

2027 CODE & IS UPDATE PROCESS

Stakeholder Consultation Phase: Summary of Major Changes

International Standard for Education

Executive Summary

The International Standard for Education (ISE) was approved at the Fifth World Conference on Doping in Sport in 2019. This was the first edition of the International Standard (IS) which came into effect in 2021 (the 2021 ISE).

As part of the 2027 Code & IS Update Process, an ISE Drafting Team was established and is composed of members from the WADA Education Committee and WADA staff. Its composition was approved by the WADA Executive Committee.

The ISE Drafting Team documented seven key concepts derived from the experience of Signatories implementing the 2021 ISE as well as key data gathered as part of WADA's Compliance monitoring program. The ISE Concept Paper was published on 26 September 2023, as part of the [Stakeholder Engagement Phase](#), and 238 comments were received from a range of stakeholders. This [feedback](#) is available on WADA's website. The submissions and feedback on the ISE Concept Paper were thoroughly reviewed by the ISE Drafting Team when drafting an updated version of the 2027 ISE.

In addition, consultation with the anti-doping community also took place at various stakeholder events such as the 2024 Global Education Conference in Cannes, France, as well as discussions with WADA's Social Science Research Expert Advisory Group and Education Committee (the latter of which notably includes a representative from the WADA Athlete Council). Further consultations are planned with the full Athlete Council as part of this process.

Several themes emerged from the Stakeholder Engagement Phase and the feedback received was mostly positive in terms of the commentary related to the ISE itself, and the proposed concepts, including:

- General support for the ISE as a policy tool;
- Recognition of the positive impact that the ISE has had on education practice;
- The requirement for increased clarity and detailed explanations on key elements and concepts;
- Desire for a clearer delineation between stakeholder's roles and responsibilities;
- Broad support for the seven concepts presented, with qualifications on how these should be considered; and
- Requests for targeted support to better enable Signatories to implement the ISE.

The purpose of this document is to outline the major changes proposed in the 2027 ISE.

WADA welcomes all feedback regarding this iteration. When reviewing the proposed 2027 ISE, there are several elements which should be taken into consideration:

- The proposed 2027 ISE is longer than the 2021 ISE. This is due to the request from stakeholders to provide greater clarity and more detailed explanations for key concepts and to describe mandatory requirements in unambiguous terms.
- It is to be expected that significant changes and additions have been proposed given that the 2021 ISE was the first iteration of this International Standard and key learnings have come from its practical implementation.
- The 2027 ISE is purposely ambitious. It aims to advance the education sector over the next two and a half years before coming into effect on 1 January 2027. This means preparing for the continued and future growth of the education sector from the outset.
- Between now and 1 January 2027, WADA, through its Code Implementation Support Program (CISP), will develop, revise, and adapt tools, templates, and resources to enable Signatories to implement the new requirements outlined in the 2027 ISE.

To summarize, the proposed changes in the 2027 ISE reflect the stakeholder feedback provided on the ISE Concept Paper and include:

- The expansion of a Signatory’s mandatory Education Pool to include individuals who need to be invested in as they become a part of the anti-doping system, as well as those who may be more vulnerable to unintentional and/or deliberate doping.
- The identification of specific athlete groups who should be the primary focus for Signatories.
- The elevated importance of Educators to protect and enhance the quality of education delivered.
- The inclusion of core competencies for Educators and a greater emphasis on the management of Educators from the process of recruitment through to accreditation.
- The narrowing of recognition of other education programs by Signatories.
- An enhanced focus on the recognition of prior learning by athletes and athlete support personnel (rather than entire education programs) and a further emphasis on eLearning education activities.
- The clarification of the roles and responsibilities of Signatories in line with the athlete pathway and how cooperation and engagement with non-Signatory organizations can occur.
- The clarification on the specific outcomes of education programs and the principles such programs can address as well as the rationale for the purpose of anti-doping education.
- The addition of further details to explain what must be documented by Signatories and their contents.
- The enhancement of the “accountability article” which intends to clarify the requirements of Signatories from an Education-related compliance perspective.

The following section offers a concise summary of the key articles proposed by the ISE Drafting Team.

Article 5: Education Program and Education Plan

In the 2021 ISE, Signatories were required to document their ‘Education Program’ through an ‘Education Plan’. Feedback from stakeholders indicated that there was confusion between the terms ‘Education Program’ and ‘Education Plan’.

Consequently, in the 2027 ISE, the Education Program focuses on the strategic elements of education compared to the Education Plan which details the implementation of specific education activities for groups within the

Education Pool. The requirements for the Education Program have also been specified so it is clear what elements must be included. The requirements for the Education Plan have also been specified and presented in clear terms.

The ISE Drafting Team proposes that the development of education activities must be informed by a curriculum that is in line with the athlete pathway and focuses on the development of clean sport behaviors. The terms, 'Education Activity' and 'Clean Sport Behaviors' have been defined in the 2027 ISE for further clarity. The curriculum is also now a required document.

Article 6: Establishing an Education Pool

In the 2021 ISE, only two groups required mandatory inclusion in a Signatory's Education Pool: (i) athletes returning from a sanction; and (ii) athletes in a Registered Testing Pool. The ISE Drafting Team proposes to broaden these requirements given that a wider population of athletes (and their support personnel) are subject to the anti-doping rules, are vulnerable to unintentional or deliberate doping, and are subject to testing. The ISE Drafting Team considers that this proposal is coherent with the fundamental principle that an athlete's first anti-doping-related experience should be through education rather than through doping controls.

The ISE Drafting Team proposes that a Signatory's mandatory Education Pool be expanded to include two additional groups of athletes: (i) those included in a Testing Pool; and (ii) minors competing at international events. It should be noted that this proposal was an outcome of the recent Global Education Conference.

Signatories must also include athletes in their Education Pool for whom they are primarily responsible. Namely, international-level athletes for International Federations, national-level athletes for National Anti-Doping Organizations, and participants at major events for Major Event Organizations.

As communicated during the Stakeholder Engagement Phase, there is also now a commitment to include athlete support personnel (ASP) in Education Programs. Evidence has shown that those in an athlete's entourage have significant influence on their attitudes and behaviors. The ISE Drafting Team proposes that the ASP of those athletes in an Education Pool will also be included in the Education Pool. Coaches and medical personnel of an athlete must be included in the Education Pool. In addition, specific groups of ASP including the parent/guardians of minors competing at international events, ASP returning from a period of ineligibility, and any other ASP accredited by a Major Event Organization, must also be included.

It should be noted that the mandatory inclusion in an Education Pool does not mean that every single person in these groups will be required to receive in-person education in a given year. Rather, such groups of individuals shall be actively identified and included in a Signatory's Education Plan with specific targeted education activities to ensure that they are educated regularly and have access to the relevant information and are fully aware of their responsibilities under the Code.

Article 7: Educators

Educators are a key pillar of a successful Education Program. In the 2021 ISE, Signatories were required to assign Educators to deliver face to face education. Educators were defined as individuals trained to deliver education on behalf of a Signatory.

The importance of Educators is now reflected in the 2027 ISE through a new article that specifies the key elements of the management of Educators, including their recruitment, training, accreditation, and reaccreditation. The 2027 ISE also identifies the core competencies for those individuals involved in Educator training and assessment activities.

Article 10.4: Event-Specific Education

Event-Based Education is a key part of any Education Program, and where the education activities of different Signatories are most likely to overlap. In this respect, the ISE Drafting Team proposes to provide additional clarity and guidance in the 2027 ISE on how the overlap between Signatories can be better understood.

The term 'Event-Based Education' has been redefined to include the different phases of education that could be delivered in relation to a specific event. The terms now included in the 2027 ISE are 'Event-Specific Education', 'Pre-Event Education', and 'Event-Based Education'.

'Event-Specific Education' is the overarching term that refers to education related to events organized by Major Event Organizations and other Signatories. The content includes details unique to that event such as the applicable 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. The term 'Event-Specific Education' encompasses both Pre-Event Education (i.e., education that occurs before the event) and Event-Based Education (i.e., education that happens at or during the event, typically at the event venue). In each case, the education is specific to the needs, anti-doping rules, and procedures for that event.

Article 11: Monitoring and Evaluation

One of the biggest challenges facing Signatories in implementing the 2021 ISE has been the monitoring and evaluation procedures for their Education Programs. Therefore, in the 2027 ISE, the ISE Drafting Team has sought to provide better guidance for stakeholders while still maintaining the current requirements. A more comprehensive and detailed article has been drafted covering the key items relating to this area. These include: monitoring the Education Plan, keeping education records, assessing learning, evaluating Education Programs, and determining impact. Importantly, the ISE Drafting Team also proposes to elevate these items from the existing Guidelines for Education to enhance the understanding of how each item supports the overall evaluation of the program.

Articles 13-14: Roles and Responsibilities

The 2021 ISE clearly outlines the education-related roles and responsibilities for Signatories. The 2027 ISE seeks to provide further explanations on the priorities for each type of Signatory, specifically as it relates to the individuals who will be the focus of their education activities.

Considering the important role of athletes, ASP, National Federations and Governments, in the development and implementation of Education Programs, the ISE Drafting Team proposes the inclusion of a new article, Article 14, which describes and establishes the roles and responsibilities of these stakeholders in this respect.

Article 15: Accountability

Although the mandatory requirements of the 2027 ISE from a compliance perspective are specified throughout the document, for enhanced clarity, these have been collated into one section that outlines these requirements and how they should be documented. The four key documents that will form the basis of accountability are:

- The Education Program;
- A curriculum document;
- The annual Education Plan; and
- An Evaluation Report.