

Athlete Passport Management Unit Code of Ethics

1.0 Confidentiality

The nature of the responsibilities of the Athlete Passport Management Unit (APMU) is such that the APMU shall come into contact with or be made aware of sensitive and Confidential Information.

The term "Confidential Information" means all non-public information shared throughout the mandate of the APMU, information that is identified in writing as CONFIDENTIAL at the time of disclosure or the circumstances surrounding its disclosure, and information that reasonably should be considered as confidential. Confidential Information includes, without limitation (i) non-public information relating to technical or non-technical data, algorithms, formulas, patterns, compilations, programs, devices, methods, techniques, drawings, processes, products, services, or lists of actual or potential customers or suppliers which is not commonly known by or available to the public, technology, business plans and methods, promotional and marketing activities, finances and other business affairs, (ii) third-party information that the Disclosing Party is obligated to keep confidential, and (iii) discussion or negotiations between the relevant people involved. The term "Confidential Information" also includes any modifications or derivatives that contain or are based upon such Confidential Information, including analysis, reports or summaries of that information.

APMUs shall respect all of the requirements relating to the confidentiality of the information obtained in any way whatsoever during the course of their activities throughout and beyond the period of APMU approval by *WADA*.

With the exception of legal obligations, authorization by the Passport Custodian, or the order of a court or law enforcement agency of competent jurisdiction, an APMU shall not reveal or hand over to anybody, particularly to representatives of the media, any confidential information or document that is obtained, either directly or indirectly through its activities, excluding information that has already been made public or is its possession independently of the Passport Custodian. The director of the APMU, their delegates and APMU personnel shall not discuss or make any comment to the media on individual Passports or results without the express consent of the organization that is asserting the *Adverse Passport Finding (APF)* in adjudication (*i.e.*, the Passport Custodian or *WADA*).

2.0 Passport Management

APMUs shall manage Passports in the *Anti-Doping Administration and Management System (ADAMS)* on behalf of the Passport Custodian in accordance with the requirements of the TD APMU, Annex C of the *International Standard for Results Management (ISRM)*, and other applicable *International Standards and Technical Documents*.

APMUs shall not manage or review Passports from individual *Athletes* on a private basis or from individuals or organizations acting on their behalf.

The APMU shall not provide services in a *Doping Control* adjudication, unless specifically requested by the responsible Passport Custodian, *WADA*, or a Hearing Body.

3.0 Sharing of Knowledge

When the APMU identifies a pattern in a Passport that may be attributed to the *Use* of a new form of Prohibited Substance or *Prohibited Method*, the APMU shall share such information with *WADA* within sixty (60) days.

Sharing of knowledge can occur by participation in scientific meetings, publication of results of research, or sharing of specific details of Passport management, such as *Target Testing* strategies, approaches to managing sample validity, information regarding confounding factors, or special analyses necessary for detection. The APMU director and staff shall participate in developing standards for best practice and enhancing uniformity of Passport management in the *WADA* approved APMU system.

4.0 Conduct Detrimental to the Anti-Doping Program

The APMU personnel shall not engage in conduct or activities that undermine or are detrimental to the World Anti-doping Program. Such conduct could include, but is not limited to, fraud, embezzlement, perjury, etc., or knowledge of such, that would cast doubt on the integrity of the anti-doping program.

[Comment: The World Anti-doping Program comprises the anti-doping programs of WADA and all Code Signatories, including International Federations, National Anti-Doping Organizations, Regional Anti-Doping Organizations, Major Event Organizations, the International Olympic Committee or the International Paralympic Committee.]

No APMU personnel shall provide counsel, advice or information to *Athletes* or others regarding techniques or methods used to mask or avoid detection of, alter metabolism of, or suppress excretion of a *Prohibited Substance* or *Marker(s)* of the *Use* of a *Prohibited Substance* or *Prohibited Method*.

Outside of information provided in the context of anti-doping proceedings, no APMU personnel shall provide information about *Marker(s)* of the *ABP* which could be used to avoid the detection of doping, to an *Athlete* or *Athlete Support Personnel*. No APMU staff shall assist an *Athlete* in avoiding collection of a representative *Sample* (e.g., advice on

masking strategies or detection windows). This paragraph does not prohibit general presentations to educate *Athletes*, students, or others concerning anti-doping programs and *Prohibited Substances* or *Prohibited Methods*. Such provisions shall remain valid for a minimum of five (5) years following termination of the contractual relationship of any employee to an APMU.

If an APMU staff is requested to provide evidence in anti-doping proceedings, they are expected to provide independent, scientifically valid expert testimony.

The APMU shall not issue (publish) any public warning statements related to the Passport findings. The responsibility for publication of these findings, if considered necessary, shall be left to a political decision-making body (e.g., *Anti-Doping Organization*, International Federation or *WADA*).

5.0 Breach and Enforceability

A failure to respect any of the provisions of this Code of Ethics may result in the APMU being subject to disciplinary proceedings instituted by *WADA* to either suspend or revoke its APMU approval in accordance with Art. 7.2.7 of the TD APMU. In addition, a failure to respect any of the provisions of this Code of Ethics may result in APMU staff being subject to disciplinary action by the APMU, resulting in consequences beyond those stipulated under the TD APMU, including potential termination of employment or, where applicable, the imposition of criminal charges.