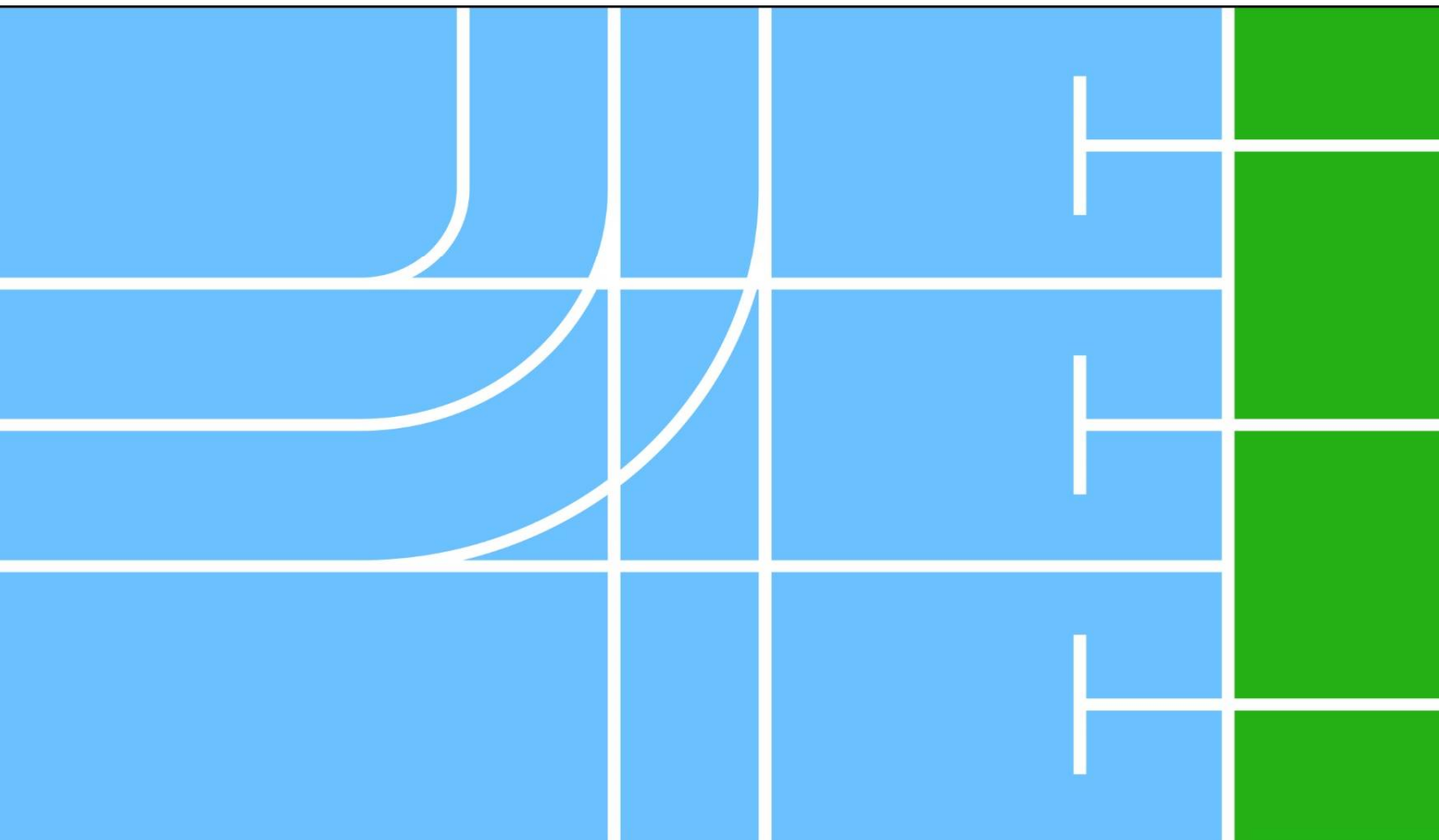




World Anti-Doping Code

# International Standard for Education



2027



## ***International Standard for Education***

The World Anti-Doping *Code International Standard for Education* is a mandatory *International Standard* developed as part of the World Anti-Doping Program. It was developed in consultation with *Signatories*, public authorities, and other relevant stakeholders. The *International Standard for Education* was first adopted and approved by the WADA Executive Committee at the ~~Fifth~~fifth World Conference on Doping in Sport in ~~in~~-Katowice on 7 November 2019. A revised version was approved by the WADA Executive Committee at the sixth World Conference on Doping in Sport in Busan on 5 December 2025 and is effective as of 1 January ~~2021~~2027.

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## **PART ONE: INTRODUCTION, PURPOSE, CODE PROVISIONS, ~~INTERNATIONAL STANDARD PROVISIONS AND DEFINITIONS~~ AND INTERPRETATION**

### **1.0 Introduction and Scope**

The *International Standard for Education* is a mandatory ~~International Standard developed as part~~element of the World Anti-Doping Program.

~~The overall guiding purpose of the Terms used in this International Standard for Education is to support the preservation of the spirit of sport as outlined in the Code and to help foster a clean sport environment. that are defined terms from the Code are italicized. Terms that are defined in this or another International Standard are underlined.~~

It is recognized that the vast majority of *Athletes* wish to compete clean, have no intention ~~to Use of using~~ Prohibited Substances or Methods and have the right to a level playing field.

*Athletes* have a right to *Education* as identified in the Athlete's Anti-Doping Rights Act. *Athletes* and *Athlete Support Personnel* also have a right to *Education* as per the UN Sustainability Goal 4 – Quality Education.

*Anti-Doping Organizations* are contributors to clean sport and are obliged to ensure *Education* forms a core component of their anti-doping programs so that such programs are balanced and focused on Prevention.

The benefits of *Education* and compliance with the *Code* and *International Standard for Education* are significant for *Athletes*, organizations, and the integrity of sport. These benefits may include but are not limited to:

- **Promoting fair play and integrity.** *Education* contributes to a level playing field by preventing doping practices. It helps to maintain the integrity of sport *Competitions* by instilling and reinforcing the value of fair play in *Athletes*.
- **Supporting *Athletes*.** Reinforcement of values, awareness of the rules, access to information, and participating in high-quality *Education* can equip *Athletes* with the behaviors they need to train and compete clean, in line with the anti-doping rules and minimize their risk of unintentional doping.
- **Protecting *Athlete* wellbeing and health.** Adhering to anti-doping rules protects *Athletes'* health, the fundamental rationale for the *Code*. *Prohibited Substances* and *Methods* can have severe health consequences.
- **Earning public trust.** Compliance with the *Code* and the *International Standard for Education* enhances public trust in sport. When *Athletes* and organizations follow anti-doping regulations, fans and sponsors have confidence in the authenticity of results.
- **Preserving the right to fair *Competition*.** Educated *Athletes* and *Athlete Support Personnel* are best prepared to train and compete clean, abiding by the spirit of sport and that all *Athletes* desire a level playing field.
- **Facilitating global harmonization.** The *International Standard for Education* establishes the framework that ensures consistency of clean sport *Education* practices worldwide for *Athletes* and their *Athlete Support Personnel*.



- Building a clean reputation. Educated and compliant *Athletes, Athlete Support Personnel* and organizations maintain their reputations and their integrity. Doping scandals tarnish reputations and can have long-lasting negative consequences.

*Education*, as one Prevention strategy highlighted in the *Code*, seeks to promote ~~behavior~~behaviors in line with the ~~values~~spirit of ~~clean~~ sport and to help prevent *Athletes* and other *Persons* from doping. ~~A key underpinning principle of the International Standard for Education is that an Athlete's first experience with anti-doping should be through Education rather than Doping Control.~~

~~The International Standard for Education has three (3) main objectives in support of this purpose:~~

~~The first objective is to establish mandatory standards which support Signatories in the planning, implementation, monitoring and evaluation of effective Education Programs as stipulated in Code Article 18.~~

The role of Education has evolved in recent years to encompass the training and professional development of anti-doping practitioners. This recognizes the increasing complexity of the anti-doping system and the need for Education to support existing and new practitioners to become competent in their roles. Signatories should acknowledge the broader role that Education can play within their organizations to advance the capability of their workforce.

The *Code*, *International Standard for Education* and *Guidelines for Education* will be aligned in such a manner that the *Code* will outline the framework for *Education*, the *International Standard for Education* will set out the principles and minimum standards that the Education Programs Program shall include, while the *Guidelines for Education* will aid *Signatories* to develop and improve their *Education Program*.

## 2.0 Purpose, Objectives and Key Principles

The overall guiding purpose of the International Standard for Education is to support the preservation of the spirit of sport as outlined in the Code and to help foster a clean sport environment.

### 2.1 Objectives

~~The second objective of the International Standard for Education is~~aims ~~to provide:~~

- Establish mandatory standards for Education Programs.
- ~~a) Definitions of~~Define terminology in the *Education* field.
- Support the planning, implementation, monitoring, and evaluation of effective Education Programs by Signatories.
- ~~b) Clarify on~~Clarify roles and responsibilities for all *Signatories* and their stakeholders, such as National Federations, ~~responsible for planning, implementing, monitoring and evaluating Education Programs.~~

~~The third objective of the International Standard for Education is to help~~

- Encourage Signatories to collaborate and maximize the use of ~~their~~all available resources ~~by:~~



- ~~a) Requiring Signatories to establish an Education Pool that shall at a minimum, include Athletes in the Registered Testing Pool and Athletes returning from a sanction.~~
- ~~b) Encouraging Signatories to cooperate with others and coordinate their Education activities to minimize duplication.~~
  - ~~- Engage and leverage the resources and expertise of others, including governments, researchers, and educational institutions.~~
  - ~~= e) Encouraging Signatories to consider Advocate the benefits of educating a wider population through Values-Based Education programs to instill the spirit of sport and foster a clean sport environment.~~
- ~~d) Encouraging Signatories to engage and leverage the resources and expertise of others, including governments, researchers and educational institutions.~~





## 2.2 Key Principles

Signatories are encouraged to adopt the following principles that underpin the International Standard for Education, to inform their own Education Programs.

- Athletes start in sport clean, and the first priority should be to keep them that way.
- An Athlete’s first experience of anti-doping should be through Education rather than Doping Control.
- Anti-doping programs should be balanced – ‘support and prevent’ as much as ‘catch and punish’.
- One Education session does not constitute an ‘educated Athlete’. Athletes should be educated throughout their sporting careers, from ‘Playground to Podium’.
- Athlete Support Personnel are the most influential on Athlete behaviors and must also abide by anti-doping rules. To protect themselves and their Athletes, they need to be educated.
- Education Programs should adopt positive framing, messaging and language, whilst recognizing the need to highlight the consequences of doping.
- Education Activities should be tailored to meet the needs of the learners and delivered in a variety of formats and contexts.
- Knowledge-focused Education Programs are not sufficient. The outcome of an Education Program is the development of Clean Sport Behaviors and the reinforcement of values.

## 3.0 2.0-Code Provisions and Interpretation

### 3.1 Code Provisions

The following articles in the 2024-2027 Code are directly relevant to the *International Standard for Education*; they can be obtained by referring to the *Code* itself:

- Purpose, Scope and Organization of the World Anti-Doping Program and the Code
- Fundamental Rationale for the World Anti-Doping Code
- Introduction
- Code Article 18 Education
- Code Article 19 Research
- Code Article 20 Additional Roles and Responsibilities of Signatories and WADA
- Code Article 21 Additional Roles and Responsibilities of Athletes and other Persons
- Code Article 22 Involvement of Governments



## 3.2 Interpretation

3.2.1 The official text of the *International Standard for Education* shall be published in English and French. In the event of any conflict between the English and French versions, the English version shall prevail.

3.2.2 Like the *Code*, the *International Standard for Education* has been drafted considering proportionality, human rights, and other applicable legal principles. It shall be interpreted and applied in that light.

3.2.3 The comments annotating various provisions of the *International Standard for Education* shall be used to guide its interpretation.

3.2.4 Unless otherwise specified, references to Articles are references to Articles of the *International Standard for Education*.



## **PART TWO: STANDARDS FOR EDUCATION PROGRAMS**

### **4.0 Overview**

Code Article 18.1 requires Signatories to plan, implement, monitor and evaluate an Education Program. Articles 5-11 describe the requirements of Signatories related to these mandatory elements.

Signatories shall take into consideration cultural and sport contexts, the needs of the learners and the resources available when developing the Education Program.

Signatories shall develop, document and deliver the Education Program to address the following:

- The needs of the sport system, Athletes and their Athlete Support Personnel;
- Support of those most vulnerable to doping and/or most influential to strengthen a clean sport culture;
- In-person delivery by Educators;
- A curriculum that incorporates values, Clean Sport Behaviors and mandatory core topics;
- A range of Education Activities, adapted where required for the needs of learners;
- Evidence-informed and theory-based Education development and practice;
- Collaboration between Signatories and other organizations;
- Evaluation of the Education Program.

All Education Program activities should be complementary, underpinned by values, foster a clean sport environment, take a learner-centered approach and preserve the spirit of sport.

### **5.0 Sport System Assessment**

To develop an effective Education Program that meets the needs of Athletes, Athlete Support Personnel and those working within the sport system, Signatories must understand the context within which they operate. Central to this, is the way sports work within their environment and the organizations who have or can have a role in fostering a clean sport environment. In addition, Signatories shall identify those most vulnerable and at risk of doping.

#### **5.1 Conducting a Sport System Assessment**

Signatories shall describe the sporting environment within which they operate. This shall include the following information at a minimum:

- A descriptive overview of the sports system or structures;
- The typical or general Athlete Pathway;
- The relevant national and international context, for example:
  - How sport is funded;
  - Top 20 high-priority sports or countries;
  - High-risk sports or countries for doping;
  - Competitions or Events where national teams participate.



- Organizations that may have a role in supporting the *Education* Program within the national and international context, for example:
  - National Federations;
  - National Olympic Committees and National Paralympic Committees;
  - Professional associations or bodies, including but not limited to those for:
    - Sports coaches;
    - Medical professionals;
    - Pharmacists;
    - Dietitians.

## **5.2 Documenting the Sport System Assessment**

Signatories shall describe their Sport System Assessment as per Article 5.1 in the *Education* Program document which is described in Article 8.4.

## **6.0 Establishing an *Education* Pool**

As part of any Prevention-based approach, knowledge, decision-making capability and ethical behavior related to doping are most effective when developed early in an *Athlete's* career.

A core principle of the *International Standard for Education* is that *Athletes* are educated from 'Playground to Podium'. The establishment of Clean Sport Behaviors underpinned by values is a key outcome of any *Education* Program.

*Athlete Support Personnel* are key to reinforcing these behaviors and values due to their influence on *Athletes*, as well as needing to comply with the *Code* and all associated anti-doping rules and policies.

Consequently, both *Athletes* and *Athlete Support Personnel* shall form part of the *Education* Pool.

### **6.1 Education Pool – *Athletes***

Signatories should consider all *Athletes* who are subject to their anti-doping rules for inclusion in their *Education* Pool.

#### **6.1.1 Requirements for Specific Signatories**

At a minimum the following groups of Signatories shall include specific categories of *Athletes* in their *Education* Pool:

- International Federations shall include *International-Level Athletes* in their *Education* Pool;
- National Anti-Doping Organizations shall include *National-Level Athletes* in their *Education* Pool;
- Major Event Organizations shall include participants of their *Events* in their *Education* Pool.

#### **6.1.2 Requirements for all Signatories**

In addition, all Signatories shall include the following *Athletes* in their *Education* Pool:



- Minors competing at International Events where Testing takes place;
- Athletes included in a Testing Pool;
- Athletes included in Registered Testing Pool;
- Athletes returning from a period of Ineligibility.

### **6.1.3 Education Pool – Other Athletes**

In addition, Signatories should consider other Athletes who are part of their Athlete Pathway and those who are subject to their anti-doping rules for example:

- Children and youth;
- University sport Athletes;
- Recreational Athletes; and/or
- Masters Athletes.

This is to support the principle that an Athlete's first experience with anti-doping should be through Education rather than Doping Control.

## **6.2 Education Pool – Athlete Support Personnel**

As per Code Article 21.2, it is the Athlete Support Personnel's responsibility to be knowledgeable of, and comply with all anti-doping policies and rules, and use their influence on Athletes values and behaviors to foster anti-doping attitudes.

Signatories should consider Athlete Support Personnel, who are subject to their anti-doping rules for inclusion in their Education Pool. The most influential Athlete Support Personnel should be given priority.

### **6.2.1 Requirements for all Signatories**

At a minimum this shall include coaches and medical personnel of the groups of Athletes listed in 6.1.1 and 6.1.2.

In addition, Signatories shall include the following Athlete Support Personnel in the Education Pool:

- Parents/Guardians of Minors competing at International Events where Testing takes place;
- Athlete Support Personnel returning from a period of Ineligibility;
- Any Athlete Support Personnel accredited by a Major Event Organization.

### **6.2.2 Other Athlete Support Personnel**

Signatories shall, within their means, ensure that Athlete Support Personnel have access to the anti-doping information required to understand their roles and responsibilities and positively influence their Athletes.



As defined in the Code, the following Athlete Support Personnel should be considered for inclusion in the Education Pool: trainers, managers, agents, team staff, officials, parents/guardians or any other Person working with, treating or assisting an Athlete participating in or preparing for sports Competitions or Events. Consideration should also be given to those supporting Athletes with intellectual impairments competing internationally.

### **6.3 Education Pool - Others**

In addition to the Athletes and Athlete Support Personnel as described above, other groups should be considered when establishing the Education Pool, including, but not limited to:

- Students;
- Teachers;
- Sport officials;
- Sport administrators;
- Government personnel;
- Commercial sponsors;
- Media personnel.

and any other personnel as deemed necessary by Signatories.

### **6.4 Documenting the Education Pool**

After identifying and prioritizing the Education Pool and based on the resources and capacity to deliver, Signatories shall document those included in their Education Pool within the Education Program document as described in Article 8.4.

## **7.0 Educators**

It is acknowledged that everyone has a role to develop a clean sport environment through formal and informal Education.

An Educator leads the delivery of formal in-person Education (physical or virtual) and may be supported by other Persons to enhance the Education experience. Signatories should consider involving Athletes in the delivery of Education Activities where appropriate, including training them as Educators.

Signatories shall assign Educators who will be responsible for delivering in-person Education.

[Comment to Article 7.0: For example, other Persons may include Athletes, Medical Professionals, Sample Collection Personnel, Dietitians, Nutritionists, Health Advisors, Subject Matter Experts.]

### **7.1 Recruitment of Educators**

Signatories should have a process in place to recruit Educators with relevant Education experience and the ability to engage learners, ideally in line with the Professional Standard for Educators.

Consideration should be given to geography, language, educational experience, technical knowledge, cultural context and passion for clean sport.



[Comment to Article 7.1: WADA has published a Professional Standard for Educators as part of its Global Learning and Development Framework. Will be done on or before January 2027.]

## **7.2 Training and Assessment of Educators**

Signatories shall train and assess Educators. Educators should be trained using a blended learning approach (online, in-person delivery, peer learning, simulated delivery) and shall include an assessment process.

Educators shall be competent in the following areas:

- Presentation and interpersonal skills;
- Effective communication skills;
- Education session planning and activity development;
- Create and maintain a positive learning environment;
- Facilitate learning through scenario-based activities;
- Use assessment to evaluate learning;
- Self-reflection skills and action planning;
- Anti-doping technical knowledge - all topics outlined in Code Article 18.2.

Signatories should identify appropriate personnel (i.e. Educator trainers) to train and assess Educators.

## **7.3 Accrediting and Reaccrediting of Educators**

Signatories shall accredit Educators who demonstrate the above competencies for a specific period of time and authorize them to deliver specific Education Activities.

Signatories should consider the professional development needs of Educators and establish a process for reaccreditation.

## **7.4 Documenting the Educator Process**

Signatories shall document and describe the process for how Educators are recruited, trained, assessed, accredited and reaccredited within the Education Program as described in Article 8.4.

## **8.0 Developing the Education Program**

Signatories should reflect on the role of Education in their organization, be clear on their vision and the desired aims of the Education Program.

Signatories shall use their Sport System Assessment as described in Article 5 and the Education Pool as established in Article 6 to determine the program objectives of the Education Program. The Education Program shall be evidence informed and based on Education theory.

[Comment to Article 8.0: Examples of evidence-informed programs include but are not limited to: the use of data, research, and feedback to advance or improve the Education Program. This does not mean that the Signatories themselves must be engaged in the academic research. Education theory refers to the integration of Pedagogical and Andragogical principles (how people learn) in the development of Education Activities.]

## **8.1 Curriculum**

Signatories shall use a curriculum that includes all mandatory topics as listed below and identifies the learning outcomes for each group in the Education Pool. These



learning outcomes state what the learner should be 'aware of', 'understand' and 'be capable of doing' for each topic.

The focus of the curriculum shall be on the establishment of Clean Sport Behaviors.

### 8.1.1 Mandatory Topics

Signatories shall include the following topics in their Education Program as also outlined in Code Article 18.2. Topics and content should be adapted and tailored to meet the needs of the learner.

- Principles and values associated with clean sport;
- Athletes', Athlete Support Personnel's and other groups' rights and responsibilities under the Code, and the Athletes Anti-Doping Rights Act;
- The principle of Strict Liability;
- Consequences of doping, for example, physical and mental health, social and economic effects, and sanctions;
- Anti-doping rule violations;
- Substances and methods on the Prohibited List;
- Risks of supplement Use;
- Use of medications and Therapeutic Use Exemptions;
- Testing procedures, including urine, blood and the Athlete Biological Passport;
- Requirements of the Registered Testing Pool, including whereabouts and the use of ADAMS;
- Speaking up to share concerns about doping;
- Governance of the anti-doping system.

## 8.2 Resources

Signatories shall identify the human, financial and material resources available to deliver their Education Program.

This could include partnerships, collaborations and publicly available resources.

[Comment to Article 8.2: WADA will publish educational materials on its Anti-Doping Education and Learning (ADEL) that can be used by Signatories to advance, expand or deliver their Education Program to unreached groups. Signatories should also consider how collaboration with other Signatories can advance their Education efforts.]

## 8.3 Use of Research

Social science research should be used to inform the Education Program.

Where possible, Signatories should seek partnerships in the academic field or with other research organizations, subject-matter experts with research experience to provide support for Education Program development, program evaluation and other research purposes.

[Comment to Article 8.3: WADA publishes social science research to inform Education policy and practice. Signatories can search and view social science research on WADA's website. Signatories should take note of Article 19 Research of the Code.]





#### **8.4 Documenting the Education Program**

Signatories shall document their Education Program which shall contain at a minimum:

- Vision, aims and program objectives as per Article 8.0;
- The Sport System Assessment as per Article 5;
- The Athlete Pathway as per Article 5.1;
- The Education Pool as per Article 6;
- The process for how Educators are recruited, trained, assessed, accredited and reaccredited as per Article 7;
- The resources needed to deliver as per Article 7.2.

A summary of the Education Program shall be published on Signatories' websites. The summary shall include any mandatory Education requirements and specify which groups these requirements apply to.

[Comment to Article 8.4: Whilst not mandatory to use, WADA will provide a template as part of its Code Implementation Support Program that can be used by Signatories to summarize their Education Program.]

#### **9.0 Delivering Education Programs**

Signatories shall deliver their Education Program as outlined in Article 7 through the development of an annual Education Plan.

##### **9.1 Developing the Annual Education Plan**

Signatories shall document their Education Activities through an annual Education Plan. The Education Plan shall state the program objectives, learning outcomes, topics and timelines related to the activities for the Education Pool, those responsible for delivering the Education Activities and the monitoring procedures for recording the Education Activities.

All objectives shall be measurable and time specific.

The Education Plan shall be provided to WADA and other Signatories upon request in English or French.

[Comment to Article 9.1: WADA will make available an annual Education Plan template as part of its Code Implementation Support Program that Signatories may use.]

##### **9.2 Identifying the Education Activities**

Signatories shall select appropriate Education Activities to achieve the learning outcomes of the curriculum. Delivery methods may include in-person sessions, scenario-based learning, eLearning, information leaflet, Event-Based Education, websites, Apps, etc., as described in the Guidelines for Education.

**9.2.1** Each Education Activity can include one or more of the four components in varying degrees to facilitate learning and develop Clean Sport Behaviors as described in the Guidelines for Education.

- Values-Based Education: Delivering activities that emphasize the development of an individual's personal values and principles. It builds the learner's capacity to make decisions to behave ethically.



- **Awareness Raising:** Highlighting topics and issues related to clean sport.
- **Information Provision:** Making available accurate, up to date content related to clean sport.
- **Anti-Doping Education:** Delivering anti-doping topics as listed in Code Article 18.2 and Article 7.1.1 to build competencies and make informed decisions.

All Education Activities should be complementary, underpinned by values, and be adapted to the relevant stage of the Athlete Pathway.

9.2.2 Signatories shall describe their Education Activities in the Education Plan.

### 9.3 Adapting your Education Activities for Specific Learners in the Education Pool

Signatories shall tailor their Education Activities for Minors ensuring that Education Activities are appropriate for their stage of development.

Signatories shall adapt Education Activities for learners with impairments or specific needs in order to be accessible.

Delivery of such Education Activities to learners with specific needs should be in line with appropriate safeguarding considerations and legal requirements.

### 9.4 Documenting the Education Plan

Signatories shall document their Education Plan which shall contain at a minimum as per Article 9.1 and 9.2:

- Identification of Education Activities;
- Which Education Pool group(s) the Education Activities will be delivered to;
- Who the Education Activities will be delivered by;
- Type of Education Activities;
- When Education Activities will be delivered;
- Which program objectives, topics and learning outcomes the Education Activities will address;
- Monitoring procedures and data recording as per Article 11.1;
- Methods to assess learning as per Article 11.2.

### 10.0 Coordinating Education Delivery

Signatories shall coordinate their Education efforts to maximize the effectiveness of their Education Program and minimize duplication of Education delivery to the same groups.

### 10.1 Sharing the Education Plan

In particular Signatories shall:

- Make publicly available any mandatory Education requirements for their Education Pool;
- Consult with other relevant Signatories when planning Education Activities for International-Level Athletes;



- Share *Education* records with WADA and other *Signatories* upon request, and in line with the *International Standard for Data Protection*

## **10.2 Collaborating with, or Delegating to Others**

Agree in advance on the roles and responsibilities for the delivery of *Event-Specific Education* where applicable. This should be done in accordance with the roles and responsibilities as outlined in Articles 13 and 10.4.

Coordinate with governments or other Public Institutions and National Federations as outlined in Article 14.

Where *Signatories* delegate some or all of their *Education* responsibilities to a third party, they are still responsible for complying with the requirements of the *International Standard for Education*.

*Signatories* shall document any such collaboration or delegation in the *Education Plan*.

## **10.3 Recognizing Prior Learning**

*Signatories* shall acknowledge the *Education Activities* carried out by other *Signatories* and may recognize the completion of such *Education Activities* by learners (in their *Education Pool*), provided that the *Education Activity* has been delivered as per Article 9.2.

Specifically, *Signatories* should consider the recognition of eLearning *Education Activities* as a priority.

Where recognition takes place, this should be clearly communicated to other relevant *Signatories* and the affected *Education Pool*.

The responsibility of the quality of the *Education* remains with the *Signatory* delivering the *Education*, not the *Signatory* recognizing the *Education*.

This process should ease the burden on *Athletes*, *Athlete Support Personnel* and *Signatories* by minimizing duplication of *Education* where it is not necessary. It can also help *Signatories* to prioritize and focus their efforts on in-person *Education*.

## **10.4 Event-Specific Education**

*Event-Specific Education* refers to education related to *Events* organized by *Major Event Organizations* or *Signatories*. This encompasses both *Pre-Event Education* (*Education* that takes place prior to an *Event*) and *Event-Based Education* (*Education* that takes place at or during an *Event* typically at an *Event Venue*). Content includes details unique to that *Event* such as anti-doping rules, *In- or Out-of-Competition* periods, entry criteria related to *Education*, needle policies, organizations with *Testing* jurisdiction and *TUE* processes, as examples. It depends on effective coordination among *Signatories*.



10.4.1 International Federations shall have the authority on any mandatory Education Activities for International-Level Athletes and Athlete Support Personnel participating at their Events.

10.4.2 Major Event Organizations shall have the authority on any mandatory Education Activities for Athletes and Athlete Support Personnel participating at their Events.

10.4.3 Athletes and Athlete Support Personnel participating at Events should receive Pre-Event Education. This should be done in cooperation with the local organizing committee, National Anti-Doping Organization and relevant International and National Federations.

10.4.4 Signatories shall coordinate the delivery of Pre-Event Education for national teams and/or participants attending International Events with all relevant organizations. At a minimum, the Olympic and Paralympic Games, Pre-Event Education shall be coordinated at national level between the National Anti-Doping Organization (where one exists) and the National Olympic Committee and National Paralympic Committee.

10.4.5 Signatories should deliver Pre-Event Education to national teams for major Events such as Continental Games, World Championships, and other multi-sport Events.

10.4.6 Signatories shall deliver Event-Based Education at Events where Testing takes place to maximize the reach of the Education Pool and to reinforce learning. This should be done in accordance with the roles and responsibilities outlined in Article 13.

10.4.7 At International Events International Federations shall deliver Event-Based Education to reach those in their Education Pool. This should be done in cooperation with the local National Anti-Doping Organization, or where applicable, with the Regional Anti-Doping Organization, the National Federation and the Major Event Organization. Athletes and their Athlete Support Personnel participating at International Events should receive Pre-Event Education in advance of the Event as per Article 10.4.3.

## 11.0 Evaluating the Education Program

The Education Program shall be evaluated to determine the effectiveness of the Education Program and to inform future Education Plans and Education Activities.

Signatories shall monitor on an ongoing basis their Education Plans.

The purpose of monitoring and evaluating is to measure progress, ensure continuous improvement and ultimately to determine if what was delivered is effective. The results of which shall be documented through an Evaluation Report.

### 11.1 Monitoring the Education Plan

Monitoring requires the ongoing recording of data to track progress against the Education Program objectives.



The *Education* Plan shall include monitoring procedures for the *Education* Activities to aid evaluation and reporting.

*Signatories* shall record the number of learners reached via delivery of their *Education* Plan, as applicable.

- In-person (physical or virtual);
- eLearning;
- Events;
- Webinars;
- Awareness campaign;
- Information;
- Website visits;
- Apps;
- Social media targeted *Education* posts;
- Other *Education* Activities.

*[Comment to Article 11.1: It is acknowledged that Signatories may not be able to record individual attendance at all in-person sessions such as those that are general open-access sessions or during Event-Based Education activities. Where practically possible the number should be recorded. Where this is not possible for example, Booths at an Event, Signatories may estimate their reach. It is not expected that Signatories include all of the Education Activities as listed above in their Education Plan every year.]*

*In addition, Signatories are likely to be asked about their Education reach (numbers) as part of the Code Compliance process and therefore Signatories are advised to be able to aggregate data to provide the total number of Athletes reached per stage of the Athlete Pathway and Athlete Support Personnel.]*

### **11.1.1 Education Records**

*Signatories* shall keep secure *Education* records of learners attending targeted in-person sessions or completing eLearning courses. At a minimum, records shall include the 'who, what and when' and be in line with the requirements of the *International Standard* for Data Protection.

- The 'who' should include: the full name of the learner, their sport and/or country as well as a record of who delivered the *Education* – the name of the Educator.
- The 'what' shall include the topics included in the *Education* Activity.
- The 'when' shall include the date of the *Education* Activity, for example, the date of the workshop/session or when an eLearning course was completed.

### **11.2 Assessing Learning**

*Signatories* shall assess participant learning against the learning outcomes identified in the curriculum.

*Signatories* shall assess the learning experience of participants such as learner satisfaction, engagement, and confidence to apply what has been learnt. Feedback



related to the Education Activities delivered shall also be collected from the Educator.

[Comment to Article 11.2: The assessment of learning should focus on in-person Education and eLearning. It is not expected that all learners be assessed in all sessions. The methods used should be sufficient to assess whether the learning outcomes have been met and that these are indicative of learners in these groups of the Education Pool.]

### **11.3 Evaluating the Education Program**

Signatories shall evaluate their Education Program objectives using their monitoring data, the assessment of learning information and any other available information to **determine to what extent these objectives have been met.**

Signatories shall evaluate their Education Program annually and document this in an Evaluation Report. The evaluation shall inform the Education Program and future Education Plans.

The Evaluation Report shall be provided to WADA upon request in English or French.

### **11.4 Determining Impact**

Signatories should attempt to determine the impact of their Education Program through the monitoring of wider anti-doping data such as:

- The incidence of Clean Sport Behaviors;
- The number of Missed Tests and/or Filing Failures;
- Whereabouts violations, Anti-Doping Rule Violations due to unintentional doping such as, supplement use, use of medication containing prohibited substances as examples;
- Therapeutic Use Exemption applications;
- The use of batch-tested supplements;
- Prevalence of doping and Adverse Analytical Findings;
- Reporting of doping;
- All types of Anti-Doping Rule Violations.

Signatories should consider measuring over time, wider metrics or constructs that can be used as indicators of effectiveness of anti-doping programs. Metrics such as the intention to compete clean, perceptions of legitimacy of the anti-doping system, vulnerability to doping, moral beliefs about doping, confidence to stay clean, are examples of metrics that can be used for this purpose.

[Comment to Article 11: WADA will make available tools that may help Signatories to monitor, evaluate and determine the impact of their programs. Monitoring of Education records via ADEL and validated social science research surveys as examples.]

## PART THREE: ROLES & RESPONSIBILITIES OF SIGNATORIES AND OTHERS

### 12.0 Overview

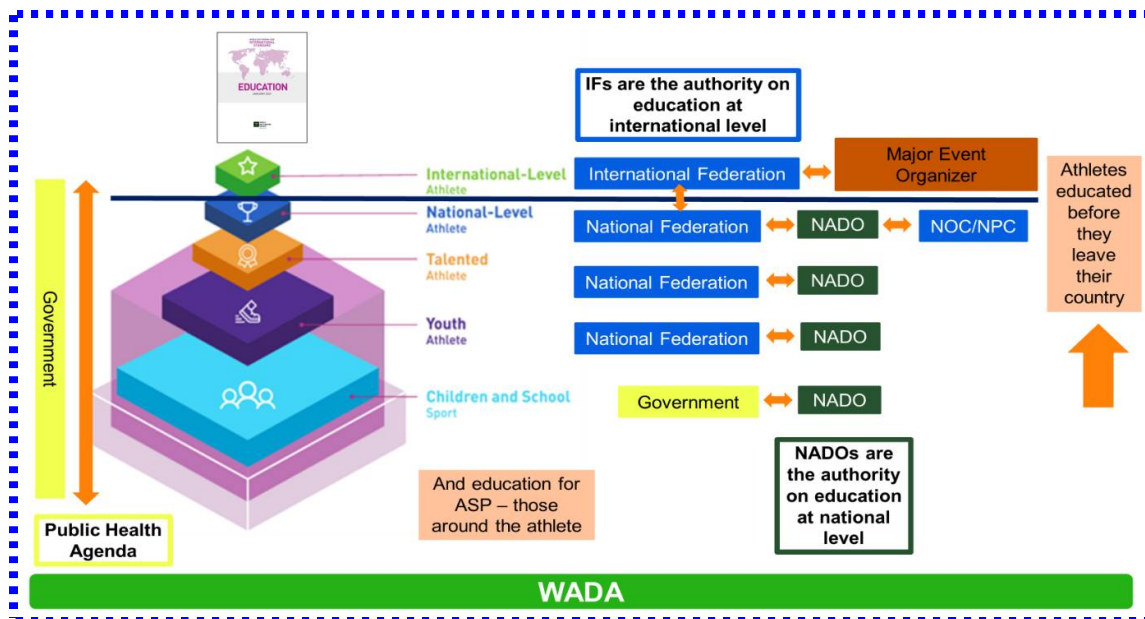
Code Article 18.1 states that: “All Signatories shall, within their scope of responsibility and in cooperation with each other, plan, implement, monitor and evaluate and promote Education Programs in line with the requirements set out in the International Standard for Education.”

The objectives of Part Three are:

- To provide clarity on the primary responsibilities of each Signatory related to Education;
- To outline how cooperation can maximize efforts and minimize duplication to enhance the effectiveness of Education Programs;
- To summarize the requirements of the International Standard for Education upon which Signatories will be held accountable; and
- To promote the broader role of Education in the training and professional development of anti-doping practitioners and any associated workforce.

To support this principle the following graphic is displayed to indicate how all Signatories and non-Signatories can support the establishment of a clean sport Education Program.

Figure One: Overview of the primary responsibilities of organizations at each stage of the Athlete Pathway.







## 13.0 Roles & Responsibilities of Signatories

### 13.1 National Anti-Doping Organizations

13.1.1 Each National Anti-Doping Organization shall be the authority on Education as it relates to clean sport within their respective country.

13.1.2 National Anti-Doping Organizations shall be the authority for National-Level Athletes and associated Athlete Support Personnel. This shall be their primary responsibility for Education.

National Anti-Doping Organizations shall include National-Level Athletes and their most influential Athlete Support Personnel as part of their Education Pool and other mandatory groups as per Article 6 of the International Standard for Education.

National Anti-Doping Organizations should support the principle that an Athlete's first experience with anti-doping should be through Education rather than Doping Control.

[Comment to Article 13.1.2: In circumstances where there is an increased need for education, such as a higher risk of unintentional doping; nothing prevents International Federations from educating non-International-Level Athletes and their Athlete Support Personnel under their authority. When doing so they should cooperate with the respective National Anti-Doping Organizations to ensure resources are maximized and duplication is minimized. National Anti-Doping Organizations may also have a role in educating International-Level Athletes as per Comment to Article 13.2.2.]

13.1.3 Each National Anti-Doping Organizations shall:

- Develop and document their Education Program as per Article 8 of the International Standard for Education.
- Develop an annual Education Plan and monitor its implementation as per Article 9 and 11.1 of the International Standard for Education.
- Recruit, train, assess, accredit, reaccredit and authorize Educators as per Article 7 of the International Standard for Education.
- Assess learning as per Article 11.2 of the International Standard for Education.
- Evaluate the Education Program as per Article 11.3 of the International Standard for Education.

13.1.4 In addition to the above, National Anti-Doping Organizations may have a role in educating the following:

- Youth Athletes, in cooperation with National Federations; and
- Children and youth through school and/or sports club programs in cooperation with public authorities, which may include promoting the integration of Values-Based Education into the existing Education or sport system.

13.1.5 As per Code Article 20.3.13, International Federations require National Federations to conduct Education in coordination with the applicable National Anti-Doping Organization and as such, shall be engaged as a key partner and supported in this function by the National Anti-Doping





Organizations. Where in-person Education takes place, National Federations shall use Educators.

National Anti-Doping Organizations may have a role in the training and accreditation of Educators on behalf of National Federations.

13.1.6 National Anti-Doping Organizations who are part of the Regional Anti-Doping Organization network shall provide the summary of their Education Program and their annual Education Plan to their Regional Anti-Doping Organization.

13.1.7 National Anti-Doping Organizations should acknowledge the broader role that Education can have within their organizations to advance the capability of their workforce through training and professional development initiatives.

## 13.2 International Federations

13.2.1 Each International Federation shall be the authority on Education as it relates to clean sport within their respective sport.

13.2.2 International Federations shall be the authority for International-Level Athletes and associated Athlete Support Personnel. This shall be their primary responsibility for Education.

International Federations shall include International-Level Athletes and their most influential Athlete Support Personnel as part of their Education Pool and other mandatory groups as per Article 6 of the International Standard for Education.

International Federations should support the principle that an Athlete's first experience with anti-doping should be through Education rather than Doping Control.

[Comment to Article 13.2.2: In circumstances where there is an increased need for education, such as a higher risk of unintentional doping, nothing prevents National Anti-Doping Organizations from educating International-Level Athletes and their Athlete Support Personnel under their authority. When doing so they should cooperate with the respective International Federation to ensure resources are maximized and duplication is minimized. International Federations may also have a role in educating International-Level Athletes as per Comment to Article 13.2.2.]

13.2.3 Each International Federation shall:

- Develop and document their Education Program as per Article 8 of the International Standard for Education.
- Develop an annual Education Plan and monitor its implementation as per Article 9 and 11.1 of the International Standard for Education.
- Recruit, train, assess, accredit, reaccredit and authorize Educators as per Article 7 of the International Standard for Education.
- Assess learning as per Article 11.2 of the International Standard for Education.
- Evaluate the Education Program as per Article 11.3 of the International Standard for Education.



13.2.4 The International Federation shall require National Federations to conduct Education in cooperation with the applicable National Anti-Doping Organization as per Code Article 20.3.13, in particular for Event-Specific Education.

International Federations shall require National Federations to use trained and accredited Educators to deliver in-person education.

[Comment to Article 13.2.4: It is acknowledged that National Federations may train and accredit their own Educators. Where this is the case they shall have such Educator training programs and/or individual Educators authorized by a Signatory to help maintain standards of Education delivery.]

13.2.5 International Federations should acknowledge the broader role that Education can have within their organizations to advance the capability of their workforce through training and professional development initiatives.

### 13.3 Major Event Organizations

13.3.1 Major Event Organizations shall be the authority on Event-Specific Education as it relates to clean sport within their respective Events.

13.3.2 Major Event Organizations shall be the authority on Event-Specific Education for Athletes and Athlete Support Personnel participating at their Events.

Major Event Organizations shall include participants (including the most influential Athlete Support Personnel) as part of their Education Pool as per Article 6 of the International Standard for Education.

Major Event Organizations should support the principle that an Athlete's first experience with anti-doping should be through Education rather than Doping Control.

13.3.3 Each Major Event Organization shall:

- Develop and document their Education Program as per Article 8 of the International Standard for Education.
- Develop an Education Plan for each Event and monitor its implementation as per Article 9 and 11.1 of the International Standard for Education.
- Recruit, train, assess, accredit, reaccredit and authorize Educators as per Article 7 of the International Standard for Education.
- Assess learning as per Article 11.2 of the International Standard for Education.
- Evaluate the Education Program as per Article 11.3 of the International Standard for Education.



13.3.4 Major Event Organizations shall set any Pre-Event Education requirements for their Events and ensure that the necessary information such as the anti-doping rules for the Event is made publicly available.

Major Event Organizations shall require their member associations to cooperate with the applicable National Anti-Doping Organization, to meet any Pre-Event Education requirements.

13.3.5 Major Event Organizations shall deliver Event-Based Education at Events that are directly under their authority as per Code Article 20.6.8 to maximize the reach of the Education Pool.

Event-Based Education has the potential to reach and positively impact wider audiences, including the spectators, general public and media.

13.3.6 Signatories should acknowledge the broader role that Education can play within their organizations to advance the capability of their workforce through training and professional development initiatives

#### **13.4 National Olympic Committees/National Paralympic Committees**

National Olympic and Paralympic Committees should support the principle that an Athlete's first experience with anti-doping should be through Education rather than Doping Control.

13.4.1 As per Code Article 20.4.6, where a National Anti-Doping Organization does not exist, the National Olympic Committee (or, as applicable, the National Paralympic Committee) shall be the authority on Education in their country and subject to Articles 4-10 in addition to fulfilling the requirements of Article 11.1.

13.4.2 Where a National Anti-Doping Organization exists, the National Olympic Committee (or, as applicable, the National Paralympic Committee) shall cooperate with their National Anti-Doping Organization and National Federations to ensure that Athletes and Athlete Support Personnel selected to participate in the Olympic/Paralympic Games (or any Event where the National Olympic Committee or, as applicable, the National Paralympic Committee, participates or hosts) shall receive Pre-Event Education as per Article 10.4.

13.4.3 Where in-person Education takes place, the National Olympic Committee shall use Educators.

13.4.4 Signatories should acknowledge the broader role that Education can play within their organizations to advance the capability of their workforce through training and professional development initiatives



## 14.0 Roles and Responsibilities of Others

### 14.1 Athletes and Athlete Support Personnel

14.1.1 Athletes have a right to Education as identified in the Athletes Anti-Doping Rights Act. Athletes shall make themselves available for Education and actively participate as required to comply with Code Article 21.

14.1.2 Athletes should advocate for clean sport, act in accordance with the spirit of sport and their values.

14.1.3 Athlete Support Personnel shall make themselves available for Education and actively participate as required to comply with Code Article 21.

14.1.4 Athlete Support Personnel should advocate for clean sport, act in accordance with the spirit of sport and their values.

### 14.2 National Federations

National Federations should support the principle that an Athlete's first experience with anti-doping should be through Education rather than Doping Control.



14.2.1 National Federations should consider the role and contribution they can make in the development and delivery of *Education Programs*.

14.2.2 National Federations should proactively cooperate with the *National Anti-Doping Organization* in their country where one exists for the purposes of *Education*.

14.2.3 National Federations should enable the delivery of *Education* by providing access to *Athletes* and *Athlete Support Personnel*.

### 14.3 Governments

14.3.1 Governments should proactively enable the development and delivery of *Education Programs* in line with their commitments under the *UNESCO Convention*.

14.3.2 Governments should advocate for the inclusion of *Values-Based Education* within the school/club or youth sport systems.

### 14.4 Regional Anti-Doping Organizations

14.4.1 *Regional Anti-Doping Organizations* shall promote *Education* as per *Code Article 21.4.7*.

14.4.2 *Regional Anti-Doping Organizations* shall support their member countries to develop *Education Programs* and deliver their *Education Plans*. *Regional Anti-Doping Organizations* shall make this information available for all.

14.4.3 *Regional Anti-Doping Organizations* should be a knowledge center for *Education* in their region whereby they collect all relevant content and material related to *National Anti-Doping Organization Education Activities* and make this available for all.

14.4.4 *Regional Anti-Doping Organizations* shall work with *National Anti-Doping Organizations*, governments and *National Olympic Committees* (or, as applicable, the *National Paralympic Committee*) within their regions to provide support for the coordination and delivery of *Education Activities*.

### 14.5 World Anti-Doping Agency (WADA)

14.5.1 *WADA* shall support its stakeholders to develop and deliver effective *Education Programs* in line with the *International Standard for Education*.

*[Comment to Article 14.5.1: WADA will support stakeholders through the Code Implementation Support Program and the Global Learning and Development Framework as examples.]*



14.5.2 WADA shall provide *Education* materials for use by *Signatories* or to be used by any other *Person* directly.

14.5.3 WADA shall be responsible for ensuring compliance with the *International Standard for Education* and the *Code* through the *Code Compliance process* and in line with the *International Standard for Code Compliance by Signatories*.

14.5.4 WADA shall provide *Guidelines for Education*, templates and training for *Signatories* to use to support the development of their *Education Programs*.

14.5.5 WADA, in support of *Code* Article 25.1.1, shall convene *Signatories* and wider stakeholders periodically, to advance *Education* policy and practice in line with emerging trends, research, data and insight to ensure *Education* remains effective and beneficial for *Athletes*, *Athlete Support Personnel* and others.

14.5.6 WADA shall use any available *Education*-related data to monitor globally the *Education* reach and efforts of the anti-doping system.

*[Comment to Article 14.5.6: Education-related data is available from a variety of sources including but not limited to: compliance data, research data, Education data from ADEL.]*



## **PART FOUR: ACCOUNTABILITY**

### **15.0 Accountability**

WADA will monitor the compliance of Signatories with the International Standard for Education through the Code Compliance process.

The Code Compliance process and associated consequences as outlined in the International Standard for Code Compliance by Signatories

Signatories shall be held accountable via the following:

#### **15.1 A documented Education Program that includes at a minimum:**

- Vision, aims and program objectives as per Article 8.0;
- The Sport System Assessment as per Article 5;
- The Athlete Pathway as per Article 5.1;
- The Education Pool as per Article 6;
- The process for how Educators are recruited, trained, assessed, accredited and reaccredited as per Article 7;
- The resources needed to deliver as per Article 8.2.

#### **15.2 A curriculum as per Article 8.1 that includes at a minimum:**

- Mandatory core topics as per Code Article 18.2;
- Learning outcomes;
- Clean Sport Behaviors.

#### **15.3 A documented annual Education Plan as per Article 9.1 and 9.2 that includes at a minimum:**

- Identification of Education Activities;
- Which Education Pool group(s) the Education Activities will be delivered to;
- Who the Education Activities will be delivered by;
- Type of Education Activities;
- When Education Activities will be delivered;
- Which program objectives, topics and learning outcomes the Education Activities will address;
- Monitoring procedures and data recording as per Article 11.1;
- Methods to assess learning as per Article 11.2.

#### **15.4 A documented Evaluation Report as per Article 11.3 that includes at a minimum:**

Signatories shall evaluate their Education Program using the monitoring and assessment of learning data and any other relevant information. The Evaluation Report should document all relevant data as per Article 11 and describe how such



data has been used to inform the *Education Program* and/or the future annual *Education Plan*.

– *Monitoring data:*

– *Numbers of Athletes and Athlete Support Personnel educated per stage of the Athlete Pathway:*

– *Learner assessment information:*

– *Feedback from Educators (where applicable):*

– *An assessment of whether the program's objectives have been met:*

– *Conclusions and recommendations for the *Education Program* and the next *Education Plan*.*





## APPENDIX I: DEFINITIONS

### 16.0 ~~3.0~~ Definitions and Interpretation

#### 16.1 ~~3.4~~ Defined terms from the ~~2021~~2027 Code that are used in the *International Standard for Education*

**ADAMS:** The Anti-Doping Administration and Management System is a Web-based database management tool for data entry, storage, sharing, and reporting, designed to assist stakeholders and WADA in their anti-doping operations in conjunction with data protection legislation.

**Anti-Doping Organization:** WADA or a *Signatory* that is responsible for adopting rules for initiating, implementing, or enforcing any part of the *Doping Control* process. This includes, for example, the International Olympic Committee, the International Paralympic Committee, other *Major Event Organizations* that conduct *Testing* at their *Events*, International Federations, and *National Anti-Doping Organizations*.

**Athlete:** Any *Person* who competes in sport at the international level (as defined by each International Federation) or the national level (as defined by each *National Anti-Doping Organization*). An *Anti-Doping Organization* has discretion to apply anti-doping rules to an *Athlete* who is neither an *International-Level Athlete* nor a *National-Level Athlete*, and thus to bring them within the definition of “*Athlete*”. In relation to *Athletes* who are neither *International-Level* nor *National-Level Athletes*, an *Anti-Doping Organization* may elect to: conduct limited *Testing* or no *Testing* at all; analyze *Samples* for less than the full menu of *Prohibited Substances*; require limited or no whereabouts information; or not require advance *TUEs*. However, if an Article 2.1, 2.3 or 2.5 anti-doping rule violation is committed by any *Athlete* over whom an *Anti-Doping Organization* has elected to exercise its authority to test and who competes below the international or national level, then the *Consequences* set forth in the *Code* must be applied. For purposes of Article 2.8 and Article 2.9 and for purposes of anti-doping information and *Education*, any *Person* who participates in sport under the authority of any *Signatory*, government, or other sports organization accepting the *Code* is an *Athlete*.

*[Comment to Athlete: Individuals who participate in sport may fall in one of five categories: 1) International-Level Athlete, 2) National-Level Athlete, 3) individuals who are not International or National-Level Athletes but over whom the International Federation or National Anti-Doping Organization has chosen to exercise authority, 4) Recreational Athlete, and 5) individuals over whom no International Federation or National Anti-Doping Organization has, or has chosen to, exercise authority. All International and National-Level Athletes are subject to the anti-doping rules of the Code, with the precise definitions of international and national level sport to be set forth in the anti-doping rules of the International Federations and National Anti-Doping Organizations.]*

**Athlete Biological Passport:** The program and methods of gathering and collating data as described in the *International Standard for Testing—and Investigations* and *International Standard for Laboratories*.

**Athlete Support Personnel:** Any coach, trainer, manager, agent, team staff, official, medical, paramedical personnel, parent or any other *Person* working with, treating or assisting an *Athlete* participating in or preparing for sports *Competition*.

**Code:** The World Anti-Doping Code.



**Competition:** A single race, match, game or singular sport contest. For example, a basketball game or the finals of the Olympic 100-meter race in athletics. For stage races and other sport contests where prizes are awarded on a daily or other interim basis the distinction between a *Competition* and an *Event* will be as provided in the rules of the applicable International Federation.

**Doping Control:** All steps and processes from test distribution planning through to ultimate disposition of any appeal and the enforcement of *Consequences*, including all steps and processes in between, including but not limited to, *Testing*, investigations, whereabouts, *TUEs*, *Sample* collection and handling, laboratory analysis, *Results Management*, and investigations or proceedings relating to violations of Article 10.14 (Status During *Ineligibility* or *Provisional Suspension*).

**Education:** The process of learning to instill values and develop behaviors that foster and protect the spirit of sport, and to prevent intentional and unintentional doping.

**Event:** A series of individual *Competitions* conducted together under one ruling body (e.g., the Olympic Games, World Championships of an International Federation, or Pan American Games).

**Event Venues:** Those venues so designated by the ruling body for the *Event*.

**International Event:** An *Event* or *Competition* where the International Olympic Committee, the International Paralympic Committee, an International Federation, a *Major Event Organization*, or another international sport organization is the ruling body for the *Event* or appoints the technical officials for the *Event*.

**International-Level Athlete:** *Athletes* who compete in sport at the international level, as defined by each International Federation, consistent with the *International Standard for Testing and Investigations*.

*[Comment: Consistent with the International Standard for Testing and Investigations, the International Federation is free to determine the criteria it will use to classify Athletes as International-Level Athletes, e.g., by ranking, by participation in particular International Events, by type of license, etc. However, it must publish those criteria in clear and concise form, so that Athletes are able to ascertain quickly and easily when they will become classified as International-Level Athletes. For example, if the criteria include participation in certain International Events, then the International Federation must publish a list of those International Events.]*

**International Standard:** A standard adopted by WADA in support of the *Code*. Compliance with an *International Standard* (as opposed to another alternative standard, practice or procedure) shall be sufficient to conclude that the procedures addressed by the *International Standard* were performed properly. *International Standards* shall include any *Technical Documents* issued pursuant to the *International Standard*.

**Major Event Organizations:** The continental associations of *National Olympic Committees* and other international multisport organizations that function as the ruling body for any continental, regional or other *International Event*.

**Minor:** A natural *Person* who has not reached the age of eighteen years.

**National Anti-Doping Organization:** The entity(ies) designated by each country as possessing the primary authority and responsibility to adopt and implement anti-doping rules, direct the collection of *Samples*, the management of test results, and the conduct of hearings at the national level. If this designation has not been



made by the competent public authority(ies), the entity shall be the country's *National Olympic Committee* or its designee.

~~**National Event:** A sport Event or Competition involving International or National-Level Athletes that is not an International Event.~~

**National-Level Athlete:** Athletes who compete in sport at the national level, as defined by each *National Anti-Doping Organization*, consistent with the *International Standard for Testing and Investigations*.

**National Olympic Committee:** The organization recognized by the International Olympic Committee. The term *National Olympic Committee* shall also include the National Sport Confederation in those countries where the National Sport Confederation assumes typical *National Olympic Committee* responsibilities in the anti-doping area.

**Person:** A natural *Person* or an organization or other entity.

**Regional Anti-Doping Organization:** A regional entity designated by member countries to coordinate and manage delegated areas of their national anti-doping programs, which may include the adoption and implementation of anti-doping rules, the planning and collection of *Samples*, the management of results, the review of *TUEs*, the conduct of hearings, and the conduct of *Education* programs at a regional level.

**Registered Testing Pool:** The pool of highest-priority *Athletes* established separately at the international level by International Federations and at the national level by *National Anti-Doping Organizations*, who are subject to focused *In-Competition* and *Out-of-Competition Testing* as part of that International Federation's or *National Anti-Doping Organization's* test distribution plan and therefore are required to provide whereabouts information as provided in Article 5.5 and the *International Standard for Testing and Investigations* who shall be subject to at least three (3) Out-of-Competition tests per year.

**Signatories:** Those entities accepting the *Code* and agreeing to implement the *Code*, as provided in Article 23.

**Strict Liability:** The rule which provides that under Article 2.1 and Article 2.2, it is not necessary that intent, *Fault*, negligence, or knowing *Use* on the *Athlete's* part be demonstrated by the *Anti-Doping Organization* in order to establish an anti-doping rule violation.

**Testing:** The parts of the *Doping Control* process involving ~~test distribution planning~~ Test Distribution Planning, *Sample* collection, *Sample* handling, and *Sample* transport to the laboratory.

**Testing Pool:** The pool of Athletes that the International Federation or National Anti-Doping Organization considers to be a lesser priority and risk than those Athletes in the Registered Testing Pool and who are required to provide whereabouts information as outlined in the International Standard for Testing and who shall be subject to at least one planned Out-of-Competition test per year.

**Therapeutic Use Exemption (TUE):** A *Therapeutic Use Exemption* allows an *Athlete* with a medical condition to use a *Prohibited Substance* or *Prohibited Method*, but only if the conditions set out in Article 4.4 and the *International Standard for Therapeutic Use Exemptions* are met.



[UNESCO Convention: The International Convention against Doping in Sport adopted by the 33rd session of the UNESCO General Conference on 19 October 2005, including any and all amendments adopted by the States Parties to the Convention and the Conference of Parties to the International Convention against Doping in Sport.](#)

**WADA:** The World Anti-Doping Agency.

## 16.2 **3.2 Defined terms from the *International Standard for Code Compliance* by Signatories**

**Code Compliance:** Compliance with all of the requirements in the *Code* and/or the *International Standards* that apply to the *Signatory* in question, as well as with any special requirements imposed by the *WADA* Executive Committee in accordance with Article A.3(r).”

## 16.3 **3.3 Defined ~~terms specific~~ Terms Specific to the *International Standard for Education***

**Anti-Doping Education:** Delivering training on anti-doping topics to build competencies in ~~clean sport behaviors~~ Clean Sport Behaviors and make informed decisions.

[Athlete Pathway: A generic model that describes the core stages of Athlete development within a specific sport or country’s sport system.](#)

**Awareness Raising:** Highlighting topics and issues related to clean sport.

[Clean Sport Behaviors: Actions that Athletes and their Athlete Support Personnel should be capable of doing in relation to mandatory topics outlined in Article 18.2 of the Code and as described in a curriculum.](#)

[Education Activity: Any activity that is purposefully designed and delivered to facilitate learning. Examples include eLearning, workshops, scenario-based sessions, peer-to-peer conversations, webinars, etc.](#)

**Education Plan:** A document that includes: a situation assessment; identification of an Education Pool; objectives; ~~Education activities~~ Activities and monitoring procedures as required by Article 49.1.

**Education Pool:** A list of ~~target~~ groups identified through a sport system assessment process.

**Education Program:** A collection of Education activities Activities undertaken by a *Signatory* to achieve the intended learning ~~objectives~~ outcomes.

**Educator:** A person who has been trained and accredited to deliver *Education* and is authorized by a *Signatory* for this purpose.

**Event-Based Education:** Any type of Education activity Activity which takes place at or in association with an *Event*.



**Event-Specific Education:** Refers to education related to *Events* organized by *Major Event Organizations* or *Signatories*. This encompasses both *Pre-Event Education* and *Event-Based Education*. Content includes details unique to that *Event* such as anti-doping rules, *In- and Out-of-Competition* periods, entry criteria related to *Education*, needle policies, organizations with *Testing* jurisdiction and *TUE* processes, as examples.

**Guidelines for Education:** A non-mandatory document in the World Anti-Doping Program that provides guidance on *Education* and is made available to *Signatories* by *WADA*.

**Information Provision:** Making available accurate, up to date content related to clean sport.

**Pre-Event Education:** Delivering tailored *Education* Activities to prepare *Athletes* and *Athlete Support Personnel* for an *Event* with the aim of sharing the specific anti-doping requirements related to that *Event* and developing any associated clean sport behaviours.

**Prevention:** Refers to interventions undertaken to stop doping from occurring. There are ~~four~~five key interrelated strategies to Prevention: *Education*; deterrence; detection; ~~and~~enforcement; and rule of law.

**Values-Based Education:** Delivering activities that emphasize the development of an individual's personal values and principles. It builds the learner's capacity to make decisions to behave ethically.

### 3.4 — Interpretation

~~3.4.1 The official text of the *International Standard for Education* shall be published in English and French. In the event of any conflict between the English and French versions, the English version shall prevail.~~

~~3.4.2 Like the *Code*, the *International Standard for Education* has been drafted giving consideration to the principles of proportionality, human rights, and other applicable legal principles. It shall be interpreted and applied in that light.~~

~~3.4.3 The comments annotating various provisions of the *International Standard for Education* shall be used to guide its interpretation.~~

~~3.4.4 Unless otherwise specified, references to Sections and Articles are references to Sections and Articles of the *International Standard for Education*.~~



## **PART TWO: STANDARDS FOR EDUCATION**

### **Overview**

~~Code Article 18.1 requires Signatories to plan, implement, monitor and evaluate Education Programs. Articles 4, 5 and 6 describe the requirements of Signatories related to these mandatory activities.~~

~~Signatories should take into consideration cultural and sport contexts and the needs of the learners when developing Education Programs.~~

~~Signatories shall develop and deliver an Education Program that incorporates the following four components:~~

- ~~— Values-Based Education: Delivering activities that emphasize the development of an individual's personal values and principles. It builds the learner's capacity to make decisions to behave ethically.~~
- ~~— Awareness Raising: Highlighting topics and issues related to clean sport.~~
- ~~— Information Provision: Making available accurate, up to date content related to clean sport.~~
- ~~— Anti-Doping Education: Delivering training on anti-doping topics to build competencies in clean sport behaviors and make informed decisions.~~

~~All components should be aligned in the Education Program. All activities should be complementary, underpinned by values, and foster and protect the spirit of sport.~~

~~Signatories should reflect on the role of Education in their organization and be clear on their vision and the ultimate outcome they would like to see from their Education Program. This vision and outcome should inform the objectives that are set out in the Education Plan.~~

### **4.0 — Planning an Education Program**

~~Education Programs should be evidence based, informed by Education theory, and where possible, informed by social science research.~~

#### **4.1 — Developing an Education Plan**

~~4.1.1 Signatories shall document their Education activities through an Education Plan. The plan shall be provided to WADA and other Signatories upon request with an overview/summary in English or French.~~

~~4.1.2 To develop their Education Plan, Signatories shall undertake the following steps: assess the current situation; establish an Education Pool; set clear objectives and related activities; and outline monitoring procedures.~~





## 4.2 — Assessing the Current Situation

The assessment process shall consider the following:

- 4.2.1 ~~System Assessment: Signatories shall describe the environment within which they operate, including the sports system/structures and the national/international context.~~
- 4.2.2 ~~Identification of Target Groups: Signatories shall list all potential target groups for their Education Program, primarily *Athletes* and *Athlete Support Personnel*. Signatories shall also identify other agencies/organizations who may be responsible for delivering or have the potential to deliver Education.~~
- 4.2.3 ~~Resources: Signatories shall identify human, financial and material resources available or potentially available to support their Education Program.~~
- 4.2.4 ~~Current Education Activities: Signatories shall describe all their current Education activities.~~

## 4.3 — Establishing an Education Pool

- 4.3.1 ~~From the target groups identified in 4.2.2, Signatories shall determine the priority groups to be included in the Education Pool.~~
- 4.3.2 ~~*Athletes*: Signatories shall consider *Athletes*, who are subject to their anti-doping rules for inclusion in their Education Pool. At a minimum, Signatories shall include *Athletes* who are included in their Registered Testing Pool and *Athletes* returning from a sanction. Signatories are strongly encouraged to ensure their Education Pool includes a broader group of *Athletes* or provide a rationale for non-inclusion as described in Article 4.3.4. This is to support the principle that an *Athlete*'s first experience with anti-doping should be through Education rather than Doping Control.~~
- 4.3.3 ~~*Athlete Support Personnel*: As per Code Article 21.2, it is the *Athlete Support Personnel*'s responsibility to be knowledgeable of, and comply with all anti-doping policies and rules, and use their influence on *Athlete* values and behaviors that foster anti-doping attitudes.~~

~~Signatories shall consider *Athlete Support Personnel* of the *Athletes* identified in Article 4.3.2 for inclusion in the Education Pool. The most influential *Athlete Support Personnel* should be given priority. Signatories shall, within their means, ensure that *Athlete Support Personnel* have access to the information required to understand their roles and responsibilities and positively influence their *Athletes*.~~

~~As defined in the Code, the following groups shall be considered as part of this process: coaches, trainers, managers, agents, team staff, officials, medical/paramedical personnel, parents or any other *Person* working with, treating or assisting an *Athlete* participating in or preparing for sports Competition.~~



~~4.3.4~~ If there are *Athletes* or *Athlete Support Personnel* that will not be included in the Education Pool, *Signatories* shall provide a rationale as to why they have not been included and how this will be addressed in the future.

~~4.3.5~~ Other Target Groups: In addition to *Athletes* and *Athlete Support Personnel* as described above, other target groups should also be considered as part of the planning process including, but not limited to:

- ~~— Children and youth~~
- ~~— Teachers~~
- ~~— University staff and students~~
- ~~— Sport administrators~~
- ~~— Commercial sponsors~~
- ~~— Media personnel~~
- ~~— Any other *Persons* as deemed necessary by *Signatories*~~

~~4.3.6~~ Education Pool: After identifying and prioritizing target groups, and based on the resources and capacity to deliver, *Signatories* shall select those to be included in their Education Pool and document these in their Education Plan.

#### **4.4 — Objectives and Activities**

~~The Education Plan shall state the overall aims of the Education Program and list the specific objectives and timelines related to activities for the target groups in the Education Pool. All objectives shall be measurable and time specific.~~

#### **4.5 — Monitoring**

~~The Education Plan shall include monitoring procedures for the activities in the Education Program to aid reporting and evaluation and foster continuous improvement.~~

### **5.0 — Implementing Education Programs**

~~5.1~~ Values-Based Education should remain a focus, particularly in children and youth through school and/or sports club programs, and in cooperation with the relevant public authorities and other stakeholders.

~~5.2~~ *Signatories* shall include the following topics in their Education Program as also outlined in Code Article 18.2. Topics and content should be adapted and tailored to meet the needs of the target audience. Information regarding these topics shall be made publicly available:

- ~~— Principles and values associated with clean sport,~~
- ~~— *Athletes'*, *Athlete Support Personnel's* and other groups' rights and responsibilities under the Code,~~
- ~~— The principle of *Strict Liability*,~~
- ~~— Consequences of doping, for example, physical and mental health, social and economic effects, and sanctions,~~
- ~~— Anti-doping rule violations,~~





- ~~—Substances and Methods on the *Prohibited List*,~~
  - ~~—Risks of supplement use,~~
  - ~~—Use of medications and *Therapeutic Use Exemptions*,~~
  - ~~—Testing procedures, including urine, blood and the *Athlete Biological Passport*,~~
  - ~~—Requirements of the *Registered Testing Pool*, including whereabouts and the use of *ADAMS*,~~
  - ~~—Speaking up to share concerns about doping.~~
- ~~5.3 — *Education* on the topics listed in Article 5.2 should be provided for the *Registered Testing Pool* in full.~~
- ~~5.4 — *Signatories* shall establish a framework that identifies the learning objectives for each target group in the *Education Pool*. These learning objectives state what the learner should be 'aware of', 'understand' and 'be capable of doing' for each topic. Competencies and skills are what the learner should demonstrate at each stage of their development.~~
- ~~5.5 — *Signatories* shall tailor *Education* activities to learners with impairments or specific needs within the *Education Pool*.~~
- ~~5.6 — Article 5.5 shall apply also to *Minors* in the *Education Pool* ensuring that *Education* activities are tailored for their stage of development and meet all applicable legal requirements.~~
- ~~5.7 — *Signatories* shall select appropriate *Education* activities to achieve the objectives of the *Education Plan*. Delivery methods may include face-to-face sessions, eLearning, brochures, outreach booths, websites, etc., as described in the *Guidelines for Education*.~~
- ~~5.8 — *Signatories* shall assign *Educators* who will be responsible for delivering face-to-face *Education*. *Educators* should be competent in *Values-Based Education* and on all topics outlined in Code Article 18.2, the *International Standard for Education* and the *Guidelines for Education*.~~
- ~~5.9 — *Signatories* should include *Athletes* in the planning and development of the *Education Plan* to ensure activities are appropriate for the stage of development of the *Athletes*. *Signatories* should consider involving *Athletes* in the delivery of *Education* activities where appropriate.~~

*[Comment to Article 5: To assist Signatories, WADA offers a full suite of Education tools to help reach various target groups.]*



## **6.0 — Evaluating Education Programs**

- ~~6.1 — Signatories shall evaluate their Education Program annually. The evaluation should inform the following year's Education Plan. The evaluation report shall be provided to WADA upon request with an overview/summary in English or French.~~
- ~~6.2 — The evaluation shall be based on all available information and data related to the specific objectives in the Education Plan and determine to what extent these objectives have been met.~~
- ~~6.3 — Where possible, Signatories should seek partnerships in the academic field or with other research institutions to provide support for evaluation and research purposes. Social science research can also be used to inform evaluation procedures.~~

*[Comment to Article 6.3: WADA offers social science research evidence to inform both evaluation of programs and design of Education activities.]*



## **PART THREE: ROLES & RESPONSIBILITIES, COOPERATION AND ACCOUNTABILITY OF SIGNATORIES**

### **7.0 Roles & Responsibilities of Signatories**

#### **7.1 Overview**

~~7.1.1 Code Article 18.1 states that: "All Signatories shall, within their scope of responsibility and in cooperation with each other, plan, implement, monitor and evaluate and promote Education programs in line with the requirements set out in the International Standard for Education."~~

The objectives of Part Three are:

- ~~a) to provide clarity on the primary responsibilities of each Signatory related to Education;~~
- ~~b) to outline how cooperation can minimize duplication and maximize efforts to enhance the effectiveness of Education Programs; and~~
- ~~c) to summarize the requirements of the International Standard for Education upon which Signatories will be held accountable.~~

#### **7.2 National Anti-Doping Organizations**

~~7.2.1 Each National Anti-Doping Organization shall be the authority on Education as it relates to clean sport within their respective country. National Anti-Doping Organizations should support the principle that an Athlete's first experience with anti-doping should be through Education rather than Doping Control.~~

~~7.2.2 Each National Anti-Doping Organization shall devise an Education Program for those under their authority and who are in their Education Pool. National Anti-Doping Organizations shall document an Education Plan to demonstrate how their Education Program will be implemented and monitored. National Anti-Doping Organizations shall evaluate their Education Programs annually.~~

~~7.2.3 In addition to the above, National Anti-Doping Organizations may have a role in educating the following:~~

- ~~a) International Level Athletes in cooperation with the relevant International Federation;~~
- ~~b) Youth Athletes, in cooperation with National Federations; and~~
- ~~c) Children and youth through school and/or sports club programs in cooperation with public authorities, which may include promoting the integration of Values-Based Education into the existing Education or sport system.~~



~~7.2.4 As per Code Article 20.3.13, International Federations require National Federations to conduct Education in coordination with the applicable National Anti-Doping Organization and as such, shall be engaged as a key partner and supported in this function by the National Anti-Doping Organization.~~

~~7.2.5 National Anti-Doping Organizations who are part of the Regional Anti-Doping Organization network shall provide their Education Plan and an overview/summary to their Regional Anti-Doping Organization annually.~~

### **7.3 International Federations**

~~7.3.1 Education Programs aimed at International Level Athletes as determined by their own criteria in reference to Code Article 18.2.3 shall be the priority for International Federations. Each International Federation should support the principle that an Athlete's first experience with anti-doping should be through Education rather than Doping Control.~~

~~7.3.2 Each International Federation shall devise an Education Program for those under their authority and who are in their Education Pool. International Federations shall document an Education Plan to demonstrate how their Education Program will be implemented and monitored. International Federations shall evaluate their Education Programs annually.~~

~~7.3.3 At International Events where Testing will take place and where they have Testing authority, International Federations shall consider delivering Event-Based Education. This should be done in cooperation with the local National Anti-Doping Organization, or where applicable, with the Regional Anti-Doping Organization, the National Federation and the Major Event Organization. Athletes and their Athlete Support Personnel participating at International Events should receive Education in advance of the Event and in accordance with Article 5.~~

~~7.3.4 The International Federation shall require National Federations to conduct Education in cooperation with the applicable National Anti-Doping Organization as per Code Article 20.3.13.~~

~~[Comment to Article 7.3: Nothing prevents International Federations from educating non-International Level Athletes and their Athlete Support Personnel under their authority. International Federations are required to instruct that Event-Based Education programs conducted on their behalf by other Signatories, National Federations or third parties are done in accordance with the requirements set out in the International Standard for Education.]~~



#### **~~7.4~~ — ~~Major Event Organizations~~**

~~7.4.1~~ ~~Major Event Organizations~~ shall ensure the provision of ~~Education~~ activities at Events that are directly under their authority as per ~~Code Article 20.6.8~~. ~~Event-Based Education~~ has the potential to reach and positively impact wider audiences, including the ~~general public and media~~.

~~7.4.2~~ ~~Major Event Organizations~~ shall consider ~~Event-Based Education~~ at all Events where ~~Testing~~ will take place and where they are the ~~Testing~~ authority. ~~Athletes~~ and ~~Athlete Support Personnel~~ competing and participating at their Events should receive ~~Education~~ prior to the Event. This should be done in cooperation with the local organizing committee, ~~National Anti-Doping Organization~~ and relevant International and National Federations.

#### **~~7.5~~ — ~~National Olympic Committees/National Paralympic Committees~~**

~~7.5.1~~ As per ~~Code Article 20.4.6~~, where a ~~National Anti-Doping Organization~~ does not exist, the ~~National Olympic Committee~~ (or, as applicable, the ~~National Paralympic Committee~~) shall be the authority on ~~Education~~ in their country ~~subject to Article 7.2~~.

~~7.5.2~~ Where a ~~National Anti-Doping Organization~~ exists, the ~~National Olympic Committee~~ (or, as applicable, the ~~National Paralympic Committee~~) shall cooperate with ~~their National Anti-Doping Organization~~ to ensure that ~~Athletes~~ and ~~Athlete Support Personnel~~ selected to participate in the Olympic/Paralympic Games (or any Event where the ~~National Olympic Committee~~ or, as applicable, the ~~National Paralympic Committee~~, participates or hosts) shall receive ~~Education~~ in advance of the Event as per ~~Article 5~~.

~~7.5.3~~ The ~~National Olympic Committee~~ (or, as applicable, the ~~National Paralympic Committee~~) shall require ~~National Federations~~ to conduct ~~Education~~ in coordination with the applicable ~~National Anti-Doping Organization~~ as per ~~Code Article 20.4.12~~.

#### **~~7.6~~ — ~~Regional Anti-Doping Organizations~~**

~~7.6.1~~ ~~Regional Anti-Doping Organizations~~ shall support their member countries to conduct ~~Education Programs~~ and shall promote ~~Education~~ as per ~~Code Article 21.4.7~~.

~~7.6.2~~ ~~Regional Anti-Doping Organizations~~ shall work with ~~National Anti-Doping Organizations~~, governments and ~~National Olympic Committees~~ (or, as applicable, the ~~National Paralympic Committee~~) within their regions to provide support for the coordination and delivery of ~~Education Programs~~.

~~7.6.3~~ ~~Regional Anti-Doping Organizations~~ should be a knowledge center for ~~Education~~ in their region whereby they collect all relevant content and material related to ~~National Anti-Doping Organization~~ ~~Education Programs~~ and make this available for all.



## ~~7.7 — World Anti-Doping Agency (WADA)~~

~~7.7.1 — WADA shall support its stakeholders to develop and deliver effective Education Programs in line with the *International Standard for Education*.~~

~~7.7.2 — WADA shall provide Education materials for use by Signatories or to be used by any other Person directly.~~

~~7.7.3 — WADA shall be responsible for ensuring compliance with the *International Standard for Education* and the *Code* through the Code Compliance process and in line with the *International Standard for Code Compliance* by Signatories.~~

## ~~8.0 — Cooperation with and Recognition of other Signatories~~

~~8.1 — Signatories shall coordinate their Education efforts to minimize duplication and maximize the effectiveness of their Education Programs. In particular:~~

~~a) Signatories shall consult with other relevant Signatories when planning Education activities.~~

~~b) Signatories shall agree in advance on roles and responsibilities for Event-Based Education where applicable. This should be done in accordance with the roles and responsibilities outlined in Article 7.~~

~~c) Signatories shall share their Education Plans or overview/summary with other relevant Signatories upon request.~~

## ~~8.2 — Recognition of Education Programs~~

~~8.2.1 — Signatories shall acknowledge the Education Programs carried out by other Signatories and may recognize the completion of such programs by learners (in their Education Pool) of said program, provided that the program has been delivered as per Article 5. Where recognition takes place, this should be clearly communicated to other relevant Signatories and the Education Pool. This process should ease the burden on Athletes and Athlete Support Personnel and minimize duplication of Education. It can also help Signatories to prioritize and focus their efforts more effectively and to concentrate on under-served target groups.~~

## ~~9.0 — Accountability~~

~~9.1 — Signatories shall be held accountable via the following:~~

~~a) A documented Education Plan that includes:~~

~~i. an assessment of the current situation;~~

~~ii. the establishment of an Education Pool (including the rationale for any Athletes and Athlete Support Personnel not included and how this will be addressed in the future);~~

~~iii. objectives and related activities; and~~

~~iv. monitoring procedures.~~

~~b) The completion of an annual evaluation of the Education Program, including reporting the status of all objectives set out in the Education Plan;~~

~~c) The Code Compliance process and associated consequences as outlined in the *International Standard for Code Compliance* by Signatories.~~

<b>Legend:</b>	
<u>Insertion</u>	
<del>Deletion</del>	
<u>Moved from</u>	
<u>Moved to</u>	
Style change	
Format change	
<del>Moved deletion</del>	
Inserted cell	
Deleted cell	
Moved cell	
Split/Merged cell	
Padding cell	

<b>Statistics:</b>	
	Count
Insertions	898
Deletions	377
Moved from	116
Moved to	116
Style changes	0
Format changes	0
<b>Total changes</b>	<b>1507</b>