

AUTRA Whistleblower Policy

Adopted: 22 October 2025

Approved by: AUTRA Committee

1. Purpose

This policy outlines the Australian Ultra and Trail Runners Association (AUTRA) commitment to ensuring that individuals can safely and confidentially raise concerns regarding actual or suspected wrongdoing within AUTRA, without fear of reprisal. This is a key pillar of integrity and transparency in accordance with the Sport Integrity Australia National Integrity Framework (SIA NIF), Sport Australia Member Protection Framework, Associations Incorporation Reform Act 2012 (Vic), and Privacy Act 1988 (Cth), and complies with AUTRA's Rules of Association.

2. Scope

This policy applies to all AUTRA members, athletes, committee members, employees, coaches, volunteers, contractors, suppliers, officials, and other stakeholders engaged in AUTRA-related activities.

3. Statement of Commitment

AUTRA is committed to:

- Promoting a culture of honesty, accountability, and integrity.
- Ensuring that anyone who raises a concern in good faith is treated with respect, protected from detriment, and has their confidentiality assured.
- Thoroughly investigating all reports of wrongdoing, misconduct, breaches of policy, unethical conduct, or unlawful activities.
- Meeting all legal, sporting, and ethical obligations relating to whistleblowing.

4. Definitions

- **Whistleblower:** Any person who makes, attempts to make, or is perceived as having made a report under this Policy concerning misconduct, improper conduct, breaches of policy, or suspected illegal conduct within AUTRA.
- **Reportable Conduct:** Includes fraud, corruption, theft, bullying, harassment, discrimination, unlawful activities, breaches of AUTRA's policies or Code of Conduct, member protection breaches, child safeguarding breaches, and any conduct that may affect the integrity, reputation, or proper operation of AUTRA.
- **Victimisation:** Any act that causes (or threatens to cause) detriment or reprisal against a whistleblower.

5. Roles & Responsibilities

- **AUTRA Committee:** Oversee the application of this policy and ensure timely, impartial handling of disclosures.
- **Governance Officer/Secretary:** First point of contact for receipt, recording, and management of whistleblower reports.
- **Independent Reporting:** If the allegation involves more than one Committee member or is serious in nature, AUTRA may refer the matter to an external authority (e.g. Sport Integrity Australia, Victoria Police) as required.

6. Making a Disclosure

- Whistleblowers can report concerns verbally or in writing to the Secretary, Governance Officer, President, or via an independent reporting pathway if available.
- Anonymous disclosures are accepted and will be assessed/investigated as far as practicable.
- Reports should include as much information as possible to facilitate effective investigation.

7. Investigation Process

- All reports of reportable conduct will be taken seriously, assessed promptly, and, if warranted, investigated by an impartial party.
- Investigations will be conducted in a fair, confidential, and timely manner, consistent with principles of natural justice.
- The whistleblower will be kept informed of investigation progress to the extent appropriate, mindful of confidentiality and privacy obligations.
- The AUTRA Committee/Secretary must ensure that outcomes, recommended actions, and systemic learnings are documented and implemented where required.

8. Protections and Support

- Whistleblowers acting in good faith are protected from victimisation, discrimination, harassment, or other reprisal as a result of raising a concern.
- Adverse action against a whistleblower will be treated as a serious breach and grounds for disciplinary action under AUTRA's Complaints, Disputes & Discipline Policy and Rules of Association.
- The identity of whistleblowers will be kept confidential, except where disclosure is required by law or consent is provided.
- Whistleblowers and respondents will be provided access to support, and AUTRA will ensure fair treatment throughout the investigation.

9. Malicious or Vexatious Disclosures

- Deliberately false, malicious, or vexatious disclosures are not protected by this policy and may result in action under AUTRA's Complaints, Disputes & Discipline Policy.

10. Privacy and Recordkeeping

- All records relating to disclosures are maintained securely and confidentially in accordance with the Privacy Act 1988 (Cth) and AUTRA's Document Retention & Recordkeeping Policy.
- Personal information will be handled with diligence and used only for the purposes of addressing and investigating the reported conduct.

11. Review

This policy will be reviewed every two (2) years or sooner if required due to changes to AUTRA's governing rules, relevant laws, or integrity frameworks.

12. Related Documents

- AUTRA Rules of Association
- Code of Conduct
- Complaints, Disputes & Discipline Policy
- Child Safeguarding Policy
- Document Retention & Recordkeeping Policy
- SIA National Integrity Framework – Complaints, Disputes & Discipline Policy
- Sport Australia Member Protection Framework
- Associations Incorporation Reform Act 2012 (Vic)
- Privacy Act 1988 (Cth)

Compliance Note:

This policy is aligned with:

- Associations Incorporation Reform Act 2012 (Vic)
- Rule 68 of the AUTRA Rules of Association
- Sport Integrity Australia National Integrity Framework
- Sport Australia Member Protection Framework
- Privacy Act 1988 (Cth)

Contact: AUTRA Committee Secretary at secretary@autra.asn.au for questions or feedback.