

GAMMA

GLOBAL ASSOCIATION OF

MIXED MARTIAL ARTS

INTEGRITY REPORTING & WHISTLEBLOWING POLICY

APPROVED 31 MAY 2024

About

GAMMA believes that all participants in mixed martial arts (MMA) must not, by any manner whatsoever, infringe the principle of fair play, show unsporting conduct or attempt to influence the course or result of a competition or match (or any part thereof) in a manner contrary to sporting ethics.

GAMMA has therefore implemented a voluntary whistleblowing reporting process to enable individuals to voice concerns when they discover information which suggests misconduct or serious malpractice. This includes the reporting of betting and/or other regulatory misbehaviour in MMA by individuals involved in GAMMA-sanctioned events or where misconduct, bribes or other payments/inducements are offered/used or attempted to be used to influence the outcomes of a bout.

GAMMA also encourages people to raise concerns over corruption, financial malpractice, maladministration, misconduct or other unethical conduct or impropriety in which they can show reasonable grounds for concern in which they could be a potential risk to the reputation of GAMMA.

GAMMA will then undertake such further enquiries as is considered necessary to determine whether or not there are prima facie grounds for considering that the concern is well-founded.

The Whistleblowing Process

- Allows individuals to make confidential reports
- Protects the identity of the person reporting the incident
- Helps to gather evidence for disciplinary action
- Encourages openness and promotes transparency
- Helps to protect the integrity of mixed martial arts and GAMMA

Anyone who wishes to report such misconduct, impropriety or possible breaches of the GAMMA Code of Conduct & Ethics or any other GAMMA Policy or Regulations can use the [GAMMA Integrity Reporting and Whistleblowing Form](#). If you prefer to maintain anonymity, you may:

- A. Complete the online form: <https://forms.gle/3kW5uH1aWX1tVJg77>
- B. [File a report](#) directly to the Ethics and Disciplinary Commission: confidential@gamma-sport.org

Note: It is important that any and all disclosures are made with good intent and reasons, and not for trivial, vexatious or malicious purposes. It is completely unacceptable for anyone to bring forward and unfounded allegation or one which is not given in the reasonable belief that it is substantially true or has been made for personal gain. Such an allegation may be treated as a disciplinary offence and GAMMA will consider disciplinary action against anyone who is found to have done so.

For anti-doping concerns or information, the [ITA's Reveal platform](#) and [WADA's Speak-Up platform](#) are available to raise specific concerns with these organisations. GAMMA is available to receive anti-doping concerns through its whistleblower policy and reporting platform and may share relevant information with these organisations, in confidence.

Whistleblower protection is available, acts to discourage or retaliate against reporting to authorities may be considered an anti-doping rule violation.

Guidelines on the process GAMMA will undertake following an integrity report

Please read carefully. You should be aware of the following:

Confidentiality: Your identity will not be disclosed to persons beyond those responsible for investigating your report, without your explicit consent.

Anonymity: You can request to stay anonymous and such request will be respected by the GAMMA . However, we encourage that personal information is disclosed to help with appropriate follow up.

Privacy Policy: Should you include any personally identifiable information in your report (e.g. first name, last name, date of birth, address, email address, phone number), this information will not be disclosed to persons beyond those responsible for investigating your report, without your explicit consent. This information will be managed in accordance with laws protecting such personal information applicable to GAMMA and the terms and conditions of GAMMA's Privacy Policy.

Protection: GAMMA will take appropriate measures to ensure protection from any harassment, retaliation, or adverse employment consequences of individuals who raise concerns or whistleblow, based on reasonable grounds and in good faith. Any person who retaliates against a whistleblower may be subject to appropriate disciplinary action. GAMMA will make best efforts to provide protection against any unjustified treatment in the form of providing confidential advice to whistle-blowers so long as there is an honest and reasonable belief of wrongdoing, but will provide no protection for knowingly false disclosure of information. Protection will extend to disclosures made anonymously, if later identified. If physical protection is needed, the case is referred to the police.

How we assess your report

Reports related to suspicious approaches or activities related to competition manipulation, incidents of harassment and/or abuse, any other infringements of the GAMMA Code of Ethics or other matters including financial misconduct or further legal, regulatory and ethical breaches over which the GAMMA has jurisdiction will be received by the GAMMA Ethics and Disciplinary Commission.

The GAMMA Ethics and Disciplinary Commission will make an initial review of the situation including if an investigation is needed based on whether the report has been made on reasonable grounds and in good faith except for incidents of harassment and/or abuse which will be referred to the GAMMA Safeguarding Officer who will determine the appropriate follow-up.

Any reports regarding potential doping violations received by the GAMMA Ethics and Disciplinary Commission will be assessed in line with the World Anti-Doping Code, GAMMA Anti-Doping Policy, International Standard for Testing and Investigations and the International Standard for the Protection of Privacy and Personal Information.

Investigations

GAMMA can only investigate matters within its jurisdiction and may contact you for further information should you have disclosed your identity/personal information.

If GAMMA is not competent to investigate the matter, your complaint will be destroyed, or forwarded to authorities with jurisdiction, with your permission.

Where it is determined that the breach is of serious matter, the GAMMA Ethics and Disciplinary Commission will appoint an Integrity Investigation Team to investigate the facts and material relevant to the allegation(s) as applicable.

Following an investigation, the Integrity Investigation Team Unit, (or respectively the GAMMA Safeguarding Officer for incidents of harassment and/or abuse), shall provide the GAMMA Ethics and Disciplinary Commission with a report including the findings and facts, the conclusion and recommendation(s) of their investigation. Should the Integrity Investigation Team, respectively the GAMMA Safeguarding Officer, have determined that there is a case to answer, the GAMMA Ethics and Disciplinary Commission shall decide to refer, at their sole discretion, the case to the GAMMA Disciplinary Committee for hearing.

In the case of a doping violation, the results management procedure in the GAMMA Anti-Doping Policy and International Standard for Results Management will apply.

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