



**BRITISH  
BASKETBALL**



BRITISH BASKETBALL FEDERATION

# INTEGRITY POLICY

Approved by the Board on 7th September, 2020

Version 1.2 -

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## **Article 1 - Introduction**

1.1 In accordance with Article 4 of the FIBA General Statutes, the British Basketball Federations (BBF) role is, inter alia, to:

ensure that basketball throughout Great Britain via its members and licensed leagues, is carried on in a manner that allows the sport to be competitive and fair and formulate or adopt and implement appropriate policies in relation to discrimination, sexual harassment, equal opportunity, equity, drugs and doping, health, safety, infectious diseases, and such other matters as arise from time to time as issues to be addressed in basketball.

1-2 in fulfilling its role the British Basketball Federation (BBF) enacts or adopts certain rules on integrity, in particular as a minimum;

1. the FIBA Code of Conduct (FIBA Internal Regulations, Book 1 Chapters 5 & 6 );
2. the FIBA Code of Ethics & Integrity (FIBA Internal Regulations, Book 1 Chapter 5 & 6.)
3. the rules governing Anti-Doping (FIBA Internal Regulations, Book 4), UK Anti Doping and the World Anti Doping Agency (WADA)

1-3 The objective of this Integrity Policy, as enacted by the BBF, is to further strengthen compliance with FIBA's rules on integrity and support the BBF's Anti Corruption Policy.

1-4 The BBF as the National Federation is solely responsible for all Investigations, Disciplinary Action and Appeals in these areas.

## **Article 2 - Appointment of the British Basketball Integrity Officer**

2-1 The BBF Chair shall recommend to the Board, the Integrity Officer for approval as per 2.3 below.

2-2 The BBF Integrity Officer can be replaced only if he/she resigns or if the appointment is revoked by unanimous decision of the BBF Board or in urgent cases, by the Chair of the BBF Board.

2-3 The Integrity Officer, at the time of his / her appointment and during the appointed term, MAY NOT be an employee of British Basketball or a Director or Member of the BBF Member Associations or Professional Leagues. The person must be of unquestionable personal integrity. The person may be an Independent Director of the BBF Board with the appropriate skill set, as determined by the Chair. The Chair shall determine the term of office.

2-4 The Integrity Officer shall remain independent and impartial in performing all required functions and avoid any Conflict of Interests

## **Article 3 - Responsibilities of the Integrity Officer**

3.1 The Integrity Officer shall:

- a. act as a single point of contact for anyone who seeks to report potential integrity-related violations in basketball;
- b. independently review any potential integrity related violation brought to his / her attention.
- c. act as the sports single point of contact for all liaison with external agencies in relation to Integrity issues.

- d For the purposes of a review as at (b) above, the BBF Integrity Officer, may conduct their own initial investigations and collaborate with relevant public authorities such as, for example, FIBA, Law Enforcement Agencies, the Olympic Monitoring Unit, Interpol, the Council of Europe or the UN Office on Drugs & Crime
- The BBF Anti Corruption Policy provides further detail on investigation requirements.
- When potential integrity violations concern anti-doping, the Integrity Officer shall take guidance from FIBA & UKAD Policies and if required relevant provisions of the International Standard for Testing and Investigations and its Information Gathering and Intelligence Sharing Guidelines.
- When potential integrity violations concern safeguarding, the Integrity officer shall pursue the matter in accordance with the FIBA Regulation relevant to safeguarding and where appropriate, in liaison with the relevant member's or professional league safeguarding officer ;

The BBF Integrity Officer will;

- i. provide a report to BBF Chair & FIBA, if he / she deems that, based on the initial investigations, there is prima facie case for an integrity related violation to exist; such report shall include recommendation as to the action to be taken by the BBF (for example , submission of the matter to a BBF Ethics Panel or a BBF Disciplinary Panel, or target testing teams or individual athletes);
- ii. keep confidential, also towards the BBF and FIBA, the identity of any whistle-blower contacting him or her, unless authorised otherwise by the whistle blower themselves. Likewise, the BBF shall keep confidential towards anyone but BBF / FIBA, any other information obtained through reports on or investigations into potential integrity-related violations. However, if appropriate, the Integrity Officer is entitled to disclose any information to the relevant public authorities with which the BBF collaborates in their investigations; and provide an annual activity report to the BBF / FIBA.

- 3.2 The Integrity Officer is entitled to assistance, approved by the Chair, by legal counsel or other experts to the extent necessary for his / her initial investigations or his / her report and recommendations to the BBF and FIBA.

#### **Article 4 - BBFs -Home Country Associations & Professional Leagues responsibility to support the Integrity Officer**

- 4.1 If any report of potential integrity-related violations in domestic or international basketball is received by the BBF, its members or leagues, they shall forward such report to the BBF Integrity Officer or FIBA and unless urgency requires otherwise, await his / her recommendations before taking further action.
- 4.2 The BBF requires its members and professional leagues, to report to the BBF Integrity Officer or FIBA any potential integrity-related violations that come to their attention, as above. In particular, in proceedings against persons who themselves have reported the integrity-related violation in question, or who have significantly assisted in the relevant investigations, the BBF / FIBA shall take into account such commendable behaviour when assessing the appropriate sanction, if any is considered appropriate in the circumstances.

BBF Integrity Officer Contact is via [safeguarding@gb.basketball](mailto:safeguarding@gb.basketball)

FIBA Reporting is via <http://www.fiba.basketball/integrity>

Individuals/ Entities should report suspicions /issues via FIBA / IOC, or Crimestoppers, or the Gambling Commission or UKAD

The BBF as the National Governing Body will be informed of any reports made via these secure platforms

- 4.3 The BBF, if appropriate, shall allocate a sufficient budget to the Integrity Officer, so as to enable him to discharge his responsibilities . The BBF shall decide on the Integrity Officer's budget (including remuneration and expenses) together with his appointment, and shall annually decide if the budget allocated to the Integrity Officer is still appropriate , taking into account in particular his activity report for the previous year.
- 4.4 The BBF shall facilitate contact with the Integrity Officer by establishing appropriate communication channels that safeguard confidentiality and by ensuring that the existence of the Integrity Officer becomes well-known amongst all stakeholders.

#### **Article 5 - BBF's responsibility of raising integrity awareness**

- 5.1 The BBF shall develop and implement education programmes via its stakeholders in basketball, which are aimed at:
- a. raising stakeholders' awareness of the importance of integrity in basketball, and of potential threats to integrity;
  - b. familiarising stakeholders with FIBA's integrity-related rules, including this Integrity Policy and,
  - c. encouraging them to take a stand against and report to the GB Integrity Officer or FIBA any behaviour that runs the risk of compromising integrity in basketball.
- 5.2 The BBF shall encourage and assist its national member associations, licensed leagues in the implementation of similar education programmes in their respective areas of responsibility.
- 5.3 The BBF / FIBA may conduct or supervise integrity audits on its national member associations or licensed leagues, in order to ensure that they adhere to BBF / FIBA's integrity rules and that they foster integrity awareness in their areas of responsibility . For this purpose ,the BBF / FIBA may request information from its national member associations, licensed leagues and, where appropriate, may conduct its own investigations into the national member associations, licensed leagues affairs as they relate to integrity.
- 5.4 In support of Article 5, links to awareness information and training on Integrity and Anti Doping are available on the GB Basketball Web site, under the tab GB Integrity Information

#### **Article 6 ■ Entry into force**

- 6.1 These regulations apply equally to both genders, and all references in this text to males (he, his, and him) shall be considered to apply also to females and shall be read accordingly.
- 6.2 This Integrity Policy shall be effective from September, 2020 and takes the place of any other policy or document, published previously.
- 6.3 In any dispute as to the content of this policy then the FIBA General Statutes and FIBA Internal Regulations take precedence.