

WORLD SQUASH FEDERATION (WSF) ANTI-DOPING EDUCATION PLAN

April 2021

The logo for World Squash, featuring the words "WORLD SQUASH" in a bold, black, sans-serif font. The text is centered between two horizontal red lines.The logo for the World Squash Federation (WSF), consisting of the letters "WSF" in a bold, black, sans-serif font. The text is centered within a horizontal grey bar, which is flanked by two horizontal red lines.

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OVERVIEW

Introduction

As the global governing body for the sport of squash, a member of the Association of IOC Recognised International Sport Federations (ARISF) and an Anti-Doping Organisation (ADO) as per the World Anti-Doping Code (Code), the World Squash Federation (WSF) has a responsibility to develop and run an education program aimed at WSF Athletes, Athlete Support Personnel and the broader squash community. WSF supports the principle that an Athlete's first experience with anti-doping should be through Education rather than Doping Control.

Education programs aimed at International-Level Athletes¹ shall be the priority as determined by WSF in reference to section 7.3.1 of the World Anti-Doping Agency (WADA)'s International Standard for Education (ISE). Athlete Support Personnel (ASP) are another important group prioritised in this plan. In accordance with the ISE, WSF further requires National Squash Federations to conduct Education in cooperation with the applicable National Anti-Doping Organisations (NADOs) as per Code Article 20.3.13.

Purpose

The primary purpose of the Education Plan (Plan) is to provide an effective and streamlined approach to anti-doping education within the WSF community. The Plan is not a static document and is meant to continually evolve based on the needs and realities of the World Squash Federation. The Education Plan will be monitored continuously, evaluated at least annually and adapted whenever necessary. The Education Plan has been prepared by the International Testing Agency (ITA), on behalf of WSF for a four-year cycle of 2021-2024. The Education Plan is designed specifically around the needs, priorities and capacity of WSF, its athletes and the broader WSF community.

Scope

The World Squash Federation has delegated implementation of parts of its anti-doping program to the ITA in accordance with the Code and WSF Anti-Doping Rules. The ITA-WSF agreement in the area of education includes Education Plan development and the delivery of educational webinars. WSF remains responsible for other areas of education program implementation – roles and responsibilities are presented in detail in the Action Plan section.

¹ International-Level Athletes:

- (a) Athletes participating in WSF World Championships and/or who participate in any main draw of PSA World Tour Bronze, Silver, Gold, Platinum and Finals events;
- (b) Athletes included in WSF Registered Testing Pool.

From an anti-doping perspective, testing is currently conducted in squash only. Therefore, the focus of the current Education Plan is on the squash community. In time, testing may begin in Squash 57, in which case the clean sport education activities will be rolled out in advance of the testing program. More information on the disciplines governed by WSF is presented in the Sporting Structure section of this document.

Priorities

The present Education Plan is built for a four-year cycle (2021-2024) and is designed to progressively increase the reach and efficiency of education activities of the World Squash Federation. The Plan also takes into consideration educational work that has previously been done by WSF. Projects and initiatives previously executed by WSF and that correspond to the education objectives have been summarised and incorporated into the Plan (more information in the Current Situation Assessment section of the document).

Limitations

The Education Plan takes into consideration the realistic capacities (human and financial) of the World Squash Federation, its stakeholders and the ITA.

Elite-level squash athletes compete in WSF events and in the Professional Squash Association (PSA) World Tour, hence the coordination of educational activities between the two organisations becomes more evident. To successfully deliver a strong educational campaign within the Squash community, all stakeholders must align their efforts. WSF and PSA already cooperate on the testing and RTP/TP aspects of the anti-doping program. The WSF also works closely with the PSA to manage and coordinate the world calendar for squash.

Language barriers also pose a natural challenge for WSF, as they do for most International Federations. The WADA Anti-Doping Education and Learning platform (ADEL) was updated in January of 2021 and currently has a limited language selection. As such, ADEL courses are not currently mandatory for WSF athletes and coaches. In addition to English, the most commonly spoken languages in squash are Arabic, French and Spanish. Once courses in all of these languages are available on ADEL, the WSF will make them a mandatory requirement for certain athlete and athlete support personnel groups.

The Education Plan also takes into account the fact that the COVID-19 pandemic has a major influence on many aspects of WSF operations. The global crisis especially impacts Event-based Education, with many major competitions and related educational activities being cancelled, postponed or delivered in a format that limits any activities considered non-essential. Thus, the ability to execute Event-based Education will depend on the evolution of the pandemic and its impact on major

sporting events. This limitation is expected to impact educational activities for all or part of 2021.

CURRENT SITUATION ASSESSMENT

This section provides a brief overview of aspects relevant to establishing an efficient Education Plan for the 2021-2024 cycle. Such aspects include but are not limited to the general overview of the World Squash Federation sporting structure, a summary of WSF's current anti-doping education activities and details on existing partnerships and collaborations in anti-doping education.

Sporting Structure

The World Squash Federation governs two disciplines – squash and squash 57. Squash is currently part of the Pan-American Games, Asian Games, Commonwealth Games, the World Masters Games and the World Games program. In addition, WSF is considering a high-profile campaign for squash to be included in the sporting program of future Olympic Games.

Squash has gender sub-categories (men, women & mixed), different performance levels (e.g. World Championships, Masters, Squash at Major Games, etc.) and different age categories. As indicated previously, the Professional Squash Association (PSA) plays an important role in WSF's competition structure and for the past couple of years, a stronger cooperation between the two governing bodies is in place. Detailed information about the structure of WSF and collaboration with PSA can be found on <https://www.worldsquash.org/wsf-information/about-wsf/>.

From a governance perspective, WSF is recognised by the International Olympic Committee (IOC) as the governing body for squash. It is a member of the Association of IOC Recognised International Sport Federations (ARISF) and the Global Association of International Sports Federations (GAISF).

WSF is comprised of close to 150 National Federations and has approximately 50'000 accredited courts worldwide. On the continental level, WSF is represented through five Regional Federations: Squash Africa, Asian Squash, European Squash, Oceania Squash and Panam Squash.

History of Doping

This section presents a brief overview of the World Squash Federation testing figures and of the Risk Assessment conducted by the GAISF Doping-Free Sport Unit². In addition, a brief overview of the Adverse Analytical Finding (AAF) numbers, types of Anti-Doping Rule Violations (ADRVs) and the substances found in positive samples is presented. This data is analysed with the purpose of aligning the education efforts

² The Doping-Free Sport Unit formed the nucleus of the International Testing Agency in 2018.

with the WSF testing program.

Adverse Analytical Findings

In 2019, 356 samples were collected in the WSF-governed sport of squash. There was 1 AAF, which represents 0.3% of all the samples collected³. This is significantly below the 0.97% of AAFs reported for all samples analysed by WADA-accredited Laboratories and reported into WADA's Anti-Doping Administration and Management System (ADAMS) in 2019. However, to put these numbers in perspective, in 2018 a total of 399 samples have been collected with 4 sample returning an AAF, representing 1% of the total samples collected. For 2017, a total of 307 samples were collected, with 3 returning as AAF, also representing 1% of the samples collected that year. Therefore, the average number of WSF samples resulting in an AAF in 2017, 2018 and 2019 is 0.77%. This figure remains below the 1.15% AAF rate reported for all samples analysed by a WADA-accredited laboratory between 2017 and 2019.

Risk Assessment

A risk assessment was conducted for the sport of squash, taking into account physiological, financial, political/cultural, environmental and other intelligence factors. Below is the risk assessment for each category. It is important to note that the risk assessment described in this Education Plan dates back to 2017. An updated version of this document is in development and will be incorporated in the next version of this Plan.

Risk Type	Assessment
Physiological	Medium
Financial	Low
Political/Cultural	Low
Environmental	Low
Other Intelligence	Medium
TDSSA ⁴	Low

Based on the above factors, the doping history of squash and WADA's Technical Document for Sport Specific Analysis' minimum requirements, the sport of squash has a low to medium risk of doping.

Previous Suspensions

The World Squash Federation website provides a list of current and previous athlete suspensions⁵. Despite the oldest suspension dating back to 2009, the data provides important insight into the substances commonly found in samples. In addition, some observations can be made about the geographical distribution of the suspensions. As seen in the table below, of the 25 suspensions listed on the WSF website, 19 are from

³ WADA 2019 Anti-Doping Testing Figures report

⁴ TDSSA: Technical Document for Sport Specific Analysis

⁵ <https://www.worldsquash.org/athletes/anti-doping/anti-doping/suspensions/>

athletes representing a European nation (France, Belgium, Italy, England, Israel and Spain):

Country	Number of Suspensions
FRA	8
BEL	6
ITA	2
KUW	1
ENG	1
IDN	1
ARG	1
PAK	1
COL	1
ISR	1
ESP	1
CAN	1

It is worth noting that not all of the above suspensions were under the jurisdiction of WSF but were rather a result of tests carried out by NADOs on National-level Athletes. This is a consideration for the WSF Education Plan as the focus is on International-level Athletes and their Support Personnel – the responsibility to educate National-level Athletes remains with the NADOs.

Cannabinoid is the most commonly found substance, accounting for just over half of the number of athlete suspensions:

Substance	Number of athlete suspensions
Cannabinoid	13
Stimulant	4
Prednisone	4
Cocaine	1
19-norandrosterone	1
Furosemide	1
Prohibited substance not indicated	1

Observations

For the purpose of this Education Plan, the following observations are made:

- Despite the fact that squash is a low-medium risk sport with less than 1% of samples collected resulting in an AAF, there is of course a need for ongoing anti-doping education. This will include a focus on inadvertent anti-doping.
- A high number of athlete suspensions for the presence of cannabinoid in an athlete's sample indicates the need to focus on this specific topic. While all topics in section 5.2 of ISE will be covered in the education program, a particular effort will be made to educate athletes and ASP on the Prohibited List, substances prohibited in- and out-of-competition, supplements and high-risk products like CBD oil.

- While all member National Federations are subject to anti-doping education as part of this plan, the high number of cases in certain nations calls for the need to monitor the geographical distribution of ADRVs in squash. WSF will continue to observe the AAF trends and liaise with NADOs of Member Federation countries when needed, in order to ensure that athletes are receiving appropriate education on the national level.

Previous education activities

The World Squash Federation had a four-year (2018-2021) strategy for anti-doping education (see Appendix B for full Plan). This included a number of anti-doping education initiatives and requirements for the WSF community.

The following activities were part of the previous plan:

- Annual outreach education program at World Juniors – done in collaboration with a NADO for young athletes, their support personnel and families;
- Providing RTP athletes with up-to-date anti-doping information, and, in collaboration with the PSA, providing an education session at a minimum of one major event annually. New RTP athletes provided with whereabouts advice, and all RTP athletes provided with reminders and assistance every quarter (prior to submission deadlines);
- A specific anti-doping education module was included in the Coach Education program and 25% of WSF staff given anti-doping awareness training annually.

In addition, the WSF official website has a dedicated section for anti-doping: <https://www.worldsquash.org/introduction-to-anti-doping/>. This section provides the WSF community with key anti-doping information and resources. One of the activities of this Plan will be to update this page, and in due course, the entire anti-doping section will be moved following the re-structure of the entire WSF website.

Existing partnerships in education

The World Squash Federation, whilst not currently having official partnerships with NADOs, collaborates with them where possible, particularly around event-based education at WSF events.

ACTION PLAN

This section is the core of the World Squash Federation's Education Plan. Based on the Overview and Current Situation Assessment sections presented at the start of the document, the Action Plan outlines Subsequently, all education activities are clearly outlined and grouped by objectives. Activities are linked to targets groups,

accompanied by timelines and clear monitoring tools.

Target Groups

This section breaks down different stakeholders of the World Squash Federation community into distinct target groups. The primary objective of this section is to outline all groups that may be subject to clean sport education. By identifying these target groups, WSF also acknowledges that each group has different learning needs and a different level of priority in the scope of a four-year Education Plan.

Note that there may be an overlap in the population of some groups. For example, a youth athlete may also be considered an International-Level athlete. However, it is important to outline all possible target groups in this section. It is only in the next section that target groups are broken down into two categories: Education Pool and Other Target Groups.

- 1. Registered Testing Pool (RTP) Athletes and Athletes returning from sanction:** All athletes who are part of the WSF RTP and athletes returning to competition after a period of ineligibility due to an ADRV.
- 2. International-Level Athletes (ILA):** Athletes who compete in sport at the international level, as defined by each International Federation, consistent with the International Standard for Testing and Investigations. For the sport of squash, the following Athletes shall be considered to be International-Level Athletes:
 - a) Athletes participating in WSF World Championships and/or who participate in any main draw of PSA World Tour Bronze, Silver, Gold, Platinum and Finals events;
 - b) Athletes included in WSF Registered Testing Pool.⁶
- 3. Talented and Youth Athletes:** Athletes training regularly and committed to sport, identified as talented through some formal mechanism such as attending talent camps, or part of a talented development program. Talented/youth athletes may compete nationally or internationally at events such as the WSF World Junior Championships. While these athletes may compete nationally or internationally, they should still be considered at the Talented stage for education purposes.⁷
- 4. National-Level Athletes:** Typically, athletes competing nationally, which could include those competing in national events, those in full-time training, and those receiving funding from sport or Governments. Most NADOs will determine

⁶ ILA definition as per WSF ADR 2021

⁷ 2021 WADA Guidelines for Education, p.30.

who is considered a national-level athlete within their respective countries.

5. **Athlete Support Personnel (ASP):** Any coach, trainer, manager, agent, team staff, official, medical, paramedical personnel, parent or any other Person working with, treating or assisting a squash athlete and to whom the WSF Anti-Doping Rules apply.⁸
6. **Other Athlete Entourage:** Any individuals who are naturally associated to athletes beyond the sport context, such as parents, guardians and friends; people with a particularly emotional bond to and influence over athletes.
7. **Wider Squash Community:** Fans of the sport and the general public with a special interest or some level of involvement in Squash. This group also includes children/school sport participants and recreational athletes.

2021 Education Pool and Other Target Groups

This section defines the Education Pool and Other Target Groups for 2021. Education Pool and Other Target Groups consist of several sub-groups as defined in the previous section. These groups are built based on the Current Situation Assessment of the World Squash Federation and in accordance with the 2021 International Standard for Education (section 4.3: Establishing an Education Pool).

The most significant difference between the Education Pool and Other Target Groups is that the Education Pool will be actively monitored to make sure that this group receives and completes anti-doping education (i.e. mandatory webinar attendance, ADEL certificate etc.) Other Target Groups will also benefit from WSF efforts in education but these groups will not be subject to the same level of monitoring and evaluation as the Education Pool. For example, webinar attendance for Other Target

⁸ These [WSF] Anti-Doping Rules shall apply to: [...]

(d) the following Athletes, Athlete Support Personnel and other Persons:

- (i) all Athletes and Athlete Support Personnel who are members of the WSF, the PSA or of any National Federation, or of any member or affiliate organisation of any National Federation (including any clubs, teams, associations, or leagues);
- (ii) all Athletes and Athlete Support Personnel who participate in such capacity in Events, Competitions and other activities organised, convened, authorised or recognised by the WSF, the PSA or any National Federation, or by any member or affiliate organisation of any National Federation (including any clubs, teams, associations, or leagues), wherever held;
- (iii) any other Athlete or Athlete Support Personnel or other Person who, by virtue of an accreditation, a license or other contractual arrangement, or otherwise, is subject to the authority of the WSF, the PSA or of any National Federation, or of any member or affiliate organisation of any National Federation (including any clubs, teams, associations, or leagues), for purposes of anti-doping; To be eligible for participation in WSF Events, an Athlete must have a Squash Player Identification Number. Squash Player Identification Numbers are only issued to Athletes who have personally acknowledged and agreed to comply with the contents of the consent form (Appendix 2) via the online system. All forms from Minors must be countersigned by a legal guardian. Via the online entry system, National Federations and the PSA must also guarantee that all Participants registered in an Event accept the Rules of the WSF, including these Anti-Doping Rules.
- (iv) Athletes who are not regular members of the WSF, the PSA or of one of its National Federations but who want to be eligible to compete in a particular International Event.

Groups will be monitored, but is not mandatory for these groups to attend the sessions.

2021 Education Pool

TARGET GROUP (TG)	2021 EDUCATION POOL
TG 1: RTP and Athletes returning from sanction	<ul style="list-style-type: none"> All RTP athletes (8) All TP athletes (6) All athletes returning from a sanction⁹

2021 Other Target Groups

TARGET GROUP	2021 OTHER TARGET GROUPS
TG 2: International-Level Athletes	<ul style="list-style-type: none"> All ILA athletes as per definition in the 2021 WSF Anti-Doping rules and not already included in the Education Pool
TG 3: Talented and Youth Athletes	<ul style="list-style-type: none"> All Talented and Youth WSF Athletes
TG 4: National-Level Athletes	<ul style="list-style-type: none"> All National-Level WSF Athletes
TG 5: Athlete Support Personnel	<ul style="list-style-type: none"> All WSF Athlete Support Personnel
TG 6: Other Athlete Entourage	<ul style="list-style-type: none"> All other Athlete Entourage who interact with the WSF website and social media channels
TG 7: Wider Squash Community	<ul style="list-style-type: none"> All members of the squash community who interact with the WSF website and social media channels

2022-2024 Education Pool and Other Target Groups

The Education Pool and Other Target Groups will be revised annually with an objective of increasing the size of both groups. The annual review will take place in Q4 of each year so to have adjusted pools by the start of the following year.

In 2022, event based education will be re-introduced (pending COVID restrictions) at two WSF-sanctioned events.

- World Junior Championships (July)
- World Team Championships (December)

This will allow additional target groups to be added to the Education Pool:

⁹ Currently, one athlete is serving a sanction and will not return to the field of play until June 2026, which is beyond the 4-year context of this Plan. Shall any other athletes be sanctioned and due to return to the field of play between 2021 and 2024, they will be included in this group.

- All Talented, Youth and Junior International-Level Athletes competing at the World Junior Championships
- All International-Level athletes competing at the World Team Championships
- All coaches and other Athlete Support Personnel (team managers, administrators, medical staff etc.) taking part in the World Junior and World Team Championships.

Once ADEL courses become available in Spanish, French and Arabic, more athletes and ASP will be able to access this e-learning resource. WSF will then make ADEL compulsory for RTP athletes and other groups, thus significantly increasing the number of athletes in the Education Pool.

This plan will be updated in due course to include details on the specific activities and objectives for 2022 relating to these groups.

For 2023, 2024 and beyond, additional groups will be included in the Education Pool. Specific definitions of these groups, and their associated activities will be evaluated and added closer to the time. As a living document, this Education Plan will evolve and will be updated at least once a year.

Topics

The topics included in the World Squash Federation Education Plan are consistent with those outlined in section 18.2 of the 2021 World Anti-Doping Code:

- Principles and values associated with clean sport
- Athletes', ASP'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

In light of the observations made in the History of Doping section, Specified Substances and Substances of Abuse will be covered in more detail. More specifically, the following aspects will be highlighted during WSF education activities:

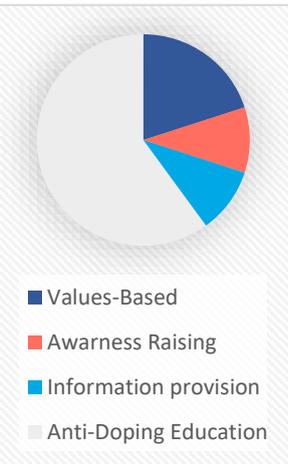
- Difference between in-competition and out-of-competition periods;
- Risks of supplements such as CBD products;
- Resources that can be used to check medications and supplements.

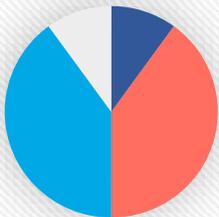
Other topics relevant to the 2021 WSF Education activities but not included above are the 2021 WADA Code and Standards and the new WSF Anti-Doping Rules.

OBJECTIVE 1: To set up an effective and Code-compliant Education Program for the World Squash Federation, in line with the 2021 Code and International Standards for Education.

Target Groups	Description	Action	Ownership/ Execution	Timing	KPI, Monitoring & Evaluation	Education Components
ALL	Develop an effective and Code-compliant 4-year WSF Education Plan.	Have first draft ready by end of Q1 2021.	WSF ITA	April 2021	First draft completed by beginning of April.	N/A – development
		WSF Anti-Doping and Athlete Commissions to review Education Plan.	WSF	April-May 2021	Commissions to review the Plan and provide feedback by end of April.	
		Finalise the Education Plan and begin implementation.	WSF ITA	June 2021	Education Plan is finalised by end of June.	
ALL	Make sure that all anti-doping information is clear and easily accessible to the WSF community.	Update the anti-doping section on the WSF website and make it more accessible for all members of the squash community.	WSF	Q2 2021	All anti-doping information is up to date and easily accessible on the WSF website.	 <ul style="list-style-type: none"> ■ Values-Based ■ Awareness Raising ■ Information provision ■ Anti-Doping Education
		Review anti-doping section of the WSF website to make sure all information is up to date (including the 2022 Prohibited List).	WSF	Q4 2021	All anti-doping information is up to date and easily accessible on the WSF website.	
		Update WSF National Federations on their obligations in Education and share resources/materials.	WSF	June 2021	Draft and send communication to NFs by end of June.	

OBJECTIVE 2: To provide WSF athletes with anti-doping education that enables them to train and compete clean; to enable ASP to support this mission.

Target Groups	Description	Action	Ownership/ Execution	Timing	KPI, Monitoring & Evaluation	Education Components
Mandatory for the Education Pool. Strongly encouraged for Other Target Groups.	Five-webinar series covering the compulsory education topics as set out in the Code and ISE. The series delivered in English with simultaneous translation to Arabic, Chinese, French, Russian and Spanish.	Actively promote the webinar series to all target groups.	WSF	Spring/ Autumn	Attendance rates by role (athlete, coach etc.) and country.	 <ul style="list-style-type: none"> ■ Values-Based ■ Awareness Raising ■ Information provision ■ Anti-Doping Education
		Participate in the webinar series.	ITA	Spring / Autumn	Participant survey with questions designed to evaluate the level of knowledge and learners' experience.	
		All participants to receive presentation materials and related education resources by email after the presentation.	ITA	Spring/ Autumn	Course completion certificates to be issued to all participants who attend all 5 sessions.	
ALL	Take advantage of ADEL as a free and effective anti-doping education resource.	Actively promote the various modules available on ADEL.	WSF	Ongoing	Monitor course completion rates for ADEL profiles created under WSF.	
OBJECTIVE 3: To set up and deliver effective anti-doping communication with relevant and up-to-date information.						
Target Groups	Description	Action	Ownership/ Execution	Timing	KPI, Monitoring & Evaluation	Education Components
ALL	Regularly share anti-doping information, resources, key messages and calls to action via WSF website	TBC on activity with WSF communications staff – suggestion is to launch a social media campaign with consistent anti-doping messages.	WSF	Ongoing	Communications report: number clicks, reactions, shares, views etc.	

	and social media channels.	Promote the updated anti-doping section of the WSF website.	WSF	Q2 2021	Communications report: number of page visits and resource downloads.	 <ul style="list-style-type: none"> ■ Values-Based ■ Awareness Raising ■ Information provision ■ Anti-Doping Education
		Share the Education Plan in the anti-doping section of the WSF website.	WSF	Q2 2021	Communications report: number of Education Plan page views.	

Educational Components

In line with the ISE, the World Squash Federation Education Plan incorporates the following four components:

- **Values-Based Education:** Delivering activities that emphasise 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.

Objectives, Activities and Timelines

The World Squash Federation has defined a series of objectives with the overall goal of ensuring that the WSF Education Pool and Other Target Groups receive a proportionate amount of effective high-quality anti-doping education. Under each objective is a list of specific activities that contribute to the achievement of the overall goal within a defined time frame.

As the Education Pool is meant to be adjusted at the end of each calendar year, WSF will also annually review the corresponding objectives. This exercise, along with year-end evaluation of the overall progress of the Education Plan, will take place in Q4 of each year.

This section outlines activities that can then be evaluated by program monitoring and evaluating learning, the first two steps of the Education Plan Monitoring and Evaluation process as presented in the next section of this document¹⁰. Here, specific Key Performance Indicators (KPIs) are allocated to each education activity. These

¹⁰ As outlined in the WADA Guidelines for the International Standard for Education, p. 117.

specific monitoring tools will ensure that the implementation of the education plan can be easily tracked and that all the deadlines are respected.

It is important to note that the Monitoring and Evaluation section of this document provides additional reporting mechanisms that will be used for program evaluation and determining impact, the final two steps of the WSF Education Plan Monitoring and Evaluation process¹¹.

Resources

This section presents all the resources that the World Squash Federation has at its disposal for anti-doping education. Three main types of resources have been identified: human, information and financial resources.

Human Resources

WSF does not currently have any staff dedicated to the squash anti-doping program as its execution has been delegated to the International Testing Agency. The Chair of the WSF Medical/Anti-Doping Commission is working on the clean sport education program on a volunteer basis. Other members of the WSF team are indirectly involved in the execution of anti-doping education (i.e. the communications manager and events team).

In addition, while the WSF Athlete Commission and Anti-Doping Commission members do not add human capacity, they will act as experts, providing their feedback on the Education Plan and occasionally contributing to certain educational activities in different volunteer roles (i.e. as presenters/speakers).

Information Resources

WSF relies mainly on existing information and educational resources (Appendix C provides a full list). Resources are broken down by topic and language in which they are available. A section with description of and links to WADA's ADEL resources is included to give the all members of the WSF community direct access to free e-learning tools.

Financial Resources

WSF has assigned resources to the development of the Education Plan and delivery of a webinar series (with simultaneous translation). In addition, a separate budget is allocated to event-based education and any related variable costs such as materials, giveaways and travel costs for staff. This budget could be reviewed or reduced due to the impact of the current pandemic.

¹¹ As outlined in the WADA Guidelines for the International Standard for Education, p. 117.

MONITORING AND EVALUATION

Evaluation and Reporting

The World Squash Federation Education Plan is subject to continuous monitoring and regular evaluation. The monitoring and evaluation mechanisms used in this plan were developed in line with the WADA Guidelines for the International Standard for Education. More specifically, they are consistent with the four monitoring and evaluation components:

Monitoring (M)	<p>What: Collecting information and capturing data regularly and over time to see progress towards achieving program objectives.</p> <p>When: Monitoring happens throughout the education program, before, during and after education activities.</p>
Evaluating Learning (EL)	<p>What: Determining whether your education activity participants have learned something as well as gathering feedback to determine the quality of the learning experience or interaction.</p> <p>When: Evaluating learning happens during and at the end of education activities.</p>
Program Evaluation (PE)	<p>What: Focuses on asking the questions: Was it worth it? Were program objectives met?</p> <p>When: Program evaluation will typically happen annually on a fix date; i.e. once all educational activities have been completed.</p>
Determining Impact (DI)	<p>What: Measures whether the education program has made a difference. Has it affected the behavior of athletes and Athlete Support Personnel? Has it made an impact beyond the set program objectives? Is there objective quantification tools that can measure impact?</p> <p>When: At the end of each calendar year and at the end of the four-year cycle.</p>

The KPIs indicated in the Objectives, Activities and Timelines section of this Education Plan contribute to Monitoring and Evaluating Learning. Additional KPIs have been established for Program Evaluation and Determining Impact. These are not tied to specific education activities but rather focus on the overall program evaluation.

The below table presents all the KPIs for the four monitoring and evaluation components. It also provides timelines and indicates the responsible person/organisation. The goal of this table is to have a clear view of the overall WSF Education Plan and to know which activity needs to be monitored when. This ensures a continuous monitoring and evaluation structure for WSF, one that complements the year-end overall program evaluation.

Activity	Ownership	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Update the anti-doping section on the WSF website and make it more accessible for all members of the squash community.	WSF				M								
Review anti-doping section of the WSF website to make sure all information is up to date (including the 2022 Prohibited List).	WSF											M	M
Update WSF National Federations on their obligations in Education and share resources/materials.	WSF						M						
Five educational webinars are delivered. Attendance statistics and post-webinar survey reports are collected and analysed.	ITA/ WSF					M EL	M EL						
ADEL course completion rates for all WSF profiles are downloaded and analysed.	WSF												M EL
WSF Communications Manager provides a year-end communications report.	WSF comms											M	
ITA monthly webinar series attendance statistics and participant survey reports are received and reviewed.	ITA/ FIE												M EL
The 2021 Education Activities are evaluated and an updated Plan is prepared for 2022. Education Pool and Other Target Groups are updated for 2022.	WSF												EL P E DI

SUPPORTING DOCUMENTS

This section presents all the documents that the World Squash Federation will use to measure the KPIs described in the Evaluation and Reporting section. This list will be shared with the relevant WSF departments to make sure they are aware of the request and collect the necessary data in a timely manner.

Document	Ownership	Timeline/ deadlines	Content
Communications Annual Report	Communications	Q4 of each year	<ul style="list-style-type: none"> Report to include the following information: date, type, content and recipient list of all communications for the year. If available, include open and click rates for emails; Include any soft metrics and observations.
Social Media Annual Report	Communications	Q4 of each year	<ul style="list-style-type: none"> WSF Communications Manager to determine metrics to be included in report.
Event-based Education Report	Events team or organisation responsible for delivery of education	Based on event dates (2022 and beyond)	<ul style="list-style-type: none"> Event-based education participants to be surveyed at the event. A sample event-based education survey can be found in Appendix D; Report to include the following information: event-based education date, location, format, content, audience (type and numbers) and participant feedback (survey results).
Webinar Report	ITA	Based on webinar dates	<ul style="list-style-type: none"> Report generated after each webinar showing attendance and feedback.

FUTURE CONSIDERATIONS

As this is the first World Squash Federation Education Plan under the new WADA Code and ISE, it is meant to continuously evolve and adapt to the realities of the Federation and to the needs of the squash community. The presented Plan focuses on the highest education priorities and balances the need for strong educational activities with the limitations described in the introductory sections of this Plan.

As highlighted in the previous sections, this Education Plan is designed for a four-year cycle from 2021 to 2024. This plan will be regularly adjusted throughout the said cycle. The Education Pool and other Target Groups will grow, new objectives and KPIs may be added and the evaluation mechanisms will receive an annual review.

APPENDIX A

Definitions

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.

Adverse Analytical Finding (AAF): A report from a WADA-accredited Laboratory or other WADA-approved Laboratory that, consistent with the International Standard for Laboratories and related Technical Documents, identified in a Sample the presence of a Prohibited Substance or its Metabolites or Markers or evidence of the use of a Prohibited Method.

Anti-Doping Organisation (ADO): 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 Organisations that conduct Testing at their Events, International Federations, and National Anti-Doping Organisations.

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

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 Organisation). An Anti-Doping Organisation 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 Organisation may elect to: conduct limited Testing or no Testing at all; analyse 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 Organisation 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 organisation accepting the Code is an Athlete.

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.

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

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.

Consequences of Anti-Doping Rule Violations (“Consequences”): An Athlete's or other Person's violation of an anti-doping rule may result in one or more of the following: (a) Disqualification means the Athlete's results in a particular Competition or Event are invalidated, with all resulting Consequences including forfeiture of any medals, points and prizes; (b) Ineligibility means the Athlete or other Person is barred on account of an anti-doping rule violation for a specified period of time from participating in any Competition or other activity or funding as provided in Article 10.14; (c) Provisional Suspension means the Athlete or other Person is barred temporarily from participating in any Competition or activity prior to the final decision at a hearing conducted under Article 8; (d) Financial Consequences means a financial sanction imposed for an anti-doping rule violation or to recover costs associated with an anti-doping rule violation; and (e) Public Disclosure means the dissemination or distribution of information to the general public or Persons beyond those Persons entitled to earlier notification in accordance with Article 14. Teams in Team Sports may also be subject to Consequences as provided in Article 11.

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, hearings and appeals, 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 behaviours that foster and protect the spirit of sport, and to prevent intentional and unintentional doping

Education Plan: A document that includes: a situation assessment; identification of an Education Pool; objectives; Education activities and monitoring procedures as required by Article 4.

Education Pool: A list of target groups identified through a system assessment process

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

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

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-based Education: Any type of Education activity which takes place at or in association with an Event (2021 International Standard for Education).

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.

International Event: An Event or Competition where the International Olympic Committee, the International Paralympic Committee, an International Federation, a Major Event Organisation, or another international sport organisation 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.

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.

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

National Anti-Doping Organisation (NADO): 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, manage test results and conduct Results Management 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-Level Athlete: Athletes who compete in sport at the national level, as defined by each National Anti-Doping Organisation , consistent with the International Standard for Testing and Investigations.

Prevention: Refers to interventions undertaken to stop doping from occurring. There are four key interrelated strategies to Prevention: Education; deterrence; detection; and enforcement.

Prohibited List: The List identifying the Prohibited Substances and Prohibited Methods.

Recreational Athlete: A natural Person who is so defined by the relevant National Anti-Doping Organisation ; provided, however, the term shall not include any Person who, within the five years prior to committing any anti-doping rule violation, has been an International-Level Athlete (as defined by each International Federation consistent with the International Standard for Testing and Investigations) or National-Level Athlete (as defined by each National Anti-Doping Organisation consistent with the International Standard for Testing and Investigations), has represented any country in an International Event in an open category or has been included within any Registered Testing Pool or other whereabouts information pool maintained by any International Federation or National Anti-Doping Organisation .

Registered Testing Pool (RTP): The pool of highest-priority Athletes established separately at the international level by International Federations and at the national level by National Anti-Doping Organisations, who are subject to focused In-Competition and Out-of-Competition Testing as part of that International Federation's or National Anti-Doping Organisation '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.

Specified Substances: For purposes of the application of Article 10 (WADA Code 2021), all Prohibited Substances shall be Specified Substances except as identified on the Prohibited List.

Substances of Abuse: For purposes of applying Article 10 (WADA Code 2021), Substances of Abuse shall include those Prohibited Substances which are specifically identified as Substances of Abuse on the Prohibited List because they are frequently abused in society outside of the context of sport.

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 Organisation in order to establish an anti-doping rule violation.

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

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.

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

WADA: The World Anti-Doping Agency

APPENDIX B

Previous WSF Education Plan

Anti-Doping Education Strategy 2018-2021 (March 2018)

THE CURRENT SITUATION

Within squash there are many thousands of athletes, coaches, officials, support personnel and family members. This sporting landscape presents a significant challenge in relation to the identification of who, when and where to target for anti-doping education.

This Strategy aims to ensure that athletes subject to testing have all the education they need to limit the risk of inadvertent doping. The World Squash Federation (WSF) will continue to offer Outreach education at World Junior Championships where the most talented young athletes are competing, but we will also seek alternative methods of identifying those in most immediate need of education.

Any athlete can be tested at any time, in, or out, of competition. Bearing this fact in mind, the potential scale of our educational efforts is huge. The long term goal must be to ensure that everyone within our sport is equipped with the necessary information to make an informed decision. Doing so will lessen their risk of inadvertent doping. In an effort to work towards this goal, this document will outline the approach that the WSF will be undertaking over the next four years.

At the heart of the WSF's approach is the belief that being "clean" and winning "clean" is not just something to aspire to, it is also something to be proud of. This core belief is not just something for athletes, but should be a fundamental principle upheld and promoted by all of those involved in our sport (e.g., coaches, officials, medics, physios, support staff, team management, parents, etc.). The environment surrounding the athlete is crucial to shaping future behaviour and its importance cannot be overlooked.

VISION

To create a generation of athletes who have confidence in their ability to succeed in squash without resorting to the misuse of Prohibited Substances or Prohibited Methods.

To create a generation of support personnel who understand that the athletes they work with can achieve their goals without resorting to Prohibited Substances or Prohibited Methods, and who embrace their obligations within the "100% me" principles.

To create a generation of squash supporters who are sensitive to issues of doping in sport in an effort to increase their receptivity to prevention messages so that they can play their part in fostering clean squash athletes.

MISSION

The WSF values the contribution that sport can make to health, self-development, social development and national pride when fostered within a strong ethical environment. The WSF identifies integrity, fairness, equity and respect as values essential to meaningful success in sport. Fundamental to sport being enjoyed by all is sporting conduct and the way sport is played. The WSF commits to playing its part, along with key stakeholders, in ensuring that standards are set for fair play and drug-free sport and then promoted through the provision of effective education and information.

The basic principle of the WSF's anti-doping education and information programme shall be to protect the spirit of sport from being undermined by doping and to establish an environment which promotes and reinforces doping-free behaviour among participants, supporting athletes who wish to compete free from doping. While a comprehensive testing programme plays a fundamental part as a deterrent and preventative measure against doping, the WSF acknowledges that it has a duty to provide athletes and support personnel with the information and technical advice they need to make informed and responsible choices in compliance with the WSF Anti-Doping Rules (WADR).

The WSF is committed to working in partnership with National Anti-Doping Organisations (NADOs) to ensure that all possible support is provided to fully prepare athletes and support personnel, particularly in the lead up to major events.

The WSF recognises the important role that the Regional and National Federations play in providing effective Anti-Doping education and information and the essential role athlete support personnel play in providing ethical support and guidance to athletes.

OBJECTIVES

The WSF is committed to implementing, monitoring and evaluating this long-term education and information strategy so that successive generations of athletes can be proud to say they are '100% me'. We will work with NADOs and other partners to encourage our sport's community to engage and participate in anti-doping education programmes. The WSF has identified the following objectives to enable our vision to be realised:

1. Promote doping-free behaviour to positively influence athletes' beliefs, attitudes and behaviours towards doping in Squash and to establish a generation of young

athletes who have confidence in their own ability to succeed in squash without doping.

2. Provide a range of relevant and up-to-date information and education to athletes to enable them to make informed and responsible decisions, to minimise their risk of inadvertent doping, to remain doping free and to comply with the WADR.

3. Provide a range of relevant and accurate information to athlete support personnel to help them understand the importance of doping free sport and empower them to help their athletes make informed and responsible decisions so they do not misuse Prohibited Substances or Prohibited Methods.

4. Promote a culture of drug-free sport within and beyond the organisation by reinforcing the message that everyone in the Squash community has a role to play in preventing doping in sport.

5. Raise awareness of WSF's education programme and effectively deliver key messages through a range of communication channels.

6. Lead, support and collaborate with others in the development of anti-doping initiatives.

TARGET GROUPS

The WSF is committed to providing all members of the squash community with access to anti-doping education and resources. However, the education strategy outlined will deliver programmes specifically targeting the following groups:

1. Organisations: Regional and National Federations

2. Athletes: National and International Level

3. Registered Testing Pool Members: Standard and Other Pool

4. Support Personnel: Coaches, Team Management, Medical Staff, Nutritionists, Sport & Exercise Scientists, Parents and Family.

OPERATIONAL PLAN

In order to achieve the objectives the WSF will undertake the following actions:

1. Deliver at least one Outreach Programme Annually

To provide anti-doping information to young athletes, their support personnel and families, WSF commits to delivering - in collaboration with the appropriate NADO at the World Junior Championships.

In addition to Outreach Programme, the WSF will attempt to use other media within these events to promote key anti-doping messages. These messages will be delivered via event programmes, scoreboards, advertising boards and announcements.

2. Develop a Network of Anti-Doping Advisors

National Federations will be asked to nominate an Anti-Doping Advisor, who will be made familiar with the education resources available. This network of ADA's will be managed by the WSF Anti-Doping Programme Manager.

For each of the years of this strategy, five National Federations will be invited to identify an ADA candidate, who the WSF will provide with the necessary documentation and advice to carry out their role. This means that by 2021, twenty National Federations will have at least one person in place as the point of contact for anti-doping information; allowing them to provide athletes, officials, support personnel and family members accurate and up-to-date information on anti-doping. ADAs will also lead the process of developing and enhancing a positive culture of anti-doping within their National Federation.

Each ADA will be expected to:

- run at least one event per year within their National Federation where they will pass on the latest anti-doping information (WSF to provide the ADA with the latest and most relevant information to enable them to effectively fulfil their roles)
- serve as the principal contact between the National Federations and the WSF anti-doping team
- offer athlete support personnel up-to-date information in order to fulfil their anti-doping roles and responsibilities confidently
- provide feedback to the WSF on common themes or queries in order to allow them to identify areas of the education strategy that need to be developed in order to meet these needs.

Recognising that it might not be feasible for less developed members to identify an ADA from within their organisation, those National Federations will be asked to contact with their National Anti-Doping Organisation requesting information/training on anti-doping programmes.

3. Support for Elite Athletes

Registered Testing Pool athletes will be provided with the most up-to-date anti-doping information and offered advice on how this affects them. This will allow those competing at the highest level to remain current in their knowledge of the Anti-Doping regulations, their rights and their responsibilities.

In collaboration with the PSA, an Anti-Doping education session will be offered at a minimum of one major event annually; this to include an introduction to anti-doping

and the sample collection process, how to check the status of medications and an overview of the whereabouts system. Additionally one-to-one sessions will be offered to Registered Testing Pool athletes that are struggling with ADAMS.

When WADA's Anti-Doping eLearning programme (ADeL) becomes available in more languages (particularly Arabic) it should become mandatory for all athletes to complete the ALPHA course prior to participating in a World Championship. ADeL provides sport specific data reports making it easy to monitor this.

4. Whereabouts Support

New members of a Registered Testing Pool will be provided support, advice and information to athletes. Each quarter, prior to the submission deadline for whereabouts, all members of the Registered Testing Pool will have their entries monitored and will be offered reminders and assistance in order to meet their obligations.

5. Coach Education

Advocate the inclusion of a specific Anti-Doping education module within the formal Coach Education Programme. Additionally, Anti-Doping advice and information, including videos, will be placed on the Coach Education Programme area of the website.

6. WSF Staff Training

Each year, in addition to the induction education received by all new members of staff, at least 25% of staff employed by the WSF will be given Anti-Doping awareness training. This will allow staff members to keep their knowledge current and to allow the organisation to develop and maintain a knowledge-based anti-doping culture.

7. Anti-Doping Information

Maintain an up-to-date and accessible Anti-Doping section on the WSF website; providing athletes with the contact details of the WSF Anti-Doping Programme Manager.

RESOURCES

The WSF will make use of a number of available resources in order to inform athletes, coaches, parents and support personnel of their Anti-Doping Rights and Responsibilities. These resources will include:

- Anti-Doping leaflets
- WSF Anti-Doping Advisor material
- WADA Coach True resource
- ALPHA Quiz – Athletes Learning Programme About Health & Anti-Doping

- Play True Quiz
- Coach True Quiz
- Dangers of Doping Leaflets & PowerPoint Presentations
- Doping Control Videos
- The WADA At A Glance Series
- Toolkits for Coaches, Teachers Sports Physicians
- Anti-Doping section of the WSF website
- Coach Education Programme section of the WSF website
- Global DRO website

KEY MESSAGES

The WSF will ensure that the following key messages are included in delivery of education to all stakeholders;

- Being “clean” is something to be proud of
- Regularly check the anti-doping section of the WSF website for the latest information
- Check, and regularly recheck, medications
- Keeping squash clean is everyone's responsibility

MONITORING & EVALUATION

Each year of this policy, a review will be conducted to identify the progress made against the Operational Plan. A report will be compiled and made available to show where these objectives have been achieved, where further progress against them is required and where objectives may need to be redefined in order to make them more effective. The report will be presented to the WSF's Anti-Doping Commission and Executive Board.

The WSF will continually examine, monitor and evaluate both its performance against targets, and the continued relevance of those targets. We welcome and encourage ideas and suggestions from all of our stakeholders as to how we can improve both the reach and buy-in of the anti-doping message and these should be directed to the Anti-Doping Programme Manager in the first instance.

WSF ANTI-DOPING COMMISSION

The WSF recognises that - when developing and managing an anti-doping programme - it is necessary to consider many different aspects. For example, there is the medical aspect of prohibited substances and methods, the legal issues when dealing with results management and the education expertise needed to develop resources which inform and support athletes, to name just three.

The WSF Anti-Doping Commission brings together, on a voluntary basis, individuals who possess expertise in different areas of anti-doping and who have a desire to ensure

that our anti-doping systems are as effective and efficient as possible. They provide a pool of experts who work together to ensure that the WSF Anti-Doping

Programme is of the highest standard; generating ideas, discussing and resolving problems.

Any ideas or suggestions that you would like to be submitted to the Anti-Doping Commission for consideration are most welcome. These should be submitted to the Anti-Doping Programme Manager.

Dr. Anne Smith
Chair, WSF Anti-Doping Commission

APPENDIX C

Education Resources

Code, Guidelines and International Standard		
WADA Code 2021	World Anti-Doping Code World Anti-Doping Agency	English/French /Spanish/ Russian
2021 International Standards for Education	https://www.wada-ama.org/en/resources/the-code/2021-international-standard-for-education	English/French /Spanish/ Russian
Guidelines for the International Standard for Education (ISE)	https://www.wada-ama.org/en/resources/education-and-prevention/guidelines-for-the-international-standard-for-education-ise	English
2021 International Standard for Code Compliance by Signatories (ISCCS)	International Standard for Code Compliance by Signatories (ISCCS) World Anti-Doping Agency	English/French
2021 Prohibited List	Prohibited List Documents World Anti-Doping Agency	English/French /Portuguese/Brazil/Spanish
2021 International Standard for Therapeutic Use Exemptions (ISTUE)	International Standard for Therapeutic Use Exemptions (ISTUE) (wada-ama.org)	English/French
All About Doping		
WADA's Q&A on Strict liability in Anti-doping	https://www.wada-ama.org/en/questions-answers/strict-liability-in-anti-doping	English/French
WADA's Q&A on ADRVs	https://www.wada-ama.org/en/questions-answers/2015-adrvs-report	English/French
WADA's speak up page	Speak Up! (wada-ama.org)	English/French
ITA's Reveal Doping page	Reveal.sport	English/French
Testing, Whereabouts, and Athlete Biological Passport		
ITA - Real Sport Lab, including urine and blood testing procedure	ITA - Real Sport Lab (English) - International Testing Agency	Chinese/English/French/ German/Italian/Japanese/Korean/Russian
WADA's Q&A on Athlete Biological Passport	Athlete Biological Passport Q&A World Anti-Doping Agency (wada-ama.org)	English/French
WADA's Q&A on Whereabouts	https://www.wada-ama.org/en/questions-answers/whereabouts	English/French
Prohibited List, Medications, Supplements and TUEs		
What is prohibited - the 2020 list Webpage	https://www.wada-ama.org/en/content/what-is-prohibited	English/French /Spanish
WADA'S Q&A on Prohibited list	https://www.wada-ama.org/en/questions-answers/prohibited-list-qa	English/French
WADA's Q&A on Medications	https://www.wada-ama.org/en/questions-answers/athletes-and-medications	English/French
WADA's Q&A on TUEs	https://www.wada-ama.org/en/questions-answers/therapeutic-use-exemption-tue	English/French
Global DRO – check medicines	https://www.globaldro.com/Home	

E-Learning		
Anti-doping E-learning resources page (ADEL) for athlete, coaches, physicians, administrators and parents.	https://www.wada-ama.org/en/what-we-do/education-prevention/anti-doping-e-learning-adel	Multiple languages available
Athlete 365 online learning – multiple courses	Learning : Athlete365 (olympic.org)	
Play True Quiz	http://quiz.wada-ama.org/	43 languages available
General		
Athlete Hub	Athlete Hub - International Testing Agency (ita.sport)	English
ITA Webinars – covers a variety of anti-doping topics	International Testing Agency - YouTube	

APPENDIX D

Event-based Education Evaluation Form

Sample Form: Booth Activity

What is your role?

- Athlete
- Coach
- Team official
- Medical personnel
- Other support personnel
- Parent/guardian
- Other: _____

Why did you stop by the education booth?

- I was required by my team
- I wanted to know more about anti-doping
- A friend/teammate recommended it
- The booth looked interesting
- To pick up giveaways
- Other: _____

What is your level of agreement with the following statements?

Visiting the booth increased my anti-doping knowledge.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

I had a positive overall experience at the booth.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

All my anti-doping questions were clearly answered by the educator.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

What event are you currently at? _____

What is your sport/discipline? _____

What country do you represent? _____

How old are you? ____

Additional comments and suggestions:
