



# BAA Whistleblowing Policy

## 1. Objective

The BAA is committed to promoting a culture of integrity, transparency and accountability in athletics. This policy provides a framework for individuals to report concerns about misconduct, unethical behaviour or any actions that may compromise the integrity of the sport.

The purpose of this policy is to ensure the reporting of serious conduct or wrongdoing that is of legitimate concern to the BAA.

## 2. Scope

This policy applies to all people with the following connection to the BAA and/or any of its Member Clubs:

- Current and former employees
- Current and former Directors
- Athletes
- Athlete Support Personnel<sup>1</sup>
- Members
- Volunteers
- Independent contractors
- Consultants
- Any other individuals involved in BAA-sanctioned activities

The BAA and Member Clubs must make this policy available to all of their respective employees and members.

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<sup>1</sup> “Athlete Support Person: 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.”



### 3. Reportable Conduct

Reportable Conduct includes, but is not limited to:

- Illegal activities (including but not limited to theft, dealing in or use of illicit drugs, violence, harassment, intimidation or threatened violence, and criminal damage against property)
- Dishonest behaviour
- Fraudulent or corrupt activity, including financial fraud or bribery
- Unlawful, corrupt or irregular use of company funds or practices
- Unethical behaviour, including anything that would breach the BAA's Code of Conduct, for example any form of discrimination, harassment or bullying
- Breaches of the Anti-Doping Rules and other improper use of drugs and medicines
- A serious risk to public health, public safety or the environment
- Any other conduct which may cause loss to BAA or Member Clubs or be otherwise detrimental to the interests of BAA or Member Clubs
- Any behaviour that undermines the integrity of athletics
- The deliberate concealment of information which may show any of the conduct listed above.

### 4. Responsibility to Report

Any person listed above as being bound by this policy, upon becoming aware of any Reportable Conduct, must report it without delay in the manner described below. They must then provide further information or support as required to assist in any inquiry or investigation of the conduct disclosed.

### 5. Confidentiality

The BAA will handle all reports with strict confidentiality, disclosing information only as required by law or as necessary to ensure the conduct disclosed is adequately addressed and the integrity of the sport is properly protected.

### 6. Protection of Whistleblowers

The BAA prohibits retaliation against anyone who reports concerns or assists in investigations in good faith.

The BAA will take all reasonable steps to protect such whistleblowers from victimisation, discrimination, harassment or dismissal, even if their report is later unproven. This protection also applies to those providing information in an investigation.



## 7. Reporting on Reasonable Grounds

Reports can have serious consequences, including harm to a person's reputation and career.

Therefore, reports should only be made if there are reasonable grounds to believe the information is true or likely true. Reports must not be frivolous, malicious, or made for personal gain. They should be based on facts or reasonable evidence.

## 8. False or Misleading Reports

Deliberately making false or misleading reports is a serious offence. Individuals found to have made such reports may face disciplinary action.

## 9. Reporting Mechanisms

Individuals are encouraged to report any concerns through the following channels:

- Internal Reporting:
  - Contact the BAA Anti-Doping & Integrity Officer at [talburshaid@gmail.com](mailto:talburshaid@gmail.com) or call the BAA Integrity Hotline on +(973) 3987 8707
  - Contact the BAA Ethics & Integrity Board Member at +(973) 3987 8707
- External Reporting (Anti-Doping only):
  - Contact the Bahrain National Anti-Doping Organization at [Report Doping](#)
  - Contact the Athletics Integrity Unit at [Stand Tall, Speak Up](#)
  - Contact the World Anti-Doping Agency at [Speak Up](#)
- External Reporting (Others):
  - For matters requiring external oversight, reports can be made to the General Sports Authority of the Kingdom of Bahrain.

Where possible, a Report of Reportable Conduct should be in writing and should contain, as appropriate, details of the:

- a. nature of the alleged breach
- b. person or persons believed to be responsible for the breach
- c. facts on which the Whistleblower's belief that a breach has occurred are based
- d. nature and whereabouts of any further evidence that may substantiate the Whistleblower's allegations, if applicable



Reports should provide specific information regarding the conduct with respect to, among other things, dates, places, specific activities, persons/witnesses and other relevant information, in order to allow for a reasonable investigation to be conducted.

## 10. Investigation Process

Upon receiving a Report, the BAA will:

- a. Acknowledge receipt of the report
- b. Conduct a preliminary assessment to determine the validity and scope of the concerns
- c. Where warranted, initiate a thorough and impartial investigation, maintaining confidentiality throughout the process
- d. Implement corrective actions if necessary, which may include disciplinary measures and/or policy revisions

## 11. Investigation Findings

After the investigation, the investigator will report findings to the Secretary General and BAA Ethics & Integrity Board Member. This report may include steps to prevent future misconduct, actions to address any harm caused, disciplinary measures or referrals to authorities if needed.

The Whistleblower will be updated on the investigation's progress and outcome, while respecting privacy and confidentiality.

If the report is found to be baseless or unfounded, the Whistleblower will be informed, and no further action will be taken.

Where an investigation is conducted and the investigator believes there may be a case for an individual to answer, the investigator must ensure that the individual:

- a. is informed of the substance of the allegations
- b. is given a fair and reasonable opportunity to answer the allegations before the investigation is finalised
- c. has their response set out fairly in the investigator's report
- d. is informed about the substance of any adverse conclusions about them contained in the investigator's report



The findings of an investigation will be set out in a report prepared by the investigator and considered by the Secretary General, BAA Ethics & Integrity Board Member or the President, whichever is appropriate in the context of the nature of the conduct described in the Report and the parties involved. That person will then determine the actions, if any, to be taken by the BAA in relation to the Report. All relevant parties must adhere to that determination.

## 12. Policy Review

The BAA will review this policy annually to ensure its effectiveness and alignment with best practices and legal requirements.

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