CEO MESSAGE

On behalf of Sport Australia, I am extremely proud to once again open applications for the Women Leaders in Sport (WLIS) Development Grants and Leadership Workshops.

The program will provide women in the Australian sport industry with opportunities to gain new skills, knowledge and qualifications to progress on their leadership pathway in the sector through:

- Individual grants to the value of $10,000 to support professional development
- Organisation grants to the value of $20,000 to support national and state sporting organisations to build leadership competencies and capabilities, for women in sport
- Individuals seeking to undertake the WLIS Leadership Workshops (online).

Sport Australia is committed to increasing the representation and success of women holding or aspiring to leadership positions in Australian sport. Through increasing the representation of women in leadership it will lead to a balanced workforce that is more representative of our diverse sporting community and it will have a direct impact on sport engagement and participation for all Australians.

By understanding the barriers and creating genuine opportunities for women to grow and progress into leadership roles, Australian Sport is positioned to become a world leader in promoting diversity and equality within its community, unlocking unlimited potential for growth.

I encourage all eligible individuals and organisations to apply. Applications for the WLIS grants and workshops will open on 12 February 2021 and close on 17 March 2021.

Rob Dalton
INTRODUCTION

The WLIS Development Grants and Leadership Workshops are part of the broader WLIS program of activities. Since its inception in 2002, WLIS has supported over 25,000 women to complete leadership development. WLIS is highly regarded across the sector. Many notable current leaders in sport are previous recipients of WLIS grants and acknowledge the role the program has played in their leadership journey within the sports industry.

WLIS is managed by Sport Australia, in partnership with the Office for Women and funded through the Australian Government’s Women’s Leadership and Development Program. These Guidelines set out the funding requirements for the WLIS Development Grants and Leadership Workshops.

Further information is available at: sportaus.gov.au/grants_and_funding/women_leaders_in_sport to help you determine your eligibility and to prepare your application.

OBJECTIVE OF THE WLIS PROGRAM

The objective of the WLIS program is to provide women with development opportunities enabling more women to reach their full leadership potential in the sports industry. From career start, through to boardroom, the program ensures women are exposed to and receive targeted development.

PROGRAM OPPORTUNITIES

WLIS in 2021 will provide opportunities in three categories as outlined below.

**CATEGORY 1: LEADERSHIP WORKSHOPS**

Workshops delivered to women who are active within the industry and those that are seeking to transition into the sports industry.

**Opportunities:** Online workshops

**CATEGORY 2: INDIVIDUAL DEVELOPMENT GRANTS**

Provide women throughout Australia with opportunities to undertake a range of developmental programs and training to progress on their leadership pathway.

**Opportunities:**
- Grant - Up to $10,000

**CATEGORY 3: ORGANISATION DEVELOPMENT GRANTS**

Encouraging national and state sporting organisations to inspire and develop women to become leaders in sport.

**Opportunities:**
- Grant - Up to $20,000

Grant amounts awarded will be determined as part of the assessment process and may not be at the level applied for. Amounts will be allocated to make the most effective use of the WLIS Program funds. In 2021, a total of $350,000 will be distributed as individual and organisation grants.
IMPORTANT DATES

The expected timing for this grant opportunity is:

<table>
<thead>
<tr>
<th>2021 WLIS Grants and Workshops Program</th>
<th>Timeframe</th>
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<tbody>
<tr>
<td>Applications open</td>
<td>9:30am (AEDT) Friday 12 February 2021</td>
</tr>
<tr>
<td>Applications close</td>
<td>5:00pm (AEDT) Wednesday 17 March 2021*</td>
</tr>
<tr>
<td>Outcomes notified to all applicants</td>
<td>April 2021</td>
</tr>
<tr>
<td>Successful grants payments processed</td>
<td>May 2021</td>
</tr>
</tbody>
</table>

* Please note applications will automatically close at 5:00pm (AEDT) Wednesday 17 March 2021. Applications must be submitted by 4:59pm and any unfinished applications will shut down at 5:00pm and will not be accepted. Applications will close at 2:00pm in Western Australia, 3:30pm in the Northern Territory and 4:30pm for South Australia.

WLIS PROGRAM CONTACT

For any questions about the WLIS program:

wlis@sportaus.gov.au

+61 2 6214 1463

Monday-Friday: 9:00am-5:00pm (AEDT)*
Saturday-Sunday: Closed
* excluding national and ACT public holidays

sportaus.gov.au/grants_and_funding/women_leaders_in_sport
Category 1: WLIS Leadership Workshops

The WLIS Leadership Workshops enable women to develop leadership capabilities and to learn and network with like-minded women in a supportive and safe environment.

Catering for women who are active within the sports industry, and those that are seeking to transition into the sports industry, the innovative curriculum provides participants with the skills needed to navigate and strengthen their leadership pathway.

In addition, participants learn to effectively manage the challenges within their sport and life, while gaining invaluable support from the experiences and knowledge of other women.

Key topic areas the 2021 WLIS Leadership Workshops will cover include:

- **Leading Self** – emotional intelligence, giving and receiving feedback, work styles
- **Leading Others** – leadership styles, awareness
- **Leading Culture** – high performing teams, behavioural boundaries, difficult conversations
- **Leading Vision** – initiating change, idea logic, development pathways.

Due to the ongoing restrictions of COVID-19, the WLIS Leadership Workshops will be conducted online beginning in May and June 2021. The Workshops will run for six-weeks, via a hybrid learning experience, including a combination of:

- online facilitated learning forums
- online professional development sessions
- online facilitated events with individuals who have paved the way for women leaders in the sports industry and are prominent leaders of today.

Successful applicants will be grouped into workshops based on leadership experience. Successful applicants will be notified of days and times in April 2021.

Eligibility Criteria

To be eligible to apply for the WLIS Leadership Workshop, an applicant must satisfy all of the following criteria:

- Identify as a woman.
- Be aged 18 years or over.
- Be an Australian citizen or have been granted permanent residence status.
- Be involved in a paid or volunteer capacity at a local, state or national level in the sport industry OR
- Was involved in a paid or volunteer capacity but the engagement/employment was impacted by the coronavirus (COVID-19) pandemic.
- Be supported by a sporting organisation that is, or is affiliated with a National Sporting Organisation (NSO) recognised by Sport Australia. The supporting organisation must confirm that the individual is, or was, involved in a paid or volunteer capacity at a local, state, or national level in the sports industry, and that their organisation supports the application. For a list of the organisations recognised by Sport Australia please go to: sportaus.gov.au/australian_sports_directory.
- Have no outstanding acquittal and/or reporting requirements (for previous Individual Development Grant recipients).
- Not be a current employee of Sport Australia or the Australian Institute of Sport.

Sport Australia may at its sole discretion, offer an applicant special consideration if an eligibility requirement set out in these guidelines cannot be met due to extenuating circumstances.
CATEGORIE 2: WLIS INDIVIDUAL DEVELOPMENT GRANTS

The WLIS Individual Development Grants program supports individual women to gain skills, knowledge, and qualifications to progress on their leadership pathway.

The maximum grant amount is up to $10,000 (exclusive of GST) to support course/training fees. Examples of areas of training include, but are not limited to:

- Leadership Skills and Management
- Organisational Governance
- Media and Communications
- Sports Administration
- Coaching and Officiating
- Integrity
- Workforce
- Finance
- Sport science, technology, engineering, mathematics, medicine (STEMM).

Examples of institutions who offer these areas of training include, but are not limited to:

- Universities
- Institutes of Technology
- TAFE
- Private Colleges.

Consideration may be given to support travel and accommodation costs borne by successful recipients residing in rural/remote areas for attending the approved course/training.

The final grant amount will be determined by the assessment panel as part of the grants process. The amounts may vary between applicants and may not be the full amount applied for.

Successful grant applicants are offered a place at the 2021 Leadership Workshop. Please see the previous section for more information on the 2021 Leadership Workshop.

ELIGIBILITY CRITERIA

To be eligible to apply for the WLIS Individual Development Grants, an applicant must satisfy all of the following criteria:

- Identify as a woman.
- Be aged 18 years or over.
- Be an Australian citizen or have been granted permanent residence status.
- Be involved in a paid or volunteer capacity at a local, state or national level in the sport industry OR
- Was involved in a paid or volunteer capacity but the engagement/employment was impacted by the coronavirus (COVID-19) pandemic.
- Be supported by a sporting organisation that is, or is affiliated with a National Sporting Organisation (NSO) recognised by Sport Australia. The supporting organisation must confirm that the individual is, or was involved in a paid or volunteer capacity at a local, state, or national level in the sports industry, and that their organisation supports the application. For a list of the organisations recognised by Sport Australia please go to: sportaus.gov.au/australian_sports_directory.
- Apply for grant support for a course/training that commences in 2021.
- Have no outstanding acquittal and/or reporting requirements (for previous Individual Development Grant recipients).
- Not be a current employee of Sport Australia or the Australian Institute of Sport.

Sport Australia may at its sole discretion, offer an applicant special consideration if an eligibility requirement set out in these guidelines, cannot be met due to extenuating circumstances.
ELIGIBLE EXPENDITURE ITEMS

The grant funding for individuals can only be used for the approved course/training fees.

INELIGIBLE EXPENDITURE ITEMS

Some examples of ineligible expenditure items are:

- membership fees
- travel costs
- accommodation
- catering
- materials
- stand-alone, one off conferences
- requests for retrospective funding
- international travel.

INDIVIDUAL GRANT RECIPIENTS’ RESPONSIBILITIES

Individual grant recipients are required to:

- Enter into a grant agreement with Sport Australia and abide by the terms and conditions of the agreement.
- Complete an acquittal and report using the templates provided by Sport Australia and return it to Sport Australia within 30 days of the completion of the approved course/training.
- Attend the 2021 WLIS Leadership Workshop (previous workshop participants can opt out).
CATEGORY 3: WLIS ORGANISATION DEVELOPMENT GRANTS

The WLIS Organisation Development Grants program supports national and state sporting organisations to inspire and develop women to become leaders in sport. Open to organisations to apply for grants to build leadership competencies and capabilities, for women in sport.

The maximum grant amount is $20,000 (excl. GST) to support projects that may include but are not limited to:

**LEADERSHIP**

Projects that increase the number of females in leadership positions both on and off the field. Examples of eligible projects include, but are not limited to:

- Projects that lead to the improved support, development, pathways and visibility of female coaches, officials, and Executive roles.
- Initiatives that recognize and increase visibility of female role models to inspire women and girls.
- Projects that target youth engagement to support young women and girls in leadership roles.

**CAPABILITY**

Projects that aim to build the capability of the organisation to increase the leadership of women, by building gender inclusive cultures and environments.

Examples of eligible projects include, but are not limited to:

- Projects that build a positive, gender inclusive culture across the organisation.
- Projects that increase the effectiveness of boards and management in relation to building gender inclusive cultures including improvements to policies, performance, stakeholder relationships, strategic planning and whole of sport communication.

The amount an organisation requests, should reflect the scale and reach of the project and the organisation’s contribution to the project.

Successful applications will be those that best meet the objectives of the WLIS program and the assessment criteria, provide a cost-effective budget and can demonstrate that the applicant has the capacity to deliver the project.

The final grant amount will be determined by the assessment panel as part of the grants process. The amounts may vary between applicants and may not be the full amount applied for.
ELIGIBILITY CRITERIA

To be eligible to apply for the WLIS Organisation Development Grants, an organisation must satisfy all of the following criteria:

- Be, or be a state/territory sporting organisation of, a national sporting organisation recognised by Sport Australia. For a list of these organisations please go to: sportaus.gov.au/australian_sports_directory.
- Apply for support for a project on women’s leadership and/or capability development.
- Commence the project in 2021, but has not been commenced when the application is submitted.
- Have no outstanding acquittal and/or reporting requirements with Sport Australia.
- Not be an organisation named by the National Redress Scheme for Institutional Child Sexual Abuse (nationalredress.gov.au) on its list of “Institutions that have not joined or signified their intent to join the Scheme”.

INELIGIBLE EXPENDITURE ITEMS

Some examples of ineligible expenditure items are:

- venue hire
- catering
- accommodation
- administration costs
- staff wages
- materials and resource costs
- professional development of staff that the organisation should reasonably fund as part of business as usual
- projects that have already commenced or been completed.

ELIGIBLE EXPENDITURE ITEMS

The organisation grant funding can be used towards the following items:

- course fees
- presenter fees
- long distance travel (>200km) for presenters and participants, e.g. airfares, coach/bus/train tickets, car hire or petrol reimbursement
- translator or interpreter costs.

ORGANISATION GRANT RECIPIENTS’ RESPONSIBILITIES

Organisation grant recipients are required to:

- Enter into a grant agreement with Sport Australia and abide by the terms and conditions of the agreement.
- Complete an acquittal (including receipts) and report using the templates provided by Sport Australia and return it to Sport Australia within 30 days of the completion of the supported project.
HOW TO APPLY

Before applying, please read these guidelines to make sure you understand all relevant requirements.

1 CHECK ELIGIBILITY

Individuals or organisations will need to ensure they have met all eligibility criteria.

2 GAIN SUPPORTING ORGANISATION ENDORSEMENT

Receive endorsement from the CEO or delegate of the supporting organisation for uploading. This must include:

- the endorser’s name and job title
- the endorser’s organisation (e.g. NSO)
- identifies the individual as being the applicant for the grant
- expresses support for the specific course/project/activity being proposed

Note: Special consideration – termination letter due to COVID-19.

3 IDENTIFY COURSE AND/OR PROJECT

Gather course and/or project specifics including:

- course
  - fees
  - course provider
  - website link
  - funding amount requested
- project
  - description and objectives
  - number of participants
  - key deliverables and milestones
  - budget
  - risk management
  - nominated training providers involved.

4 SUBMIT APPLICATION

Applications for WLIS Leadership Workshops or Development Grants | Individual or organisations are to be completed online on the Sport Australia website at: sportaus.gov.au/grants_and_funding/women_leaders_in_sport

Individuals will also need to read and understand these guidelines, including the Terms and Conditions outlined in Appendix 1 and 2.

Only one application will be accepted per applicant per Grant Category. Any subsequent application submitted will be ineligible for assessment.
To complete the application form, applicants need to have the following information:

**Category 1: Leadership Workshops**
- the applicant’s personal details
- endorsement from the supporting sport organisation for uploading
- the impact/benefit from attending the Workshop to the applicant’s leadership pathway.

**Category 2: Individual Development Grants**
- the applicant’s personal details
- endorsement from the supporting sport organisation for uploading
- the course/training objectives, the course/training fee, and the link to the course/training website
- the impact/benefit of the proposed course/training to the applicant’s leadership pathway.

**Category 3: Organisation Development Grants**
- the organisation’s primary contact details and CEO contact details
- a brief proposed project plan including the objectives, content/program, target participants, timeline, budget, identified risk, expected outcomes
- the impact/benefit of the proposed project to the participants, the supporting organisation and/or sport
- plans of follow-up development activities for the participants.

If an applicant has all the information required, the online application process will take approximately 30 minutes to complete. If an application cannot be completed in one session, the applicant can save the application and return to complete at another time using the unique security code provided by the online system.

Applicants will receive an automated email receipt if the application is submitted successfully, which will include a copy of the submitted application. It is recommended that applicants keep a record of the email, as applicants no longer have access to the applications once they are submitted.

Applicants are responsible for ensuring that the information within the application is complete and accurate. Giving false or misleading information is a serious offence under the *Criminal Code 1995* and may result in your application being excluded from further consideration.
ASSESSMENT OF APPLICATIONS

All applications will initially be assessed against the eligibility criteria. Eligible applications will then be assessed by an internal assessment panel at Sport Australia comprising of experienced and knowledgeable staff in professional and leadership development. The shortlisted applications will then proceed to be assessed by an external assessment panel comprising representatives from NSOs, the Office for Women and Sport Australia.

Applications are assessed on the information provided in the application. Therefore, it is important that applicants answer all questions with as much relevant detail as possible.

In 2021, the following criteria will be taken into consideration in assessing applications:

<table>
<thead>
<tr>
<th>Category 1: Leadership Workshops</th>
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<tr>
<td>• relevance of the workshop to the applicant’s career aspirations</td>
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<tr>
<td>• applicant’s commitment to their leadership aspiration</td>
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<tr>
<td>• quality of the application that sufficient information is provided to demonstrate how the applicant will benefit from attending the WLIS Leadership Workshops.</td>
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<tr>
<th>Category 2: Individual Development Grants</th>
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<tbody>
<tr>
<td>• relevance of the workshop and/or course/training to the applicant’s career aspirations</td>
</tr>
<tr>
<td>• applicant’s commitment to their leadership aspiration</td>
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<tr>
<td>• quality of the application that sufficient information is provided to demonstrate how the applicant will benefit from attending the WLIS Leadership Workshops</td>
</tr>
<tr>
<td>• quality of the application that sufficient information is provided to demonstrate how the proposed project/training will benefit the applicant to progress on their identified leadership pathway</td>
</tr>
<tr>
<td>• impact/benefit of the proposed course/training to the supporting sport organisation or to the applicant’s future career opportunities.</td>
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<tr>
<th>Category 3: Organisation Development Grants</th>
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<tr>
<td>• sufficient information is provided to demonstrate how the project will enhance the leadership capabilities and competencies, for women in sport</td>
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<tr>
<td>• the proposed project has well planned timelines, milestones and measurable objectives and outcomes</td>
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<td>• the proposed budget is balanced, realistic, well justified, and good value for money</td>
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<tr>
<td>• the proposed project has identified any risk and corresponding mitigation requirements</td>
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<tr>
<td>• the organisation will need to demonstrate they have the experience, organisational and resource capacity to deliver.</td>
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APPROVAL OF GRANTS AND SUCCESSFUL APPLICANTS

The External Assessment Panel will make recommendations to the Chief Executive Officer of Sport Australia who makes the final decision including:

- the approval of the grant recipients and workshop participants
- the grant amount to be awarded
- the terms and conditions of the grant/workshop.

The decisions are final and there is no appeal process.

NOTIFICATION AND AGREEMENT

All applicants will be notified by email of the outcome of their application including:

- any funding amount to be awarded
- any offer to attend the workshops
- the specific terms and conditions of any funding or workshop offer.

Successful applicants will enter into an agreement with Sport Australia in relation to the grant funding or workshop offer. This agreement will be supplied automatically to successful applicants.

CONFLICT OF INTEREST

Any conflicts of interest could affect the performance of the grant opportunity or program. There may be a conflict of interest, or perceived conflict of interest, if Sport Australia staff, any member of the Assessment Panel, a committee or advisor, and/or you or any of your personnel, for example:

- Has a professional, commercial, or personal relationship with a party who is able to influence the application selection process, such as a Sport Australia officer, or a member of an external panel.
- Has a relationship with, or interest in, an organisation which is likely to interfere with or restrict the applicants from carrying out the proposed activities fairly and independently.
- Has a relationship with, or interest in, an organisation from which they will receive personal gain because the organisation receives a grant under the grant Program.

Applicants will be asked to declare, as part of their application, any perceived or existing conflicts of interests or that, to the best of their knowledge, there is no conflict of interest.

If you later identify an actual, apparent, or potential conflict of interest, Sport Australia must be informed in writing immediately.

Conflicts of interest for Sport Australia staff will be handled in accordance with Sport Australia’s Conflict of Interest Policy. Assessment Moderation Panel members will also be required to declare any conflicts of interest.
CHILD SAFE

Sport Australia is committed to the safety of children as outlined in our Child Safe Commitment Statement and Child Safe Policy.

Our recognised NSOs are required to adopt, implement, and enforce policies that support safe environments for children and that are compliant with relevant child protection legislation.

The ASC is a participating organisation in the National Redress Scheme and has implemented the Australian Governments Grant Connected Policy. This means organisations named in the Royal Commission into Institutional Responses to Child Sexual Abuse and/or named in applications to the National Redress Scheme who fail to join will be ineligible for funding from the ASC.

DISCLOSURE OF INFORMATION

Sport Australia will treat any personal information in accordance with the Privacy Act 1988 and the Australian Privacy Principles.

Personal information can only be disclosed to someone for the primary purpose for which it is collected unless an exemption applies.

Personal information submitted via the online application is collected by Sport Australia for the purpose of considering applications for and administering the Program.

The personal details of successful applicants (including name, home state, sport, the value of the grant awarded and a brief description of the purpose for the program) may be released by Sport Australia to the public and the media for the use of promotional and educational purposes.

To view the Sport Australia Privacy Policy visit: sportaus.gov.au/legal_information/privacy_policy

ENQUIRIES AND FEEDBACK

If you have any questions regarding the 2021 WLIS Program, please contact wlis@sportaus.gov.au

If you wish to lodge a complaint regarding the program this can be done using Sport Australia’s complaints form - sportaus.gov.au/contacts/complaints
1. If the Australian Sports Commission (referred to in these terms and conditions as 'Sport Australia') decides to offer the applicant the opportunity to attend a Women Leaders in Sport (WLIS) Leadership Workshop ('Workshop'), the offer ('Offer') will be made subject to these terms and conditions.

2. These terms and conditions, together with the notification from Sport Australia providing details of the Offer ('Successful Email'), will constitute an enforceable agreement between Sport Australia and the successful applicant ('Recipient') upon the Recipient accepting the Offer, as required by the Successful Email.

3. The Recipient agrees to attend the allocated Workshop as detailed in their Successful Email ('Activity').

4. The Recipient declares and warrants, at the date of agreeing to these terms and conditions, that she has not at any time been found to have breached any anti-doping rule or policy applicable to the Recipient, and has not engaged at any time in any conduct that constituted a breach of any anti-doping rule or policy applicable to the Recipient.

5. Sport Australia seeks to maximise the benefit of its Workshops to women in sport. Failure by the Recipient to complete the Activity, without the prior agreement of Sport Australia, may negatively impact on any future application for support that the Recipient makes to Sport Australia.

6. The personal details of Recipients (including name, home state, sport, and any photo or video footage of them produced in connection with the Workshop) may be released by Sport Australia to the public and the media for the use of promotional and educational purposes.

7. The Recipient must, if requested by Sport Australia, cooperate with Sport Australia in relation to reasonable publicity initiatives regarding the WLIS Program.

8. Sport Australia may terminate this agreement by notice in writing, in the event that: the Recipient fails to comply with any of its terms, or that Sport Australia, at its discretion, deems it inappropriate that the Recipient attend the Workshop.

9. Sport Australia reserves the right to cancel, suspend, postpone, or vary the nature of the Workshop at any time and for any reason. Sport Australia will not be liable to any person for any loss, damage or claim arising from the Workshop or such variation, cancellation, suspension, or postponement.

10. This agreement is governed by the law of the Australian Capital Territory.
APPENDIX 2 – TERMS AND CONDITIONS FOR 2021 WLIS DEVELOPMENT GRANTS (INDIVIDUAL & ORGANISATION)

1. If the Australian Sports Commission (referred to in these Terms and Conditions as ‘Sport Australia’) decides to issue a grant (Grant) to the applicant under the Women Leaders in Sport Program (Program), the Grant will be made subject to these Terms and Conditions.

2. These Terms and Conditions, together with the notification from Sport Australia providing details of the Grant award (Successful Email), will constitute an enforceable agreement between Sport Australia and the successful applicant (Recipient) upon the Recipient accepting the Grant offer, as required by the Successful Email.

3. Sport Australia will make a single payment of the Grant amount to the Recipient subject to sufficient funding being available to the Program and the Recipient complying with this Agreement.

4. The Recipient must:
   a. Complete the project activity as detailed in their Successful Email (Activity)
   b. Attend an allocated Leadership Workshop (Workshop) conducted by Sport Australia, if detailed in their Successful Email
   c. Promptly notify Sport Australia of anything reasonably likely to affect the completion of the Activity or attendance at the Workshop
   d. Not do anything to bring the Recipient, the Program or Sport Australia into disrepute
   e. Only use the Grant for the purpose of undertaking the Activity
   f. Keep records detailing the use and expenditure of the Grant, and make them available to Sport Australia or its authorised representatives, on request
   g. Provide to Sport Australia within 30 days of completion of the Activity: [i] a statement and accompanying evidence in the form required by Sport Australia, verifying that the Activity has been successfully completed and the Grant has been spent in accordance with this Agreement; and [ii] a report on the Activity, in the form required by Sport Australia
   h. Promptly repay to Sport Australia, any amount of the Grant which has not been used on approved expenditure of the Activity.
5. The Recipient declares and warrants, at the date of agreeing to these Terms and Conditions, that she has not at any time been found to have breached any anti-doping rule or policy applicable to the Recipient, and has not engaged at any time in any conduct that constituted a breach of any anti-doping rule or policy applicable to the Recipient.

6. Without limitation to any other rights of Sport Australia, if Sport Australia reasonably believes, at any time following the award of the Grant, that:
   a. The Recipient has provided false or misleading information in the application process
   b. The Grant has been spent other than in accordance with this Agreement
   c. The Recipient will not complete the Activity or has otherwise breached any of their obligations under this Agreement.

   then Sport Australia may by written notice, terminate this agreement and/or require the Recipient to repay to Sport Australia, at Sport Australia’s absolute discretion, all or part of the Grant. The amount notified must be repaid within 30 days of any such notice.

7. When dealing with Personal Information (as defined in the Privacy Act 1988) in carrying out the Activity, the Recipient agrees not to do anything which, if done by Sport Australia, would be a breach of the Privacy Act 1988.

8. The personal details of Recipients (including name, home state, sport, the value of the Grant awarded, a brief description of the purpose for the Grant, and any photo or video footage of them produced in connection with the Program) may be released by Sport Australia to the public and the media for the use of promotional and educational purposes.

9. The Recipient must, if requested by Sport Australia, cooperate with Sport Australia in relation to publicity initiatives regarding the Program.

10. The Recipient is responsible for obtaining all appropriate insurances with respect to undertaking the Activity and complying with these terms and conditions.

11. The Recipient agrees to indemnify Sport Australia and its officers, employees and contractors against any claim, loss or damage arising in connection with undertaking the Activity, or a breach of this Agreement. This obligation to indemnify Sport Australia will reduce proportionally to the extent that any act or omission involving fault on the part of Sport Australia, contributed to the claim loss or damage.

12. Sport Australia reserves the right to cancel, suspend, postpone or vary the nature of the Workshop at any time and for any reason. Sport Australia will not be liable to any person for any loss, damage or claim arising from the Workshop or such variation, cancellation, suspension, or postponement.

13. This Agreement does not create a relationship of employment, or agency between the Recipient and Sport Australia.

14. This agreement is governed by the law of the Australian Capital Territory.