

Headline 1.6 Integrity of sport competitions: Fight against doping

1. Definition

The fight against doping is a critical priority for sport organisations, aiming to protect the integrity of sports competitions. Doping undermines fair play and poses significant ethical concerns, leading to a constant battle between those who exploit medical advances to enhance performance and the evolving drug testing technology. The World Anti-Doping Agency (WADA), established in 1999, is a pivotal international body committed to a doping-free sport. Funded equally by the sports movement and governments, WADA leads collaborative global efforts by conducting scientific research, improving testing procedures, and promoting anti-doping education and capacity development.

The World Anti-Doping Code (the Code) is WADA's primary instrument, regularly updated to address emerging challenges, with the latest version from 2021. It defines doping as any of the eleven anti-doping rule violations, including the use of prohibited substances or methods and specifies technical and operational areas through International Standards. Compliance with the Code is mandatory for the Olympic Movement, and many non-Olympic sports have also adopted it.

National Federations (NFs), while not direct signatories to the Code, must operate under their International Federation's (IF) anti-doping policies. IFs adopt and implement policies conforming to the Code and International Standards, requiring their National Federations to comply as a membership condition. They are responsible for planning and promoting anti-doping education, reporting violations, and cooperating with National Anti-Doping Organisations (NADOs) and other Anti-Doping Organisations.

National Olympic Committees (NOCs), as Code signatories, play a crucial yet limited role in anti-doping efforts. They ensure compliance with the Code and International Standards, respect the autonomy of NADOs, and enforce anti-doping policies among their National Federations. NOCs also collaborate closely with NADOs and implement policies to uphold anti-doping standards.

The IOC emphasizes the fight against doping in its Olympic Agenda 2020+5, focusing on reinforcing athletes' rights, ensuring safe sport, and protecting clean athletes. To uphold these principles, sport organisations must adopt robust anti-doping strategies, establish clear procedures, and ensure compliance with the WADA Code. This includes fostering education and prevention programs, supporting clean sport, and maintaining confidential reporting mechanisms. Cooperation with relevant ADOs, continuous education, and regular assessments are essential for promoting good governance and integrity in sports. By safeguarding athletes' rights to privacy and fair hearings, organizations contribute to a fair and just sporting environment.

2. Ideal scenario

NOC

The organisation upholds a strict zero-tolerance approach to anti-doping, underpinned by comprehensive policies, rules, regulations, and procedures. It is fully compliant with the WADA Code, International Standards, and relevant national and supranational legislation. Internal procedures are formally

established and well-documented, adhering to privacy and personal information protection provisions. Designated staff members, such as integrity officers, are assigned clear roles and responsibilities for overseeing anti-doping measures.

Athletes, their entourages, and sport officials are safeguarded through robust prevention and education programs, which are regularly evaluated for effectiveness. The organisation provides direct support to its members and athletes via contact persons and relevant supporting information. Additionally, it collaborates closely with National Anti-Doping Organisations (NADOs), other Anti-Doping Organisations, and independent anti-doping laboratories.

Confidential internal reporting mechanisms are in place for any breaches of the organization's regulations. These mechanisms are easily accessible and designed to minimize the risk of retaliation. The organization actively exchanges information with relevant Anti-Doping Organisations (ADOs) and third parties, such as Major Event Organisers (MEOs), NADOs, and the ITA.

Education and prevention programs, aligned with the WADA International Standard for Education, are provided for athletes, entourages, and coaches. Anti-doping educators are engaged, and regular anti-doping activities are conducted at events in line with WADA guidelines. The efficiency of the education plan is regularly assessed in collaboration with NADOs and International Federations.

A confidential reporting system is either established or linked to WADA or NADO hotlines, ensuring clear support. The organisation actively advocates for anti-doping and ensures that anti-doping education is a core component of athlete and coach development programs, with materials regularly updated to reflect current regulations and best practices.

Federation

The organisation upholds a strict zero-tolerance approach to anti-doping, supported by comprehensive policies, rules, regulations, procedures, and activities. It is fully compliant with the WADA Code, International Standards, and relevant national and supranational legislation. Internal procedures are well-documented and align with privacy and personal information protection provisions. Designated staff members, such as an integrity officer, have clear roles and responsibilities to oversee anti-doping measures.

Athletes, their entourages, and sport officials are protected through robust prevention and education programs, which are regularly evaluated for effectiveness. The organisation provides direct support to its members and athletes via contact persons and relevant supporting information. Additionally, it collaborates closely with National Anti-Doping Organisations (NADOs), other Anti-Doping Organisations, and independent anti-doping laboratories. The International Testing Agency manages anti-doping programs for International Federations.

Confidential internal reporting mechanisms are in place for any breaches of the organisation's regulations. These mechanisms are easily accessible and designed to minimize the risk of retaliation. The organization actively exchanges information with relevant Anti-Doping Organisations (ADOs) and third parties, such as Major Event Organisers (MEOs), NADOs, and the ITA.

A fully-fledged anti-doping strategy, including established and documented procedures for rules, regulations, case management, prevention, and education, is adopted. The strategy is regularly reviewed to ensure compliance with the WADA Code, International Standards, NADO regulations, and applicable legislation.

Education and prevention programs, aligned with the WADA International Standard for Education, are provided for athletes, entourages, and coaches. Anti-doping educators are engaged, and regular anti-doping activities are conducted at events in line with WADA guidelines. The efficiency of the education plan is regularly assessed in collaboration with NADOs and International Federations.

The organisation ensures that anti-doping education is a core component of athlete and coach development programs, with materials regularly updated to reflect current regulations and best practices. The organisation actively advocates for anti-doping and promotes a confidential reporting system or links to the central hotlines of WADA or NADOs with clear support.

3. Risks

- Anti-doping rule violations of athletes or their entourage (willingly or accidentally).
- Mismanagement of suspected cases.
- Non-human rights-compliant actions against suspected perpetrators and victims.
- Undermining of fairness and unpredictability of sport competitions.
- Reluctance of athletes or other actors to denounce wrongdoing.
- Stigmatisation of athletes.
- Damage to public image or reputational damage.
- Loss of sponsorship or public funds leading to financial instability.
- Decline of interest of fans and possibly decreased participation.
- Decline of staff and volunteers.
- Decline of interest by media and sponsors.
- Vulnerability to criminal organisations.

4. Instruments and key elements

<i>Instruments</i>	<i>Key elements</i>
Anti-doping policy: rules and regulations	<ul style="list-style-type: none"> • Compliance with the WADA Anti-Doping Code. • Compliance with national and supranational legislation. • Require that the rules and policies of your members are compliant with the WADA Code and the International Standards (e.g. condition for membership). • Respect the autonomy of the National Anti-Doping Organisations. • Cooperate with responsible Anti-Doping Organisations (WADA, NADO). • Respect the operational independence of laboratories.

	<ul style="list-style-type: none"> • Educational programmes for athletes and their entourage (see also separate instrument). • Clear rules and procedures on how to act within the organisation in case an anti-doping rule violation arises covering disciplinary proceedings, media strategy, disclosure, privacy, etc. • Identification of responsible persons within your organisation (e.g. integrity officer – see also separate instrument).
<p>Anti-doping policy: integrity officer</p>	<ul style="list-style-type: none"> • Staff member who is officially appointed as the single point of contact for doping-related questions and issues (e.g. integrity officer). • Clear description of the role and responsibilities as well as the link with other bodies within the organisation (e.g. disciplinary bodies, medical commission, etc.). • Position and contact details are clearly communicated to members and external stakeholders. • Regular exchange with the NADO and other relevant anti-doping organisations. • Regular exchange with the International Testing Agency.
<p>Anti-doping policy: education and prevention programme</p>	<ul style="list-style-type: none"> • Awareness-raising programmes: robust prevention and education programmes shall be mandatory for the athletes, their entourages and all sports officials, including judges and referees. • Clear Compliance with the WADA International Standard for Education. • Cooperation with the NADO. • Planning, implementation and evaluation of an educational programme for your target group(s). • Provision of resources including the use of existing resources on education by WADA and other organisations. • Ensuring that Athletes and Athlete Support Personnel who participate in International Sport Competitions (e.g. Olympic Games, World Championships, etc.) receive anti-doping education.
<p>Anti-doping policy: hotline / confidential reporting system</p>	<ul style="list-style-type: none"> • Provide a contact person within your organisation or link to a central hotline or confidential reporting system (e.g. WADA or NADO). • Definition and information on the type of support (e.g. practical questions, contact information, counselling, reporting mechanism, etc.). • Confidentiality (see also International Standard for the Protection of Privacy and Personal Information). • Prevention of retaliation.

5. Good practice examples

Example “Anti-doping policy” and “Hotline”

Organisation: International Olympic Committee (IOC)

Description: The International Olympic Committee (IOC) has implemented a zero-tolerance policy to combat doping, holding accountable anyone involved in the use or distribution of banned substances. The IOC's approach emphasizes prevention through detection and deterrence, coupled with education for athletes and their entourages. The International Olympic Committee (IOC) implements specific anti-doping rules for each of its competitions, aligned with the WADA Code, detailing regulations for athletes and accredited personnel, as well as the delegation of authority to bodies such as the International Testing Authority (ITA). The IOC enforces a no-needle policy across its events, with exceptions only in particular circumstances. Additionally, the IOC's medal reallocation program offers athletes with reallocated medals a selection of six options to acknowledge their achievements. For integrity-related issues, including doping, the IOC provides an Integrity and Compliance Hotline, though it advises contacting the World Anti-Doping Agency or relevant national/regional authorities for doping-specific reports.

Further information: [Olympic Testing - WADA and the IOC Fight Against Doping \(olympics.com\)](https://olympics.com)

Example “Anti-doping policy” and “Hotline”

Organisation: International Tennis Integrity Agency (ITIA)

Description: The International Tennis Integrity Agency (ITIA) has full authority and autonomy to carry out its delegated duties on behalf of the International Tennis Federation (ITF), ensuring compliance with the Tennis Anti-Doping Programme, the WADA Code, and International Standards, while the ITF remains accountable to WADA for adherence to these regulations. The ITIA enforces the rules applies to a wide range of events, including Grand Slam, WTA, ATP, Olympic, Paralympic, Davis Cup, Billie Jean King Cup, Hopman Cup, and ITF tournaments. Notably, the Programme is formalized as Bye-law 4 in the ITF's statutes, reinforcing its legal framework and specifying responsibilities for national federations, some of which are prerequisites for ITF membership. Comprehensive details about the Programme, including rules, whereabouts, education, and recent decisions, are accessible on a dedicated website that also features a reporting system. Additionally, the ITF has introduced a Tennis Anti-Doping App designed for players and their support teams, offering updates on anti-doping activities and regulations.

Further information: [ITIA - Anti-Doping](https://www.itia-tdp.com)

Example “Anti-doping policy” and “education and prevention campaign”

Organisation: International Equestrian Federation (FEI)

Description: The International Equestrian Federation (FEI) has established a comprehensive anti-doping policy that covers both human athletes and horses. Their website hosts a range of documents, including WADA resources such as the WADA Code and the list of Prohibited Substances, as well as FEI-specific documents like the FEI Anti-Doping Rules. A notable feature is the "Clean Sport Toolkit," an educational resource designed to assist national federations and equestrian stakeholders in familiarizing athletes and their support teams with anti-doping regulations and procedures. This toolkit includes interactive videos on topics like testing procedures, an interactive quiz, a glossary, and a resource center. It is freely available for download on the FEI website in multiple languages, including English, French, Russian, and Spanish.

Further information: [Main FEI Clean Sport | FEI](#) ; [Clean Sport Toolkit | FEI](#)

Example “Education and prevention campaign”

Organisation: World Anti-Doping Agency (WADA)

Description: WADA offers a variety of educational initiatives designed to support the anti-doping community, guided by several key principles. Education is strategically positioned as a core element of any anti-doping program, with efforts aimed at fostering a culture of clean sport by engaging stakeholders and recognizing that athletes begin their careers free of doping. WADA enhances access to education for athletes and their support teams through its Global-to-local education network and diverse educational solutions. The organization works to elevate the quality of education and training programs by implementing rigorous education policies and standards. It also builds the capacity of the clean sport community through training and development opportunities provided by its clean sport academies. Launched in January 2018 and updated in January 2021, WADA's Anti-Doping Education and Learning Platform (ADEL) is a centralized resource designed to provide educational solutions for athletes, coaches, medical professionals, Anti-Doping Organization (ADO) practitioners, researchers, and other members of the clean sport community. The updated platform features a modernized interface with enhanced visuals tailored to engage athletes and the broader clean sport community. ADEL offers a range of key features and functionalities, including role-specific education programs for various stakeholders such as international athletes, talented athletes, high-performance coaches, and parents of elite athletes.

Further information:

[Education Initiatives | World Anti Doping Agency \(wada-ama.org\)](#)

[About ADEL | World Anti Doping Agency \(wada-ama.org\)](#)

Example “Education and prevention campaign” and “Hotline”

Organisation: National Olympic Committee of the Netherlands (NOC*NSF)

Description: In the Netherlands, doping issues are managed under disciplinary law rather than criminal law, with the Institute for Sports Law (ISR) handling disciplinary cases on behalf of sports associations. The standard sanction for doping violations is a four-year ban, with potential reductions or increases based on mitigating or aggravating circumstances. To support prevention and education, the Dutch anti-doping programme includes around 3,000 annual doping controls and emphasizes educational initiatives for athletes and coaches. The Doping Authority organizes information meetings, offers e-learning courses, and provides the Doping Information App to help check medicines and dietary supplements for doping content. These efforts aim to raise awareness, prevent unintentional violations, and ensure that athletes and support staff understand their rights and obligations under the Code.

Further information: [Doping-free sport - NOCNSF](#)

Example “Anti-doping policy” and “Hotline”

Organisation: International Cycling Federation (UCI)

Description: The UCI established the Legal Anti-Doping Services (LADS) in October 2013 to independently manage results and disciplinary proceedings for anti-doping cases within its jurisdiction. Operating as a

distinct unit separate from the UCI Management, LADS ensures independence and prevents conflicts of interest, thereby upholding the integrity of the anti-doping process in cycling. The unit adheres to strict rules governing its interactions with UCI employees and management, further safeguarding its impartiality. LADS collaborates closely with the external legal firm Lévy Kaufmann-Kohler in Geneva, consulting with them on all major decisions, which are documented in writing to maintain accountability and provide a clear audit trail. LADS' responsibilities encompass managing Anti-Doping Rule Violation proceedings, handling results management of whereabouts failures, drafting and amending anti-doping regulations, advising on related legal issues, and overseeing communication and education on anti-doping matters. Any reasonable grounds for suspecting doping can be reported through REVEAL, the International Testing Agency's whistleblowing platform, which enables anonymous and secure reporting while actively supporting investigations into Anti-Doping Rule Violations or criminal behavior.

Further information: [Anti-doping | UCI](#)

Example "Education for athletes"

Organisation: International Paralympic Committee (IPC)

Description: The IPC acknowledges National Anti-Doping Organisations (NADOs) and Regional Anti-Doping Organisations (RADOs) as the authorities on clean sport education within their respective countries. The IPC will recognise educational activities by NADOs and RADOs that meet the International Standards for Education (ISE) for Registered Testing Pool (RTP) athletes and others. These activities may include online learning programs or in-person workshops. RTP athletes are required to complete a recognized education activity at least every two years. To facilitate access to educational material, the IPC not only provides the WADA educational material but also further recognised sources.

Further information: [Anti-doping - Education \(paralympic.org\)](#)

Example "Education Guide"

Organisation: International Testing Agency (ITA)

Description: The ITA has published a comprehensive guide for National Olympic Committees (NOCs) in preparation for the Paris 2024 Olympic Games, designed to assist them in meeting their responsibility to educate athletes and Athlete Support Personnel in collaboration with their National Anti-Doping Organisation. Developed in collaboration with the IOC and supported by WADA, the guide is divided into several sections, including educational resources, tips and strategies for delivering anti-doping education, the role of educators, communication tools, and monitoring and evaluation methods. It also includes checklists for athletes and support personnel to ensure they are fully prepared to compete clean at the Games.

Further information:

[NOC Education Guide for Paris 2024 \(ita.sport\)](#)

[NOC Guidebook Paris2024.pdf \(ita.sport\)](#)

6. Steps to the next level

NOC

To level 2 ★★ “Emerging”	To level 3 ★★★ “Developing”	To level 4 ★★★★ “Established”	To level 5 ★★★★★ “Embedded”
<ul style="list-style-type: none"> Discuss the threat of doping within/for your organisation during a meeting of the Board and ways to deal with arising doping cases and assess the expectations and the role of your organisation in the fight against doping. Appoint a Board member as the responsible person within your organisation as a contact point for doping issues and to follow anti-doping measures aligned with the expectations towards and role of the organisation. Identify relevant anti-doping organisations and establish contacts with your NADO. 	<ul style="list-style-type: none"> Develop a comprehensive strategy to provide support to member organisations by making information accessible. Ensure that your internal procedures respect principles of privacy and the protection of personal information (in line with the General Data Protection Regulation and your organisations Internal Standard). Appoint a staff member as the responsible person for doping issues (integrity officer). Distribute basic information materials from WADA or other organisations (brochures, flyers) at events to inform athletes about doping and offer workshops or seminars in the realm of your events introducing 	<ul style="list-style-type: none"> Ensure compliance with your national and supranational legal framework. Consider which support your organisation offers to your members. Create a supportive environment where athletes and coaches are encouraged to report doping concerns without fear of reprisal. Set up a reporting system and provide a link to the NADA portal for whistleblowing (if available). Include additional activities in the education plan, e.g. compulsory e-learning, awareness raising workshops for sporting values, etc. Establish a mandatory anti-doping training for all athletes and coaches at the 	<ul style="list-style-type: none"> Exchange with relevant ADOs and third parties, e.g. MEOs, NADOs, ITA. Provide education and prevention programmes that are fully aligned with the WADA Internal Standard for Education for athletes, entourage, and coaches. Collaborate anti-doping educators and conduct regular anti-doping activities in your events in line with WADAs Education. Conduct regular assessments of the efficiency of the education plan and collaborate closely with NADOs and IFs. Set up a confidential reporting system or link to the central hotlines of WADA or your NADO with clear support. Actively advocate for anti-doping. Ensure that anti-doping education is a core component

	<p>anti-doping principles.</p> <ul style="list-style-type: none"> Prepare an education plan with basic activities, i.e. ADEL, NADO and information in coordination with the responsible NADO. 	<p>beginning of the season.</p> <ul style="list-style-type: none"> Ensure regular exchanges of information with the NADO or other relevant authorities. 	<p>of athlete and coach development programmes with regularly updated materials to reflect current regulations and best practices.</p>
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Federation

To level 2 ★★ “Emerging”	To level 3 ★★★ “Developing”	To level 4 ★★★★ “Established”	To level 5 ★★★★★ “Embedded”
<ul style="list-style-type: none"> Discuss the threat of doping within/for your organisation during a meeting of the Board and ways to deal with arising doping cases and assess the expectations and the role of your organisation in the fight against doping. Appoint a Board member as the responsible person within your organisation as a contact point for doping issues and to follow anti-doping measures aligned with the expectations towards and role of the organisation. 	<ul style="list-style-type: none"> Develop a comprehensive strategy for managing reported doping cases and provide support for IF investigations. Ensure that your internal procedures respect principles of privacy and the protection of personal information (in line with the General Data Protection Regulation and your organisations Internal Standard). Appoint a staff member as the responsible person for doping issues (integrity officer). Distribute basic information materials from WADA or other 	<ul style="list-style-type: none"> Develop a comprehensive anti-doping strategy within the Board, clearly outlining rules and regulations, case management procedures and sanctions. Adopt anti-doping policies that are in compliance with the WADA Code and report any rule violation to their IF and NADO. Ensure compliance with your national and supranational legal framework. Consider which support your organisation offers to your members. Create a 	<ul style="list-style-type: none"> Adopt a fully-fledged anti-doping strategy including established and documented procedures on all aspects including rules and regulations, case management, prevention and education. Ensure that the strategy is fully compliant with the WADA Code and the International Standards, with regulations of the NADO and with national and supranational legislation. Regularly review compliance with the WADA Code, International Standards, NADO

<ul style="list-style-type: none"> Identify relevant actors in the fight against doping and create connections, i.e. International Federations. 	<p>organisations (brochures, flyers) at events to inform athletes about doping and offer workshops or seminars in the realm of your events introducing anti-doping principles.</p> <ul style="list-style-type: none"> Prepare an education plan with basic activities, i.e. ADEL, NADO and information in coordination with the relevant IF. 	<p>environment where athletes and coaches are encouraged to report doping concerns without fear of reprisal.</p> <ul style="list-style-type: none"> Set up a reporting system and provide a link to the NADA portal for whistleblowing (if available). Include additional activities in the education plan, e.g. compulsory e-learning, awareness raising workshops for sporting values, etc. Establish a mandatory anti-doping training for all athletes and coaches at the beginning of the season. Ensure regular exchanges of information with the IF or other relevant authorities. 	<p>regulations and applicable legislation.</p> <ul style="list-style-type: none"> Exchange with relevant ADOs and third parties, e.g. MEOs, NADOs, ITA. Provide education and prevention programmes that are fully aligned with the WADA Internal Standard for Education for athletes, entourage, and coaches. Collaborate anti-doping educators and conduct regular anti-doping activities in your events in line with WADAs Education. Conduct regular assessments of the efficiency of the education plan and collaborate closely with NADOs and IFs. Set up a confidential reporting system or link to the central hotlines of WADA or your NADO with clear support. Actively advocate for anti-doping. Ensure that anti-doping education is a core component of athlete and coach
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			development programmes with regularly updated materials to reflect current regulations and best practices.
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