Final Report

Compliance to the World Anti-Doping Program: A status evaluation of national sport organizations in Hong Kong

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Executive Summary

The present study aimed to assess the status of anti-doping works among the Hong Kong NSOs. Apart from this, the organizations' readiness to change and to initiate / strengthen the anti-doping works was also studied from the point of view of administrator, coach, and committee member. It would appear that a great majority of NSOs in Hong Kong were at the contemplation stage in implementing anti-doping functions and that their major constraints were the limited financial and manpower resources.

Background

The World Anti-Doping Program (Program), developed by the World Anti-Doping Agency (WADA), is structured in three levels – The World Anti-Doping Code (Code), International Standards (IS) and Models of Best Practice and Guidelines (Models). While WADA expressed one of the purposes of the Program and the Code is "to ensure harmonized, coordinated, and effective anti-doping programs at the international and national level with regard to detection, deterrence, and prevention of doping." (World Anti-Doping Code, 2003, p. 1), we suggest that the Program can serve two purposes. On macro level, the Program serves to provide International Federations (IFs) and the National Anti-Doping Organizations (NADOs) with a framework to develop anti-doping policies, rules, and regulations whereas on a micro level, the Program provides guidance to national sport organizations (NSOs) in carrying out anti-doping functions such as provision of anti-doping education programmes and applying appropriate practices to demonstrate their compliance to policies, rules and regulations set by IFs and NADO.

With the Code in place for over two years, the respective role of IFs and NADOs in promoting and monitoring anti-doping behaviours in athletes should be clear to many sport organizations and sport professionals involved in high-level competitions such as the world games or the Olympics. However, for those who are not involved in that caliber of competition, the scenario might be less optimistic. Included in this group would be coaches and administrators of NSOs that have never produced athletes capable of achieving qualifying standards that warrant them a place in high-level competitions. Even among NSOs with experience in high-level competitions, their second or third-tier athletes might not have the same exposure as their elite counterparts. Given that NSOs play a significant role in communicating anti-doping information to their athletes and their role in implementing anti-doping policies, rules and regulations, the need to evaluate NSOs' current practices in this respect is important. Therefore, the purpose of the present study is to take a case-study approach to examine the extent of compliance to the Program among NSOs in Hong Kong. Specifically, we aim to assess the status of Hong Kong NSOs in implementing anti-doping functions and elements constraining their full compliance. Although the study will only involve NSOs in Hong Kong, the knowledge gained could probably be applied to countries with similar anti-doping experience and profitably used by IFs, NADOs, and WADA when directing their resources and efforts.

To the extent that NSOs are organizations and their compliance or non-compliance to

the Program could be treated as the adoption or non-adoption of a management practice, models aiming to explain the process of organization change were examined. Among the models being reviewed, Prochaska's Transtheoretical Model (TTM) (2000) was used in this study to analyze the change process of NSAs in anti-doping functions. The TTM was originally developed to explain behavioral change in individuals and has been gaining popularity since its development (Prochaska, Prochaska & Levesque, 2001). Central to the TTM are a number of theoretical constructs related to change, namely stages of change, decisional balance, and process of change. Stage of change implies that change could be seen as a series of movement along a continuum. There are six stages of change that an individual/organization go through when engaging in intentional change. The stages are labeled pre-contemplation, contemplation, preparation, action, maintenance and termination. Process of change is related to the belief that there are overt and covert activities influencing change. Those activities could be further classified into experiential processes and behavioural processes. The experiential processes are used primarily for the early stage of transitions and include consciousness raising, dramatic relief, environmental reevaluation, social liberation, and self-reevaluation. The behavioural processes are used for later stage transition and include stimulus control, helping relationship, counter conditioning, reinforcement management, and self liberation. In sum, the TTM provides an opportunity to understand the temporal ordering of events in changing an established pattern which is the intent of this study (the status of NSOs in implementing anti-doping functions) and an opportunity to understand mechanisms that mediate intentional change (constraints of NSOs in implementing anti-doping functions). An additional rationale for adopting this model stems from the fact that it had already been successfully applied to analyze change in family service agencies (cf. Prochaska, 2000). The focus of that study was to assess the status of family service agencies in adopting a new system, the "Time-limited Therapy", and therefore, is very similar to the present study in terms of purpose. Therefore, in this study, the TTM would be employed.

Method

Phase I – Design of questionnaire

Three NSOs of different sizes were invited to attend a face-to-face interview with a member of the research team who has good experience in anti-doping works. The purpose of the interview was to clarify the purpose and procedures of the study and to identify essential items that should be included in the self-reporting questionnaire and the structured interview that would be used for collection of data for the study.

Phase II – Collection of data

Letters of invitation to participate in the research project, three copies of the finalized questionnaire were delivered to all NSOs in Hong Kong (excluding those that had participated in the Phrase I of study).

Follow-up telephone calls were made to confirm participation. For those NSOs that voluntarily participated in the project, interview was conducted and questionnaires were collected during or after the interview session.

Questionnaire

There were three versions of questionnaires used in the survey. Each version was developed specifically for each of the categories of responders, namely administrator, coach, and committee member that represented the NSO. Part 1 and Part 2 of the questionnaire were identical for all categories of responders and Part 3 to Part 5 were only found in the questionnaire directed to the administrator.

Part 1 of the questionnaire was modified from the readiness to change questionnaire (RTCQ) (Rollnick et al., 1992) originally designed for drinking behaviour. The original RTCQ is a 12-item questionnaire used for assignment of excessive drinkers to Precontemplation, Contemplation, and Action stages (Heather et al., 1991). The modified questionnaire used in this study was used to assess the readiness to increase efforts in anti-doping works of the NSOs.

Items included in Part 2 of the questionnaire were based on the interview conducted in Phase 1 with the three NSOs. From these interviews, a list of pros and cons for increasing efforts in anti-doping works were identified. The responders were required to rate these pros and cons in accordance to the importance in influencing their decision on whether to increase efforts in anti-doping works in their NSOs or not.

Part 3 to Part 5 of the questionnaire were only directed to the administrator for collecting information on resources spent on anti-doping works, opinion on anti-doping education and information program, and demographics of the NSO.

Interview

Two members of the research team conducted face-to-face interview with representatives of NSOs. The representatives of the NSOs were either an administrator, a committee member or a senior coach who were familiar with anti-doping works of the NSO. The interviews were structured and started with standard questions. Based on the answer, follow-up questions were asked as

appropriate.

Results

A total of 62 invitations were sent to the Hong Kong NSOs to request for participation in the project. A total of 42 interviews (67.7%) were conducted and 44 (71.0%) NSOs returned their completed questionnaires.

Demographics of the Hong Kong NSAs

Demographics of the NSOs provided a rough idea of the scope of the local NSOs. Table 1.1 – 1.5 summarized the number of athletes, coaches, and competitions held and participated by the responders. It suggested that most of Hong Kong NSOs had less that 5 full-time and less than 5 part-time staffs. Majority (77.1%) of the NSOs had less than 50 athletes participating in international events that were endorsed by the respective International Federation (IF). Over half of the NSOs (60.6%) had 50-200 Level 1 coaches. About half of the NSOs had less than 31 Level 2 coaches (57.6%) and had less than six Level 3 coaches (51.5%). About half of the NSOs organized less than 10 local competitions per year. Sixty five percent of the NSOs organized 0-1 international event each year. About 63% of the NSOs had their athletes participated in 1-5 international competitions each year.

Resources used in anti-doping works

Table 2 suggested that the Hong Kong NSOs had not spent much in terms of finance and manpower in anti-doping works. Majorities of the NSOs (close to 88%) had zero expenditure on anti-doping in the past 3 years and were not expected to spend any money on anti-doping in the current year. Up to 80-90% of the NSOs did not have any manpower, including paid staffs and honorary consultant, assigned to anti-doping works.

Opinion on anti-doping education/information program

Table 3.1 presented the perceived importance of the possible content that should be included in an anti-doping education/information program. The top three important contents were ‘Ways to avoid inadvertent doping’, ‘Rights and responsibilities of athletes in doping control’, and ‘Anti-doping rules and regulations’. According to Table 3.2, the most suitable mode for anti-doping education/information program was web page. Furthermore, workshop, pamphlets, and VCD were also considered as suitable media. Other suitable mode of education/information program suggested included TV commercial/program, seminar, article in newspaper, etc (Table 3.3).

The most suitable time for conducting workshop on anti-doping was quite varied among the NSOs. According to Table 3.4, 45% prefer evening of weekdays, however, other choices were also popular (office hours of weekday – 30% and non-office hours at weekends - 25%). Most NSOs (68.3%) responded positively and would recommend staffs to attend anti-doping workshop cost HKD300 (about USD40) and last for 6-8 hours (Table 3.5).

Readiness for change

The modified RTCQ was directed to administrator, coach, and committee member of the NSOs and results were summarized in Table 4. Majority of the responders were at the contemplation stage (administrator – 54.5%, coach – 51.1%, committee member – 47.7%). They were considering initiating /strengthening anti-doping works of their NSO.

Factors affecting decision making

Administrator, coach, and committee member were asked to weight the importance of a list of pros and cons for initiating/strengthening anti-doping works, the results were summarized in Table 5.

All the responders were consistent in rating the pros for initiating/strengthening the anti-doping works. The descending order of importance of the pros was ‘It will directly or indirectly improve professional knowledge of the NSO staff’, ‘It will help us to avoid being penalized by IF’, and ‘It will affect the professional image of the NSA’.

For the cons for initiating/strengthening the anti-doping works, all responders agreed that ‘It will create unnecessary hassle to our athletes’ was the most important factor. They also agreed on the second and third important factors were ‘Anti-doping work is not essential to the development of our NSO’ and ‘It will pose additional financial pressure on our NSO’. However, administrator rated financial pressure more important, coach and committee member rated not essential to the development of the NSO more important.

Present status of anti-doping works

The interview conducted with representatives of NSOs provided a chance for collecting information on the present status of anti-doping works of the Hong Kong NSOs. These anti-doping works were organized according to the nature, namely ‘education’, ‘capacity building’, ‘drug testing’, ‘cooperation with IF and other ADOs’,

and ‘policy’. Results obtained were summarized in Table 6.

In terms of education, most NSOs (81.4%) had reminded their athletes and athlete support personnel that they are bound by anti-doping rules. Answers to our follow-up questions suggested that most of the reminders were sent prior to major competitions. The majority of the Hong Kong NSOs would distribute information on doping control obtained from third parties (65.1%) and related education program (58.1%) to relevant persons. However, only 18.6% of the NSOs had included anti-doping information in newsletter, web page, or correspondence to members. To organize education program with/without assistant from third parties was also not common among the local NSOs.

Program to enhance anti-doping knowledge of existing staffs was also relatively under-developed. Only 14% of the NSOs had organized information/education program to upgrade related knowledge and only 4.7% of the NSOs had trained Doping Control Officer of their own.

On issues concerning drug testing and related functions, 37.2% of the NSOs reported that they had experience in conducting drug test at locally held international events. However, only 7% of the NSOs had conducted drug test in local competitions and 2.3% of the NSOs conducted out-of-competition tests on their athletes. It seems that, in Hong Kong, only athletes competing at international level were monitored under the drug-testing program. Athletes participating in local competitions have minimum exposure to any drug-testing program.

In terms of record keeping, about 30.2% of the NSOs had record of drug tests conducted on their athletes. However, only 14% of them reported the information to their respective IF. The discrepancy was due to the fact that most of the IFs did not request for such related information.

About half of the NSOs (44.2%) had experience in collecting or coordinating the whereabouts information of athletes. However, only 30.2 % of them updated their respective IF on this on a regular basis. Follow-up questions suggested that the discrepancy was due to the fact that IF did not request for regular updates on the whereabouts information. It is especially true for those NSOs that did not have athletes competing at the international level.

Only 18.6% of the NSOs had experience in applying TUE for their athletes and 16.3%

of them kept record on the TUE. Furthermore, only 7% of the NSOs regularly updated their respective IF of these TUE status.

Only 8% of the NSOs had assisted their IF or other ADOs to conduct drug testing. Responses to follow-up questions suggested that both in-competition testings and out-of-competition testings were involved.

In terms of policy, 39.5% of the NSOs had discussed doping related issues in their meeting. About one third (27.9%) of the NSOs had included a clause to forbid the use of prohibited substances by athletes in their constitution. Response to follow-up questions indicated that most of the NSOs only indirectly addressed the issue by asking readers to refer to the rules and regulations set forth by their respective IF. Among the respondents, only 7% of the NSOs had procedural guideline for handling anti-doping related duties.

Discussion

The main purpose of the survey was to carry out a status evaluation of the anti-doping functions of the Hong Kong NSOs. Information obtained in the interview and questionnaire suggested that the majority of NSOs in Hong Kong were at the contemplation stage in implementing anti-doping functions. According to the theory of the TTM, individuals at the contemplation stage may start to realize that the target behavior is problematic but may not be ready to make any change (Prochaska, 2000). Furthermore, if they were pressured, they can be very resistant. Therefore, when cast into the present situation of NSOs in Hong Kong, educational workshops and realistic resource support are essential for moving them onto the next stage, namely, action stage.

TTM studies suggested that stage-matched interventions outperform action-oriented interventions (Prochaska, et al., 2001). The former can increase the likelihood of individuals to progress to the next stage, namely to take action. When applying the TTM to initialize organizational change, the interventions should be individualized and matched to the employees' readiness to change. Therefore, this is another consideration to address when developing the content of the workshops.

According to Prochaska et al. (2001) dramatic relief, self-reevaluation and thinking about commitment are processes of changes that should be emphasized for those at the pre-contemplation and contemplation stage. It is therefore recommended that information program that aims at helping the Hong Kong NSOs to move along the

stage of change in their anti-doping functions should include emotional arousal components, for example, discussing about the fear of being sanctioned by respective IF when there is a non-compliance and the advantages of successful implementation of the WADC. The strength and weakness of the NSO in implementing anti-doping functions should be reevaluated. NSOs should also be encouraged to discuss the possibility of implementing anti-doping programs and make a commit to increase anti-doping efforts.

The present study also found that the major constraints on Hong Kong NSOs in implementing anti-doping functions were the limited financial and manpower resources. Therefore, instead of allocating additional resources to each NSOs, setting up a centralized body that can coordinate anti-doping functions of Hong Kong will allow better use of limited resources.

Conclusion

The present study is the first of this kind to study the status of anti-doping works among the Hong Kong NSOs. Apart from investigating the present status on the various aspect of the anti-doping works, the readiness of change to initiate / strengthen the anti-doping works was also studied from the point of view of administrator, coach, and committee member. It would appear that a great majority of NSOs in Hong Kong are at the contemplation stage in implementing anti-doping functions and their major constraints were the limited financial and manpower resources. Information collected can serve as a starting point to design intervention program to help the Hong Kong NSOs to initiate / strengthen their anti-doping works and comply with the World Anti-Doping Code. The knowledge gained from this study could probably be applied to countries with similar anti-doping experience and profitably used by IFs, NADOs, and WADA when directing their resources and efforts.

Tables on the Demographics of the responding Hong Kong NSOs

Table 1.1 – Number of paid staffs

	Full-time		Part-time	
	Count	%	Count	%
0	2	4.8	20	48.8
1-5	28	66.7	20	48.8
>5	12	28.6	1	2.4
Total	42	100	41	100

Table 1.2 - Number of athletes

	Participating in international events*		Others	
	Count	%	Count	%
0 - 10	7	20.0	1	3.8
11 - 50	20	57.1	5	19.2
51 - 100	4	11.4	9	34.6
101 - 200	3	8.6	2	7.7
> 200	1	2.9	9	34.6
Total	35	100	26	100

* International events refer to those events endorsed by the corresponding IF.

Table 1.3 – Number of coaches

Level 1			Level 2			Level 3		
	Count	%		Count	%		Count	%
0-50	8	24.2	0-10	13	39.4	0	7	21.2
51-100	9	27.3	11-30	6	18.2	1-5	10	30.3
101-200	11	33.3	31-50	3	9.1	6-10	7	21.2
201-300	4	12.1	51-100	5	15.2	11-20	4	12.1
>300	1	3.03	>100	6	18.2	>20	5	15.2
Total	33	100	Total	33	100	Total	33	100

Table 1.4 – Competition organized and participated

Average no. of local competition held per year			Average no. of international competition held per year			Average no. of international competitions participated per year		
	Count	%		Count	%		Count	%
0-5	14	34.1	0	9	22.5	1-2	13	31.7
6-10	10	24.4	1	17	42.5	3-5	13	31.7
11-20	8	19.5	2	6	15	6-10	6	14.6
21-30	1	2.4	3	1	2.5	11-20	6	14.6
>30	8	19.5	>3	7	17.5	>20	3	7.3
Total	41	100	Total	40	100	Total	41	100

Table 2 – Resources used in anti-doping works by the Hong Kong NSOs

Table 2.1 – Financial resources used in anti-doping by the Hong Kong NSOs

	Average annual expenditure in the past 3 years	Expected expenditure in this year
0 USD	36 (87.8 %)	37 (88.1 %)
1 - 1000 USD	3 (7.3 %)	2 (4.8 %)
1001 - 2000 USD	1 (2.4 %)	2 (4.8 %)
> 2000 USD	1 (2.4 %)	1 (2.4 %)

* Count (%)

Tables 2.2 – Manpower resources used in anti-doping by the Hong Kong NSOs

	Count	%
Paid Staff		
0	35	85.4
1	5	12.2
2	1	2.4
Honorary consultant – Medical professional		
0	32	80
1	3	7.5
2	2	5
>2	3	7.5
Honorary consultant – Legal professional		
0	36	90
1	2	5
2	2	5
Honorary consultant – Technical expert (e.g. Doping Control Officer)		
0	33	82.5
1	2	5
2	3	7.5
>2	2	5
Honorary consultant		
0	38	95
4	1	2.5
6	1	2.5

Tables on the Opinion on anti-doping education/information program

Table 3.1 – The content that should be included in an anti-doping education program presented in descending order of importance as perceived by NSOs

Content	Score	
	Mean	SD
Ways to avoid inadvertent doping	.97	1.09
Rights and responsibilities of athletes in doping control	.95	1.17
Anti-doping rules and regulations	.77	1.02
Responsibilities of NSO in doping control	.56	.93
Competitive sports and ethics	.47	.69
Therapeutic use exemption for prohibited drugs	.45	.92
Drug testing procedures	.40	.80
The current practices of international anti-doping works	.39	.84
Whereabouts information of athletes	.35	.87
The current practices of anti-doping works in Hong Kong	.34	.72

Table 3.2 – The mode of education/information program presented in descending order of suitability as perceived by NSOs

	Mean	SD
Web page	2.77	2.02
Workshop	2.58	2.12
Pamphlets	2.15	1.79
VCD	2.13	1.73
Others	.35	1.03

Table 3.3 – Other suitable mode of education/information program suggested

Mode	Frequency of being suggested
TV commercial/program	3
Seminar	1
Article in newspaper	1
Commercial media	1
Exhibition	1

Table 3.4 – The most suitable time for conducting workshop on anti-doping

	Frequency	%
Office hours of weekdays (Mon – Fri)	12	30
Evening of weekdays (Mon – Fri)	18	45
Non-office hours of weekends (Sat, Sun)	10	25
Total	40	100

Table 3.5 - Will you recommend your staff to attend the anti-doping workshop that cost $300 per head and last for 6-8 hours?

	Frequency	%
Yes	28	68.3
No	13	31.7
Total	41	100

Table 4 – Readiness for change to initiate / strengthen anti-doping works

	Precontemplation	Contemplation	Action
Administrator	8 (18.2%)	24 (54.5%)	14 (27.3%)
Coach	8 (17.8%)	23 (51.1%)	14 (31.1%)
Committee member	10 (22.7%)	21 (47.7%)	13 (29.5%)

* Count (percentage)

Table 5 –Factors affecting decision on initiating / strengthening anti-doping works presented in descending order of importance

Pros	Score	
	Average	SD
Administrators		
It will directly or indirectly improve professional knowledge of the NSO staff	5.1	1.17
It will help us to avoid being penalized by IF	3.85	1.61
It will affect the professional image of the NSA.	3.69	1.49
It will help to preserve the health of our athletes.	3.17	1.38
There is a need to comply to the rules and regulations set forth by the international sporting community	2.06	1.17
It will help to maintain fair play.	2.06	1.21
Coach		
It will directly or indirectly improve professional knowledge of the NSO staff	4.11	1.41
It will help us to avoid being penalized by IF	3.93	1.67
It will affect the professional image of the NSA.	3.7	1.66
There is a need to comply to the rules and regulations set forth by the international sporting community	2.93	1.6
It will help to preserve the health of our athletes.	2.7	1.6
It will help to maintain fair play.	2.41	1.54
Committee member		
It will directly or indirectly improve professional knowledge of the NSO staff	4.85	1.24
It will help us to avoid being penalized by IF	4.1	1.62
It will affect the professional image of the NSA.	3.94	1.6
It will help to preserve the health of our athletes.	2.73	1.58
There is a need to comply to the rules and regulations set forth by the international sporting community	2.45	1.11
It will help to maintain fair play.	2.24	1.28

Cons	Score	
	Average	SD
Administrators		
It will create unnecessary hassle to our athletes.	4.98	1.23
It will pose additional financial pressure on our NSO.	3.81	1.46
Anti-doping work is not essential to the development of our NSO.	3.36	1.55
Athletes of our sport do not use prohibited substances to enhance performance.	3.12	1.66
There is a lack of professional knowledge to implement such works.	3.07	1.51
There is a lack of manpower to implement such works.	2.44	1.38
Coach		
It will create unnecessary hassle to our athletes.	4.56	1.28
Anti-doping work is not essential to the development of our NSO.	3.78	1.41
It will pose additional financial pressure on our NSO.	3.6	1.55
Athletes of our sport do not use prohibited substances to enhance performance.	3.58	1.76
There is a lack of professional knowledge to implement such works.	3.06	1.63
There is a lack of manpower to implement such works.	2.76	1.21
Committee member		
It will create unnecessary hassle to our athletes.	4.92	1.41
Anti-doping work is not essential to the development of our NSO.	3.92	1.68
It will pose additional financial pressure on our NSO.	3.85	1.72
There is a lack of professional knowledge to implement such works.	3.52	1.69
Athletes of our sport do not use prohibited substances to enhance performance.	3.27	1.71
There is a lack of manpower to implement such works.	2.85	1.66

Table 6 – The present status of the anti-doping works of the Hong Kong NSOs

	Status*	Count	%
Education			
To remind athletes and athlete support personnel that they are bound by the anti-doping rules	1	7	16.3
	2	1	2.3
	4	35	81.4
	Total	43	100
To distribute information on doping control from third parties to your athletes and athlete support personnel	1	14	32.6
	2	1	2.3
	4	28	65.1
	Total	43	100
To distribute information about education programs on doping control to athletes/coaches/sport administrators	1	18	41.9
	4	25	58.1
	Total	43	100
To include information on doping control in newsletter, web page, or correspondence to members of your NSA	1	30	69.8
	2	5	11.6
	4	8	18.6
	Total	43	100
To seek assistance from relevant parties to organize education or information sessions for your athletes and athlete support personnel on matters related to doping control	1	28	65.1
	2	8	18.6
	3	2	4.7
	4	5	11.6
	Total	43	100
To organize education talk or seminar for your athletes/coaches/sport administrators on anti-doping	1	35	81.4
	2	5	11.6
	4	3	7
	Total	43	100
Capacity building			
To upgrade the existing staff on doping related issues through information/education program	1	32	74.4
	2	5	11.6
	4	6	14
	Total	43	100
To train up Doping Control Officer for your NSA	1	38	88.4
	2	3	7
	4	2	4.7
	Total	43	100

Drug testing and related functions			
To conduct drug test in locally held international event	1	23	53.5
	2	4	9.3
	4	16	37.2
	Total	43	100
To conduct drug test in local competition	1	39	90.7
	2	1	2.3
	4	3	7
	Total	43	100
To conduct out-of-competition drug test on your athletes	1	41	95.3
	2	1	2.3
	4	1	2.3
	Total	43	100
To keep record of all drug tests conducted on your athletes (during international competition, out-of-competition)	1	26	60.5
	2	3	7
	3	1	2.3
	4	13	30.2
	Total	43	100
To regularly update your IF and other ADO on the drug test record and results of your athletes	1	36	83.7
	2	1	2.3
	4	6	14
	Total	43	100
To collect or coordinate the whereabouts information of your athletes	1	24	55.8
	4	19	44.2
	Total	43	100
To regularly update your IF and other ADO on the whereabouts information of your athletes	1	30	69.8
	4	13	30.2
	Total	43	100
To assist athlete in the application of Therapeutic Use Exemption (TUE)	1	34	79.1
	2	1	2.3
	4	8	18.6
	Total	43	100
To keep record of TUE for your athletes	1	35	81.4
	2	1	2.3
	4	7	16.3
	Total	43	100
To regularly update your IF and other ADO on the TUE status of your athletes	1	39	90.7
	2	1	2.3

	4	3	7
	Total	43	100
Cooperation with IF and other ADOs			
To assist IF or other ADOs in conducting drug test	1	35	81.4
	4	8	18.6
	Total	43	100
Policy			
To discuss doping related issues in the meeting of your NSO	1	25	58.1
	2	1	2.3
	4	17	39.5
	Total	43	100
To include a clause to forbidding the use of prohibited substances by athletes in the constitution of your NSO	1	26	60.5
	2	5	11.6
	4	12	27.9
	Total	43	100
To prepare a procedural guideline to handle anti-doping related duties. (If such guideline exist, please provide details on the target group and contents)	1	33	76.7
	2	7	16.3
	4	3	7
	Total	43	100

* Status – 1 = No such intention in the foreseeable future; 2 = Under serious consideration of taking action within the next 6 months (or in the foreseeable future); 3 = Have constructed a plan to do so; 4 = System in place

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