



Forget about the winning, just let the kids play

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- ▶ **Creating welcoming environments**
- ▶ **What you need to know about performance enhancing drugs**

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TABLE OF CONTENTS

THE EDITOR

NEWS

- 4 Play by the Rules news bits
- 5 The conference season

FEATURE ARTICLES

- 6 **What you need to know about performance enhancing drugs**
- 8 **7 tips for good governance**

- 11 **Forget about the winning, just let the kids play**
- 14 **Creating welcoming environments**
- 16 **Sport-related concussion: Public trust in a safe sporting system**

MORE

18 - 21

Resource profile - PBTR ebooks
PBTR podcasts
Back page - partners

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THE EDITOR

Spring is in the air and finals time is here. It's a time when tensions can run high as the stakes increase, even at community sport level. It's a good time to remember — Let Kids be Kids!

On this theme, ABC journalist David Martin has written an excellent article for this issue of our magazine with the catch cry 'forget about winning, just let the kids play'. Also, Margot Foster continues from the last magazine with 7 more tips for good governance. Clyde Rathbone adds a unique perspective on something that has been talked about for many years — creating welcoming environments in sport. Good Sports gives some practical advice about performance enhancing drugs and ANZSLA sheds some light on the renewed focus on sport-related concussion and creating a safe sporting system for the future.

So we've packed it in for this issue! Enjoy!



Peter Downs
Manager - Play by the Rules



new bits

New look Play by the Rules learning portal

If you have visited any of the Play by the Rules online courses recently you would be familiar with how the learning portal looks and how it operates. It's a simple process to register and complete a course even though the technology that lies behind the portal is one of the most advanced and sophisticated platforms in the world!



Very soon you'll notice a change in the look of the learning portal. We will have a full Play by the Rules branded and custom learning portal that will make it even easier to access all the courses, including the recently released mini-courses. The technology is the same, as is the way you navigate around the portal, so you should have no problems accessing your courses and records.

There are many advantages to the custom portal, one being that you'll have course-specific login links within Play by the Rules. For example, if you are part-way through a course, or want to revisit a course, then you go directly to it via the course specific link on Play by the Rules. You simply go to Play by the Rules courses (<https://www.playbytherules.net.au/online-courses>), select your course and click on the 'Access Now' link to go direct to that course. We hope you like it!

SBS Foundation partner

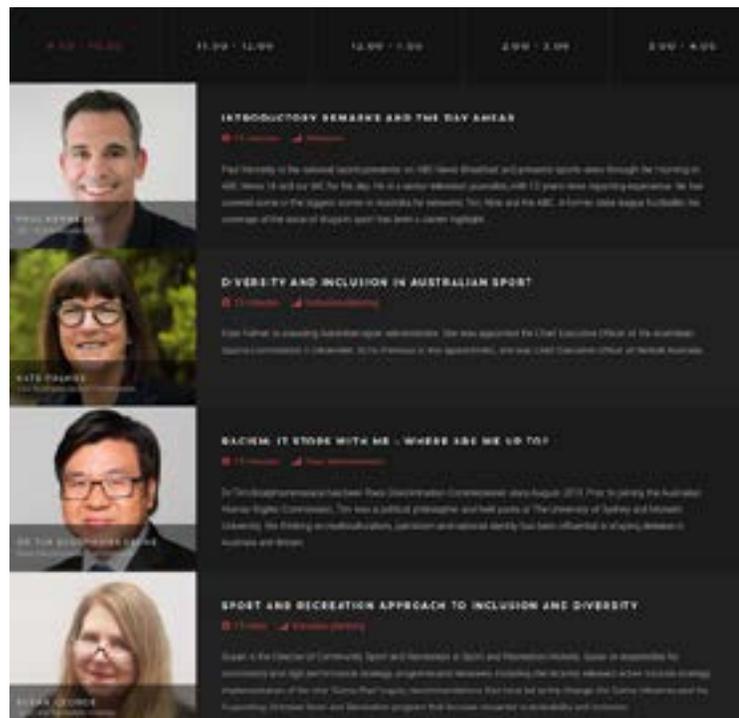


Play by the Rules was recently successful in applying to join the SBS Foundation Partner program for 2017–18. This means that we'll have a share of \$2m worth of air time on SBS and assistance with designing optimised media campaigns. Our campaign will focus on Let Kids be Kids, so expect to see Let Kids be Kids messages when tuning into SBS in the future!

The conference season

As we approach the end of 2017 there are a few industry conferences and forums coming up that you might be interested in.

- The 2017 Diversity and Inclusion in Sport Forum will take place at Olympic Park in Melbourne on 6 October. This TEDx style event has a great lineup of speakers with an emphasis on future thinking and practical application. You can get further details and register at <http://inclusionaustralia.com>



- The Australian and New Zealand Sports Law Association is staging its annual conference in Sydney from 18–20 October 2017. The theme for this year is 'Are you match ready? Key developments and emerging issues in sports law'. Online registration will be available at <http://www.anzsla.com/content/annual-conference>
- The Our Sporting Future conference will take place from 15–17 November at the Gold Coast Convention and Exhibition Centre. The conference will bring together leaders and influencers from sport and related sectors to discuss Australia's sporting future and will provide attendees with an opportunity to hear world-class speakers share their experiences and provide practical advice to grow your sport. For more information and registration, visit <http://oursportingfuture.com>

What you need to know about performance enhancing drugs

Recently, a significant number of Aussie athletes and sporting teams have been called into question for their choices surrounding the use of performance or image enhancing drugs. It's an issue that has made sport front-page news, for all of the wrong reasons.

In response, the Minister for Sport Mr Greg Hunt has called for a review into the integrity of Australian sport¹. The review will complement and inform the work of the Australian Sports Anti-Doping Authority (ASADA), a regulatory body which is primarily focused on stamping out the use of illegal performance enhancing substances in professional sport, but also provides educational resources and programs² to community clubs.

'Sport is a part of our DNA, bringing with it so many physical, social, cultural and economic benefits so it's vital the integrity of all sports are protected,' Mr Hunt said.

What are Performance and Image Enhancing Drugs?

Performance and Image Enhancing Drugs (or PIEDs for short) are substances someone injects, ingests or applies to the body to enhance physical performance or appearance. These can include pharmaceutical drugs like anabolic steroids and synthesized growth hormone, as well as dietary or nutritional supplements (think pre-workout). Also included are substances athletes use for recreational, recovery, anaesthetic or stress-management purposes.

There are many reasons why people use PIEDs but most commonly they're used as a means to swell muscle mass, shed fat, sustain endurance, resist fatigue, stimulate energy and tolerate pain. PIEDs are touted to help us look and perform better. The catch is that there are many risks and harms associated with PIEDs use.

The use of PIEDs is prohibited in professional sport under the World Anti-Doping Authority's banned substances list for 2016. This list is re-enforced in Australia by ASADA. Anabolic steroids and growth hormone releasing peptides are prescription only medicines and cannot be re-sold. In fact, it's illegal to bring most peptides into Australia without a permit.

Who is using Performance and Image Enhancing Drugs?

The media regularly covers stories about elite athletes and their involvement in the use of a banned substance. And despite many competitive sports banning PIEDs, research predicts³ that any athlete who attributes his or her success to external factors would be more likely to use PIEDs in order to get ahead. Recent incidents of PIEDs misuse shows that it's an issue for a wide range of sporting codes, from cycling to tennis, to Australian rules football.

But it's not only elite athletes that are using these substances. The use of PIEDs is not just restricted to elite sport; there have been multiple incidents of use within community sport.

Much of this more localised use has to do with image enhancement – a recent study⁴ of PIEDs use among adolescent boys found that this group felt particular pressure to gain muscle size in order to bolster their physical appearance and

sense of self-worth among peers. This links to additional data⁵ that suggests adolescent boys who already take supplements (like vitamins, protein powder and sports drinks) were significantly more likely to be dissatisfied with their muscularity, and also more lenient towards doping in sport.

What are the general harms?

PIEDs encompass a whole heap of substances, with varying effects and symptoms. Many of the substances used in this space are new and experimental, and so a comprehensive list of effects and harms is unavailable.

When injected, PIEDs have the additional harms associated with other injecting drug use, including infection, transmission of disease through needle sharing and other problems caused by incorrect injecting technique.

Another important risk to be aware of is psychological dependence upon the drug. Body dysmorphia – a distorted perception of appearance, usually negative, that does not reflect reality – is often part of this. Finally, using PIEDs illegally in the sporting environment can lead to significant club or league sanctions, isolating users who often lose their place within a club or community. This can impact significantly on the health and wellbeing of the user.

Different categories of drugs have different, additional harms. These include high blood pressure, physical changes like acne and changes in mood. Read the full list of harms at <https://adf.org.au/drug-facts/pieds/>

How can my club help?

The best way clubs can help to protect their members from the negative effects of PIEDs is to nurture a positive and inclusive environment that focuses on all the best parts of community sport. Set clear expectations about what is and is not acceptable and consider including where your club stands on PIEDs use in your health and wellbeing policy.

Clubs should also be encouraged to share information about PIEDs with their members. Use the ASADA educational resources and programs to get started - <https://www.asada.gov.au/anti-doping-programmes/education>

Members shouldn't feel pressured to go to extreme levels for their team. A true winning culture is one that promotes health and wellbeing, and celebrates each team member's differences and strengths.

It's also important to remind your members of the laws and regulations around accessing and using PIEDs. Steroid use is banned in many competitive sports and testing positive for steroids can result in fines, suspensions or permanent bans.

How can I get help or learn more?

If you think you might need help, or are looking to support a loved one or teammate, contact DrugInfo for confidential advice.

Call 1300 85 85 84, email druginfo@adf.org.au, or find more information online at <https://adf.org.au/drug-facts/pieds/>

This article was first published by Good Sports on 9/8/17 at: <http://goodsports.com.au/need-know-performance-enhancing-drugs/>

1 <http://www.health.gov.au/internet/ministers/publishing.nsf/Content/health-mediarel-yr2017-hunt076.htm>

2 <https://www.asada.gov.au/anti-doping-programmes/education>

3 <http://www.tandfonline.com/doi/abs/10.1080/02640414.2013.819521>

4 <https://www.ncbi.nlm.nih.gov/pubmed/20973831>

5 <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3986904/>



7 tips for good governance

In the last issue of the Play by the Rules magazine Margot Foster presented 10 tips on club and association governance.

These tips are written to help you and your board/committee do the job you were elected to do as well as you possibly can. Due to popular demand, here are a further 7 tips on good governance.

1. Meeting agenda and board papers

The agenda for a meeting may be a pro forma but it is not static. When issues come and go they should come on or off the agenda. If board members want to have a particular item included, contact should be made with the chairman and/or secretary to see if it can be, or if the topic will be dealt with elsewhere or in another way.

Likewise, board papers are important documents and they take time to prepare whether you are the secretary or a paid executive officer.

Subcommittee papers should be prepared by the chair of each subcommittee and distributed to board members directly or via the secretary/executive officer as the organisation decides.

It is important that a process be established as to the lines of communication and who is to send what to whom and by when before each board meeting.

2. Rules and regulations - avoid the overload

It is easy for clubs and sports associations

to produce policies, rules and regulations for the good governance of the sport. This is fair enough and entirely understandable in this age of everyone having rights and no responsibilities, of short fuses and of litigation.

But beware of policy overload — consider what policies are necessary and what can be combined. A heat policy might be included in an overarching health and welfare policy covering healthy eating, smoke free and alcohol rather than having each a stand-alone policy.

All policies, including codes of conduct, need then to link back to the Member Protection Policy (MPP) that your club may have, but if it doesn't then your state association will. The MPP sets out the processes for dealing with breaches of the various policies.

While policies and MPPs have been adapted and amended year on year over time, it is important that they relate to each other. For instance, codes of conduct usually list behaviours which are not acceptable for athletes, coaches, administrators and spectators, but sometimes there is no reference in the same document to the penalties and discipline provisions in the MPP for breaching whichever code applied.

The matter of coherent documentation needs to be addressed to ensure that if something goes wrong or someone does the wrong thing, then it is readily able to be dealt with by club or association members without lawyers having to be the first port of call. You can download your free templates at <http://playbytherules.net.au/resources/templates>



3. The constitution is your friend

Constitutions are a by-word for 'too hard to deal with', but they aren't that scary really. It is true that to alter a constitution you need a vote of 75% of eligible voting members at an AGM, but for the most part a constitution does not require changing very often and if it does then usually it is in the best interests of members, even if that mightn't appear to be the case to everyone.

These are some elements of constitutions that are of practical relevance:

- Purposes or aims: you need to be able to set out what your organisation exists to be and to do.
- Membership: who are the members — individuals, clubs, other clubs, or sorts of organisations, and what is the voting capacity of each.
- Board composition: decisions need to be made about how many people are to be on the board by way of election

and by way of independent appointment. It is increasingly common for boards to be elected by the members and for those directors, once elected, to then vote among themselves as to who the office bearers will be, including the president, vice-president, secretary and treasurer.

- Board terms: many boards are now including term limits for directors. This might be 3 terms of 3 years each or 5 terms of 2 years each. The direction being taken is to have 3-year cycles with a maximum of 3 or 4 terms, meaning 9 or 12 years max. In a board of 9 this allows for 3 people to be rotated every year and maintains sufficient corporate knowledge to be retained even if there is a turnover of all positions.

4. Who gets elected and who gets appointed to the board?

At club level individuals are members and at state level the members are the clubs, and in some sports associations within the state, and they are the voters who decide who should be on their respective boards or committees.

Increasingly sports are seeking to do two things:

- First, to avoid the conflict of interest where one person wears two hats (for example, a club hat and a state hat at state level or a state hat and a national hat at national level)
- Second, to ensure that there is a range of skills, experiences, ethnic, gender and social backgrounds to best represent the diversity of the club or sport's membership and best manage the business of the organisation.

5. Board manners (aka table manners)

A board meeting is not a dinner party. It is important that only one person speaks at a time, listens to what their fellow board members are saying, and responds appropriately, which means no ridicule, derision or abuse. The chairman is responsible for the management of the meeting and therefore the manner in which people speak to each other.

Side conversations between board members during a discussion on any matter are not on. It doesn't matter whether it is done in a whisper to the person next to you or more loudly involving three people. It is disrespectful, it is distracting and it is not appropriate in any circumstance.

6. Silence is golden: Don't blab if you disagree with a decision

Sometimes boards must make hard decisions where not everyone agrees. In these instances, a disgruntled board member must take the decision on the chin and not bleat or whinge about who said what, how she/he voted and tell his friends, colleagues and the world what

a dumb decision had been made. To do so may cause the wider constituency to doubt the decisions of the board and the capacity of its members to make decisions. Being on a board should not be a personal crusade, and confidentiality of board discussions is imperative to the integrity of decision making and the cohesiveness of the board. Just as important is that from the outside members and stakeholders see calmness, control and unity.

7. Being on a board is not about you, it's about your organisation

Boards exist because of the construction of constitutions and through incorporation. The board members make decisions on behalf of the members of the club or association and have the power to delegate authority to others that is usually the executive officer or secretary.

Boards, in short, exist to make decisions in the best interests of their organisations which they are capable of defending. For example, we made this decision in the best interests of the club because of A, B and C and in order to make the decision we relied on information and advice from X, Y and Z.

Margot Foster AM BA LLB

Margot Foster is an experienced lawyer with over 34 years in private practice. She is a highly regarded sports administrator having held numerous board roles in club, state, national and international sports organisations,. Margot advises sports organisations of any size in the areas of practical governance solutions, dispute resolution, including investigations, and mediation through her consultancy

Talk the Talk Sport.
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Forget about winning, just let the kids play

The scene is an under-15s soccer match in Sydney's south on a warm autumn Sunday morning. It is Mother's Day and it will soon be a scene of carnage and violence.

Eyewitnesses describe how once the game starts, one of the team starts flying into tackles with elbows out, trash talking off the ball, even using racist insults.

They say the key instigator is the team's coach, who screams at his charges to 'get' the other boys. A penalty is awarded. A player gets shoved down and punched in the head.

The goalkeeper rushes out, pushes a player to the ground and starts kicking him in the ribs. Another player jumps on his head. He's bleeding. Parents start rushing in.

The coach is hurling abuse at everyone, including the referee and the grandfather of the



bleeding child. The match is called off. One player is heard telling his mother that he never wants to see or play for the coach again.

This is an extreme example of the ugly side of Australian junior sport.

It is the product of a win-at-all-costs mentality that values success above all the other reasons that kids play sport: to enjoy themselves, to learn new skills, to make friends, to get fit, to develop social skills and to learn to work as part of a team.

How often do you hear a coach screaming at the players to 'GET RID OF IT!', engendering a sense of panic? How often are the kids urged to 'kick it long', mistaking territorial gain for success?

How often are they urged to just 'work harder', in a reversion to the guts and determination model that has been out of date for decades? Junior sport relies on tens, if not hundreds of thousands of volunteers around the country to coach children.

Some of them are exceptional, some are good, but just as many lack a proper understanding of the game and the skills to coach it.

The football seasons now winding up around the country will be the last for potentially thousands of kids who will leave because they are unhappy with the coaching.

Trying to create decision-makers

A good coach must be a teacher, according to Adam Welch, a coach at FC Barcelona's academy in Sydney.

'I'm trying to create decision-makers,' he said.

'We're trying to empower kids to make their own decisions.'

It may not be apparent in the heat of battle, but playing sport effectively is about solving problems — 'Where can I run?' 'What can I do with the ball?' 'How can I help my team-mate?'

These questions are fundamentally all problems that need to be solved. It is pointless urging kids to go out and kick more goals if they are not taught how to do it. It is just as pointless to ask them to work harder if they do not know what they are trying to do. In six years of coaching children semi-professionally, Welch has concluded that junior sport should not be about winning and losing.

'It's about getting them to have an understanding of the game,' he said.

'If they're trying to play out from the back and they concede, well guess what? That will happen. But do I reprimand them? No. No, that's a good thing, because if you make a mistake that's an opportunity to learn.'

Young Aussie kids dropping out of sport

It is easy for coaches in junior sport to search for wins by making sure the biggest kids are the ones in the action, particularly in the more physical games such as rugby league, rugby union and Australian rules.

Welch said it was a short-term fix.

'There are clubs who will get the biggest, the fastest, the strongest players because they think they're going to win,' he said.

'But here's the thing: At a younger age group that's fine, but when they get to a certain point, those decision-makers, those little smart players, they will be the best players.' That is if they don't quit before they get the chance to prove themselves.

Close to two million Australian kids play sport, but many thousands drop out every year, mostly because of poor coaching, whether it be in the form of too much pressure, or not getting enough game time, or simply not having enough fun. Most sports are fully aware of this problem and produce excellent guides to help their parent volunteers.

But the parents must be willing to do the work; to understand the game themselves, to teach children how to make decisions about what to do with the ball, where to run, how to think and to not be afraid of failure.

As the adage goes, 'it's not whether you win or lose, it's how you play the game.'

And if the game is taught well, everyone wins.



David Martin

David is the ABC's National Sport Editor and has worked for the ABC for 20 years. He's reported, presented and produced the radio current affairs programs AM, PM and The World Today, as well as ABC TV News, 7:30 and Lateline. Follow David on Twitter @davymark1

Creating welcoming environments

As an increasing number of my contemporaries hang up their boots and ride off into retirement, I have found myself reflecting on a sport that gave me a great deal. What is it that makes a life in sport such a privilege? One way to approach this question is through the numerous conversations I've had with players near the end of their run. When all is said and done and with the end in sight, what is it that players value most about their sporting lives?

I've put this question to more than a few people and have been surprised by the pattern which has emerged from their responses. While many of us might suspect that on-field glory would take pride of place among cherished memories, the truth is quite different. What people actually value is meaningful human connection, the kind built through everyday experiences and forged stronger

through exceptional ones.

While on-field success can certainly be memorable, the experiences that leave a permanent mark are the stories and distinctive language that humour those who exist within the small social clique we call a 'team'. In the end, it seems that the innumerable shared moments between friends are what athletes treasure most.

Perhaps this is because sporting communities often provide us with something far more valuable than fame and fortune. The latest research suggests that social isolation may be every bit as bad for our health as obesity and heavy smoking. From this perspective sport can be much more than a set of competitive games. Indeed, it can be the place where we establish lifelong friendships and healthy social networks.



Joe Roff recently said the following of his relationship with Stephen Larkham.

‘We shared a journey from a really similar spot. As a result, we developed a friendship that you can’t measure by the quantity of time we spend together. At the function we spoke at last week someone remarked afterwards that we just seem to know each other so well. I replied that we essentially lived together for 10 years and that you are one of my best mates. I am thankful for that as an end in and of itself. The rugby we got to play together was a bonus.’

With all of that said, it’s worth noting that none of these benefits are possible unless sporting organisations commit to creating welcoming environments. I remember stepping off the plane in Canberra armed with little more than a suitcase and a strange accent. At 20 years of age it was daunting to embark on a new adventure in a foreign land.

But the way the Brumbies embraced me made the first few months in Australia far smoother than they might otherwise have been. There was never a shortage of invites to social gatherings and events. And perhaps because a large portion of the Brumbies team came from outside of the capital there was always a sense that we were all in the same boat.

The Brumbies seemed to pride themselves on establishing an environment where everyone was welcome. Indeed, the family atmosphere this culture established has driven much of the team’s success over the years. Teams built on quality relationships will always dig deep to support each other

when they’re tested.

And the fact is, it’s not just professional teams that stand to benefit from cultivating welcoming conditions. By continually thinking about the kind of culture we want to present to newcomers, all of us can improve our sporting communities. More than a single strategy, it’s often a collection of factors which fosters an accepting environment.

Being open to people from all backgrounds and cultures is imperative. This is especially true when it comes to welcoming people from disadvantaged communities. Often these individuals are getting their first taste of sport of any kind, and the responsibility to ensure they have positive experiences rests with all of us.

Focusing on the sheer joy of participation by making training fun is one way to foster enthusiasm in newcomers, as is being mindful not to place unrealistic expectations on people who are still learning, or who may view sport largely as an excuse to socialise with their mates.

Perhaps the greatest way to welcome people to sport is by taking a genuine interest in them as fellow human beings. Who are they, what makes our team-mates tick, and how might we help each other become better people, both on and off the field of play.

Ultimately, welcoming people is fundamentally Australian. Let us not forget that the boundless plains we have to share include sporting facilities of all kinds.

Clyde Rathbone
former Rugby Union international
and co-founder Karma-wiki



Sport-related concussion: Public trust in a safe sporting system

The Federal Sports Minister recently engaged with stakeholders, calling for submissions on a National Sports Plan (NSP) as a way of increasing participation levels in sport. The consultation process was prompted by the 2017 Intergenerational Review of Australian Sport predicting a decline in adult participation rates by over 15% in 2036 if current trends continued.

Simply put, such a result would be devastating for Australia, and a call to action was needed to mitigate this potential risk. This article seeks to establish how a safe sporting system is a critical component of this call to action and how sport-related concussion has the potential to act as a barrier to increased participation rates unless collective action is taken.

A safe sporting system

For millions of Australians who play sport, whether at school, university, at a local club, or at the elite level, there is a legitimate expectation that a safety net exists to protect them from unexpected risks associated with participation. The expectation is that a safe sporting system will safeguard a participant's health from potential harms associated with those unexpected risks, excluding those risks voluntarily assumed or reasonably expected.

Sporting participants respond favourably to messages promoting the value of sport and its positive health, social and economic benefits. However, participants may not necessarily be conscious of the negative aspects of sport or the burden of sporting injuries, estimated to cost taxpayers between \$1 billion and \$1.6 billion per annum. These negative aspects have recently come under scrutiny, heightened by the increased public awareness of the potential harm associated with sport-related concussion.

Sport-related concussion as a threat to participation

A concussion is a traumatic brain injury that causes short-lived impairment of brain function caused by a blow to the head or another part of the body. It is a common

and prevalent injury, identified as the 'number one sports injury' in some contact and collision sports. A growing body of research has emerged seeking to establish a link between multiple sport-related concussions and serious health issues experienced by an increasing number of participants.

Medical debate continues around whether these links have been established and more research is urgently required. In the meantime, concerns have been raised by past and present players, parents and carers about whether their interests are safeguarded by the sports organisers responsible for providing a safe sporting system. These concerns crystallised in the United States when reports emerged showing a 9% reduction in junior football participation following the heightened public awareness of concussion involving the National Football League (as the sport's governing body), American football and legal action by former players.

Public trust

Participants place trust and confidence in those bodies tasked with organising sport; to protect their health and welfare, with expectations of technically competent practices and adherence to high standards of safety. This is not to suggest that the obvious or inherent risks associated with sport are eliminated, or that the essence of sport is altered to detract from the 'rough and tumble' of the game. Rather, the central idea is that a safe sporting system is underwritten by principles of good governance, transparency and accountability in recognition of a duty owed to participants.

The Australian Sports Commission and the Australian Institute of Sport provide information to the public around sport-related concussion. The website <http://www.concussioninsport.gov.au> provides useful information for athletes, parents, teachers, coaches and medical practitioners. As guardians of their sport, governing bodies have also taken steps to respond to the harm associated with sport-related concussion. Yet there is more work to be done. A collective and nationally coordinated response between government, sports and stakeholders is needed to address this public health concern and the risks associated with sport-related concussion, including the potential for reduced participation rates caused by concerns over the safety of sport.



Assistant Professor Annette Greenhow
Faculty of Law, Bond University



Resource Profile:

Play by the Rules ebooks

We have a diverse and increasing range of digital books you can download for free. These range from reference books, such as the Quick Reference Guide, to transcripts of forum presentations or collections of articles published through the Play by the Rules magazine. The ebooks include:

Quick Reference Guide

The Quick Reference Guide is a free downloadable resource that provides sporting organisations with information on services that will help resolve issues, including unlawful behaviour, child safety and resolving complaints.

Sport and the law

The Sport and the law e-book is a result of a collaboration with the Australian and New Zealand Sports Law Association. It is a collection of sports law articles published in the Play by the Rules magazine in 2014 and 2015.

Supplements: Know what you are doing

If you, or people in your club, are taking supplements it's important that you know what you are doing. This e-book answers 17 frequently asked questions about supplements and gives you access to information and resources to help you make an informed decision.

Safeguarding the integrity of sport

The Safeguarding the integrity of sport e-book is a full transcript of the Safeguarding Integrity Forum held as part of the national roadshow in 2015. This transcript is from the Sydney Forum in May 2015 and covers anti-doping, match-fixing and the use of supplements in sport.

To access the ebooks go to <https://www.playbytherules.net.au/resources/ebooks>

Website Update:

Play by the Rules podcasts

In July we launched the new Play by the Rules podcast series. The idea behind the podcasts is to provide personal insights on issues related to safe, fair and inclusive sport. Each podcast is around 15 minutes long. The podcasts feature people from all levels of sport, from senior policy level to local grassroots sport.

We'll release one podcast per month. You can listen to them on the website and download the audio file and transcript to listen to or read later. Soon we'll make them available on iTunes, so you'll be able to subscribe and hear about new podcasts as they are released.

Our first two guests are on the website now — Kerryn Boland, former Children's Guardian at the Office of the Children's Guardian in NSW and Dr Tim Soutphommasane, Australia's Race Discrimination Commissioner.

Simply go to <https://www.playbytherules.net.au/resources/podcasts>



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Back Issues

You can access each back issue for this magazine by visiting [this page](#) on the Play by the Rules website. All the feature articles and significant news items are listed here.

Share and spread the word

One easy way to keep up to date and support safe, fair and inclusive sport is to share Play by the Rules across social media. We post every day on Facebook and Twitter and have audio files on Soundcloud and an extensive collection of videos on YouTube and Vimeo.



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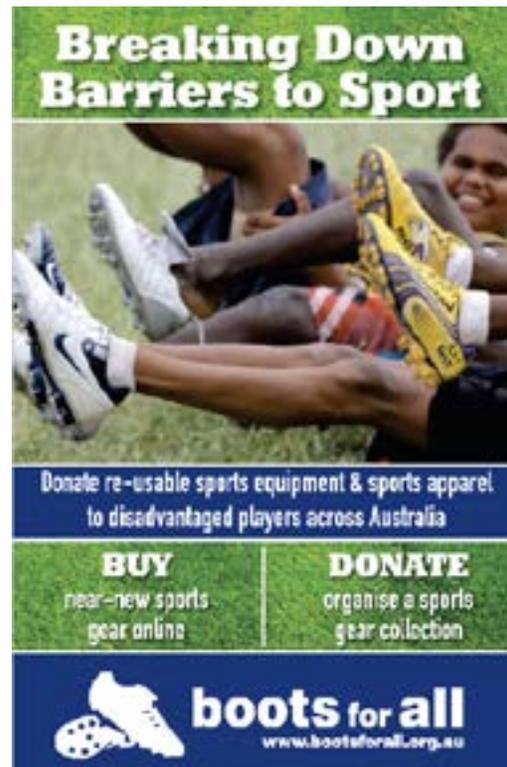
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To make Play by the Rules possible, we also work with

