providing consistent expectations for NZ's student athletes and key influencers/decision makers across educational settings.

UTSNZ Tertiary Sport Integrity Statement and Values

As members of UTSNZ or in taking part in UTSNZ events, tertiary institution executives and senior staff recognise and accept collective responsibility to act with integrity in protecting the values of tertiary sport so that all participants can experience tertiary sport in a positive, safe and rewarding environment.

In recognition of this responsibility, all taking part in UTSNZ events agree to display **Honesty**, **Respect** & **Fairplay** in their own tertiary institution and towards other tertiary institutions and event organisers.

UTSNZ Code of Conduct.

1. All UTSNZ member institutions and all tertiary institutions entering UTSNZ events are bound to abide by the UTSNZ Code of Conduct.
2. The Vice Chancellor/Proctor and/or assigned senior manager of the tertiary institution is responsible for all matters pertaining to UTSNZ events in which the tertiary institution is involved, including

adherence of students and any other person associated with the tertiary institution's sporting programme to the UTSNZ Code of Conduct. This includes students, staff, team officials, parents and spectators.

3. The Vice Chancellor/Proctor or assigned senior manager will ensure that;
 - 3.1 All players representing the tertiary institution meet the eligibility criteria of UTSNZ current at the time of the event and as published on the UTSNZ website.
 - 3.2 All teams from the tertiary institution and coaching and management officials are aware of their expectations, responsibilities and commitments before they attend an event.
 - 3.3 All students and team officials are aware of and are bound by the Drug Free Sport NZ conditions under which all UTSNZ events are implemented.

4. No person or persons associated with a tertiary institution may act in a way that is likely to bring the tertiary institution sport into disrepute. This includes students, staff, team officials, parents and spectators.
 - 4.1 At all times, any person above associated with tertiary institution sport will act in accordance with the principles of fair play as outlined in Clauses 4.2 – 4.4 to ensure that students have the right to enjoy their sport in a safe, positive environment.
 - 4.2 Players will;
 - a) Play to the best of their ability and in the spirit of the game.
 - b) Play within the rules of the game.
 - c) Show respect to other players - both team mates & opponents.
 - d) Accept officials' decisions without gesture or argument.
 - e) Be humble in victory and gracious in defeat.
 - f) Support the coaches and their requests of them.
 - g) Thank and acknowledge the coach, officials and opponents.
 - 4.3 Coaches and Managers will;
 - a) Set affirmative and appropriate guidelines and behavioural standards for themselves and their athletes on and off the playing arena.
 - b) Encourage and ensure players play to the best of their ability and in the spirit of the competition.
 - c) Assume responsibility for their players' conduct both on and off the playing arena.
 - d) Treat all players, including the opposition, with dignity and respect and demonstrate positive examples of sportsmanship at all times.
 - e) Respect and accept the judgement and decisions of officials without remonstrations.
 - 4.4 Parents and Spectators will:
 - a) Positively encourage and support the efforts of all players.
 - b) Refrain from any criticism or abuse directed at coaches or officials.
 - c) Put an emphasis on genuine effort ahead of victory and encourage players to accept the outcomes of all games, irrespective of the result.
 - d) Recognise good play by either team and never ridicule an individual player in either team.
 - e) Display self-control on the side-line.



UTSNZ Disputes Procedure

Where UTSNZ receives an allegation in writing signed by either by another tertiary institution, or the CEO of a National Sporting Organisation, that is deemed by the UTSNZ Executive Director to be; (a) of a nature to warrant an investigation and is, (b) supported by sufficient evidence to warrant an investigation; the UTSNZ Executive Director with agreement from the UTSNZ Board Chair may elect to initiate a disciplinary process.

UTSNZ Disputes Process

1. In the first instance, the UTSNZ Executive Director may investigate the allegation and, should he/she believe the allegation to be substantiated, propose a resolution which may include a formal warning or a sanction as per clause 6 of these Disciplinary Procedures.
2. Should;
 - i. any party to the allegation not be willing to accept the determination notified by the UTSNZ Executive Director in clause 1, or
 - ii. the UTSNZ Executive Director assess the allegation to be of a more serious nature, the UTSNZ Executive Director may convene a Disciplinary Panel to consider alleged breaches of the Code of Conduct.
3. The Disciplinary Panel will consist of;
 - i. The UTSNZ Chair or a delegated Board Member who will chair the panel.
 - ii. A non UTSNZ board senior management representative of the alleged offending tertiary institution.
 - iii. An independent member from the sports sector such as Sport NZ, RST or NSO identified by UTSNZ Executive Director.
 - iv. A suitably qualified member of the legal profession appointed by UTSNZ Board Chair.
4. The UTSNZ Executive Director and/or a person or persons delegated by the UTSNZ Executive Director, will investigate the allegation using the following process;
 - i. The Vice Chancellor/Proctor or appointed senior manager of the tertiary institution against which the allegation has been made will be notified in writing of the details of the allegation including the tertiary institution or organisation bringing the allegation and the details of evidence provided.
 - ii. The Vice Chancellor/Proctor or appointed senior manager receiving notice of the allegation will be asked to provide a written response to the allegation to the UTSNZ Executive Director within 7 days.
 - iii. During the investigation, the UTSNZ Executive Director or delegated authority may gather additional evidence including interviews with any person or persons likely to provide information relevant to the allegation.
 - iv. The UTSNZ Executive Director or delegated authority may, with agreement from the UTSNZ Board Chair, decide;
 - a) no further action is required or
 - b) to offer to arrange mediation to attempt to resolve the allegation or
 - c) convene an UTSNZ Disciplinary Panel to hear the allegation and decide on any sanctions, if appropriate.
 - v. The UTSNZ Executive Director will inform the Vice Chancellor/Proctor or appointed senior manager of the tertiary institution facing the allegation and the party bringing the allegation within 48 hours of the decision taken in d) above.
5. Where a UTSNZ Disciplinary Panel is convened to hear an allegation;
 - i. The Vice Chancellor/Proctor or appointed senior manager of tertiary institutions involved and any person/s involved with the allegation will be informed of the time, date and place of the hearing, all evidence collected, and invited to attend or provide further written submissions.

- ii. All written material will be supplied to all parties above at least 48 hours prior to the hearing.

At the hearing;

- i. The UTSNZ Executive Director will present the allegation, the response from the Vice Chancellor/Proctor or appointed senior manager of the alleged tertiary institution and any other evidence.
- ii. The Disciplinary Panel Chair will invite the Vice Chancellor/Proctor or appointed senior manager or any person delegated by the Vice Chancellor/Proctor or appointed senior manager of the tertiary institution bringing the allegation to speak, followed by the Vice Chancellor/Proctor or appointed senior executive representative of the tertiary institution alleged to have breached the Code of Conduct or any person they have delegated.
- iii. The panel shall make a decision on the validity of the allegation and any sanctions on the tertiary institution, team or individual they deem to be appropriate. The panel may defer final decisions to a date no later than 10 days following the hearing.

6. Sanctions may include;

- i. Written warnings, with or without conditions including periods of prescribed supervision, on involvement in future UTSNZ events and activities.
- ii. Permanent or temporary exclusion of an individual from UTSNZ events and activities.
- iii. Temporary exclusion of a tertiary institution or team from UTSNZ events and activities.
- iv. Loss of titles and awards for specific events.
- v. Fines.
- vi. Prevention from graduating.

7. Any Vice Chancellor/Proctor or appointed senior manager wishing to appeal a decision must do so by informing the UTSNZ Executive Director in writing within 10 days of a decision being formally notified.

- i. The appeal will be considered by the full board of UTSNZ at which the appealing Vice Chancellor/Proctor or appointed senior manager and the Vice Chancellor/Proctor or appointed senior manager of any other tertiary institution party to the allegation may attend and speak to the appeal. To ensure appeals are heard in a timely manner, the appeal hearing may be held by teleconference.
- ii. The full UTSNZ board may uphold the original decision and any sanction(s) applied by the Disciplinary Panel or alter the original decision and sanction(s) in any way.
- iii. The decision of any such appeal will be binding on all parties.