

Speaking up

Lesson 1

Learning objectives

By the end of this module you should be able to:

1. Determine situations in which it is ethical to speak up to protect clean sport
2. Explain how speaking up to report doping protects clean sport
3. Identify how to report doping to WADA and/or to your Anti-Doping Organization (ADO)

Our aim is to help you understand how to report doping concerns so that you can demonstrate courage as you play your part to protect clean sport.

Lesson 2

The importance of speaking up

In life, we sometimes face situations where we sense that something is wrong...

Maybe you know of a situation has broken the rules in your sport which has negatively impacted others.

Maybe you have witnessed an action that does not align with your values.

Maybe you have been part of a situation just doesn't feel right.

One way to deal with these moments and prevent the situations from repeating is by speaking up and sharing your concerns.

In the protection of clean sport, sharing concerns about doping is essential.

Let's start with an example of exactly what speaking up is.

A few months ago, Athlete A accidentally overheard a conversation between his teammate and his coach. The conversation was about the use of testosterone, a substance that is banned at all times under the Prohibited List (List).

The coach mentioned that “everybody does it” so if the teammate wanted to be among the top, he needed to use the banned substance too.

Now, months later, Athlete A starts to see his teammate progressing significantly faster than the rest of the team. He approaches his teammate and questions him, but his teammate denies using anything to help his performance.

After the World Championships, Athlete A's teammate tests positive for testosterone and other banned substances. He admits the Anti-Doping Rule Violation (ADRV) but he doesn't mention anything about the influence or role of his coach.

How does this problem impact Athlete A?

Athlete A needs to keep working with this coach – the one who has promoted doping. Athlete A knows this is wrong and not in line with the anti-doping rules.

Before his teammate was sanctioned, Athlete A needed to participate in sport alongside an athlete he suspected to be cheating. This made him feel dishonest about their joint performances.

An ADRV impacts the credibility of Athlete A's sport.

So, what should you do if you suspect doping?

When you hear from another athlete or ASP that an athlete has been doping

When you suspect an athlete has been doping

When you suspect ASP are administering a banned substance, or encouraging or working with athletes to help them use a banned substance, or helping athletes cover up the use of a banned substance

When an athlete tells you directly that are doping

SPEAKING UP !

- You can choose to act—demonstrating courage by reporting your suspicions.
- You can choose not to act—but that can come with repercussions of its own.

Reporting doping can be a difficult decision

It is important to think carefully, reflect and assess the situation. Ask yourself what the impact of reporting (or not) can have on you, on other athletes, on ASP, on your sport, and even on your country and national pride.

Be aware of how suspicious doping affects other athletes in the sport world and how it affects the sport spirit.

Doubtful doping deprives clean players of their chances of competing or success. If people allow doping in sport, consider how to protect the fairness of the game and the health of the athlete and ensure that everyone has the right to participate in the game on an equal basis.

Speaking up protects your health and others from doping.

One of the main reasons for banning doping in sport is that it can harm the athlete's health. Suspicious doping causes anxiety and confusion, frustration and disappointment, and the athlete's absolute trust is broken.

Taking part in clean sport requires those involved in sport to speak up when they suspect doping.

There are options available for you to speak up about your doping concerns in a secure and confidential way.

Lesson 3

Where to speak up?

Many ADOs provide a way to share information, either anonymously or by providing your personal information but in a secure way.

So as a first step, we encourage you to go to your ADO's website and find out if they have any tools to share concerns about clean sport and report doping.

WADA's Whistleblower program, called "Speak Up!" is available for anyone to use. You can report an alleged Anti-Doping Rule Violation (ADRV) or an act that goes against clean sport.

Speak Up! is a platform for athletes and others to report suspected doping – any of the ADRVs or any act or omission that could go against clean sport.

You will need to provide the following information:

- Type of ADRV or action against clean sport that you are reporting
- The country in which the ADRV took place
- The sport
- The person(s) involved
- The period of time in which the ADRV happened
- Details of the suspicion and if possible how you came to know this

- You can provide your name or report anonymously – either is fine.
- All information reported, whether anonymous or not, is stored confidentially.
- Not all information can be acted upon, but you never know if the information you provide is the final piece of the puzzle that completes an investigation.

When reporting doping you become an informant or a whistleblower.

Informant

Any person reporting a suspicious doping case will be considered an informant.

The informant may decide not to continue cooperating once they have provided the information.

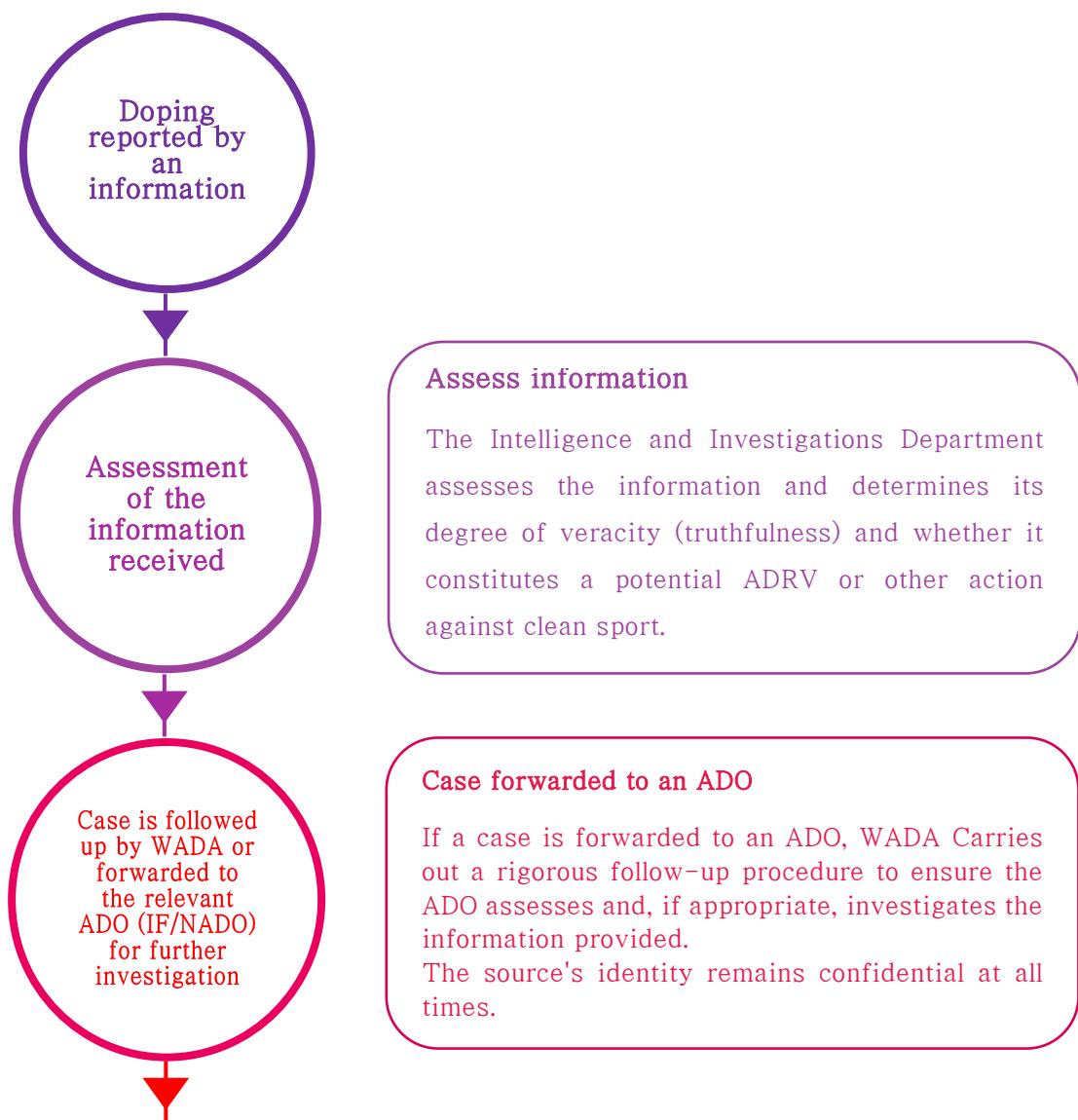
Whistleblower

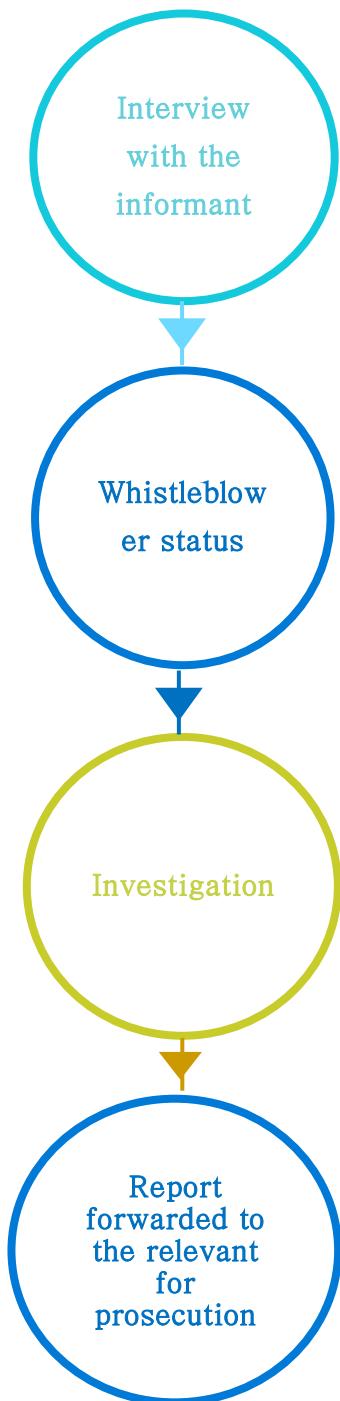
If an informant and WADA both wish to further cooperate on an investigation a whistleblower agreement is signed between both parties, which offer is some additional rights. (I.e. protection measures and support offered by WADA).

Lesson 4

What happens after speaking up?

For WADA, when we receive reports through Speak Up! This is what happens next.





Interview

An interview with the informant may be requested to gather more information and evidence (if the information was not reported anonymously).

Whistleblower status

WADA may enter into a formal whistleblower agreement with an informant if deemed mutually beneficial for the investigation and the informant.

Investigation

The intelligence & investigations Department will conduct its investigation in cooperation with the whistleblower and provide a final investigation report.

Decision

ADOs review the case and come to a decision to impose sanctions (or not) for an ADRV.

The information above is about the process followed by WADA. However, ADOs may have their own policies and processes.

Even when athletes are found to be doping, their cooperation with an ADO and the additional information they provide can help alert ADOs to others who may be doping.

In those cases, athletes may benefit from "substantial assistance".

Substantial assistance means fully disclosing, everything you know about doping by any person, including yourself. It also means fully cooperating with the authorities and testifying at a hearing if that is required.

The Code recognizes that when athletes or ASP cooperate, and their information helps to remove others who are doping from sport, they may have a part of their period of ineligibility suspended.

In some cases, WADA can agree to not publicly disclose an ADRV in exchange for substantial assistance.

It is in everyone's interest to share what they know, and you should encourage those around you to do so.

Check out this story about an athlete who decided to speak up

An athlete decided to speak up

Bernice Wilson, a former sprinter, decided to speak up against her coach. When she began training with her coach. Wilson was told that in order to succeed she would need to take banned substances. She was hesitant and resisted but her coach led her to believe that everyone was taking them. She later received an ADRV and a 4-year ban.

What happened next?

Following this first sanction, Wilson was being “really careful”, checking her medications and ensuring that everything was safe to use. Yet she still tested positive. She was starting to doubt and question herself and checked everything she had been taking. After confronting her coach, he admitted that he had been administering banned substances to her against her knowledge.

What about the substantial assistance?

Wilson chose to speak up and provided evidence to her ADO about her coach's actions. For her substantial assistance, Wilson received a lesser sanction - 10 months instead of 40-and her coach received a lifetime ban from sport.

Regardless of whether it is doping or not – remaining silent does not make a difference. Have courage to report anything that you feel is unethical or not right.

We know it is not always easy but don't remain silent!

Speak up and protect clean sport!