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### **2019 iNADO Workshop (March 12, Lausanne)**

In the next days we will open the registration for the 2019 iNADO Workshop (March 12, University of Lausanne). And in a few more weeks we will release the first draft of the programme. You will have the opportunity to book your accommodation using the Lausanne Tourisme Platform.

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### **Report on the WADA Foundation Board and associated meetings, Baku, November 13-15 2018. CEO Graeme Steel**

It was clear from well before the meetings began that these would be pivotal in the history of WADA and the progress of the drive for clean sport. Below is my summary of what were the key discussions and decisions.

**Government meeting - Nov 13** (Note that these meetings are held "in camera" and comments here are restricted to what is already publicly reported.)

1. There was a clear divergence of opinion around a/ specifically the attendance of Vice President Helleland at the Washington DC meeting in early November and b/ whether or not candidates for the Presidency should withdraw from current roles during the campaign period. (Note - it is not for iNADO to take a position on such matters.

To date three candidates have emerged for the Presidency; Helleland (Norway), Banka (Poland) and Diaz (Dominican Republic). (There remains conjecture around French ITA President Fourneyron but, to my knowledge, it is only that.) Note that proposals for a minimum age of 45 and a master's degree qualification were (thankfully) roundly rejected. The single candidate proposed by Governments should be known by the May WADA meeting. The Sport Movement does not, by convention, challenge that candidate.

2. Governments supported a full independent inquiry into the allegations of bullying during WADA ExCO and FB meetings (and the wider "culture") rather than internal or limited scope investigations.

3. There was strong support given by many speakers for a position for athletes on ExCo.

#### **WADA Executive Committee Meeting (Nov 14).**

Observers are not permitted at ExCO meetings. Reports indicate that the meeting continued the pattern of clear divisions between Sport and Government representatives with some of the interventions still intemperate.

#### **WADA Foundation Board Meeting (Nov 15).**

1. The meeting began with a strongly worded early intervention from the New Zealand representative critical of what he regarded as an inappropriate release of outcomes of a very limited initial inquiry into the bullying allegations. After considerable discussion it was agreed that a further and more complete and independent inquiry would take place.

(This section of the meeting had a rather charged atmosphere but the remainder of the meeting was more relaxed and conciliatory.)

2. Changes to WADAs Governance and expert Committees.

Full details of the changes can be found elsewhere. Primary developments are;

- Athlete representatives and NADOs were given positions as of right on the majority of WADA Standing Committees and Expert Groups.
- Following the next Government appointed Presidency cycle future Presidents and Vice Presidents must be “independent” as verified by a newly constructed committee. (They may be nominated by Governments or the Sport Movement but must be independent of them.)
- Two new positions on the Executive Committee are reserved for people independent of Government and the Sports Movement and who fill identified expertise gaps.

These changes were promoted by senior people within WADA as a major step forward and indeed they reflect progress greater than previously had been achieved.

However the opportunity was lost to genuinely take WADAs governance from a model hastily put together in the 1990s to one which is fit for purpose in the 2020s. Had the importance of athlete representation been embraced at the outset of the almost 2 year process, an approach for ensuring appropriate athlete participation could have been established. The 11th hour change of heart by Sport Movement and Government representatives meant that that there was insufficient time to implement a good sense position which had finally emerged.

The final observation would be that that the process is regarded as ongoing and these changes are the start. What is difficult to understand is why you implement changes without a clear view of the final objective. It seems to be a little like starting to randomly construct walls of a house with no final plan as to what the house will look like.

3. An updated version of the very good Athlete Charter was presented. The intent is to have a consultation period and then somehow incorporate the final document into the Code structure. It is not yet clear what the status of the Charter will be in the full WADA Programme.

4. A presentation of the evolution of the new Code draft was given by Rich Young. One personally disappointing indication from this is that there has been some push back on the Code looking to better reflect the differing circumstances of “recreational” athletes. In my view this has long been a weakness of the Code but one which the Code should now be mature enough to encompass.

5. A presentation of the “Next Gen” of ADAMS was given. It is clear that a/ this is long overdue and b/ if it is, in practice, anywhere near as good as has been presented it will be a quantum leap forward.

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## **The Role of NADOs – Comment from the CEO**

Veteran IOC member and former WADA President, Richard Pound, recently featured in a British newspaper article complaining that, in general, NADOs were too involved in “political” matters and were making too much public comment on matters which (in his view) is not their place - they should simply get on with testing.

These comments (from a man who has contributed enormously to anti-doping) are both disappointing and also reflect a surprisingly poor understanding of the current nature of the anti-doping landscape. Each year, NADOs do the vast bulk of anti-doping work throughout the world (and this work is far more comprehensive than merely testing). Under the World Anti-Doping Code, NADOs are required “to be independent in their operational decisions and activities”. Public comment is one way that NADOs can make their positions known regarding crucial decisions made elsewhere which directly impact their activities.

Furthermore NADOs have day to day contact with athletes in a manner that no other ADO group does. Athlete support for anti-doping work is essential but it is acknowledged that athletes are not generally well organised (and are often reluctant) to make comment or challenge. An important activity among NADOs is to ensure that the voice of athletes is heard and considered.

To expect NADOs to not take strong public positions for themselves and the NADO community and, critically, not assist athletes to be heard smacks very much of the “old boy” network approach to sports governance which we had hoped we were moving (slowly) past

as we approach 2020. If Mr. Pound wishes NADOs to be less vocal publicly then he and his IOC colleagues should take much stronger positions in support of clean sport and clean athletes and consider ways to support meaningful participation of NADOs (and athletes) in WADA decision making.

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## **NADOs give Feedback to the 2nd Draft of the Int. Standard for Education (ISE)**

After the second World Education Conference in Beijing, education managers and staff from approx. 16 NADOs met at the CHINADA offices and exchanged general views on the ISE. Certainly, the ISE is still in consultation process but there are some clear directions that can be highlighted now.

Some key suggestions which arise from the discussion include:

- The need to clarify roles at all levels to ensure cooperation (rather than confusion or duplication of roles). The example of NADOs and IFs when it comes to International athletes is an obvious example and currently there are many gaps/duplications.
- The need to find ways to engage and get support from National Olympic Committees and National Sporting Organisations. (A “map of responsibilities” should be part of all NADO plans.)
- Clean sport (anti-doping!) education needs to be considered within and be part of a wider context of ethical sport education.
- The need for a repository of enabling tools and examples of best practice many of which already exist and can be shared and applied with customisation as needed. (The JADA programme is one good example freely available.)
  - In line with above, ADOs need a platform and mechanism for sharing and discussing those tools and ideas and to help each other. iNADO Base Camp may not be the perfect answer but is a very helpful tool which already exists and is easy to use.
- The standard should not be too prescriptive, guidelines can fill in the detail. And in fact, this has been the intention from the beginning.
- NADOs need to understand that the Education Standard and its process will evolve (and improve) and will not be perfect at the start. The lack of perfection should be catalyst to contribute to improvement rather than criticise imperfection.
- It is important that education includes whole of athlete environment and influencers and does not just focus on athlete.

Furthermore, some education experts agreed that evaluation tools, formal and informal, need to be available and shared. Sometimes there are useful simple tools which can be used which do not replace robust assessment but can give real time helpful feedback. The Standard needs to be augmented by documents that give practical guidance on both planning and implementation. To do so identification and prioritisation of target groups and particularly the “athlete”, “testing pool” (or whatever final term is used) is crucial.

Finally, the experts agreed that it is not necessary to invent everything from scratch as good quality education approaches and plans exist across a wide variety of other fields.

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## **Ideas how to implement the ISE using a Guidelines Document**

In addition to the feedback provided on the ISE, the NADO education colleagues gathered in Beijing agreed that in principle the ISE is in good shape and that a Guidelines Document should provide more detailed instructions. This will be a very important next step for the development of the ISE.

The experts compiled a list of the key topics that they thought would be beneficial to include in the Guidelines Document. These are (in no particular order):

- Insights of pedagogy; how to design education integrating principles of learning for maximum effect
- Roles and responsibilities of stakeholders in education and how this works in practice
- Monitoring and evaluation; how to do this and examples
- How to conduct a target group analysis and prioritisation exercise to form an ‘Education Pool’
- How to educate ‘wider populations’; guidelines for core target groups including core topics that could be included
- How to develop a robust (and compliant) Education Plan
  - Expectations of a values based education
  - Education programmes that support athletes and ASP heading to a Major Games
  - Incorporation of anti-doping into values based education in schools. Examples of good practice for youth athletes

- Reminding the consequences of doping for health, but also social, and economical aspects
  - Topics outside of doping in the traditional sense including case studies; recreational athletes, wider integrity issues, fitness/gyms
  - Sports nutrition should be included
  - Assessment; what do we mean, what are the different types, and why should we do this (how to assess learning and behaviour)
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## **Spanish Anti-Doping Agency launches Education Module in Latin America**

On November 19, the education block of Intercoonecta, the development programme for Latin America of the Spanish Anti-Doping Agency (AEPSAD) began. This is the first of three blocks of the project which promotes the exchange of knowledge and the development of capacities between AEPSAD and Latin-American NADOs.

This block begins with a webinar in which the methodology and content of the course is explained, it continues with an online session followed by two examinations, one of general concepts of doping and another of psychological aspects. The education module finalizes with a face-to-face course, to be held at the Training Center of the Spanish Agency for Cooperation and Development (AECID) in La Antigua, Guatemala in 2019. The units of the overall education block amount to 60h and upon completion, students will receive a certificate.

In March 2019, the Doping Control module of Intercoonecta will be launched with the same methodology. This cooperation programme is scheduled to finish in 2020 with the Legal module. We can only thank AEPSAD and the Spanish Agency for Cooperation and Development AECID, for their committed to assist in the development of an adequate system of prevention of doping through informative and educational programs in Ibero-America.

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## **Annual Larry D. Bowers Award for Excellence in Anti-Doping Science**

Last month, the U.S. Anti-Doping Agency (USADA) awarded the 3rd Annual Larry D. Bowers Award for Excellence in Anti-Doping Science to Dr. Matthias Kamber, our friend and former director of Anti-Doping Switzerland (ADCH), in honor of the critical role he has played advancing scientific excellence in the fight for clean sport as a chemist and anti-doping scientist.

Presented during USADA's [17<sup>th</sup> Annual Symposium on Anti-Doping Science](#) in Chicago, the Award and accompanying cash honorarium were awarded to Matthias because of his many contributions to anti-doping science. Over the course of his career, he has served as a laboratory director, a member of the Swiss Ministry of Sport, and the director of a national anti-doping organization, all while initiating and conducting anti-doping research.

This research involved partnering with multiple WADA-accredited laboratories and joining ADCH-led social science projects with Swiss stakeholders. According to a colleague, Matthias "is persistent and never lost track of our aim of achieving the best possible results for clean athletes." Dr. Kamber is particularly well-recognized in the field of anti-doping science for his pioneering work on dried blood spots and he has published more than 60 scientific papers and articles on various subjects.

"Dr. Kamber made unique contributions to anti-doping analytical and social science, as well as worked to promote the importance of science to drive evidence-based decision making and fairness to athletes," commented Dr. Larry Bowers, former USADA Chief Science Officer.

"I am very excited and thrilled having received this special award," noted Dr. Kamber. "For me, research was always a way to support clean athletes with new and innovative tools and solutions. I am proud that this continuous effort has been honored."

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## EXISTING CERTIFICATION MARK



## NEW CERTIFICATION MARK (two orientation options)

### New NSF Certified for Sport® Certification Mark

NSF International is proud to introduce its brand new [Certified for Sport® certification mark](#)! In an effort to provide a more versatile and recognizable mark on product packaging, this new mark will replace the current Certified for Sport mark that exists on sports nutrition products today.

The new Certified for Sport Certification Mark will affect iNADO members that recommend the Certified for Sport certification program to their athletes. The new mark will have a positive impact through providing better clarity to people looking for Certified for Sport Certified products; NSF is aware that the current partners need to inform and communicate the changes before the new mark shows-up in the marketplace.

All marketing and educational materials are currently being redesigned or created with the new mark and those will be shared with you once they are completed. Here is also a [new video](#) that explains the Certified for Sport certification program that will feature the new mark once the revision is completed.

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### Leeds Beckett University: the Global Landscape of Whistleblowing Platforms

Athletes and their support personnel are increasingly encouraged to blow the whistle in sports. Many organisations, also in anti-doping, offer now tip-hotlines and whistleblowing platforms. WADA commissioned a study to provide an overview of the existing whistleblowing platforms.

Leeds Beckett University conducted a review among:

- 141 NADOs
- 35 IF's (summer and winter Olympic sports)
- 4 other international sport organisations incl. WADA

The results are published in the report "[Global Whistleblowing Landscape for Reporting Doping in Sport](#)". The report is a first good indication of the different ways in which platforms are being used. These are some of the results:

75% of the IFs and only 20% of all NADOs listed on WADA's website have whistleblowing platforms in place. The available platforms vary in terms of:

- Internal vs. external management:
  - Sixteen NADOs (67%) manage their whistleblowing platforms internally, whereas six NADOs (Denmark – ADD, Germany – NADA, Japan – JADA, Norway – ADNO, Slovenia – SLOADO and UK – UKAD) outsource the technical infrastructure to an external company for the purposes of facilitating whistleblowing reports.
- The different channels available through which an informant can provide information (e.g., telephone, email). The most common channel is online forms.
  - However, of the 17 NADO platforms that use online forms, 9 (53%) were listed as NOT 'secure' in the website browser whereas 8 (47%) were listed as 'secure'.
- The third characteristic of whistleblowing platforms is how much information is requested from the informant (e.g., personal/contact details) and how will NADOs follow up with the report and perhaps even contact whistleblower.

A total of 21 NADOs (88%) stated that reported information and the identity of the whistleblower will be treated with 'strict confidentiality'. However, only 10 NADOs (42%) specified the Data Protection policy that they follow. In fact only one NADO (Norway - ADNO) also provided advice to informants on how to remain anonymous

- Only five of the NADOs offer the possibility to remain anonymous although most organizations provide reassurance that anonymity and/or confidentiality is highly valued.
- Some provide guidance regarding what should be reported, and the more sophisticated ones provide the informant with the ability to follow up on their reports through utilizing a secure login and password combination.

This audit shows that whistleblowing platforms differ in their level of security. A perceived high level of security is a must for informants to have confidence that the information will be treated safely and professionally. According to Leeds Beckett University the next step in this study will be to gather the views of stakeholders (Athletes more importantly) towards the engagement and effectiveness of the existing doping whistleblowing platforms

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## Improved Search Function at the Anti-Doping Knowledge Center

New search categories have been introduced to the ADKC. For example in the section "Various", anti-doping experts and legal staff will be able to search cases related to:

Amateur / club / recreational sport	Festina affair
Anti-Doping investigation	High altitude training
BALCO affair	Illegal trade
Biogenesis baseball scandal	Operacion Puerto
Blackmail / extortion	Operation Gym-Sin
Clenbuterol NZ	Operation Jimbo
Computer security	Paralympic sports
Counterfeit drug	Tip-off / whistleblower
Essendon doping scandal	

In several sections the phrasing of several headwords has been improved or, if necessary combined with similar headwords. In the section Legal Terms the merge of different topics into a headword: WADA Code, Guidelines, Protocols, Rules & Regulations will show more relevant results.

Within the Search Information Filters the option for Quick Search has been introduced in addition to the drop down menu. Also Search Results in Doping.nl can be opened in a new Tab in your browser through using the option Ctrl key + Click Open.

More modification in [Doping.nl](http://Doping.nl) will follow.

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## Vacancies at WADA

Anti-Doping experts with knowledge of the ABP and software development should be aware of these vacancies at WADA.

- [Manager, Athlete Biological Passport \(ABP\)](#) Deadline 1 December 2010
  - [Analyst, Athlete Biological Passport \(TUE\)](#) Deadline 11 January 2019
  - [Senior Software Developer](#) Deadline 16 December 2018
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New at the Anti-Doping Knowledge Centre

## Decisions from Colombia

These anti-doping decisions have been processed and published

[COLDESPORTES 2017 FEDEPESAS vs Ricardo Ballesteros & Minor Athlete](#) 17 Oct 2017

- [COLDESPORTES 2017 FEDEPESAS vs Jeison Lopez Lopez](#) 17 Oct 2017
- [COLDESPORTES 2017 FECODATLE vs Erika Abril Suarez](#) 7 Nov 2017
- [COLDESPORTES 2017 FCTM vs Jonathan Salazar Espinal](#) 1 Feb 2018
- [COLDESPORTES 2016 FEDECAS vs Sebastian Suárez Cardozo](#) 24 Feb 2017

iNADO is the Institute of National Anti-Doping Organisations. It promotes best practices by NADOs and RADOs, and is their collective voice.



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