



Australian Government
Sport Integrity Australia



SPORT INTEGRITY
AUSTRALIA

Rowing Australia Education Plan

Updated March 2025

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Rowing Australia Education Plan

Introduction

Education is key to protecting the integrity of Australian sport. Sport Integrity Australia (SIA) and Rowing Australia are committed to working together to mitigate and manage integrity threats to provide a safe and fair environment for participants at all levels of sport.

This Education Plan has been developed in partnership with SIA, who will support this plan through the provision of education resources and interventions as and where possible. It outlines the required and recommended education interventions for all members of Rowing Australia to facilitate compliance with the National Integrity Framework policies, Rowing Australia Anti-Doping Policy and the World Anti-Doping Code International Standard for Education (ISE).

Anti-Doping

Under the ISE, Sport Integrity Australia is required to ensure specific cohorts receive anti-doping education - either via online or face-to-face education. A key principle of the ISE is that athletes should receive education prior to being tested.

To satisfy these requirements, the following cohorts are required to receive anti-doping education:

- Any athletes included in Registered, National or Domestic Testing Pools;
- Any athletes and support personnel* competing or involved in International or Declared events, championships or competitions;
- Any athletes and support personnel* competing or involved in leagues subject to User Pay testing;
- Any athletes and support personnel* returning from an Anti-Doping Rule Violation sanction.

*Support Personnel includes any coach, trainer, manager, agent, team staff, official, medical, paramedical personnel, parent or any Other Person working with, treating or assisting an Athlete participating in or preparing for sports Competition. See articles 1.3.1.1 and 1.3.1.2 of anti-doping policy for further information

The education requirements of cohorts outside of these categories are tailored to the unique environment of Rowing Australia, which is outlined in the following attachments:

Attachment A - Required and Recommended Education – Outlines the anti-doping education requirements and recommendations for Rowing Australia members, categorised by membership type and competition level.

Attachment B – Rowing Australia Delivered Education – Allows for additional Rowing Australia specific requirements not listed in Attachment A to be included, if desired.

****Attachment C – Rowing Australia Declared Events** – Outlines the targeted and [Declared Events](#) for the current calendar year.

National Integrity Framework

The topics outlined in this Education Plan provide a structured approach to educating members and key stakeholders about Rowing Australia's integrity policies and Sport Integrity Australia's independent complaints process.

Rowing Australia is responsible for ensuring education is provided to specific cohorts to help participants in the sport become familiar with their obligations under the National Integrity Framework. The type of education for each cohort is outlined in the following attachment:

Attachment A - Required and Recommended Education - Outlines the integrity education requirements and recommendations for Rowing Australia members, categorised by membership type and competition level.

Commitment

Sport Integrity Australia will provide:

- Access to a range of free online integrity education materials
- A suite of resources to promote education, including social media tiles, posters, videos and digital resources;
- Government-funded or user pay face-to-face/webinar education sessions;

- Assistance with eLearning completion reports for Rowing Australia.

Rowing Australia will be responsible for:

- Mandating the completion of education requirements as outlined in **Attachment A**;
- Promoting recommended education interventions as outlined in **Attachment A**, by providing resources to State Sporting Organisations (SSOs) and Clubs, and promoting education in communication materials; and
- As appropriate, coordinating face-to-face education sessions with Sport Integrity Australia, including providing adequate facilities and support.

Education Plan Compliance Model

The following criteria will be used when assessing education implementation for the purpose of ensuring compliance with the Australian National Anti-Doping Policy (Articles 12.1, 12.2, 12.4 and 17) and the Australian Sports Commission Sport Recognition Agreement.

- Rowing Australia communicates effectively and efficiently with Sport Integrity Australia to develop and implement this plan;
- Rowing Australia promotes education to relevant members – as evidenced via emails, newsletters, social media posts, and event packs etc; and
- Rowing Australia prioritises monitoring of and compliance with the required education outlined in **Attachment A**.

For the purpose of the Sport Integrity Australia Sport Assurance Framework Rowing Australia may be asked to provide evidence of how they have implemented this plan at various levels (e.g. by providing copies of emails to SSOs, social media posts tagging Sport Integrity Australia, newsletters, etc). The Education Plan will be reviewed annually, or as necessary to assess implementation and compliance, allow for changes in response to any evolving threats, and to incorporate new education resources developed by Sport Integrity Australia.

Conclusion

This Education Plan is a partnership between Sport Integrity Australia, who will support this plan through the provision of education resources and interventions, and Rowing Australia, who is responsible for implementing this plan within their sport. Through this plan, together we aim to provide a safe, fair environment for members and participants of all levels of sport and reduce anti-doping rule violations, either deliberate or inadvertent, protect the health and wellbeing of all members, and uphold the integrity of Rowing Australia.

Acceptance of this education plan can be by way of email confirmation.

Attachment A (I) – Athletes

COURSES	Community Athletes/Rowing Member	State Championships Athletes	National Championship Athletes (inc. Australian Rowing Championships [ARC] and Australian Coastal and Beach Sprint Championships [ACBSC])	Australian Rowing Team Selection Trials Para and Open Categories**	National Team Athletes (including National Training Centre [NTC])	Indoor Rowing (inc. Row Club, Australian Indoor Rowing Championships [AIRC], community and virtual events)
National Integrity Framework	Recommended	Recommended	Recommended	Required	Required	Recommended
Anti-Doping Fundamentals	Recommended	Required (Snr and U23)	Required (Snr and U23)	Required	Required	Recommended
		All other athletes recommended	All other athletes recommended			
Annual Update	Recommended	Required (Snr and U23)	Required (Snr and U23)	Required	Required	Recommended
		All other athletes recommended	All other athletes recommended			
Whereabouts Course	Required (RTP athletes only)	Required (RTP athletes only)	Required (RTP athletes only)	Required	Required (RTP athletes only)	-
Competition Manipulation & Sports Betting	Recommended	Recommended	Recommended	Required	Required	Recommended
Decision Making in Sport	Recommended	Recommended	Recommended	Required	Required	Recommended
Introduction to Illicit Drugs in Sport	Recommended	Recommended	Recommended	Required	Required	Recommended
Child Safeguarding in Sport Introduction	Recommended (teams or programs with under 18 athletes)	Recommended (teams or programs with under 18 athletes)	Recommended (teams or programs with under 18 athletes)	-	Required (teams or programs with under 18 athletes)	Recommended (teams or programs with under 18 athletes)

Attachment A (II) – Coaches, National Rowing Coaching Accreditation Scheme (NRCAS)

COURSES	Riggers/Community	NRCAS Level 1	NRCAS Level 2	NRCAS Level 3
National Integrity Framework	Recommended	Recommended	Recommended	Required
Anti-Doping Fundamentals	Recommended	Required	Required	Required
Annual Update	Recommended	Recommended	Required	Required
Whereabouts Course	-	Required (coaches of RTP athletes only)	Required (coaches of RTP athletes only)	Required (coaches of RTP athletes only)
Competition Manipulation & Sports Betting	Recommended	Recommended	Recommended	Required
Coaches Course	Recommended	Recommended	Recommended	Required
Child Safeguarding in Sport Introduction	Required	Required	Required	Required

Attachment A (III) – Support Personnel

COURSES	Community Support Personnel	State Championships Support Personnel	National Championship (including Australian Rowing Championships [ARC) and Australian Coastal and Beach Sprint Championships [ACBSC]) Support Personnel	National Team Support Personnel (including National Training Centre [NTC])
National Integrity Framework	Recommended	Recommended	Required	Required
Anti-Doping Fundamentals	Recommended	Recommended	Required	Required
Annual Update	Recommended	Recommended	Required	Required
Whereabouts Course	-	-	-	Required
Child Safeguarding in Sport Introduction	Recommended	Required	Required	Required

Attachment A (IV) – Medical Staff

COURSES	Community Medical Staff	State Championships Medical Staff	National Championship (including Australian Rowing Championships [ARC) and Australian Coastal and Beach Sprint Championships [ACBSC]) Medical Staff	National Team Medical Staff (including National Training Centre [NTC])
National Integrity Framework	Recommended	Recommended	Required	Required
Anti-Doping Fundamentals	Recommended	Required	Required	Required
Annual Update	Recommended	Recommended	Recommended	Required
Child Safeguarding in Sport Introduction	Recommended	Required	Required	Required
Medical Practitioners Course	Recommended	Required	Required	Required

Attachment A (V) – Staff (including Event Staff) and Administrators

COURSES	Community Club	State Sporting Organisation (SSO) Staff and Administrators	Rowing Australia Staff and Administrators
National Integrity Framework	Recommended	Recommended	Required
Anti-Doping Fundamentals	Recommended	Required	Required
Annual Update	Recommended	Recommended	Required
Child Safeguarding in Sport Introduction	Recommended	Required	Required

Attachment A (VI) – Board Members

COURSES	Community Club Board (Committee) Members	State Sporting Organisation (SSO) Board Members	Rowing Australia Board Members
National Integrity Framework	Recommended	Required	Required
Anti-Doping Fundamentals	Recommended	Required	Required
Annual Update	Recommended	Required	Required
Child Safeguarding in Sport Introduction	Recommended	Required	Required

Attachment A (VII) – Volunteers (acting in another capacity other than the positions listed in previous attachments).

COURSES	Community Club Volunteers	State Championships Volunteers	National Championships Volunteers (including ARC and ACBSC)
National Integrity Framework	Recommended	Recommended	Required
Child Safeguarding in Sport Introduction	Recommended	Required	Required

Attachment B – Rowing Delivered Education

Team/Cohort	Presenter/Course	Content	Reviewed by SIA

**Attachment C – Rowing Australia Declared Events

Target Cohort/Event	Competition Level	Event Date
Australian Rowing Team Selection Trials – Para and Open Categories		Refer to Declared Events

Appendix 1 – eLearning Course Guide

eLearning courses can be accessed on the SIA website through registering an account at [Sport Integrity Australia eLearning: Log in to the site](#)

eLearning Course	Description	Intended Audience
ANTI-DOPING COURSES	Anti-Doping Fundamentals Comprehensive anti-doping education designed for all athletes and support personnel participating in competitive sport.	Coaches and athletes at the NSO level
	Annual Update This course is for athletes and support personnel who need to stay up to date on the latest integrity information. This course is updated annually to reflect current trends in anti-doping and broader integrity issues.	Coaches and athletes at the NSO level
	Clean Sport 101 An introduction to Anti-Doping rules written in plain English. Designed for pathway athletes early in their careers, unlikely to be tested, and community/grassroots levels.	Under-16 and pathway athletes
	Whereabouts This course explains the Whereabouts rules and provides information, tutorials and advice for Registered Testing Pool athletes and their support personnel.	Registered Testing Pool athletes and their coaches
	Coaches Course Anti-doping knowledge tailored to the important role coaches play in their athletes' lives. The Anti-Doping Fundamentals course must be completed prior to this course	Coaches at the state level and above
	Medical Practitioners Course A high-level course written by medical practitioners for medical practitioners to help them stay up to date with all anti-doping requirements.	Doctors involved in the provision of medical care in sport
	Parents' Guide to Clean Sport Designed to teach parents of young athletes about the Anti-Doping rules, doping risks, healthy sport culture, nutrition and the risks of supplement use.	Parents of underage athletes and members
	Decision Making in Sport This course poses challenging questions based on real-life predicaments faced by sportspeople at all levels. Learn how to apply your personal values and principles to the ethical dilemmas of the sporting world.	Participants at all levels of the relevant NSO (Board, staff, coaches, support staff, officials, athletes, and members).

INTEGRITY COURSES	National Integrity Framework	This course provides sport administrators with background on Sport Integrity Australia, the development of the National Integrity Framework, and an overview of each Policy.	Participants at all levels of the relevant NSO (board, staff, coaches, support staff, officials, athletes, and members).
	Safeguarding Children and Young People in Sport Induction	<p>The course is now delivered in a modular format and features two parts. Part one is designed to help you understand Safeguarding Children and Young People in your sport, including the Children and Young People Safe Practices, and how to recognise and respond to possible breaches.</p> <p>Part two is an optional recruitment and screening module designed for those involved in the recruitment of staff and volunteers in sport.</p>	Any person who is bound by the Child Safeguarding Policy (board, staff, contractors, coaches, officials, and support personnel, athletes, and members).
	Competition Manipulation and Sports Gambling	(Previously Introduction to Match-Fixing) This e-learning program is designed to help users understand what Competition Manipulation and Sports Gambling is, its consequences, how to recognise it and report it.	Any person who is bound by the Competition Manipulation and Sports Wagering Policy (board, staff, contractors, coaches, officials, and support personnel, athletes, and members).
	Introduction to Illicit Drugs in Sport	This course looks at the impact of illicit drug use in sport.	Any person who is bound by the improper use of drugs and medicine policy (Board, staff, contractors, coaches, officials, and support personnel, athletes, and members).

Appendix 2 – National Level Athlete

For the purpose of the Australian National Anti-Doping Policy, a National Level Athlete is defined as:

- Any athlete preparing for, or completing in the Australian Rowing Team Selection Trials – Para and Open Categories (Declared Event)
- Any athlete on the Sport Integrity Australia Registered Testing Pool, National Testing Pool or Domestic Testing Pool.

All other athletes may be considered as Lower-Level Athletes.

If a National Level Athlete commits an Anti-Doping Rule Violation, there is less flexibility on whether to proceed with a matter, and if proven, there is less flexibility in recommending a sanction.

For Lower-Level Athletes, the Sport Integrity Australia CEO will have discretion on whether to proceed with a matter, and, if a violation is proven, greater flexibility in recommending a sanction. This discretion relates to anti-doping rule violations that are not associated with testing or a positive test, such as Trafficking or Possession of a prohibited substance or method.

Appendix 3 – Testing Pools

Sport Integrity Australia has three categories of Testing Pools.

1. Registered Testing Pool (RTP)
2. National Testing Pool (NTP)
3. Domestic Testing Pool (DTP)

Sport Integrity Australia is the final decision maker in placing athletes into Testing Pools. Consideration for inclusion is in accordance with the International Standard for Testing and Investigation as published by the World Anti-Doping Agency (WADA).

Sport Integrity Australia does not disclose the reasons for including particular athletes on Testing Pools as it may affect the effectiveness of the doping control program.

The decision to include an athlete in a Registered Testing Pool or National Testing Pool is based on several factors. These may include:

- Athletes identified by Sport Integrity Australia/or National Sporting Organisation for inclusion
- Sport performance history (including sudden performance improvement)
- Athletes moving from an International Federation RTP
- Athletes who retire while on the RTP or NTP and wish to return to competition
- Injury or return from injury or any period of inactivity from other causes
- Consistent inaccurate whereabouts information
- Athlete reinstated after a Period of Ineligibility (i.e. sanctioned athlete)
- Athletes who frequently move from one location to another
- Physical demands of sport and possible performance enhancing benefits that doping may elicit
- Athletes who fail to comply with Testing Pool requirements
- Sport Integrity Australia Intelligence information (i.e. absence from expected competition, science data, reliable information from a third party, etc)
- National teams/squads
- Training periods and competition season
- Athletes who are serving Periods of Ineligibility, or provisional suspension because of possible anti-doping rule violations
- Subject to agreement from time to time with the relevant International Federation



















The Domestic Testing Pool mostly contains athletes who are in national senior teams or squads (or the equivalent level, depending on the structure of the sport). Other factors for inclusion include:

- Elite junior-level athletes on the cusp of senior competition
- Athletes who meet one or more of the factors for the RTP.NTO inclusion but are not included in these testing pools.

Each Testing Pool have Whereabouts requirements, as outlined in the table below.

If Athletes in the Registered Testing Pool do not provide current and accurate Whereabouts information, they may incur a declaration of a Missed Test, or a Filing Failure. This is commonly referred to as a Whereabouts Failure.

If an RTP Athlete has three Whereabouts Failures (either a Missed Test, Filing Failure, or combination of both) in a 12-month period, this is an Anti-Doping Rule Violation, and the Athlete can be sanctioned.

REQUIREMENTS OF ATHLETES						
	Contact details/home address	60 minute testing window (5am–11pm) (ADAMS)	Overnight address (ADAMS)	Training schedule (ADAMS)	Regular activities (work, study etc.) (ADAMS)	Competition schedule (including travel schedule) (ADAMS)
REGISTERED TESTING POOL (RTP)	 (ADAMS)					
NATIONAL TESTING POOL (NTP)	 (ADAMS)					
DOMESTIC TESTING POOL (DTP)	 (DIRECT TO SPORT)					
						

Appendix 4 – Who can be tested and where?

Any person who participates in rowing, including at a state, club or community level, may be tested and are bound by the Australian National Anti-Doping Policy. Testing can occur in-competition or out-of-competition including at an athlete's training venue or home address. Testing is typically done with No Advance Notice and sample collection can include the collection of urine, blood or both.

There may be times when Sport Integrity Australia will reach out to Event Organisers and let them know there is an intent to test at that event. It is important to note that this does not always occur, and it is recommended Event Organisers understand what is required if testing does occur.

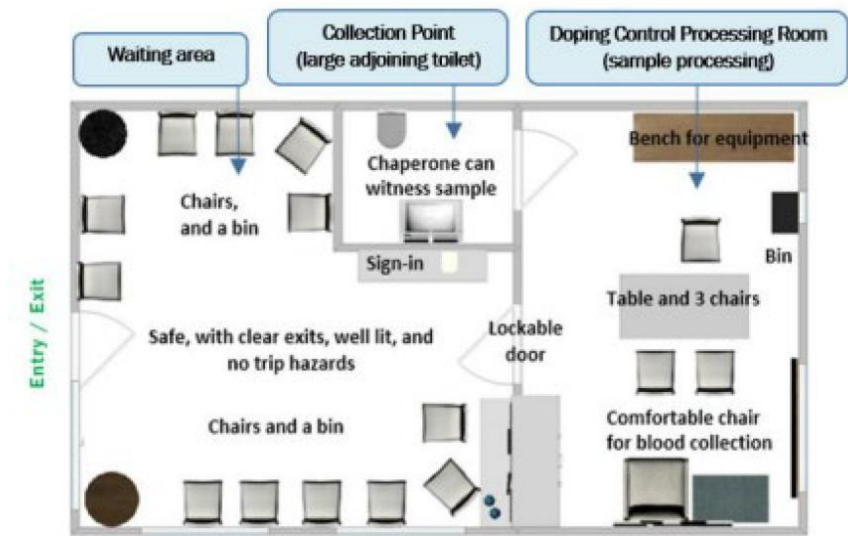
To protect the integrity of the anti-doping testing process, if event organisers are informed of testing at an event, this is to remain confidential and on a need to know basis.

Doping Control Station (DCS) Minimum Requirements

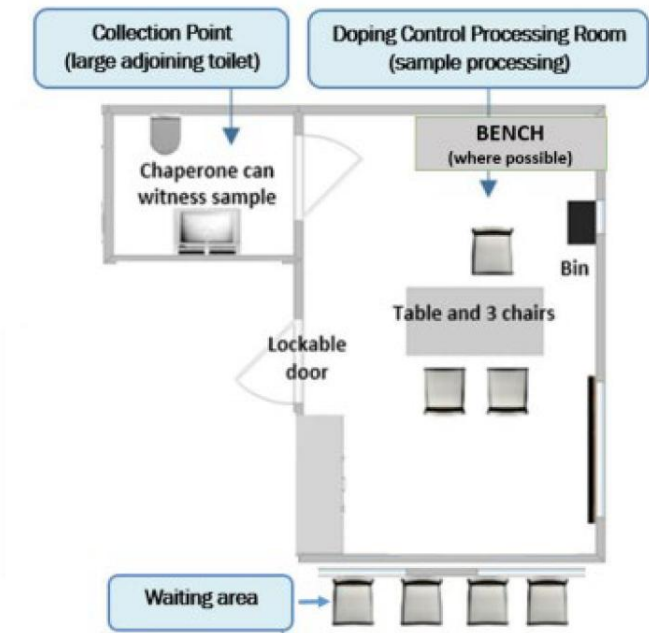
The DCS must be solely reserved for Sport Integrity Australia anti-doping sample collection. The DCS should:

- Provide complete privacy and security for the Athlete and testing staff
- Have good lighting and preferably connection to electricity
- Be located as near as possible to the field of play or where Athletes will be notified
- Have access restricted to authorised personnel only
- Be free of WHS risks (i.e. free of trip/slip hazards and obstructions with exit doors clearly marked)
- Be clean and have access to hand washing facilities
- Have three separate spaces to meet the testing requirements (see DCS spaces)

Images of an Ideal Doping Control Station Set-up



Images of Minimum Requirements for Doping Control Station Set-up



Appendix 5 – National Integrity Framework

Rowing Australia is committed to making Rowing a safe and fair place for all participants. To achieve this, Rowing Australia has adopted the National Integrity Framework.

The National Integrity Framework is designed to assist with creating a safe and fair sporting environment for all by setting out the rules about the types of behaviour that are unacceptable in Rowing. These unacceptable behaviours are defined as Prohibited Conduct. The National Integrity Framework seeks to guide Relevant Persons and Relevant Organisations on what to do if they experience or witness breaches of these rules.

The National Integrity Framework has been developed by Sport Integrity Australia and is made up of the following five policies:

- Complaints Disputes and Discipline Policy
- Member Protection Policy
- Competition Manipulation and Sports Gambling Policy
- Improper Use of Drugs and Medicine Policy
- Safeguarding Children and Young People Policy