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## **FIGHT AGAINST DOPING, GOOD GOVERNANCE, AND EDUCATION: WHAT ARE THE ROLES AND RESPONSIBILITIES OF THE CZECH OLYMPIC COMMITTEE?**

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*“An athlete’s first experience with anti-doping should be through education rather than doping control.”<sup>1</sup>*

### **Abstract**

This paper researches the roles and responsibilities of National Olympic Committees (NOC), especially the Czech Olympic Committee (Czech NOC), in anti-doping education. Good governance is an increasingly important condition of the self-regulatory autonomy of anti-doping organizations (ADO) in the European Union (EU). Moreover, the principles of good governance identified by both, the EU bodies and institutions, and the IOC, cover education. In this context, the World Anti-Doping Code (WADC) outlines the educational roles and responsibilities of NOCs. Nevertheless, concrete form and implementation of such roles and responsibilities remain vague and unclear, which may jeopardize NOC’s good governance, integrity, and management in the fight against doping. Therefore, the research objective of this paper is to clarify and establish concrete roles, responsibilities, and strengths of NOCs, particularly the Czech NOC, in anti-doping education. This paper initially reviews the social science research and the existing knowledge on the concrete roles and responsibilities of NOCs. Consequently, it presents the conducted empirical research, employing three main data collection techniques: surveys, interviews, and focus groups. Finally, this paper formulates recommendations and an action plan on how the Czech NOC, and similarly all NOCs, should use their strengths to exercise their roles and responsibilities in anti-doping education effectively and sustainably. It simultaneously suggests how the Czech NOC and other NOCs should plan, implement, and evaluate their education programs to prevent doping in sports and strengthen their good governance in and beyond the EU.

**Keywords:** Good governance, Doping, Fight against doping, Anti-doping Education, Czech Olympic Committee, National Olympic Committee, World Anti-Doping Agency, World Anti-Doping Code

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1 World Anti-Doping Code (WADC), International Standard for Education (ISE), Art. 1.0., [https://www.wada-ama.org/sites/default/files/resources/files/ise\\_draft2.0\\_december\\_2018.pdf](https://www.wada-ama.org/sites/default/files/resources/files/ise_draft2.0_december_2018.pdf).

## 1. INTRODUCTION

“Are you educated on why it is important to fight doping and what your rights and responsibilities in this area are?” Only 50% of elite Czech athletes responded affirmatively.<sup>2</sup> As such, the survey pointed out imperfect anti-doping education in the Czech Republic, as is the case in other countries.<sup>3</sup> Many athletes’ first experience with anti-doping comes through doping control rather than education, which contradicts the World Anti-Doping Code (“WADC”), particularly the International Standard for Education (“ISE”). Nevertheless, the athletes feel that education is necessary for the effectiveness of anti-doping programs.<sup>4</sup> Moreover, effective anti-doping education is an important prevention and deterrence strategy. In particular, raising awareness and disseminating information helps prevent inadvertent doping, while the combination with values-based education contributes to the prevention of intentional doping. Moreover, anti-doping education raises awareness about athletes’ and other persons’ rights and responsibilities, including robust rules and sanctions, enabling their deterrence effect. Therefore, an effective anti-doping education leads to less doping and fewer imposed sanctions. Moreover, the level of anti-doping education is one of the elements that determine athletes’ or another persons’ fault, and influences the length of the final sanction for doping.<sup>5</sup> Therefore, anti-doping education is an essential element of the fight against doping.

On top of that, education interacts with good governance, which has become a condition of the autonomy and self-regulation of the sporting governing bodies (“SGB”) particularly in the European Union (“EU”). The EU bodies and institutions accentuate good governance of the sporting governing bodies.<sup>6</sup> In *MOTOE*, the Court of Justice (“ECJ”) condemned a national ruling which provided organisers of motorcycling competitions with the power to approve applications for authorization to organise such competitions without restrictions, obligations, and review. The ECJ ruled that the organiser abused its dominant position, particularly because of the conflict of regulatory and commercial interests of the organizer that also

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- 2 Appendix 6: Survey amongst Czech athletes at the Top Camp: Questions; also available online: [https://docs.google.com/forms/d/e/1FAIpQLSfdGgpxu4o2Z5MaonizQXvL5nyk59CN7dyRiUwe\\_Lz2SY-lTw/viewform?usp=sf\\_link](https://docs.google.com/forms/d/e/1FAIpQLSfdGgpxu4o2Z5MaonizQXvL5nyk59CN7dyRiUwe_Lz2SY-lTw/viewform?usp=sf_link) (in Czech). The author’s translation from Czech into English; Appendix 7: Survey amongst Czech Athletes at the Top Camp: All Results; also available online: <https://docs.google.com/spreadsheets/d/1RSI41dNla3FDzj-81Ab8vf6l7SIsCRYuHrsPs3xu1fc/edit?usp=sharing>
  - 3 Matthew A. Masucci, Ted M. Butryn, and Jay A. Johnson, “Knowledge and perceptions of doping practices and anti-doping education among elite North American female triathletes”, *Performance Enhancement & Health* 6, no. 3–4 (2019): 121–128, <https://doi.org/10.1016/j.peh.2019.02.001>; Ted M. Butryn, Jay A. Johnson, and Matthey A. Masucci, “A Qualitative Examination of Knowledge of Doping and Anti-Doping Education among Elite US and Canadian Female Triathletes”, *World Anti-Doping Agency*, (June 2012): 1–33; Anna Efverström, et. al., “Contexts and conditions for a level playing field: Elite athletes’ perspectives on anti-doping in practice”, *Performance Enhancement & Health* 5, no. 2 (December 2016): 82, <https://doi.org/10.1016/j.peh.2016.08.001>.
  - 4 April Henning and Paul Dimeo, “Perceptions of Legitimacy, Attitudes and Buy-in Among Athlete Groups: a Cross-National Qualitative Investigation Providing Practical Solutions”, *World Anti-Doping Agency* (2019): 21–23.
  - 5 Jan Exner, “The Fight against Doping in Sport in Interaction with European Union Law. Proportionality of Ineligibility and Anti-Doping Education” (PhD diss., Charles University, Faculty of Law, 2022), 9–13.
  - 6 Council of the EU, Resolution of the Council and of the representatives of the Governments of the Member States meeting within the Council on the key features of a European Sport Model, ST/14430/21, para. 15, p. 5, <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A42021Y1213%2801%29>, European Commission, *White Paper on Sport*, COM (2007) 391 final, p. 13, <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52007DC0391>; European Commission, Developing the European dimension of sport, COM (2011) 12 final, p. 10, <https://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=COM:2011:0012:FIN:en:PDF>

concluded sponsorship, advertising and insurance contracts related to the competition.<sup>7</sup> In 2020, the General Court ruled that eligibility rules and sanctions of the International Skating Union (“ISU”) breach the prohibition of cartel agreements.<sup>8</sup> The General Court criticized the rules partially because the ISU did not follow the principles of good governance, namely a clear definition of rules, objectivity, transparency, non-discrimination, verifiability and reviewability.<sup>9</sup> Therefore, non-compliance with the principles of good governance endangers the sporting governing bodies’ autonomy and contributes to the violation of EU law.

Furthermore, the EU bodies and institutions consider education the essential part of good governance of anti-doping organizations (ADO). On 23 November 2021, the European Parliament adopted a resolution on EU sports policy. Under the section “Renewing good governance and integrity”, the European Parliament highlighted “the need for capacity building to strengthen prevention and anti-doping measures in sport” and “the need for information and educational campaigns on the prevention of doping.”<sup>10</sup> On 30 November 2021, the Council of the EU also emphasized that access to information is essential in upholding the principles of good governance.<sup>11</sup> In 2013, the EU Expert Group “Good Governance” delivered the Principles for the Good Governance of Sport in the EU, as a recommendation for sports organizations in the EU. The document provides that sporting bodies and governments should seek to develop a culture of trust and “good governance based on education.”<sup>12</sup> Moreover, the first principle states that all sports bodies should “commit to the fight against doping.”<sup>13</sup> They should particularly continue to develop and apply “educational programmes for its participants.”<sup>14</sup> Therefore, bodies and institutions of the EU emphasize anti-doping education as one of the principles of ADO’s good governance.

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7 Judgment of 1 July 2008, *Motosykletistiki Omospondia Ellados NPID (MOTOE) v Elliniko Dimosio*, C-49/07, EU:C:2008:376, see especially para 48.

8 Judgment of 16 December 2020, *International Skating Union v. Commission*, CJEU, T-93/18, EU:T:2020:610. The ISU appealed the General Court’s judgment to the ECJ, see CJEU, C-124/21 P *International Skating Union v. Commission*.

9 Judgment of 16 December 2020, *International Skating Union*, T-93/18, especially para. 88, 118, 129. For comprehensive works on the principles of good governance in sport see especially Jens Alm, *Action for Good Governance in International Sports Organisations* (Danish Institute for Sports Studies, 2013), 239; De Dyckers 2019; Arnout Geeraert, *The EU in international sports governance: a principal-agent perspective of EU control of FIFA and UEFA* (Palgrave Macmillan UK, 2016), 208; Arnout Geeraert, Frank van Eekeren (eds.), *Good Governance in Sport. Critical Reflections* (Routledge, 2022), 290; Mary A. Hums, Joanne C. MacLean, *Governance and Policy in Sport Organizations* (Routledge, 2018), 406; Michaël Mrkonjic, “A Review of Good Governance Principles and Indicators in Sport,” *Enlarged Partial Agreement on Sport (EPAS) - Council of Europe*, 14; Souvik Naha, David Hassan (eds.), *Ethical Concerns in Sport Governance* (Routledge, 2020), 116; David Shilbury, Lesley Ferkins, Liz Smythe, “Sport Governance Encounters: Insights from Lived Experiences,” *Sport Management Review* 16, no. 3 (2013): 349-363, <http://dx.doi.org/10.1016/j.smr.2012.12.001>; Mathieu Winand, Christos Anagnostopoulos, *Research Handbook on Sport Governance* (Edward Elgar Publishing, 2019), 1-496; or James J. Zhang, Euisoo Kim, (eds.), *Sport Governance and Operations. Global Perspectives* (Routledge, 2021), 1-320.

10 European Parliament resolution of 23 November 2021 on EU sports policy: assessment and possible ways forward (2021/2058(INI)), P9\_TA(2021)0463, p. 7, [https://www.europarl.europa.eu/doceo/document/TA-9-2021-0463\\_EN.html](https://www.europarl.europa.eu/doceo/document/TA-9-2021-0463_EN.html).

11 Resolution of the Council and of the representatives of the Governments of the Member States meeting within the Council of 30 November 2021, para. 12, p. 4.

12 Principles for the Good Governance of Sport in the EU, Expert Group “Good Governance”, EU Work Plan for Sport 2011-2014, p. 15.

13 Principles for the Good Governance of Sport in the EU, Expert Group “Good Governance”, Principle 1: Clarity of purpose/objectives, b) Goals and principles, p. 6.

14 Principles for the Good Governance of Sport in the EU, Expert Group “Good Governance”, p. 15.

Moreover, SGBs themselves accentuate education as a part of good governance of ADOs. In 2009, the International Olympic Committee (“IOC”) adopted the Basic Universal Principles of Good Governance of the Olympic and Sports Movement. Principle 6.4, entitled “Fight against doping”, provides that “sports organizations shall protect the athletes from doping in particular through prevention and education.”<sup>15</sup> Consequently, the Czech Olympic Committee (“Czech NOC”), with which the author has been working for six years, has engaged in the project As Sustainable As Possible (“ASAP”), which is co-funded by the Erasmus+ Programme of the EU.<sup>16</sup> The project focuses on sustainability of sporting governing bodies, especially National Olympic Committees (“NOC”).<sup>17</sup> Importantly, sustainability strategies of the participating NOCs cover the principles of good governance, which include anti-doping education. Therefore, anti-doping education belongs amongst the principles of good governance that are pre-conditions of ADOs’ regulatory autonomy under EU law.

Therefore, the WADC correctly streamlines anti-doping education, especially through the ISE. The ISE is a principles-based document that provides ADOs with frameworks and guidelines. Consequently, ADOs must map their environments and cooperate with other stakeholders in promoting anti-doping education to do the best for the athletes.<sup>18</sup> Therefore, the clarification of the roles and responsibilities of anti-doping stakeholders and their cooperation are key to effective education. Consequently, the WADC, and particularly the ISE, aims at providing clarity on the roles and responsibilities of ADOs in charge of planning, implementing, monitoring, and evaluating education programs.<sup>19</sup> In this regard, the World Anti-Doping Agency (“WADA”) plays a primary role in facilitating education and capacity building for athletes and other anti-doping stakeholders.<sup>20</sup>

Consequently, ADOs implement the principles of anti-doping education on international and national levels within their education programs. In this regard, the IOC, the International Paralympic Committee, international federations, regional anti-doping organizations (“RADOs”), major event organizations and the International Testing Agency (“ITA”) perform their educational responsibilities on the international level.<sup>21</sup> On the national level, national anti-doping organizations (“NADO”) play a key role in anti-doping education,<sup>22</sup> and they cooperate with national federations, NOCs, and other national SGBs. In the Czech Republic, the governmental National Sports Agency (“NSA”) establishes the Czech Anti-Doping Committee (“Czech NADO”),<sup>23</sup> which is the primary authority on anti-doping education in the Czech Republic.<sup>24</sup> The Czech NADO cooperates with the Czech national federations (“Czech

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15 IOC, Basic Universal Principles of Good Governance of the Olympic and Sports Movement, principle 6.4, p. 10.

16 ASAP, About (online).

17 The term NOC also includes National Sports Confederations (“NSC”) in those countries where the NSC assumes typical responsibilities of the NOC in the anti-doping area. See WADC, Annex 1 (Definitions): NOC; ISE, Art. 3.1.

18 WADA, 2021 World Anti-Doping WADC and International Standard Framework: Development and Implementation Guide for Stakeholders, p. 31–33; Tony Cunningham, 14 January 2020.

19 Ibid.

20 WADC, Comment to Art. 18.2, Art. 20.7; WADA Strategic Plan 2020–2024, p. 5, 11.

21 WADC, Art. 20.1.10, 20.2.9, 20.3.13, 20.6.8, 21.4.7.

22 International Convention against Doping in Sport, Art. 19, 22, 23; Council of Europe’s Anti-Doping Convention, Art. 6.

23 Law No. 115/2001 Coll. Law on the Promotion of Sport, §3d(1)(f).

24 WADC, ISE, Art. 7.2.

NF”) and other anti-doping stakeholders in the Czech Republic, including the Czech NOC. The clarification of the roles and responsibilities of these ADOs and their cooperation is essential for effective anti-doping education.

This paper examines educational roles, responsibilities and cooperation of ADOs, especially NOCs, using the case study of the Czech NOC. While the paper focuses on the Czech NOC, all NOCs may benefit from its outcomes, since the WADC and the ISE provide them with the same educational roles and responsibilities. The Czech NOC plays an important role in anti-doping education, even though it is not their primary mission. The Czech NOC is an integral part of the Olympic Movement.<sup>25</sup> As such, it should comply with the WADC and perform related roles,<sup>26</sup> including those in anti-doping education. Moreover, protecting athletes from doping through prevention and education aligns with the vision, mission, values, and strategy of the Czech NOC. The vision of the Czech NOC is to build a healthier Czech society through sport,<sup>27</sup> which follows the vision of the Olympic Movement to build a better world through sport.<sup>28</sup> Moreover, the mission of the Czech NOC is to develop and disseminate Olympic ideals, thus contributing to the physical and spiritual education of citizens, especially the youth, in the spirit of Olympism.<sup>29</sup> Consequently, the strategy of the Czech NOC includes a wide range of roles and responsibilities stipulated in the Olympic Charter and the Czech NOC’s Statutes,<sup>30</sup> among which are those concerning anti-doping education.<sup>31</sup>

The Czech NOC has been carrying out a few activities concerning anti-doping education. They have engaged in the ASAP project focusing on sustainability, which covers the principles of good governance including anti-doping education.<sup>32</sup> In the course of the project, the Czech NOC and the Czech NADO prepared an educational video for athletes participating in the Games of the XXXII Olympiad in Tokyo held in 2021.<sup>33</sup> Moreover, the Czech NOC required athletes and their support personnel to confirm that they had the basic information about the fight against doping, according to the Article 18.2 of the WADC, as a condition to participate in the XXIV Olympic Winter Games in Beijing 2022.<sup>34</sup> Second, they had to confirm that they were familiar with the WADC, the IOC Anti-Doping Rules, and the Regulations for Doping Control and Sanctions in Sports in the Czech Republic.<sup>35</sup> Third, the athletes and their support personnel had to complete the online course ADEL course for Olympic Winter Games Beijing 2022.<sup>36</sup>

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25 Olympic Charter, Rule 1.2, <https://olympics.com/ioc/olympic-charter>.

26 Olympic Charter, Rule 43; Statutes of the Czech NOC, Art. 2.15.

27 Appendix 1: Czech NOC: Vision, Mission, Values.

28 Vision of the Olympic Movement, IOC (online).

29 Statutes of the Czech NOC, Art. 2.1.

30 Statutes of the Czech NOC, Art. 2.2.

31 Basic Universal Principles of Good Governance of the Olympic and Sports Movement, Principle 6.4: Anti-doping education is one of the basic universal principles of good governance, which the Czech NOC shall respect.

32 ASAP, About (online); also available online: <https://www.asap-sport.com/>.

33 Tokyo 2020: How Anti-Doping Rules Work, Czech NOC (online), 30 June 2021; also available online: [https://www.youtube.com/supported\\_browsers?next\\_url=https%3A%2F%2Fwww.youtube.com%2Fwatch%3Fv%3DPFkq8W7fHP0](https://www.youtube.com/supported_browsers?next_url=https%3A%2F%2Fwww.youtube.com%2Fwatch%3Fv%3DPFkq8W7fHP0).

34 Set of Documents for Participants in the XXIV Olympic Winter Games in Beijing 2022, Clean Sport, Athlete’s Commitment, Athlete Support Personnel’s Commitment.

35 Set of Documents for Participants in the XXIV Olympic Winter Games in Beijing 2022, Clean Sport, Athlete’s Commitment, Athlete Support Personnel’s Commitment.

36 Set of Documents for Participants in the XXIV Olympic Winter Games in Beijing 2022, Clean Sport, Athlete’s Commitment, Athlete Support Personnel’s Commitment. See also WADA, Anti-Doping Education and Learning Platform („ADEL”), ADEL for Olympic Winter Games Beijing 2022 (online); WADA launches new e-learning course

Clearly, the Czech NOC has conducted some activities in anti-doping education.

On the other hand, the WADC provides the Czech NOC with broader roles and responsibilities in anti-doping education. On top of its existing activities, the Czech NOC should implement further educational responsibilities stemming from the WADC and adapt the principles of the WADC and the ISE to the Czech environment. However, the Czech NOC lacks a clear definition of its roles and responsibilities in anti-doping education, which prevents it from conducting its educational responsibilities in an effective and sustainable manner. The research question of this paper, thus, follows: what are the roles and responsibilities of the Czech NOC in anti-doping education? This paper builds on the author's research project within the Executive Masters in Sport Organizations Management ("MEMOS") program from 2020<sup>37</sup> and related working paper from 2021.<sup>38</sup> Its initially reviews and comments on the existing knowledge on the roles and responsibilities of NOCs, particularly the Czech NOC in anti-doping education (1). Second, it presents the findings of the conducted empirical research (2). Finally, it formulates recommendations and proposes an action plan on how the Czech NOC should effectively and sustainably fulfil its roles and responsibilities in anti-doping education (3).

## 2. REVIEW OF THE EXISTING KNOWLEDGE

The existing knowledge of the roles and responsibilities of the Czech NOC in anti-doping education is very limited. First, this chapter maps the state of the art on the concrete educational roles and responsibilities of the Czech NOC, which stem especially from primary sources. They include the Olympic Charter and the Statutes of the Czech NOC, the WADC, the ISE, and related documents. The primary sources outline the overall role of the Czech NOC in anti-doping education but lack specific actions that it should implement (1.1). Second, this chapter reviews the secondary sources on the topic which includes non-mandatory guidelines, educational materials, studies, and academic literature that provide examples of the Czech NOCs' possible involvement in anti-doping education (1.2). This chapter presents the findings stemming from the review of the existing knowledge, and comments on them. The third chapter analyses these findings in more detail while formulating recommendations and proposing an action plan that the Czech NOC should implement.

### 2.1. PRIMARY SOURCES OF THE ROLES AND RESPONSIBILITIES OF THE CZECH OLYMPIC COMMITTEE IN THE ANTI-DOPING EDUCATION

#### 2.1.1. *Olympic Charter and Statutes of the Czech Olympic Committee*

The Olympic Charter is the principal document providing the roles and responsibilities of NOCs, including the Czech NOC, within the Olympic Movement. According to the Olympic Charter, the

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for athletes and coaches heading to the Olympic Winter Games Beijing 2022, WADA (online), 29 September 2022.

37 Jan Exner, "Roles and Responsibilities of the Czech Olympic Committee in Anti-Doping Education," (Research project within the Executive Masters in Sport Organisations Management, Université catholique de Louvain, 2021), 1-43.

38 Jan Exner, "Between Prevention and Repression: Roles and Responsibilities of the Czech Olympic Committee in Anti-Doping Education," *Charles University in Prague Faculty of Law Research Paper*, 2021/II/5, 1-21, <https://dx.doi.org/10.2139/ssrn.3849247>.



role of the Czech NOC includes adopting and implementing the WADC.<sup>39</sup> The Olympic Charter further provides that “compliance with (the WADC) (...) is mandatory for the whole Olympic Movement.”<sup>40</sup> Moreover, any competitor, team official or other team personnel must respect and comply with the WADC to participate in the Olympic Games.<sup>41</sup> Finally, only sports which comply with the WADC are eligible to be in the program of the Olympic Games.<sup>42</sup> On top of that, the Statutes of the Czech NOC provide that the main roles of the Czech NOC include adopting and implementing the WADC based on a guarantee that the anti-doping policy and rules of the Czech NOC, the membership in the Czech NOC, the management system, and requirements for financing comply with the WADC. Moreover, the Czech NOC performs roles under the WADC.<sup>43</sup> Therefore, the WADC is the principal document defining roles and responsibilities of the Czech NOC in the anti-doping education.

### **2.1.2. World Anti-Doping Code 2021 and the International Standard for Education**

Moreover, the WADC and the ISE are the most comprehensive primary sources of the roles and responsibilities of NOCs, including the Czech NOC, in anti-doping education. WADC and the ISE make it clear that education is a very important part of each signatory’s anti-doping program.<sup>44</sup> Moreover, the WADC provides that all signatories shall “plan, implement, monitor, evaluate and promote education programs in line with the requirements set out in (the ISE) (...) within their scope of responsibility and in cooperation with each other.”<sup>45</sup> In this regard, the ISE describes the minimum requirements of education programs of all signatories and several key processes that the signatories should follow while developing and implementing their education programs.<sup>46</sup> Moreover, it outlines how cooperation can minimize duplication, maximize efforts to enhance the effectiveness of education programs, and summarizes the requirements upon which signatories are accountable for.<sup>47</sup>

WADC and the ISE endow NOCs with three primary responsibilities related to education. First, NOCs shall cooperate with their NADOs. Where a NADO does not exist, NOCs shall work with their government to establish one, provided that, in the interim, the NOC or its designee shall fulfil its responsibilities,<sup>48</sup> including being the authority on education in the country.<sup>49</sup> Moreover, NOCs shall cooperate with their government to maintain an active and supportive role with their RADOs.<sup>50</sup> Second, NOCs “shall cooperate with their (NADO) to ensure that athletes and athlete support personnel selected to participate in the Olympic (...) Games, or

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39 Olympic Charter, Rule 27.2.6.

40 Olympic Charter, Rule 43.

41 Olympic Charter, Rule 40, By-law to Rule 44.6.

42 Olympic Charter, Rule 45.3.

43 Statutes of the Czech NOC, Art. 2.15.

44 WADC, Purpose, Scope and Organization of the World Anti-Doping Program and WADC. See also WADA, 2021 World Anti-Doping WADC and International Standard Framework: Development and Implementation Guide for Stakeholders, p. 16.

45 WADC, Art. 18.1.

46 WADA, 2021 World Anti-Doping WADC and International Standard Framework: Development and Implementation Guide for Stakeholders, p. 32: Such requirements should be achievable for every signatory, regardless of resources and capacity.

47 WADC, ISE, Arts. 7.1.1, 9.1.

48 WADC, Art. 20.4.6.

49 WADC, ISE, Art. 7.5.1.

50 WADC, Art. 20.4.6.

any event where the (NOC) (...) participates or hosts shall receive education in advance of the event as per article 5 (of the ISE).<sup>51</sup> Third, NOCs should require national federations to conduct anti-doping education in coordination with the applicable (NADO).<sup>52</sup> In addition, the WADC and the ISE provide signatories and ADOs, including the Czech NOC, with other educational responsibilities.<sup>53</sup> WADC and the ISE particularly emphasize the importance of cooperation of all stakeholders for the success of anti-doping education.<sup>54</sup>

## 2.2. SECONDARY SOURCES OF ROLES AND RESPONSIBILITIES OF THE CZECH OLYMPIC COMMITTEE IN THE ANTI-DOPING EDUCATION

WADA provides anti-doping stakeholders with a wide range of guides and guidelines, educational tools and programs, using its Anti-Doping Education and Learning Platform (“ADEL”).<sup>55</sup> In particular, the Code Implementation Support Program (“CISP”)<sup>56</sup> includes the Guidelines for the International Standard for Education (“ISE Guidelines”). This is a third-level, non-mandatory document that supports the ISE.<sup>57</sup> The ISE Guidelines provide insight into ADOs in several areas, including the Czech NOC, such as planning and development of education programs,<sup>58</sup> human resources,<sup>59</sup> or financial resources.<sup>60</sup> Moreover, the ISE Guidelines provide several examples of educational objectives and activities related to the Olympic Games.<sup>61</sup> On top of that, the related Development and Implementation Guide for Stakeholders summarizes and explains the main requirements of WADC and the ISE concerning education.<sup>62</sup> WADA has also helped ADOs with anti-doping education during the COVID-19 pandemic, primarily through the Guidance for Remote Education Programs. It encourages ADOs to widen and extend the channels for dissemination of educational materials particularly through cooperation with their key stakeholders, including NOCs.<sup>63</sup> Moreover, WADA assists anti-doping stakeholders in educating athletes and their support personnel heading to the Olympic Games. Most recently, the e-learning course ADEL for Olympic Winter Games Beijing 2022 provided athletes and

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51 WADC, ISE, Art. 7.5.2.

52 WADC, Art. 20.4.12, ISE, Art. 7.5.3; WADA, Declaration for the 2021 World Anti-Doping WADC; WADA, 2021 Model Rules for National Olympic Committees, Art. 2.2.14.

53 WADC, Arts. 18.2, 18.2.1, ISE, Art. 4-6.

54 WADC, Art. 18, 20, ISE, Art. 8. WADA, 2021 World Anti-Doping WADC and International Standard Framework: Development and Implementation Guide for Stakeholders, p. 32-33. The cooperation of stakeholders in anti-doping education includes especially consultations, acknowledgements, and recognition of education programs, developing and implementing codes of conduct, or the delegation of anti-doping education to third parties.

55 WADA, ADEL (online).

56 WADA, CISP (online).

57 ISE Guidelines, p. 6. The ISE Guidelines are for those persons in ADOs who are responsible for developing and implementing an education program described in the ISE. Where the ISE gives a minimum of what to do, the ISE Guidelines aim to help the responsible persons to understand how to do it, giving examples and suggestions, and showing how to go beyond where possible.

58 ISE Guidelines, p. 14-15, 137.

59 ISE Guidelines, p. 12-13, 24-25.

60 ISE Guidelines, p. 17-18.

61 ISE Guidelines, p. 38, 55, 56, 85-86, 101-102. The guidelines provide examples of the Canadian Centre for Ethics in Sports (“CCES”), the Australian Sports Anti-Doping Authority (“ASADA”) and the United States Anti-Doping Agency (“USADA”), which prepare customized eLearning modules for athletes participating in major events, such as the Olympic, Paralympic and Pan American Games.

62 WADA, 2021 World Anti-Doping WADC and International Standard Framework: Development and Implementation Guide for Stakeholders, p. 16, 31-33.

63 WADA, COVID-19: ADO Guidance for Remote Education Programs, p. 4.

coaches with an understanding of the Beijing 2022 anti-doping rules, procedures, and requirements.<sup>64</sup> On top of the WADA tools, the IOC issues the Olympic Values Education Programme (“OVEP”), which provides NOCs with guidance on how to disseminate Olympic values, including fair play.<sup>65</sup>

Academic literature on the roles and responsibilities of NOCs in anti-doping education is scarce. While many authors have researched the roles and responsibilities of ADOs in anti-doping education, the specific roles and responsibilities of NOCs remain an essentially unexplored topic.<sup>66</sup> Two sources have particular geographical relevance for this paper. Slepíčka edited the Proceedings from the VIII Conference on Sociology of Sport in 2016, which call for deepening and improving of anti-doping education for the children and the youth in the Czech Republic.<sup>67</sup> In 2019, Rudová analysed anti-doping education within 42 Czech NFs governing Olympic sports. She concluded that Czech NFs provide information on anti-doping in a very limited manner, and made several suggestions for improvement.<sup>68</sup> On the other hand, the only academic literature on the roles and responsibilities of the Czech NOC in anti-doping education is the author’s research project within the MEMOS program from 2020<sup>69</sup> and related working paper from 2021.<sup>70</sup> Since the existing knowledge is limited, I conducted empirical research to clarify the roles and responsibilities of NOCs, particularly the Czech NOC in the anti-doping education.

64 WADA, ADEL, ADEL for Olympic Winter Games Beijing 2022 (online); See also WADA launches new e-learning course for athletes and coaches heading to the Olympic Winter Games Beijing 2022, WADA (online), 29 September 2022.

65 OVEP, Fundamentals of Olympic Values Education, p. 1-124.

66 For the limited research, see especially Andrea Petróczi, Paul Norman, and Sebastian Brueckner, “Can We Better Integrate the Role of Anti-Doping in Sports and Society? A Psychological Approach to Contemporary Value-Based Prevention,” *Med Sport Sci.*, (2017): 62, 160-176, <https://doi.org/10.1159/000460726>; Miran Kondric, et. al., “Is There a Danger for Myopia in Anti-Doping Education? Comparative Analysis of Substance Use and Misuse in Olympic Racket Sports Calls for a Broader Approach,” *Substance Abuse Treatment, Prevention, and Policy* 6, (2011): 1-27; Aleksandar Ignjatović, et. al., “Anti-Doping through the Pedagogical Approach,” *Physical Education and Sport through the Centuries* 4, no. 1 (2017): 24-37, <http://dx.doi.org/10.1515/spes-2016-0019>; Pia-Maria Wippert and Michael Fließer, “National Doping Prevention Guidelines: Intent, Efficacy and Lessons Learned - A 4 Year Evaluation,” *Substance Abuse Treatment, Prevention, and Policy* 11, (2016): 1-35, <https://doi.org/10.1186/s13011-016-0079-9>; Sophie C. Turfus, et. al., “Supplementation Practices, Perceptions and Knowledge About Anti-Doping Among Jamaican High School Athletes,” *Performance Enhancement & Health* 7, no. 1-2 (September–December 2019): 1-9, <https://doi.org/10.1016/j.peh.2019.07.001>; Diwakar Lal Amaty, “Anti-Doping Education for Nepalese National and International Athletes,” *ICSSPE Bulletin* (17285909), no. 56 (2008): 1-32; Léa Cléret, “The Role of Anti-Doping Education in Delivering WADA’s Mission,” *International Journal of Sport Policy and Politics* 3, no. 2 (2011): 271-277, <https://doi.org/10.1080/19406940.2011.577084>; Laurie B. Patterson, Patrick J. Duffy, and Susan H. Backhouse, “Are Coaches Anti-Doping? Exploring Issues of Engagement with Education and Research,” *Substance Use & Misuse* 49, no. 9 (2014): 1182-1185, <https://doi.org/10.3109/10826084.2014.912469>; Simon J. Somerville, Martyn Lewis, and Helma Kuipers, “Accidental Breaches of the Doping Regulations in Sport: Is There a Need to Improve the Education of Sportspeople?” *Br J Sports Med* 39, no. 8 (2005): 512–516, <https://doi.org/10.1136/bjism.2004.013839>.

67 Pavel Slepíčka (ed.), *Problems of Doping Focusing on Children’s and Youth Sport. Proceedings of VIII Sport Sociology Conference* (Charles University, Faculty of Physical Education and Sport, 2016), 1-158.

68 Lenka Rudová, “Anti-Doping Education,” (Thesis, University of Economics and Business, Czech Olympic Committee, 2019), 1-26.

69 Exner, “Roles and Responsibilities of the Czech Olympic Committee in Anti-Doping Education,” 1-43.

70 Exner, “Between Prevention and Repression: Roles and Responsibilities of the Czech Olympic Committee in Anti-Doping Education,” 1-21.

### 3. RESEARCH

This chapter presents the author's empirical research on the roles and responsibilities of NOCs, particularly the Czech NOC, in the anti-doping education. The research employed three main data collection techniques gathering both quantitative and qualitative data. First, surveys aimed at obtaining primarily quantitative data on the role of NOCs, especially the Czech NOC, in the anti-doping education (2.1). Second, interviews sought to obtain qualitative data regarding the interviewees' perceptions and opinions (2.2). Third, focus groups aimed at gathering qualitative data through informal discussions within small homogenous groups (2.3).

#### 3.1. SURVEYS

The author conducted the following four surveys:

- The first survey addressed all 206 NOCs to research their roles and responsibilities in the anti-doping education in their countries. 50 NOCs responded (24.27%).
- The second survey focused on Czech NFs to find out how they perceive the role of the Czech NOC in the anti-doping education, and how the Czech NOC could help to foster their educational activities. The survey questionnaire addressed 61 Czech NFs that are members of the Czech NOC. Twenty Czech NFs (32.79%) completed the questionnaire, fifteen of which represented Olympic sports.
- The third survey questionnaire addressed sixteen Czech elite athletes participating in the Czech NOC's event Top Camp organized between the 26th and 28th October, 2019, designed to facilitate their preparation for the Olympic Games in Tokyo 2020, eventually held in 2021. Ten athletes answered (62.5%), representing eight different summer Olympic sports. The small number of athletes made their answers indicative, but still important since athletes are the primary subjects of anti-doping rules and activities, including education. Unfortunately, there was no "Top Camp" for the Winter Olympics in Beijing in 2022, largely due to the COVID-19 pandemic.
- The fourth survey addressed the members of the Czech NADO Athletes Commission.<sup>71</sup> The questionnaire addressed seven members of the Czech NADO Athletes Commission, out of which five of whom members answered (71.4%), representing five different sports.

The author implements the results of the surveys in the third chapter, and formulates recommendations on the roles and responsibilities of the Czech NOC in the anti-doping education. The complete questionnaires, answers and graphs are available as appendices to this paper.

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<sup>71</sup> The author originally aimed at conducting a focus group with members of the Czech NADO Athletes Commission. In the end, however, the author conducted a survey, primarily because of the members' availability in the COVID-19 pandemic. Since the original MEMOS project, the Czech NADO appointed new members of its Athletes Commission, who the Czech NOC should cooperate with regarding the implementation of the project's findings and recommendations formulated in the third chapter.

### **3.2. INTERVIEWS**

The goal of the interviews was to obtain the personal perception of representatives of selected ADOs regarding the roles and responsibilities of NOCs, particularly the Czech NOC, in the anti-doping education. In particular, the interviews focused on possible forms of the Czech NOC's educational activities and its target groups. The interviewees represented the IOC, the Czech NOC, the NSA, WADA, the ITA and the Canadian Centre for Ethics in Sport ("CCES"). Therefore, the interviews focused on the Czech environment but also sought perspectives of international anti-doping stakeholders. The interviewees were:

- Jiří Kejval, a Member of the IOC and of the WADA Foundation Board and Executive Committee. In the interview conducted on 10 September, 2020 in person at the seat of the Czech NOC, he spoke primarily from his position as the President of the Czech NOC,
- Alexander Károlyi, the Ombudsman of the Czech NOC. He was also the Vice-President of the National Council for Sport, an advisory body to the President of the NSA, with responsibility for sports legislation and negative influences in sport, including the fight against doping. He was also the President of the Board of Experts of the Czech NADO, an advisory body to the President of the Czech NADO. The interview was conducted on 6 April, 2020 via email,
- Petr Graclík, the Secretary General of the Czech NOC. The interview was conducted on 3 April, 2020 in person at the seat of the Czech NOC,
- Martin Doktor, the Sports Director of the Czech NOC. The interview was conducted on 3 April, 2020 in person at the seat of the Czech NOC,
- Mayumi Yaya Yamamoto, a Member of the WADA Education Committee. The interview was conducted on 5 November, 2019 in person at the World Conference on Doping in Sport in Katowice, Poland,
- Tony Cunningham, a senior manager in the WADA education team. The interview was conducted on 14 January, 2020 via Skype,
- Olya Abasolo, the ITA Education Manager who also used to work for the Canadian NOC. The interview was conducted on 4 November, 2019 in person at the World Conference on Doping in Sport in Katowice, Poland,
- Trevor La Force, the manager of education in the Canadian NADO, the CCES. The interview was conducted on 19 December, 2019 via Skype.

The author interviewed the mentioned and transcribed their answers. The author chooses those that are most relevant for clarifying and establishing the roles and responsibilities of the Czech NOC in the anti-doping education. The author implemented the answers in the third chapter, while formulating recommendations on the roles and responsibilities of the Czech NOC in the anti-doping education.

### **3.3. FOCUS GROUPS**

The focus groups were small and homogenous groups with the goal of obtaining qualitative data through informal discussions:

- The first focus group assembled the members of the Czech NOC Athletes Commission. Their opinion is important since they represent athletes who are the primary subjects of anti-doping rules and education. The focus group was held on 23 July, 2020. Nine out of thirteen members of the commission attended the meeting, while all members had the

opportunity to express their views later via email.

- The second focus group gathered representatives of the Czech NADO at the time when the author researched the original MEMOS project. The focus group included the Czech NADO's director, the deputy director and secretary, and the head of education. It was held on 26 August, 2020 at the Czech NADO's seat.
- The third focus group assembled representatives of the Czech NADO at the time of drafting this paper to increase its relevance. The focus group included the Czech NADO's director, the head of education, and an employee from the education department. It was held on 1 August, 2022 at the Czech NADO's seat.

The author implemented selected parts of these informal discussions in the third chapter, while establishing and clarifying the roles and responsibilities of the Czech NOC in the anti-doping education. The complete minutes from these meetings are available as appendices to this paper.

## **4. DISCUSSION AND RECOMMENDATIONS**

This chapter analyses and discusses the findings from the review of existing knowledge, and the empirical research to clarify and establish the roles of the Czech NOC in the anti-doping education. It also seeks to recommend how the Czech NOC should effectively and sustainably implement its educational responsibilities. First, this chapter highlights the Czech NOC's main strengths related to the anti-doping education, identifies its educational responsibilities, and formulates general recommendations on how the Czech NOC should exercise them in cooperation with other anti-doping stakeholders (3.1). Second, it provides special recommendations as to how the Czech NOC should simultaneously plan, implement, and evaluate its education program (3.2). Finally, this chapter proposes a sustainable action plan recommending concrete steps forward that the Czech NOC should take, including their lead, potential resources, time scale and critical success factors (3.3).

### **4.1. STRENGTHS, RESPONSIBILITIES AND GENERAL RECOMMENDATIONS**

The Czech NOC has four main aces up its sleeve regarding the anti-doping education. The main strength of the Czech NOC is its good relationships with top athletes, the possibility to involve them in planning and delivering education, and the potential to effectively influence target groups. The Czech NOC also has a unique position within the sporting environment, the power of the Olympic brand and properties, and the possibility to make education culturally relevant. The Czech NOC should make use of these strengths while exercising all its educational responsibilities, as this chapter further illustrates. In this regard, the Czech NOC should primarily cooperate with the Czech NADO, mainly to ensure that athletes and athlete support personnel receive education in advance of participation in the Olympic Games, or any event where the Czech NOC participates or hosts.<sup>72</sup> The Czech NOC should also cooperate with the Czech NFs and require them to conduct education in coordination with the Czech NADO.<sup>73</sup>

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72 WADC, ISE, Art. 7.5.2.

73 WADC, Art. 20.4.12, ISE, Art. 7.5.3; WADA, Declaration for the 2021 World Anti-Doping WADC; WADA, 2021 Model Rules for National Olympic Committees, Art. 2.2.14.

On top of these primary responsibilities, the WADC endows the Czech NOC with further obligations related to education, which the Czech NOC should exercise in cooperation with other anti-doping stakeholders. The Czech NOC should cooperate primarily with the Czech NADO, which coordinates education programs in the Czech Republic (3.1.a).<sup>74</sup> It should also work with Czech NFs as its members and performance partners (3.1.b).<sup>75</sup> Moreover, the Czech NOC should cooperate with the IOC, WADA, international federations, the Czech Paralympic Committee ("Czech NPC"), the Czech government,<sup>76</sup> including the NSA,<sup>77</sup> and other stakeholders.<sup>78</sup> The Czech NOC should consult with these stakeholders when planning education.<sup>79</sup> Moreover, the Czech NOC should agree with them in advance on the roles and responsibilities of event-based education. On top of that, the Czech NOC should share its education plans with them upon request.<sup>80</sup> Finally, the Czech NOC should acknowledge education programs of other stakeholders and could recognise their completion by learners in its education pool, if such programs comply with the ISE.<sup>81</sup> Therefore, cooperation with other anti-doping stakeholders is an essential part of the Czech NOC's responsibilities in the anti-doping education.

#### **4.1.1. Cooperation with the Czech Anti-Doping Committee**

The Czech NOC should cooperate particularly with the Czech NADO. While doing so, it should respect its autonomy and scope of responsibilities as the main authority on the anti-doping education in the Czech Republic.<sup>82</sup> Therefore, the Czech NOC and the Czech NADO should initially

74 WADC, Art. 18.2.3, 20.4.12, ISE, Art. 7.5.3; WADA, Declaration for the 2021 World Anti-Doping WADC; WADA, 2021 Model Rules for National Olympic Committees, Art. 2.2.14; Survey amongst NOCs: For eighteen NOCs (37.5% of those that answered), their main role in anti-doping education is the cooperation with their country's NADO. Most NOCs (n = 35 | 72.9%) cooperate with their NADO in anti-doping education; Jiří Kejval, 10 September 2020; Alexander Károlyi, 6 April 2020; Petr Graclík, 3 April 2020; Martin Doktor, 3 April 2020; Mayumi Yaya Yamamoto, 5 November 2019; Tony Cunningham, 14 January 2020; Olya Abasolo, 4 November 2019; Trevor LaForce, 19 December 2019; Czech NADO (1), 26 August 2020; Czech NADO (2), 1 August 2022.

75 WADC, Art. 18.2.3, 20.4.12, ISE, Art. 7.5.3; WADA, Declaration for the 2021 World Anti-Doping WADC; WADA, 2021 Model Rules for National Olympic Committees, Art. 2.2.14; WADA, 2021 World Anti-Doping WADC and International Standard Framework: Development and Implementation Guide for Stakeholders, p. 33; Survey amongst NOCs: Six NOCs (12.5% of those that answered) cooperate with their NFs and support their educational activities. In total, most NOCs (n = 32 | 74.4%) cooperate with their NFs in anti-doping education; Alexander Károlyi, 6 April 2020; Olya Abasolo, 4 November 2019.

76 WADC, Art. 18.2.3.

77 Alexander Károlyi, 6 April 2020. See also WADC, ISE, Art. 8.1, 8.2; ISE Guidelines, p. 14-15, 137: Such cooperation should include encouraging the integration of education into governmental funding policies for Czech NFs, the Czech NOC and the Czech NPCs as well as partnerships between these national bodies.

78 WADC, Art. 18.2.3, ISE, Art. 8.1, 8.2; ISE Guidelines, p. 14-15, 137; WADA: COVID-19: ADO Guidance for Remote Education Programs, p. 4; Petróczi, Norman, Brueckner, "Can We Better Integrate the Role of Anti-Doping in Sports and Society? A Psychological Approach to Contemporary Value-Based Prevention," 160-176. Other stakeholders include the Ministry of Education, Youth and Sport, educational institutions, or media.

79 Czech NADO (2), 1 August 2022.

80 WADC, Art. 18.2.3, ISE, Art. 8.

81 WADC, ISE, Art. 8.2: Signatories should make their education activities available to other signatories through the publication of their education plan in English or in French. The recognition process will minimize duplication of education to athletes and athlete support personnel. It can also help signatories to prioritize and focus the efforts of their education programs more effectively and to concentrate on under-served target groups.

82 WADC, ISE, Art. 7.2.1.

84 WADC, Introduction, Art. 20, Comment to Art. 20. The Czech NOC would nevertheless remain fully responsible for ensuring that the Czech NADO performs any delegated aspect of anti-doping education in compliance with WADC. See also WADA, 2021 World Anti-Doping WADC and International Standard Framework: Development

agree on the division of competences. In this regard, the Czech NOC may delegate certain aspects of the anti-doping education to the Czech NADO,<sup>84</sup> including the implementation of the Czech NOC's education program.<sup>85</sup> The Czech NOC and the Czech NADO should conclude a memorandum or a cooperation agreement establishing their competences and the principles of their cooperation in the anti-doping education.<sup>83</sup> In addition, the Czech NOC should have a person responsible for the anti-doping education and the cooperation with the Czech NADO.<sup>84</sup> The Czech NOC and the Czech NADO should also create a working group consisting of representatives of both organizations to facilitate and coordinate their cooperation and joint external communication towards athletes, Czech NFs and other entities.<sup>85</sup>

The Czech NADO educates, and the Czech NOC supports it. The Czech NADO is the main deliverer of the anti-doping education in the Czech Republic and the Czech NOC should support its educational activities.<sup>86</sup> In this regard, the Czech NOC and the Czech NADO should primarily cooperate on the education of participants in the Olympic Games and other events in which the Czech NOC participates or hosts,<sup>87</sup> as they did with the XXIV Olympic Winter Games in Beijing 2022.<sup>88</sup> On top of that, the Czech NOC should support the activities of the Czech NADO towards other athletes and their support personnel. The Czech NOC should specifically include the Czech NADO into its events and projects, as specified further in recommendations regarding the Czech NOC's education program. Moreover, the Czech NADO and the Czech NOC can cooperate on the creation of a national anti-doping plan,<sup>89</sup> education plan,<sup>90</sup> and education programs.<sup>91</sup> On top of that, the Czech NOC should work with the Central European Anti-Doping Organization ("CEADO"), the Czech NADO, the Czech government and the ITA to provide support for coordination and delivery of education programs in the Czech Republic.<sup>92</sup>

Moreover, the Czech NOC can help the Czech NADO to access athletes. The Czech NOC can in particular be a mediator between the Czech NADO and the athletes.<sup>93</sup> The Czech NOC supports Czech athletes and maintains good relationships with them.<sup>94</sup> Therefore, the Czech NOC has a positive rapport with athletes, which allows it to involve them in the anti-doping education and better target persons within its education pool.<sup>95</sup> The Czech NOC has a particularly great influence over athletes and their entourage participating in the Olympic Games<sup>96</sup> and other events. Therefore, the Czech NOC can open these gates for the Czech NADO and give it access

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and Implementation Guide for Stakeholders, p. 6.

85 Tony Cunningham, 1 September 2020.

83 Czech NADO (1), 26 August 2020; Survey amongst NOCs: Slovenian NOC.

84 Czech NADO (2), 1 August 2022.

85 Jiří Kejval, 10 September 2020; Czech NADO (1), 26 August 2020.

86 Tony Cunningham, 1 September 2020; Survey amongst Czech athletes at the Top Camp; Czech NADO (2), 1 August 2022.

87 WADC, ISE, Art. 7.5.2; Czech NADO (1), 26 August 2020; Czech NADO (2), 1 August 2022.

88 Set of Documents for Participants in the XXIV Olympic Winter Games in Beijing 2022, Clean Sport, Athlete's Commitment, Athlete Support Personnel's Commitment.

89 Survey amongst NOCs: French NOC.

90 Czech NADO (2), 1 August 2022.

91 Czech NADO (1), 26 August 2020.

92 WADC, Art. 20.4.6.

93 ISE Guidelines, p. 14; Czech NOC Athletes Commission, 23 July 2020.

94 Czech NADO (2), 1 August 2022.

95 Czech NOC Athletes Commission, 23 July 2020.

96 Mayumi Yaya Yamamoto, 5 November 2019.



to athletes and their support personnel at key times.<sup>97</sup> The Czech NOC can also help the Czech NADO with communication towards children and other young athletes.<sup>98</sup> Therefore, the Czech NADO should work closely with the Czech NOC to attract athletes to the anti-doping education.<sup>99</sup> As such, the Czech NOC can also help to improve the long-term relationship between the Czech NADO and the athletes.<sup>100</sup>

The cooperation between the Czech NOC and the Czech NADO should also focus on leveraging the anti-doping education in Czech NFs. The Czech NOC is a gatekeeper to the Olympic Games and other events in which it participates or hosts. Therefore, the Czech NOC has a great reach inside the Czech NFs who nominate athletes and their support personnel to the Czech Olympic team.<sup>101</sup> The Czech NOC should use this influence to help the Czech NADO to better promote the anti-doping education within the Czech NFs.<sup>102</sup> In particular, the Czech NADO and the Czech NOC should work together to harmonise the education systems within the Czech NFs, which vary greatly nowadays. In this regard, the Czech NADO and the Czech NOC can co-organise a comprehensive large-scale training of the Czech NFs on anti-doping issues once a year.<sup>103</sup> Overall, the Czech NOC should cooperate with the Czech NADO to streamline the anti-doping education within the Czech NFs.

#### **4.1.2. Cooperation with the Czech National Federations**

The Czech NFs are key partners of the Czech NOC, therefore, the Czech NOC should cooperate with them in the anti-doping education.<sup>104</sup> Moreover, the Czech NFs that are members of the Czech NOC should comply with its Statutes and consequently with the WADC.<sup>105</sup> Consequently, the Czech NOC should require the Czech NFs to conduct education in coordination with the Czech NADO.<sup>106</sup> In this regard, the Czech NOC has great influence over the Czech NFs, especially in regard to events where it participates or which it hosts. Therefore, the Czech NOC should use the influence to make sure that athletes from its education pool receive access to education.<sup>107</sup> In particular, the Czech NOC should ensure that the Czech NFs cooperate with the Czech NADO in providing education to their athletes and support personnel regarding all events where the Czech NOC participates or which it hosts,<sup>108</sup> such as the Olympic Games, the World Games, the European Games, the European Youth Olympic Festival (“EYOF”) and the Youth Olympic Games (“YOG”).<sup>109</sup> Moreover, the Czech NOC should require all athletes and their support personnel, whom the Czech NFs nominated to these events, to complete the

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97 Tony Cunningham, 14 January 2020; Czech NADO (2), 1 August 2022.

98 Jiří Kejval, 10 September 2020.

99 ISE Guidelines, p. 15; Czech NOC Athletes Commission, 23 July 2020.

100 Jiří Kejval, 10 September 2020.

101 Martin Doktor, 3 April 2020; Tony Cunningham, 14 January 2020; Tony Cunningham, e-mail to author, 1 September 2020.

102 Survey amongst Czech athletes at the Top Camp; Czech NADO (2), 1 August 2022.

103 Czech NADO (1), 26 August 2020.

104 Rudová, “Anti-Doping Education,” 1-26.

105 Statutes of Czech NOC, Arts. IV.2.1, II.2.14; Mayumi Yaya Yamamoto, 5 November 2019.

106 WADC, Art. 20.4.12, ISE, Art. 7.5.3; WADA, Declaration for the 2021 World Anti-Doping WADC; WADA, 2021 Model Rules for National Olympic Committees, Art. 2.2.14; Survey amongst NOCs.

107 Tony Cunningham, email to author, 1 September 2020.

108 Mayumi Yaya Yamamoto, 5 November 2019.

109 Petr Graclík, 3 April 2020; Martin Doktor, 3 April 2020.

anti-doping education, as it did before the XXIV Olympic Winter Games in Beijing 2022.<sup>110</sup>

Furthermore, the Czech NOC should actively communicate with the Czech NFs to further support their educational activities.<sup>111</sup> The Czech NOC and the Czech NFs are performance partners. The Czech NFs support the athletes through day-to-day operations, training systems, and financial support.<sup>112</sup> As such, the Czech NFs are primarily responsible for educating athletes and their support personnel in anti-doping matters.<sup>113</sup> Consequently, the Czech NOC should fill the gaps and provide resources to the Czech NFs when and where they are lacking.<sup>114</sup> The vast majority of the Czech NFs<sup>115</sup> would appreciate an active support from the Czech NOC. Such support should include the creation of new educational activities,<sup>116</sup> and the support of existing and future educational activities of the Czech NADO<sup>117</sup> and Czech NFs.<sup>118</sup> The Czech NOC should conclude a corresponding memorandum or a contract with the Czech NFs and document the cooperation in the education plan within its education program.

## **4.2. SPECIAL RECOMMENDATIONS: THE EDUCATION PROGRAM OF THE CZECH OLYMPIC COMMITTEE**

Following the general recommendations, this section formulates special recommendations on how the Czech NOC should simultaneously plan, implement, monitor, evaluate, and promote its anti-doping education program, within its scope of responsibilities and in cooperation with other signatories.<sup>119</sup> The Czech NOC should reflect on the role of education in the organization and be clear on its educational vision and the desired outcome. Such an educational role, vision and outcome should be a part of the overall vision, mission, general strategy, and action plan of the Czech NOC. Moreover, the role of education, the related vision and its desired outcome should be clearly communicated through the Czech NOC's education plan. Therefore, the Czech NOC should develop and implement an education program that incorporates and aligns values-based education, awareness-raising, information provision and anti-doping education.<sup>120</sup> While doing so, the Czech NOC should follow three basic stages of its education program: planning (3.2.a), implementing (3.2.b), and evaluating (3.2.c).<sup>121</sup>

### **4.2.1. Planning the Education Program of the Czech Olympic Committee**

Planning of an education program starts with an education plan. The Czech NOC should initially

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110 Set of Documents for Participants in the XXIV Olympic Winter Games in Beijing 2022, Clean Sport, Athlete's Commitment, Athlete Support Personnel's Commitment.

111 Survey amongst Czech athletes at the Top Camp; Petr Graclík, 3 April 2020.

112 Abasolo, 4 November 2019.

113 Mayumi Yaya Yamamoto, 5 November 2019.

114 Abasolo, 4 November 2019.

115 Survey amongst Czech NFs: Sixteen Czech NFs (80% of those that answered).

116 Survey amongst Czech NFs: Thirteen Czech NFs (48.15% of those that answered).

117 Survey amongst Czech NFs: Nine Czech NFs (33.33% of those that answered).

118 Survey amongst Czech NFs: Four Czech NFs (14.81% of those that answered).

119 WADC, Art. 18.1, 18.2; WADA, Declaration for the 2021 World Anti-Doping WADC.

120 WADC, ISE, Part Two: Standard for Education, Overview. See also WADC, ISE, Art. 4.0: Moreover, the education program of the Czech NOC should be evidence based, informed by education theory, and where possible, by social science research.

121 WADC, ISE, Art. 4-6.

document its education activities in an education plan.<sup>122</sup> To do so, the Czech NOC should assess the current situation, establish an education pool, set clear objectives and related activities, and outline monitoring procedures.<sup>123</sup> Moreover, the Czech NOC should consult the planning of its education program with the Czech NADO<sup>124</sup> and other relevant signatories.<sup>125</sup> While assessing the current situation, the Czech NOC should describe the environment in which it operates, including the sports system and structures, as well as the national and international contexts.<sup>126</sup> The Czech NOC should also describe all of its current educational activities.<sup>127</sup>

Second, the Czech NOC should create an education pool. In particular, they should identify its target groups.<sup>128</sup> In the first step, the Czech NOC should list all potential target groups for its education program, primarily athletes, and their support personnel.<sup>129</sup> In this regard, the education pool should not be limited to national or international quality level athletes. On the contrary, it should include all persons, including the youth, who participate in sports under the authority of the Czech NOC.<sup>130</sup> Therefore, the target groups of the Czech NOC could also include the children and youth,<sup>131</sup> sports administrators, commercial sponsors, media personnel, students, teachers, university staff, pharmacists,<sup>132</sup> and any other persons that the Czech NOC considers appropriate.<sup>133</sup> The Czech NOC should also identify other agencies and organizations that may be responsible for delivering or have the potential to deliver education.<sup>134</sup> The list of such agencies or organizations should include primarily the Czech NADO,<sup>135</sup> Czech NFs, and also other anti-doping stakeholders in the Czech Republic.

An effective education program requires resources. To that end, the Czech NOC should consequently identify human, financial and material resources available or potentially available to support its education program.<sup>136</sup> In this regard, the Czech NOC should include its current human resources in the anti-doping education. They should include members of the Czech NOC Athletes Commission,<sup>137</sup> other athletes,<sup>138</sup> the Sports Director,<sup>139</sup> members of the Czech Club of Fair Play (“CCFP”), the Czech Olympic Academy (“COA”), and the Czech Coaching

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122 WADC, ISE, Art. 4.1.1.

123 WADC, ISE, Art. 4.1.2, 9.1. See also WADA, 2021 World Anti-Doping WADC and International Standard Framework: Development and Implementation Guide for Stakeholders, p. 32.

124 Czech NADO (2), 1 August 2022.

125 WADC, ISE, Art. 8.1.

126 WADC, ISE, Art. 4.2.1.

127 WADC, ISE, Art. 4.2.4.

128 WADC, Art. 18.2.1.

129 WADC, ISE, Art. 4.2.2.

130 WADC, Comment to Art. 18.2.1.

131 Slepíčka, *Problems of Doping Focusing on Children's and Youth Sport. Proceedings of VIII Sport Sociology Conference*, 158; Ignjatović, Marković, Stanković, and Janković, “Anti-Doping through the Pedagogical Approach,” 24-37.

132 Somerville, Lewis, Kuipers, “Accidental Breaches of the Doping Regulations in Sport: Is There a Need to Improve the Education of Sportspeople?” 512-516.; Cléret, “The Role of Anti-Doping Education in Delivering WADA's Mission,” 271-277; Wippert and Fließer 2016, p. 1-35; Turfus, Smith, Mansingh, Alexander-Lindo, Roopchand-Martin, “Supplementation Practices, Perceptions and Knowledge About Anti-Doping Among Jamaican High School Athletes,” 1-9; Tony Cunningham, 14 January 2020.

133 WADC, ISE, Art. 4.3.5.

134 WADC, ISE, Art. 4.2.2.

135 Tony Cunningham, email to author, 1 September 2020; Czech NADO (2), 1 August 2022.

136 WADC, ISE, Art. 4.2.3.

137 Petr Graclík, 3 April 2020.

138 WADC, ISE, Art. 5.9.

139 Czech NADO (1), 26 August 2020.

Academy ("CCA"). Moreover, the Czech NOC should also engage members of its Medical Commission and other cooperating doctors,<sup>140</sup> and a person responsible for education in the Olympic Festival. As such, the Czech NOC can also provide human resources to its partner organizations, mainly for the Czech NADO.<sup>141</sup>

On top of the existing human rights resources, the Czech NOC should have a person responsible for the anti-doping education. This person would coordinate educational activities and cooperation with the Czech NADO, Czech NFs and other anti-doping stakeholders.<sup>142</sup> It can be a person or, if possible, an education team, department, or commission. The Czech NOC should either hire a qualified education professional, transfer someone to lead education from within the Czech NOC, or look for volunteers with education experience from its partner organizations.<sup>143</sup> On top of that, other Czech NOC human resources may include full-time team members and staff, possible cross-team collaborations, part-time staff, established volunteers, people within the Czech NFs, or retiring athletes with experience in education. The Czech NOC may also facilitate the inclusion of people from other sports organizations or athletes into its anti-doping education.<sup>144</sup> In addition to human resources, the Czech NOC should also identify financial and material resources for the anti-doping education. The sources of funding may include the Czech NOC's own resources,<sup>145</sup> educational resources of the Czech NADO,<sup>146</sup> governmental subsidies from the NSA,<sup>147</sup> or contributions from the Olympic Solidarity.<sup>148</sup>

Having identified its resources, the Czech NOC should continue establishing its education pool by prioritising its target groups.<sup>149</sup> The Czech NOC should include into its education pool primarily those athletes who are subject to its anti-doping rules. As a result, the Czech NOC should preferably target athletes taking part in events where the Czech NOC participates or which it hosts,<sup>150</sup> including those in youth and junior categories.<sup>151</sup> In this regard, the Czech NOC should require every athlete participating in such an event to complete a pre-event education as a mandatory condition for participation,<sup>152</sup> as was the case with the XXIV

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140 Martin Doktor, 3 April 2020; Czech NADO (2), 1 August 2022.

141 ISE Guidelines, p. 12-13; Czech NADO (2), 1 August 2022.

142 Czech NADO (2), 1 August 2022.

143 Czech NADO (2), 1 August 2022.

144 ISE Guidelines, p. 24-25.

145 Czech NOC Athletes Commission, 23 July 2020.

146 Czech NOC Athletes Commission, 23 July 2020.

147 Czech NOC Athletes Commission, 23 July 2020.

148 Survey amongst NOCs: Moldovian NOC.

149 WADC, Art. 18.2, 18.2.1, ISE, Art. 4.3.1; WADA, 2021 World Anti-Doping WADC and International Standard Framework: Development and Implementation Guide for Stakeholders, p. 32.

150 Survey amongst NOCs: 47 NOCs (97.92% of those that answered); Survey amongst Czech NFs: four Czech NFs (20% of those that answered); Survey amongst members of the Czech NADO Athletes Commission: two members (40% of those that answered); Mayumi Yaya Yamamoto, 5 November 2019; Tony Cunningham, 14 January 2020; Olya Abasolo, 4 November 2019.

151 Survey amongst NOCs: Greek NOC; Survey amongst Czech NFs: five Czech NFs (25% of those that answered); Survey amongst Czech athletes at the Top Camp: All Czech elite athletes; Survey amongst members of the Czech NADO Athletes Commission: four members (80% of those that answered); Jiří Kejval, 10 September 2020; Alexander Károlyi, 6 April 2020; Martin Doktor, 3 April 2020; Mayumi Yaya Yamamoto, 5 November 2019; Šlepička, *Problems of Doping Focusing on Children's and Youth Sport. Proceedings of VIII Sport Sociology Conference*, 158.

152 Survey amongst NOCs: Austrian NOC.

Olympic Winter Games in Beijing 2022.<sup>153</sup> The Czech NOC could also include other athletes from the Czech Republic,<sup>154</sup> especially those associated with the Czech NFs,<sup>155</sup> youth and junior athletes,<sup>156</sup> lower level athletes,<sup>157</sup> or semi-professional athletes.<sup>158</sup> The Czech NOC should always ensure that its education pool includes a broader group of athletes, or provide a rationale for not including certain groups of athletes and explain how they will address this issue in the future.<sup>159</sup>

On top of the athletes, the Czech NOC should also include their support personnel into its education pool. In doing so, it should prioritise the most influential entourage.<sup>160</sup> The Czech NOC should make sure to include the athlete support personnel taking part in events where the Czech NOC participates or which it hosts,<sup>161</sup> including the Czech NOC administrators.<sup>162</sup> Moreover, the Czech NOC should include coaches and trainers<sup>163</sup> in its education pool, managers, agents, team staff, officials, medical and paramedical personnel,<sup>164</sup> parents<sup>165</sup> and any other person working with, treating or assisting an athlete.<sup>166</sup> Again, the Czech NOC should require the completion of the education as a condition for participation in the event,<sup>167</sup> as before the XXIV Olympic Winter Games in Beijing 2022.<sup>168</sup> Secondly, the Czech NOC could also target other athlete support personnel in the Czech Republic.<sup>169</sup> The Czech NOC should also provide a rationale for the non-inclusion of certain groups of athlete support personnel, and explain how they will address this in the future.<sup>170</sup>

Having identified and prioritised the target groups, the Czech NOC should include them in its

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153 Set of Documents for Participants in the XXIV Olympic Winter Games in Beijing 2022, Clean Sport, Athlete's Commitment.

154 Survey amongst NOCs: 30 NOCs (62.5% of those that answered); Survey amongst Czech NFs: eleven NFs (55% of those that answered); Survey amongst members of the Czech NADO Athletes Commission: two members (40% of those that answered).

155 Petr Graclík, 3 April 2020.

156 Survey amongst NOCs: Greek NOC; Survey amongst Czech NFs: twelve Czech NFs (60% of those that answered); Survey amongst members of the Czech NADO Athletes Commission: 3 members (60% of those that answered); Jiří Kejval, 10 September 2020; Alexander Károlyi, 6 April 2020; Czech NOC Athletes Commission, 23 July 2020; Slepíčka 2016, p. 1-158.

157 Czech NOC Athletes Commission, 23 July 2020.

158 Jiří Kejval, 10 September 2020.

159 WADC, ISE, Art. 4.3.2, 4.3.4; WADA, 2021 World Anti-Doping WADC and International Standard Framework: Development and Implementation Guide for Stakeholders, p. 32.

160 WADC, ISE, Art. 4.3.3: The Czech NOC should ensure that athlete support personnel have access to the information required to understand their roles and responsibilities and positively influence their athletes.

161 Survey amongst NOCs: 47 NOCs (97.92% of those that answered); Mayumi Yaya Yamamoto, 5 November 2019.

162 ISE Guidelines, p. 101-102.

163 Czech NOC Athletes Commission, 23 July 2020; Patterson, Duffy, and Backhouse, "Are Coaches Anti-Doping? Exploring Issues of Engagement with Education and Research." 1182-1185.

164 Somerville, Lewis, Kuipers, "Accidental Breaches of the Doping Regulations in Sport: Is There a Need to Improve the Education of Sportspeople?" 512-516.

165 Jiří Kejval, 10 September 2020.

166 WADC, ISE, Art. 4.3.3.

167 Survey amongst NOCs: Austrian NOC.

168 Set of Documents for Participants in the XXIV Olympic Winter Games in Beijing 2022, Clean Sport, Athletes Support Personnel's Commitment.

169 Survey amongst NOCs: 30 NOCs (62.5% of those that answered).

170 WADC, ISE, Art. 4.3.4; WADA, 2021 World Anti-Doping WADC and International Standard Framework: Development and Implementation Guide for Stakeholders, p. 32.

education pool.<sup>171</sup> On top of the athletes and their support personnel, the Czech NOC should also consider including other target groups, such as children,<sup>172</sup> and the broader public.<sup>173</sup> Consequently, the Czech NOC should document its preferred target groups in its education plan.<sup>174</sup> Such a plan should further state the overall aims of the education program. Moreover, the education plan should list measurable and specific objectives and timelines related to activities for the target groups in the education pool. Finally, the education plan of the Czech NOC should include monitoring procedures for the activities in the education program to help with reporting and evaluation, and to foster continuous improvement.<sup>175</sup> Having planned its education program, the Czech NOC should implement it according to the recommendations that follow.

#### **4.2.2. Implementing the Education Program of the Czech Olympic Committee**

The implementation of the Czech NOC's education program should cover at least the basic awareness, information, values-based and education components. These components include the following topics: the principles and values associated with clean sport; the athletes', athlete support personnel's and other groups' rights and responsibilities under the WADC; the principle of strict liability; consequences of doping, such as on physical and mental health, social and economic effects, and sanctions; anti-doping rule violations; substances and methods on the Prohibited List; risks of the supplements use; use of medications and therapeutic use exemptions ("TUE"); testing procedures, including urine, blood and the athlete biological passport; requirements of the registered testing pool, including the whereabouts and the use of Anti-Doping Administration and Management System; and speaking up on concerns about doping.<sup>176</sup> The Czech NOC should make this information publicly available,<sup>177</sup> at least on its website.<sup>178</sup> Moreover, the Czech NOC should adapt and tailor the abovementioned topics and their content to meet the needs of the target audience. In particular, the Czech NOC should identify the learning objectives for each target group and state what the learner should be "aware of," "understand" and "be capable of doing" regarding each topic. The learners should in return demonstrate competencies and skills at each stage of their development.<sup>179</sup>

Furthermore, the Czech NOC should select appropriate education activities and delivery methods to achieve the objectives of the education plan,<sup>180</sup> which should also provide a clear rationale to justify the prioritization of such activities and methods.<sup>181</sup> Moreover, the Czech NOC should involve athletes in the planning and development of the education plan to ensure

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171 WADC, ISE, Art. 4.3.6.

172 Jiří Kejval, 10 September 2020.

173 Survey amongst NOCs: seven NOCs (14.58% of those that answered); Survey amongst Czech NFs: two Czech NFs (10% of those that answered); Mayumi Yaya Yamamoto, 5 November 2019; Olya Abasolo, 4 November 2019.

174 WADC, ISE, Art. 4.3.6.

175 WADC, ISE, Arts. 4.4., 4.5, 9: The Czech NOC shall also be accountable through objectives, related activities and monitoring procedures.

176 WADC, Art. 18.2.

177 WADC, ISE, Arts. 5.2, 5.3: Education on the abovementioned topics should be provided for the registered testing pool in full.

178 WADC, Art. 18.2.

179 WADC, ISE, Art. 5.4.

180 WADC, ISE, Art. 5.7.

181 WADC, Art. 18.2.

that activities are appropriate for their stage of development.<sup>182</sup> Furthermore, the Czech NOC should tailor education activities to learners with impairments or specific needs,<sup>183</sup> and to minors in regard to their stage of development, and all applicable legal requirements.<sup>184</sup> While designing education activities and methods, the Czech NOC should use its ability to unite athletes from different sports and different parts of the Czech Republic and make the anti-doping education culturally relevant to them.<sup>185</sup> Moreover, the Czech NOC should use the power of the Olympic brand and properties to leverage the anti-doping values.<sup>186</sup> In this case, the Czech NOC could, merely by attaching its name to it, give further credibility to the existing educational activities of the Czech NADO<sup>187</sup> and Czech NFs.<sup>188</sup>

In the context of the current digital age and constraints of the Covid-19 pandemic, the Czech NOC should emphasise online education.<sup>189</sup> On top of the existing tools,<sup>190</sup> the Czech NOC should co-prepare and require completion of an eLearning course from all athletes and their support personnel attending not only the Olympic Games,<sup>191</sup> but also other events.<sup>192</sup> Moreover, the Czech NOC should use its online media power. It should specifically engage its Media House, including its website<sup>193</sup> and social networks,<sup>194</sup> covering Facebook,<sup>195</sup> Instagram,<sup>196</sup> YouTube,<sup>197</sup> Twitter,<sup>198</sup> and LinkedIn,<sup>199</sup> for posting videos<sup>200</sup> and using other online tools. For example, the Czech NOC could launch a social media campaign in cooperation with the Czech NADO before the Olympic Games or other events where the Czech NOC participates or which it hosts.<sup>201</sup>

Moreover, the strategy of the Czech NOC covers various units and projects with the potential of including activities related to anti-doping education. The particular units are the CCFP, the COA and the CCA.<sup>202</sup> The projects cover the Symposium of Sports Medicine,<sup>203</sup> Olympic All-

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182 WADC, ISE, Art. 5.9.

183 WADC, ISE, Art. 5.5.

184 WADC, ISE, Art. 5.6; Czech NOC Athletes Commission, 23 July 2020.

185 Olya Abasolo, 4 November 2019.

186 Mayumi Yaya Yamamoto, 5 November 2019; Trevor LaForce, 19 December 2019.

187 Czech NADO (2), 1 August 2022.

188 Czech NOC Athletes Commission, 23 July 2020.

189 Survey amongst NOCs: nine NOCs (18.75% of those that answered).

190 Tokyo 2020: How Anti-Doping Rules Work, Czech NOC (online), 30 June 2021; also available online here; Set of Documents for Participants in the XXIV Olympic Winter Games in Beijing 2022, Clean Sport, Athlete's Commitment, Athlete Support Personnel's Commitment; WADA, ADEL, ADEL for Olympic Winter Games Beijing 2022 (online).

191 ISE Guidelines, p. 38, 55-56. The Czech NOC can draw inspiration from examples of the CCES, the ASADA or the USADA, which prepare customized eLearning modules for athletes participating in, amongst others, the Olympic Games.

192 ISE Guidelines, p. 85-86.

193 Available at: [www.olympijskytym.cz](http://www.olympijskytym.cz).

194 Survey amongst NOCs: NOC of Aruba; Czech NOC Athletes Commission, 23 July 2020.

195 Available at: [www.facebook.com/olympijskytym](http://www.facebook.com/olympijskytym).

196 Available at: [www.instagram.com/olympijskytym](http://www.instagram.com/olympijskytym).

197 Available at: [www.youtube.com/user/czecholympic](http://www.youtube.com/user/czecholympic).

198 Available at: [www.twitter.com/olympijskytym](http://www.twitter.com/olympijskytym).

199 Available at: [www.linkedin.com/company/olympijskytym/mycompany](http://www.linkedin.com/company/olympijskytym/mycompany).

200 Survey amongst members of the Czech NADO Athletes Commission; Czech NOC Athletes Commission, 23 July 2020.

201 ISE Guidelines, p. 38, 55-56.

202 Survey amongst members of the Czech NADO Athletes Commission; Czech NOC Athletes Commission, 23 July 2020.

203 Czech NADO, 1 August 2022.

Round Sports,<sup>204</sup> the Olympic Festivals with their educational and fair-play zone, the Olympic Run, the National Youth Sports Festival (“NYSF”),<sup>205</sup> the Sports Diplomacy, and the Dual Career.<sup>206</sup> On top of the online education, the activities and delivery methods may include face-to-face sessions, lectures, workshops, seminars, discussions, and conferences.<sup>207</sup> In this regard, the Czech NOC should cooperate with its stakeholders and help organise educational activities at events, including outreach booths,<sup>208</sup> stands at competitions,<sup>209</sup> and interviews.<sup>210</sup> To be more specific, the Czech NOC should help organize activities at elite camps,<sup>211</sup> including a workshop at the Top Camp.<sup>212</sup> Moreover, the Czech NOC should consider including educational activities in kick-off events and uniform collection.<sup>213</sup> The Czech NOC should also focus on young athletes participating in youth Olympic events, including the EYOF and the YOG,<sup>214</sup> and include educational activities in these events,<sup>215</sup> using, the Moyobo application, for example. Moreover, the Czech NOC should also organise a workshop for its staff responsible for taking the athletes and their support personnel to the Olympic events.<sup>216</sup>

Finally, the Czech NOC should identify people who will be responsible for delivering education,<sup>217</sup> including athletes where appropriate.<sup>218</sup> The involvement of famous and experienced athletes, including Olympic athletes,<sup>219</sup> may help leverage the anti-doping education.<sup>220</sup> The Czech NOC can do this thanks to good mutual relationships. Czech athletes want to participate in the anti-doping education and prevention, similar to athletes in other countries.<sup>221</sup> For example, the Czech NOC should for example organise panels with athletes at the Top Camp or other events

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204 Jiří Kejval, 10 September 2020.

205 Czech NOC Athletes Commission, 23 July 2020; Czech NADO (1), 26 August 2020; Jiří Kejval, 10 September 2020.

206 Olya Abasolo, 4 November 2019.

207 Survey amongst NOCs: Most NOCs (n = 28 | 58.33%) organise workshops or seminars; Czech NADO Athletes Commission; Alexander Károlyi, 6 April 2020.

208 WADC, ISE, Art. 5.7; Austrian NOC.

209 Survey amongst NOCs.

210 Survey amongst members of the Czech NADO Athletes Commission.

211 Survey amongst NOCs.

212 Survey amongst Czech athletes at the Top Camp; Olya Abasolo, 4 November 2019.

213 Survey amongst NOCs: Austrian NOC; Survey amongst Czech athletes at the Top Camp; Martin Doktor, 3 April 2020.

214 Czech NOC Athletes Commission, 23 July 2020.

215 Survey amongst NOCs: Austrian NOC; Survey amongst Czech athletes at the Top Camp; Martin Doktor, 3 April 2020.

216 ISE Guidelines, p. 101-10. Other educational activities and delivery methods that the Czech NOC should consider while implementing its education program include sport fairs and days of clean sport, school events, open or city events, consultations, sending information by e-mail, publishing articles, special education activities for children, including games, application, videos, or the OVEP, preparing ten “commandments” on what to do when athletes hesitate, publishing a list of prohibited and permitted drugs, or promotion of clean sport in the media. See Survey amongst NOCs; Survey amongst Czech athletes at the Top Camp; Czech NOC Athletes Commission, 23 July 2020; OVEP, Fundamentals of Olympic Values Education, p. 1-124.

217 WADC, Comment to Art. 18.2.2, ISE, Art. 5.8: Educators should be competent in values-based education and on all topics outlined in WADC, the ISE and the ISE Guidelines; see also Survey amongst Czech athletes at the Top Camp.

218 WADC, ISE, Art. 5.9; Survey amongst Czech athletes at the Top Camp; Czech NOC Athletes Commission, 23 July 2020; Olya Abasolo, 4 November 2019.

219 Survey amongst NOCs: Survey amongst members of the Czech NADO Athletes Commission.

220 Survey amongst members of the Czech NADO Athletes Commission; Martin Doktor, 3 April 2020.

221 Czech NOC Athletes Commission, 23 July 2020; Amatya, “Anti-Doping Education for Nepalese National and International Athletes,” 1-32.



where they can share their anti-doping experience.<sup>222</sup> The Czech NOC should also make videos with one or more athletes speaking about the basic anti-doping rules and common mistakes, post them on social networks and promote them,<sup>223</sup> as they did before the Games of the XXXII Olympiad in Tokyo.<sup>224</sup> Moreover, the Athletes Commissions of both the Czech NOC and the Czech NADO should play a role and cooperate in the anti-doping education.<sup>225</sup> In particular, the Czech NOC should engage its Athletes Commission, which can serve as a communication channel towards the athletes through videos or other tools. It can also serve as an intermediary between the athletes and the management of the Czech NOC.<sup>226</sup> In addition, the Czech NOC could also select young athletes as ambassadors of the clean sport.<sup>227</sup>

### **4.2.3. Evaluating the Education Program of the Czech Olympic Committee**

Having implemented its education program, the Czech NOC should evaluate it annually. The Czech NOC should particularly report the status of all objectives set in the education plan.<sup>228</sup> The Czech NOC should base the evaluation on all available information and data related to the specific objectives in the education plan. Moreover, the Czech NOC should determine to what extent it has met these objectives.<sup>229</sup> The Czech NOC should work with the Czech NADO and the Czech NFs on evaluating the effectiveness of its education program.<sup>230</sup> Moreover, the Czech NOC should seek partnerships in the academic field or with other research institutions to provide support for evaluation and research purposes where possible. On top of that, the Czech NOC can also use social science research to inform about the evaluation procedures.<sup>231</sup> The Czech NOC can do this through the COA. Finally, the evaluation of the education program of the Czech NOC should be used in the following year's education plan.<sup>232</sup>

## **4.3. ACTION PLAN**

After clarifying and establishing the roles and responsibilities of the Czech NOC in the anti-doping education, this section proposes an action plan with concrete steps that the Czech NOC should take to fulfil its roles and responsibilities effectively and sustainably. The Czech NOC took the first steps towards streamlining the anti-doping education in 2021 within the ASAP project. It prepared an educational video for athletes participating in the Games of the XXXII Olympiad in Tokyo.<sup>233</sup> It also required all participating athletes and their support personnel to educate themselves before the Olympic Winter Games Beijing 2022.<sup>234</sup> While

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222 Olya Abasolo, 4 November 2019.

223 Czech NOC Athletes Commission, 23 July 2020.

224 Tokyo 2020: How Anti-Doping Rules Work, Czech NOC (online), 30 June 2021; also available online here.

225 Olya Abasolo, 4 November 2019; Czech NADO, 1 August 2022.

226 Czech NOC Athletes Commission, 23 July 2020.

227 Survey amongst members of the Czech NADO Athletes Commission.

228 WADC, ISE, Art. 6.1: The evaluation report shall be provided to the WADA upon request with an overview or summary in English or French. See also WADC, ISE, Art. 9.1.

229 WADC, ISE, Art. 6.2.

230 Tony Cunningham, email to author, 1 September 2020.

231 WADC, ISE, Art. 6.3: The WADA offers social science research evidence to inform both evaluation of programs and design of education activities.

232 WADC, ISE, Art. 6.1.

233 Tokyo 2020: How Anti-Doping Rules Work, Czech NOC (online), 30 June 2021; also available online here.

234 Set of Documents for Participants in the XXIV Olympic Winter Games in Beijing 2022, Clean Sport, Athlete's Commitment, Athlete Support Personnel's Commitment; WADA, ADEL, ADEL for Olympic Winter Games Beijing

these activities are steps forward, they are only the beginning of the journey. The Czech NOC should primarily adjust its vision, mission, strategy, and action plan to include the anti-doping education. Moreover, it should designate a person or a group of people responsible for the anti-doping education. Furthermore, the Czech NOC should streamline its cooperation with the Czech NADO, the Czech NFs, athletes, and other stakeholders. Moreover, the Czech NOC should prepare a comprehensive education program and start implementing it in cooperation with its stakeholders. Finally, it should evaluate its education program annually and use the results of such evaluations for adjusting its education plan in the following years.

Priority	Recommendation	Action	Lead	Resources	Timescale	Critical Success Factor
1	Vision, mission, strategy and an action plan that includes the anti-doping education	Adjusting: vision mission strategy action plan Including the anti-doping education	Management Secretary General ASAP Team	Human Material Time	3 months	Agreement on the vision, mission, strategy, and action plan within the Czech NOC, including the priority of the anti-doping education
2	Person/department/ commission responsible for the anti-doping education ("ADE Responsible")	Appointing: person / department / commission Determining competences	Management Secretary General ASAP Team	Human Material Time	3 months	Commitment of leadership Integration into functioning of the Czech NOC
3	Working group with the Czech NADO	Negotiating the composition of the working group and its competences	Management ADE Responsible	Human Material Time	4 months	Commitment of the Czech NOC Commitment of the Czech NADO
4	Memorandum with the Czech NADO	Negotiating the terms of the memorandum	Management ADE Responsible	Human Material Time	4 months	Commitment of the Czech NOC Commitment of the Czech NADO
6	Education Program: Planning	Assessing the current situation	ADE Responsible	Human Material Time	1 month	Correct and timely planning Cooperation with the Czech NADO
		Establishing an education pool	ADE Responsible	Human Material Time	2 months	Correct and timely planning Cooperation with the Czech NADO
		Setting objectives and activities	ADE Responsible	Human Material Time	3 months	Correct and timely planning Cooperation with the Czech NADO
		Setting monitoring procedures	ADE Responsible	Human Material Time	4 months	Correct and timely planning Cooperation with the Czech NADO
7	Education Program: Implementation	Identifying the educational activities and delivery methods	ADE Responsible	Human Material Time	5 months	Correct and timely implementation Cooperation with the Czech NADO
		Identifying projects for the anti-doping education	ADE Responsible	Human Material Time	5 months	Correct and timely implementation Cooperation with the Czech NADO

		Assigning educators	ADE Responsible	Human Material Time	6 months	Correct and timely implementation Cooperation with Bthe Czech NADO
8	Education Program: Evaluation	Report on the status of all objectives Create the basis for the next year's education plan	ADE Responsible	Human Material Time	Annually	Correct and timely evaluation Cooperation with the Czech NADO

## 5. CONCLUSION

The anti-doping education is an essential element of the fight against doping. Moreover, it belongs amongst principles of good governance as a condition of the self-regulatory autonomy of ADOs in the EU. Therefore, ADOs should streamline the anti-doping education to strengthen their good governance and autonomy. In this regard, clarification of the educational roles and responsibilities of ADOs and their cooperation are the keys to effective education. This paper examined the educational roles, responsibilities and cooperation of ADOs, in particular the NOCs, using the case study of the Czech NOC. This paper focused on clarifying and establishing the role of the Czech NOC in the anti-doping education and recommended how the Czech NOC should effectively and sustainably exercise its educational responsibilities. Nevertheless, all NOCs may benefit from the outcomes of this paper since the WADC provides them with the same educational roles and responsibilities.

The Czech NOC plays an important role in the anti-doping education that is based on cooperation with the Czech NADO, the Czech NFs, and other anti-doping stakeholders. The primary responsibility of the Czech NOC is cooperation with the Czech NADO, particularly in ensuring that all athletes and their support personnel receive the anti-doping education before participating in the Olympic Games, or any event in which the Czech NOC participates or that it hosts. Moreover, the Czech NOC should cooperate with the Czech NFs and require them to conduct education in coordination with the Czech NADO. While exercising its educational responsibilities under the WADC, the Czech NOC should use its four main strengths related to education: (1) good relationships with athletes resulting in a possibility to involve them in planning and delivering education, thus making education more attractive for its target groups; (2) a unique position in the sporting environment; (3) the power and properties of the Olympic brand; and (4) the cultural context.

Cooperation with the Czech NADO is a key part of the Czech NOC's role in the anti-doping education. The Czech NOC and the Czech NADO should primarily cooperate on the education of participants in events where the Czech NOC participates or which it hosts. On top of that, the Czech NOC should use its strengths to support other educational activities of the Czech NADO, which is the main deliverer of education. The Czech NOC has the potential to increase value of the Czech NADO's educational activities thanks to its relationships with athletes, the Olympic brand and properties, its activities and projects, and its position in the sporting environment. Therefore, the Czech NOC should help the Czech NADO to access athletes and their support personnel.

Moreover, the Czech NOC should cooperate in the anti-doping education with the Czech NFs,

as its members and performance partners. The Czech NFs are primarily responsible for educating athletes and their support personnel in clean sport. The Czech NOC should primarily require the Czech NFs to cooperate with the Czech NADO so that all athletes and their support personnel nominated by the Czech NFs receive education in advance of events where the Czech NOC participates or which it hosts. Such events include the Olympic Games, the World Games, the European Games, the EYOF, and the YOG. Moreover, the Czech NOC should support the effort of the Czech NFs and the Czech NADO by boosting the anti-doping education within these events and within other activities and projects. On top of that, the Czech NOC should further support the existing or future educational activities of the Czech NFs. Simultaneously, the Czech NOC should also support the Czech NADO in promoting education within the Czech NFs.

The Czech NOC should simultaneously plan, implement, and evaluate its education program in cooperation with athletes, the Czech NADO, the Czech NFs, and other stakeholders. First, the Czech NOC should develop its education plan. While doing so, it should assess its current situation, environment, and existing activities. It is important that the Czech NOC identifies its human, financial, and material resources. Furthermore, the Czech NOC should establish an education pool by first listing and then prioritising athletes, their support personnel and other target groups. Moreover, the Czech NOC should set clear objectives and identify related activities, delivery methods and projects for implementing its education program. Furthermore, the Czech NOC should assign educators, including athletes. Finally, the Czech NOC should regularly monitor and annually evaluate its education program to improve its future editions.

This paper laid the groundwork for the effective and sustainable exercise of the roles and responsibilities of the Czech NOC in the anti-doping education to strengthen its governance in the fight against doping. It particularly suggested ways of cooperation between the anti-doping stakeholders. Nevertheless, such groundwork is only the first step on a journey toward streamlining the anti-doping education. Now comes the time for the Czech NOC and its partners to start acting according to this paper's recommendations. The Czech NOC should plan, implement, and evaluate its education program within the ASAP project. Simultaneously, the Czech NOC should streamline its cooperation with athletes, the Czech NADO, the Czech NFs, and other stakeholders. Only then can the Czech NOC fulfil its roles and responsibilities in the anti-doping education. Only then can it contribute to the clean sport through a more effective and sustainable prevention and deterrence of athletes and other persons from doping. Only then can it strengthen its governance and autonomy in the fight against doping.

## **Abbreviations**

ADE Responsible	Person/department/commission on anti-doping education
ADEL	Anti-Doping eLearning Platform
ADO	Anti-Doping Organization
ALPHA	Athlete Learning Program about Health and Anti-Doping
ASADA	Australian Sports Anti-Doping Authority
CCA	Czech Coaching Academy
CCES	Canadian Centre for Ethics in Sport
CCFP	Czech Club of Fair Play
CEADO	Central European Anti-Doping Organisation
CISP	WADC Implementation Support Program
WADC	World Anti-Doping Code
CSF	Critical success factor
Czech NADO	Czech Anti-Doping Committee
Czech NF	Czech National Federation
Czech NOC	Czech Olympic Committee
Czech NPC	Czech Paralympic Committee
EYOF	European Youth Olympic Festival
IOC	International Olympic Committee
ISE	The 2021 International Standard for Education
ISE Guidelines	Guidelines for the 2021 International Standard for Education
MEMOS	Executive Masters in Sport Organizations Management
NADO	National Anti-Doping Organisation
NOC	National Olympic Committee
NSA	National Sports Agency (Czech Republic)
NSC	National Sport Confederation
NYSF	National Youth Sport Festival
OVEP	Olympic Values Education Programme
RADO	Regional Anti-Doping Organisation
TUE	Therapeutic Use Exemption
USADA	United States Anti-Doping Agency
YOG	Youth Olympic Games
WADA	World Anti-Doping Agency

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## Appendices

### Appendix 1: The Czech Olympic Committee: Vision, Mission, Values

#### Czech Olympic Committee Vision, Mission, Values



VISION	Healthier Czech society thanks to sport	
MISSION	Inspire Czechs, and in particular children, to experience a daily feeling of pride thanks to sport (active and passive)	
BENEFIT	Everyone can experience pride and joy from their own efforts, from pushing their limits and from the performance of national representatives	
ESSENCE	Pride from sport	
VALUES CHARACTER	Pride and joy, fairness and respect, efforts and success	Friendship, open, leadership, modern
EMOTIONAL REASONS	Inspired, Motivated, Proud, Content	
RATIONAL REASONS	Sport transforms the lives of individuals and society for the better. Inspiring international performances of our Olympians. Czech Team as a team of people sharing the same thought.	



## Appendix 2: Survey: The National Olympic Committees: Questions<sup>235</sup>

To Whom It May Concern,

I am writing on behalf of (the Czech NOC) concerning a research project focusing on the roles and responsibilities of (NOCs) in the anti-doping education. As part of the course Executive Masters in Sport Organizations Management (MEMOS), I have been developing a project seeking the roles and responsibilities of (the Czech NOC) in clean sport education in the Czech Republic.

Article 20.4.11 (of the World Anti-Doping Code 2015) provides that all NOCs shall “promote the anti-doping education, including requiring (NFs) to conduct the anti-doping education in coordination with the applicable (NADO).” Nevertheless, there is no uniform standard specifying how exactly should the NOCs implement this obligation and what should they do.

During the course of my research, I have been trying to find out how various NOCs promote the anti-doping education in their countries. With that said, I would appreciate it if you could take time to answer the questions below on behalf of your NOC. I would be more than happy to share the results of my research with you. If there are any questions, please do not hesitate to contact me: [exner@olympic.cz](mailto:exner@olympic.cz). Thank you very much for your time and responses.

Kind regards, Jan Exner

The Czech Olympic Committee

### Questions

- 1) What NOC or other organisation do you represent? (\* = required)
- 2) What is the role of your NOC in the anti-doping education in your country?\*
- 3) What target groups does your NOC focus on (athletes and their support personnel participating in the Olympic events; all athletes and their support personnel; the public, etc.)?\*
- 4) Does your NOC directly educate the target groups in the clean sport area? If yes, what activities does your NOC organize?\*
- 5) Does your NOC cooperate with NADO regarding the anti-doping education? If yes, how does such cooperation look like? Is there any formal document describing the cooperation?\*
- 6) Does your NOC cooperate with NFs in the anti-doping education? If yes, how does such cooperation look like? Is there any formal document describing the cooperation?\*
- 7) Is there anything else that you consider important when it comes to your NOC's roles and responsibilities in the clean sport education in your country?
- 8) Can I additionally contact you with more specific questions? If yes, please provide your e-mail.

### Information on the personal data processing

I acknowledge that the Czech NOC, with its registered office at Benešovská 6, 101 00 Prague 10, IČ: 48546607 (Czech NOC), will process my email to participate in the Jan Exner research project as part of the MEMOS educational program, to whom I give my consent by providing this email. I understand that this consent, which is granted until its withdrawal, is voluntary and can be revoked at any time by sending an email to [exner@olympic.cz](mailto:exner@olympic.cz). Further information on the rights of data subjects and the personal data processing by the Czech NOC is available on the Czech NOC's website.

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<sup>235</sup> Appendix 2: Survey amongst NOCs: Questions; also available online: [https://docs.google.com/forms/d/e/1FAIpQLSeLmE6qO9KVw6VoN9LxhWmGftppxTfGZVNQ2aoCCfTh\\_68SA/viewform?usp=sf\\_link](https://docs.google.com/forms/d/e/1FAIpQLSeLmE6qO9KVw6VoN9LxhWmGftppxTfGZVNQ2aoCCfTh_68SA/viewform?usp=sf_link).

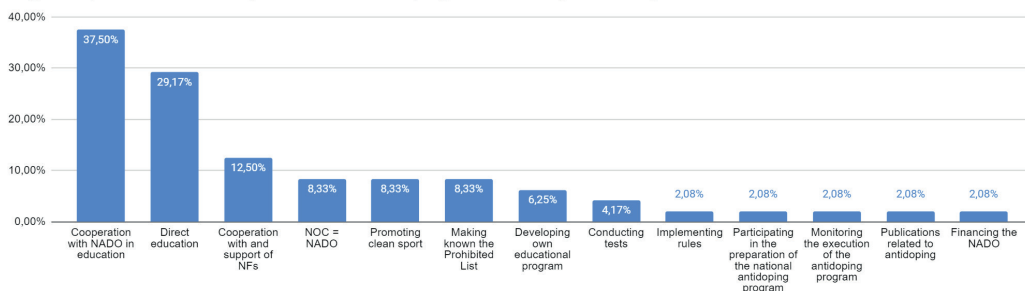
### Appendix 3: Survey: The National Olympic Committees: All Results<sup>236</sup>

50 NOCs out of 206 responded (24.27%).

*Question 2: What is the role of your NOC in the anti-doping education in your country?*

• Cooperation with NADO in education	18
• Direct education	14
• NFs' cooperation and support	6
• NOC = NADO	4
• Clean sport promotion	4
• Informing about the Prohibited List	4
• Developing own educational program	3
• Conducting tests	2
• Implementing rules	1
• Participating in the preparation of the national anti-doping program	1
• Monitoring the execution of the anti-doping program	1
• Publications related to anti-doping	1
• Financing NADO	1

In general, what is the role of your NOC in anti-doping education in your country?

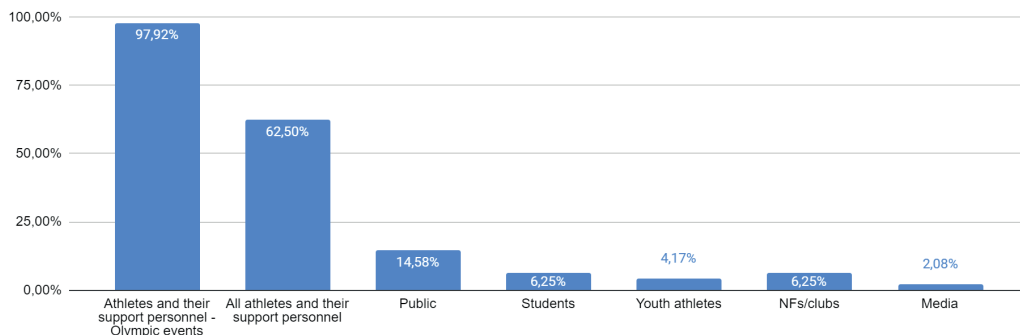


*Question 3: What target groups does your NOC focus on (athletes and their support personnel participating in the Olympic events; all athletes and their support personnel; the public etc.)?*

• Athletes and their support personnel participating in the Olympic events	47
• All athletes and their support personnel	30
• Public	7
• Students of sport schools	3
• Youth athletes	2
• National federations/clubs	3
• Media	1

<sup>236</sup> Appendix 3: Survey amongst NOCs: All Results; also available online: [https://docs.google.com/spreadsheets/d/1JW1kx2rmzv43zXY\\_mL2NAHlxoodvbcTDzDTgmo3Cigw/edit?usp=sharing](https://docs.google.com/spreadsheets/d/1JW1kx2rmzv43zXY_mL2NAHlxoodvbcTDzDTgmo3Cigw/edit?usp=sharing).

What target groups does your NOC focus on?



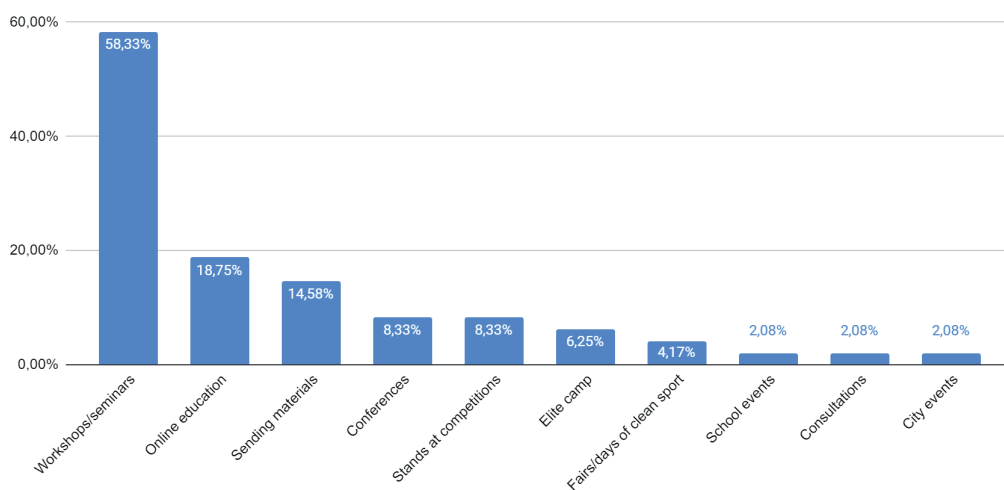
Question 4a: Does your NOC directly educate the target groups in the clean sport area?

- Yes 36
- No 12

Question 4b: If so, what activities does your NOC organize?

- Workshops/seminars 28
- Online education 9
- Sending materials 7
- Conferences 4
- Stands at competitions 4
- Elite camp 3
- Sport fairs/Days of clean sport 2
- School events 1
- Consultations 1
- City events 1

If yes, what activities does your NOC organize?



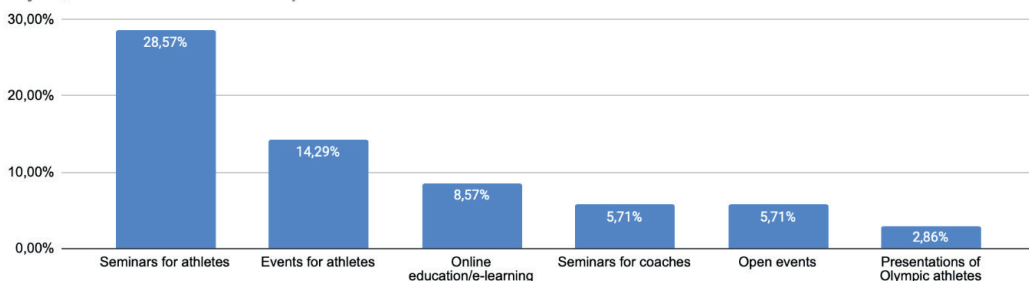
**Question 5a: Does your NOC cooperate with NADO regarding the anti-doping education?**

- Yes 35
- No 13

**Question 5b: If yes, how does such a cooperation look like?**

- Seminars for athletes 10
- Events for athletes 5
- Online education/e-learning 3
- Seminars for coaches 2
- Open events 2
- Olympic athletes' presentations 1

If yes, how does such a cooperation look like?



**Question 5c: Is there any formal document describing the cooperation?**

- Yes 5
- No 30

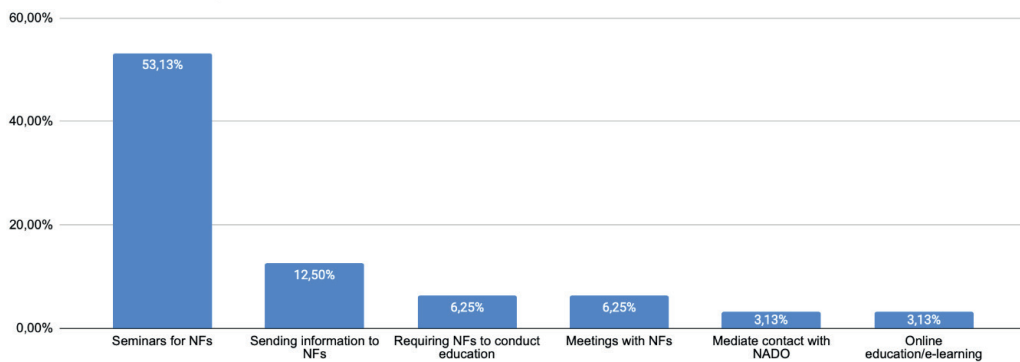
**Question 6a: Does your NOC cooperate with NFs regarding the anti-doping education?**

- Yes 32
- No 11

**Question 6b: If yes, how does such a cooperation look like?**

- Seminars for national federations 17
- Sending information to national federations 4
- Requiring national federations to conduct the anti-doping education 2
- Meetings with national federations 2
- Mediate contact with NADO 1
- Online education/e-learning 1

How does such a cooperation look like?



Question 6c: Is there any formal document describing the cooperation?

- Yes 0
- No 9

#### Appendix 4: Survey: The Czech National Federations: Questions<sup>237</sup>

The Czech NFs are members and main partners of the Czech NOC. The goal of the Czech NOC is to support all activities of the Czech NFs. This also applies to the fight against doping, including related education. According to the WADC, the role of the Czech NOC is to cooperate with the Czech NADO and to support the anti-doping education run by the Czech NFs.

The Czech NOC sends athletes and their support personnel to the Olympic Games, YOG, EYOFs, the World Games, the European Games, and the Beach Games. The Czech NOC is obliged to ensure, in cooperation with the Czech NFs and the Czech NADO, that all athletes and their support personnel participating in these events know the basic information on the fight against doping.

We would like to know in what specific way, in your opinion, the Czech NOC could contribute to improving awareness of the fight against doping among athletes, coaches, and other members and persons within your Czech NF. Thank you in advance for your answers to the questions below. They will help us to better fight doping together.

The specific answers provided by the Czech NF's representatives will not be published anywhere. The answers will only statistically be evaluated for the research project.

In case of any questions, please do not hesitate to contact Jan Exner: [exner@olympic.cz](mailto:exner@olympic.cz).

The Czech Olympic Committee

#### Questions

Czech NF: (\* = required)

1) Does your Czech NF represent a sport that had at least one discipline included in the program of the following Olympic Games (Tokyo 2020, Beijing 2022)? \*

- Yes
- No

2a) Does the Czech NF that you represent educate athletes, coaches, and other persons on the importance of fighting doping and their rights and responsibilities in this area are? \*

- Yes
- No

2b) If so, how is the education carried out?

2c) If not, why?

3a) Does the Czech NF that you represent cooperate in the anti-doping education of your athletes, coaches, and other persons with the Czech NADO? \*

- Yes
- No

3b) If so, how does the cooperation look like?

3c) If not, why?

4a) Would the Czech NF that you represent appreciate the Czech NOC actively supporting the anti-doping education of your athletes, coaches, and other persons?

- Yes
- No

4b) If so, how can the Czech NOC specifically help your Czech NF? (more answers are possible)

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237 Appendix 4: Survey amongst the Czech NFs: Questions; also available online: [https://docs.google.com/forms/d/e/1FAIpQLSeaVA8IsFSPwTGih48eZbwjMcKe5RcYIGi5p77ybR59rz7ADg/viewform?usp=sf\\_link](https://docs.google.com/forms/d/e/1FAIpQLSeaVA8IsFSPwTGih48eZbwjMcKe5RcYIGi5p77ybR59rz7ADg/viewform?usp=sf_link) (in Czech). The author's translation from Czech into English.

- Support the existing educational activities of the Czech NADO
- Support the existing educational activities of the Czech NFs
- Organize or create new educational activities
- Other

4c) Please expand your previous answer.

5) According to the Czech NF that you represent, what target groups should the Czech NOC focus on supporting? (more answers are possible)

- Athletes and their support personnel participating in the events where the Czech NOC participates or hosts
- Athletes participating in the events where the Czech NOC participates or hosts, particularly for the youth or junior age
- Athletes, coaches, and other persons outside the events where the Czech NOC participates or hosts
- Athletes even outside the events where the Czech NOC participates or hosts, particularly for the youth or junior age
- Wider public
- Other

6) Is there any other way how the Czech NOC could support your Czech NF's anti-doping educational activities?

7) Do you have another suggestion regarding the role of the Czech NOC in the anti-doping education?

Can we contact you with further questions? If yes, please enter your e-mail.

#### *Consent to the personal data processing*

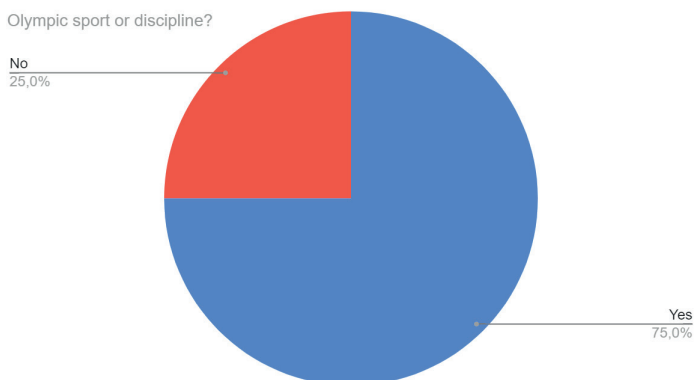
By providing your email, you agree for the Czech NOC, with its registered office at Benešovská 1925/6, 101 00 Prague 10, ID: 48546607 ("Czech NOC"), to process your e-mail for possible further contact as part of the research project concerning the role of the Czech NOC in the anti-doping education. This consent for the processing of your email for the stated purpose, which is granted until its withdrawal, is voluntary and can be revoked at any time by sending an e-mail to [exner@olympic.cz](mailto:exner@olympic.cz). Additional information on the rights of data subjects and the personal data processing by the Czech NOC is available at [www.olympic.cz](http://www.olympic.cz).

## Appendix 5: Survey: The Czech National Federations: All Results<sup>238</sup>

20 out of 61 Czech NFs responded (32.79%).

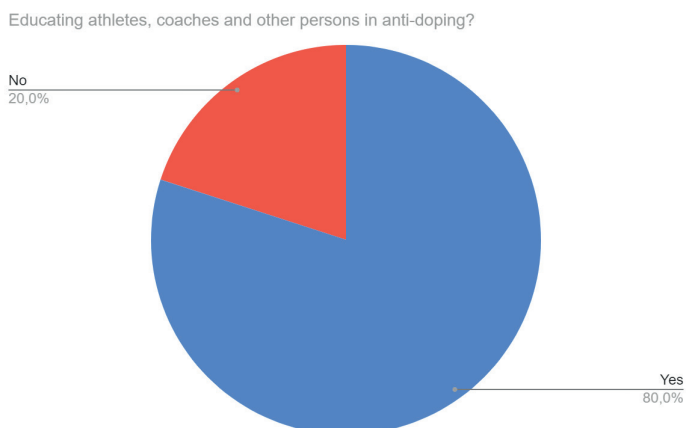
*Question 1: Does your NF represent a sport that has at least one discipline included in the program of the following Olympic Games (Tokyo 2020, Beijing 2022)?*

- Yes 15
- No 5



*Question 2a: Does the Czech NF that you represent educate athletes, coaches, and other persons on the importance of fighting doping and their rights and responsibilities in this area?*

- Yes 16
- No 4



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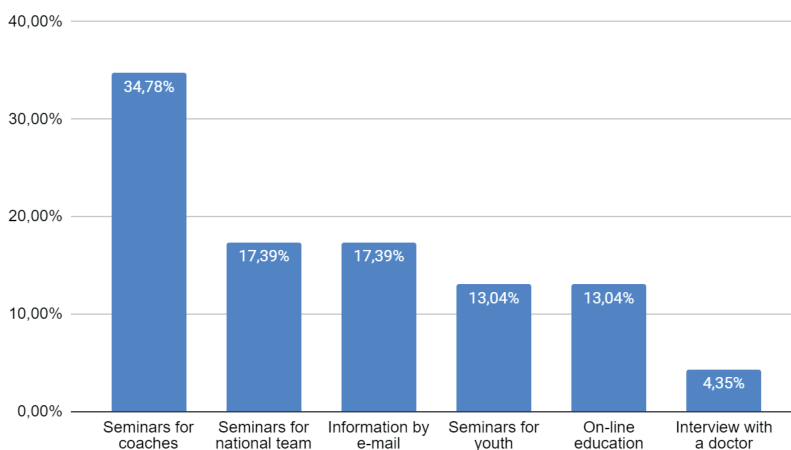
238 Appendix 5: Survey amongst the Czech NFs: All Results; also available: <https://docs.google.com/spreadsheets/d/1S804oDo404jWjKA0ym0gKhytx9udme22JMZHpuRYCB4/edit?usp=sharing> (in English).



**Question 2b: If so, how is the education carried out?**

- Seminars for coaches 8
- Seminars at sports camps for the national team 4
- Information by e-mail 4
- Seminars for talented youth 3
- Online education/e-learning 3
- Interview with a doctor 1

If so, how is the education carried out?



**Question 2c: If not, why?**

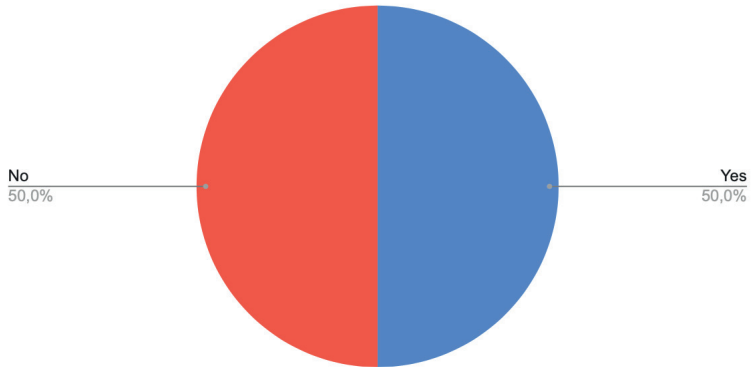
- Lack of lecturers with knowledge on the issue 2
- No time left for systematic education 1

**Question 3a: Does the Czech NF that you represent cooperate with the Czech NADO in the anti-doping education of your athletes, coaches, and other persons?**

- Yes 10
- No 10

**Question 3a**

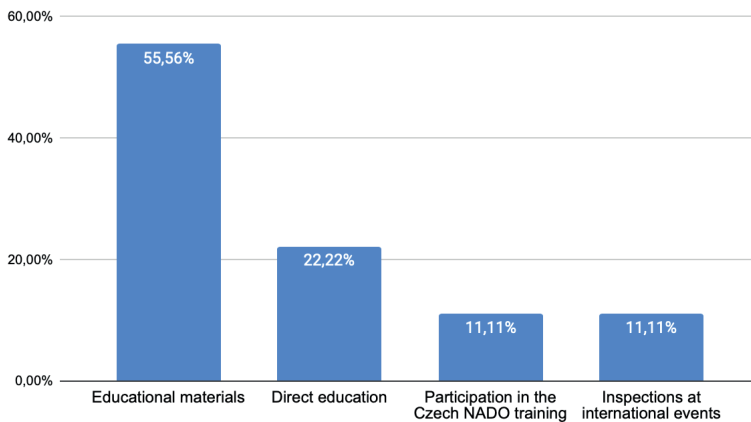
Cooperation with the Czech NADO?



*Questions 3b: If so, how does the cooperation look like?*

- Receiving educational materials 5
- Direct education 2
- Participation of a Czech NF's representative in the Czech NADO's education 1
- Requesting inspections when organizing international events 1

If so, how does the cooperation looks like?:

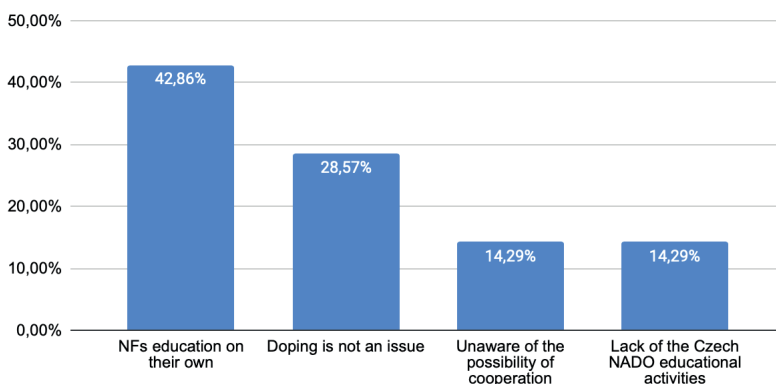


*Questions 3c: If not, why?*

- The Czech NFs' education is on its own 3
- The issue of doping is not considered important 2
- Unaware of the possibility of cooperation 1
- The Czech NADO did not undertake many educational activities 1

### Question 3c

If not, why?

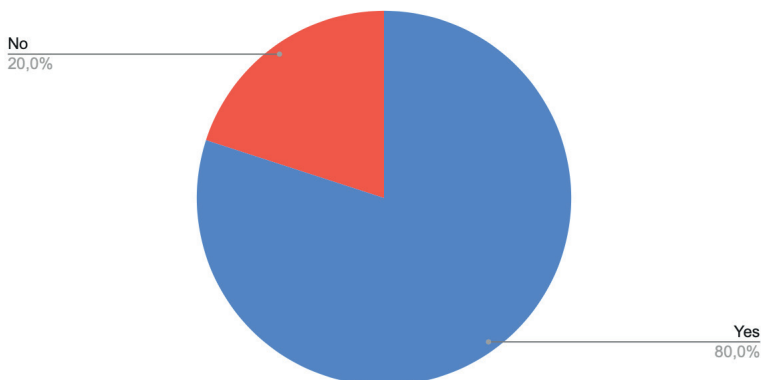


*Question 4a: Would the Czech NF that you represent appreciate the Czech NOC actively supporting the anti-doping education of your athletes, coaches, and other persons?*

- Yes 16
- No 4

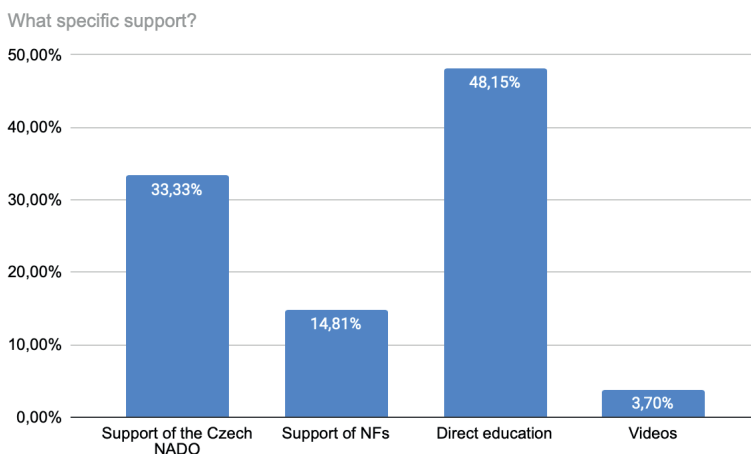
### Question 4a

Support of the Czech NOC?



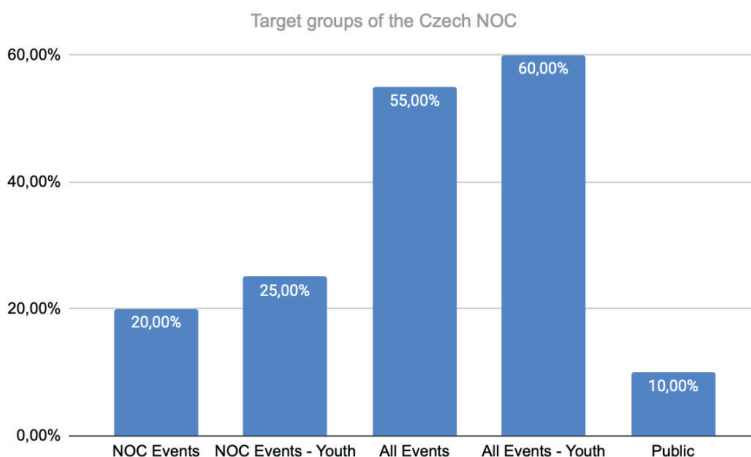
*Question 4b: If so, how can the Czech NOC specifically help your Czech NF?*

- Organize or create new educational activities 13
- Support the existing educational activities of the Czech NADO 9
- Support the existing educational activities of the Czech NFs 4
- Create videos in cooperation with YouTubers 1



Question 5: According to the Czech NF that you represent, what target groups should the Czech NOC focus on supporting?

- Athletes participating not only in the Czech NOC events (youth or junior categories) 12
- Athletes and their support personnel participating not only in the Czech NOC events 11
- Athletes participating in the Czech NOC events (youth or junior categories) 5
- Athletes and their support personnel participating in the Czech NOC events 4
- Public 2



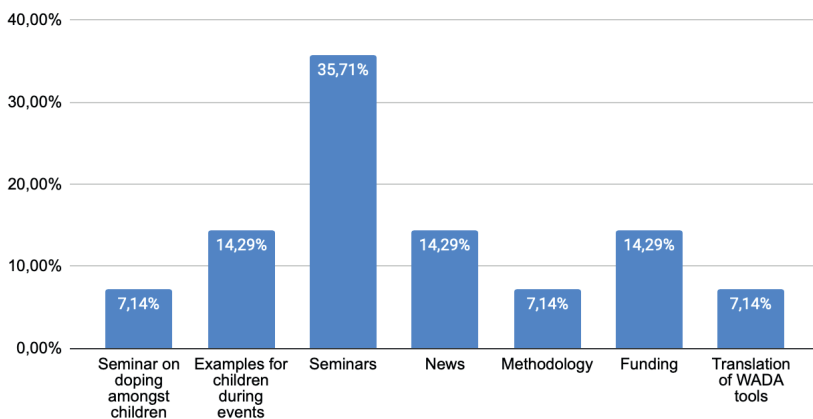
Question 6: Is there any other way how the Czech NOC could support your Czech NF's anti-doping educational activities?

- Seminars 5
- Illustrative examples for children during events 2
- Sending news and information 2
- Funding for the Czech NF or the Czech NADO 2

- Seminar focusing on the doping amongst children and the influence of coaches 1
- Creating a methodology on education 1
- Translation of the WADA e-learning tools 1

### Question 6

Other ways to support the NF's anti-doping educational activities



*Question 7: Do you have another suggestion regarding the role of the Czech NOC in the anti-doping education?*

- Media House 1
- Reminders 1
- Special doping-disputes resolution body 1

## Appendix 6: Survey: The Czech Athletes at the Top Camp: Questions<sup>239</sup>

Dear (name),

I'm glad to meet you at the Top Camp, and I hope you are doing well in sports and beyond (...). Thank you very much for your willingness to participate in my research (...). I am looking at how (the Czech NOC) could contribute to education of the Czech athletes in the clean sport area. I believe that athletes' first experience regarding the fight against doping should be through education rather than doping control. Athletes' opinions are valued the most for all activities of (the Czech NOC), and for this reason I would like to obtain your opinion on this matter as well. I would be grateful if you answer a few questions in the following questionnaire.

If you have any questions, please let me know.

Thank you in advance!

Honza Exner

### Questions

- 1) What is your sport? (\* = required)
- 2) Are you educated on the importance of fighting doping and your rights and obligations in this area? \*
  - Yes
  - No
- 3a) Where do you get information on the fight against doping? \* (more answers are possible)
  - From my Czech NF
  - From the Czech NADO
  - From my international federation
  - From my coach
  - Self-study
  - Other
- 3b) If you had chosen "other," please explain.
- 4) Please check those areas in which you have received the information. \* (more answers are possible)
  - Substances and methods on the Prohibited List
  - Anti-doping rule violations
  - Consequences of doping, including sanctions, health, and social consequences
  - Doping control procedures
  - Athletes' and athlete support personnel's rights and responsibilities
  - Therapeutic use exemptions
  - Managing the risks of nutritional supplements
  - Harm of doping to the spirit of sport
  - Applicable whereabouts requirements
- 5a) Do you know enough regarding anti-doping and your sporting activity? \*
  - Yes, I have enough information.
  - I have some information, but I do not know if it is enough.
  - No, I do not have enough information.

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239 Appendix 6: Survey amongst Czech athletes at the Top Camp: Questions; also available online: [https://docs.google.com/forms/d/e/1FAIpQLSfdGgpxu4o2Z5MaonizQXvL5nyk59CN7dyRiUwe\\_Lz2SY-lTw/viewform?usp=sf\\_link](https://docs.google.com/forms/d/e/1FAIpQLSfdGgpxu4o2Z5MaonizQXvL5nyk59CN7dyRiUwe_Lz2SY-lTw/viewform?usp=sf_link) (in Czech). The author's translation from Czech into English.

5b) If not, what areas (question 4) would you like to know more about? (more answers possible)

6a) The Czech NOC should ensure that athletes and athlete support personnel selected to participate in any event where the Czech NOC participates or hosts, receive basic anti-doping information. Could the Czech NOC do anything else so that you have enough information for your Olympic event? \*

- Yes, the Czech NOC could send the information more in advance.
- Yes, but I do not know what exactly.
- No, I have enough information, or I will get it differently.
- Yes, I have an idea of what the Czech NOC could do and I will make suggestions.

6b) If you have any suggestions, please write them down.

7a) Would you appreciate it if the Czech NOC supported the anti-doping education more within your Czech NF or the Czech NADO? \*

- No, the Czech NOC has other tasks.
- Yes, but I cannot think of what the Czech NOC should do.
- Yes. I have a specific idea of what the Czech NOC could do.

7b) If you have any suggestions, please write them down.

8a) Would you like to have a workshop on anti-doping at the next TOP Camp? \*

- Yes, sure. It is a great idea.
- No. Other workshops are more interesting. I will get the information differently.
- I do not have an opinion.

8b) What should such a workshop ideally be about?

- Discussion about the meaning of sport without doping
- An overview of the basic information on the fight against doping according to the questions above (question 4)
- Something else

8c) If you had chosen "something else," what should it be about?

8d) Who should lead such a workshop?

- One of us - an athlete who knows the area
- Someone who knows all the rules and can tell us what we can and cannot do.
- Someone else: If so, who?

9a) In your experience, would you appreciate it if the Czech NOC promoted the anti-doping education also amongst youth athletes participating in the youth Olympic events? \*

- Yes, sure. The sooner athletes get informed about clean sport, the better.
- No, I do not think it is necessary. These athletes have information from the Czech NFs or they obtain it otherwise.
- I do not know.

9b) Other ideas on how the Czech NOC should help in promoting the anti-doping education in the Czech Republic.

**Appendix 7: Survey: The Czech Athletes at the Top Camp: All Results<sup>240</sup>**

10 out of 16 athletes responded (62.5%).

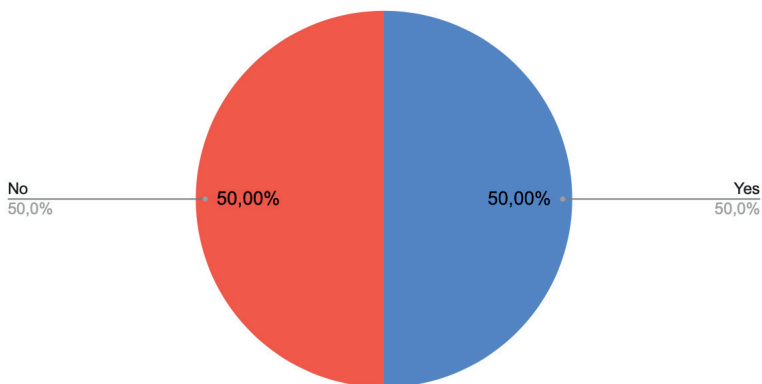
*Question 1: What is your sport?*

- Canoe slalom 3
- Hammer throw 1
- Ski cross 1
- Fencing 1
- Canoe sprint 1
- Swimming 1
- Table tennis 1
- Beach volleyball 1

*Question 2: Are you educated on the importance of fighting doping and your rights and obligations in this area?*

- Yes 5
- No 5

Are you educated on why it is important to fight doping and what are your rights and obligations in this area?



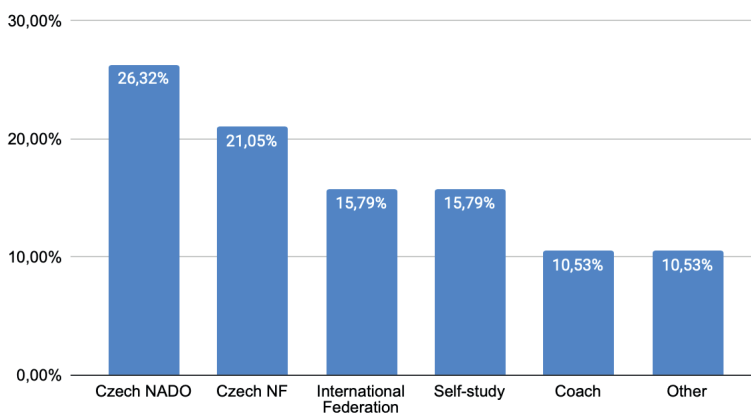
*Question 3a: Where do you get information on the fight against doping?*

- From the Czech NADO 5
- From my Czech NF 4
- From my international federation 3
- Self-study 3
- From my coach 2
- Other 2

<sup>240</sup> Appendix 7: Survey amongst Czech Athletes at the Top Camp: All Results; also available online: <https://docs.google.com/spreadsheets/d/1RSI41dNla3FDzj-81Ab8vf6l7SIsCRYuHrsPs3xu1fc/edit?usp=sharing>.



Where do you get information about the fight against doping?



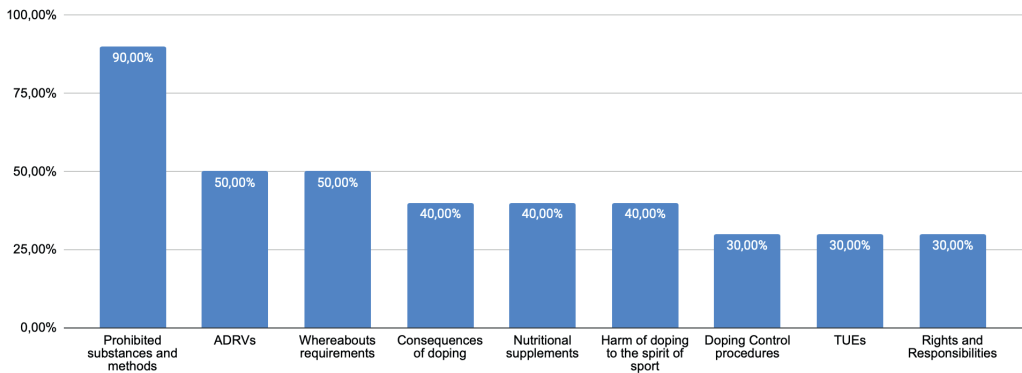
Question 3b: If you chose "other," please specify.

- Mandatory questionnaire "I Run Clean" 1
- Asking the Czech NADO and from the WADA website 1
- Jan Exner: lawyer of the Czech NOC 1
- Fellow athletes, articles, Internet, commissioners (during the doping control), consultations with doctor 1

Question 4: Please check those areas in which you have received the information.

- Substances and methods on the Prohibited List 9
- Anti-doping rule violations 5
- Applicable whereabouts requirements 5
- Consequences of doping, including sanctions, health and social consequences 4
- Managing the risks of nutritional supplements 4
- Harm of doping to the spirit of sport 4
- Doping control procedures 3
- Therapeutic use exemptions 3
- Athletes' and athlete support personnel's rights and responsibilities 3

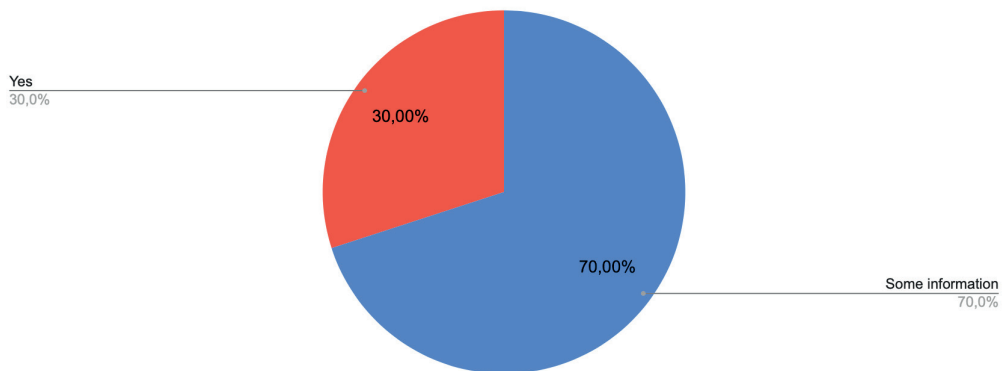
Please check those areas you get the information about.



*Question 5a: Do you know enough regarding the anti-doping and your sporting activity?*

- I have some information, but I do not know if it is enough. 7
- Yes, I have enough information. 3
- No, I do not have enough information. 0

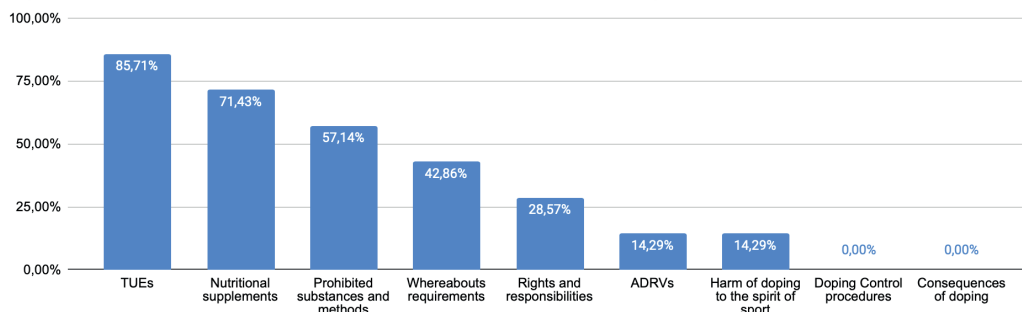
Regarding anti-doping and your sporting activity, do you know all that you need to know?



*Question 5b: If not, what areas (question 4) would you like to know more about?*

- Therapeutic use exemptions 6
- Managing the risks of nutritional supplements 5
- Substances and methods on the Prohibited List 4
- Applicable whereabouts requirements 3
- Athletes' and athlete support personnel's rights and responsibilities 2
- Anti-doping rule violations 1
- Harm of doping to the spirit of sport 1

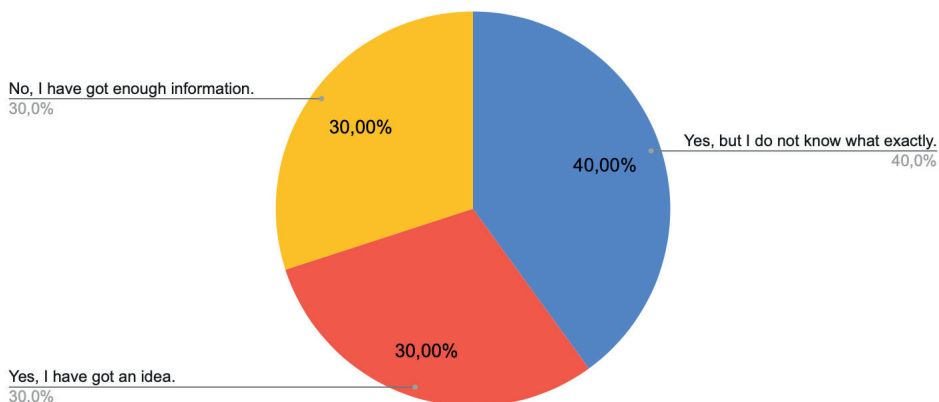
If you chose the second or the third answer, in which areas would you like to know more information?



*Question 6a: The Czech NOC should ensure that athletes and athlete support personnel selected to participate in any event where the Czech NOC participates or hosts, receive basic anti-doping information. Could the Czech NOC do anything else so that you have enough information for your Olympic event?*

- Yes, but I do not know what exactly. 4
- Yes. I have an idea of what the Czech NOC could do and I will make suggestions. 3
- No, I have enough information, or I will get it differently. 3

Could the Czech NOC do anything else so that you have got enough information ahead of your Olympic event?



*Question 6b: If you have any suggestions, please write them down.*

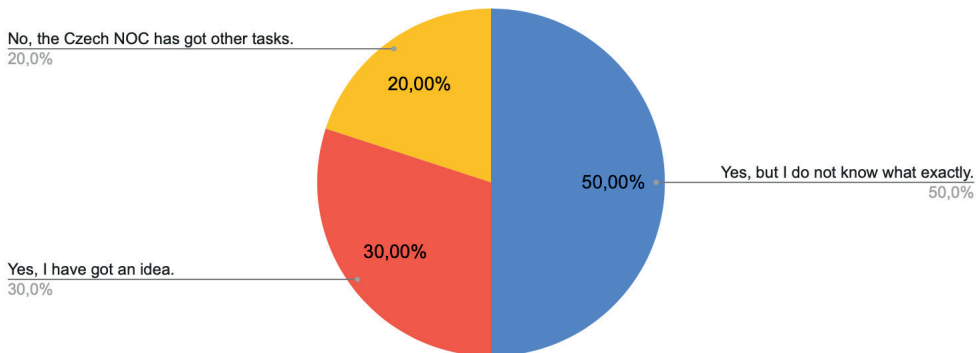
- Information e-mail or short article, updated list of permitted drugs 1
- Ten things to do when I do not know 1
- Prohibited and permitted drugs 1

**Question 7a:** *Would you appreciate it if the Czech NOC supported the anti-doping education more within your Czech NF or the Czech NADO?*

- Yes, but I cannot think of what the Czech NOC should do. 5
- Yes. I have a specific idea of what the Czech NOC could do. 3
- No, the Czech NOC has other tasks. 2

Would you appreciate if the Czech NOC supports more anti-doping education within your Czech NF or the Czech NADO?

Question 7a



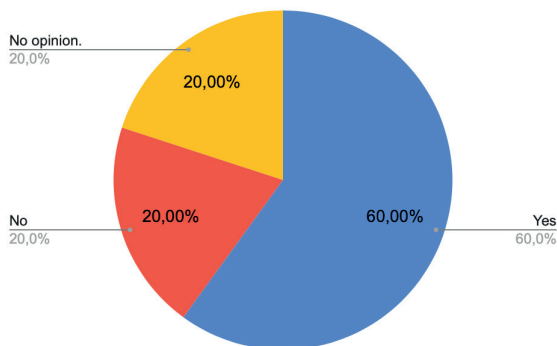
**Question 7b:** *If you have any suggestions, please write them down.*

- Sending information through the Czech NFs 1
- Ensure that the Czech NFs educate people on the anti-doping 1
- Seminars primarily for youth athletes 1
- List of permitted drugs 1

**Question 8a:** *Would you like to have a workshop on the anti-doping at the next TOP Camp?*

- Yes, sure. It is a great idea. 6
- No. Other workshops are more interesting. I will get the information differently. 2
- I do not have an opinion. 2

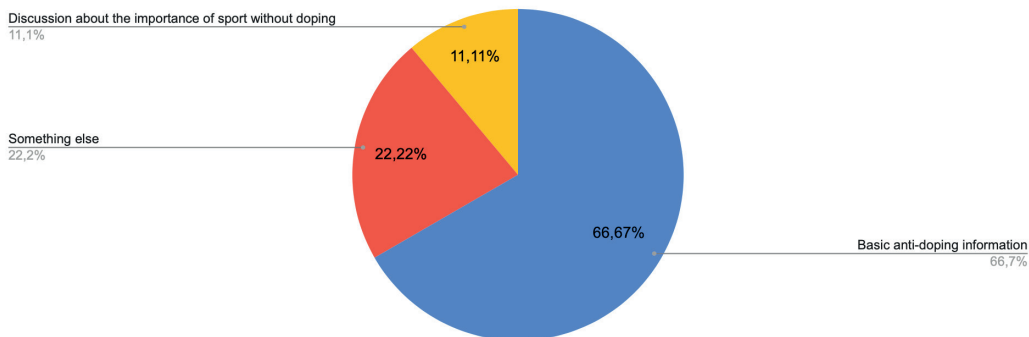
Would you like to have a workshop on anti-doping at the next TOP Camp?



Question 8b: What should such a workshop ideally be about?

- An overview of the basic information on the fight against doping (question 4) 6
- Something else 2
- Discussion about the meaning of sport without doping 1

What should such a workshop ideally be about?



Question 8c: If you had chosen "something else," what should it be about?

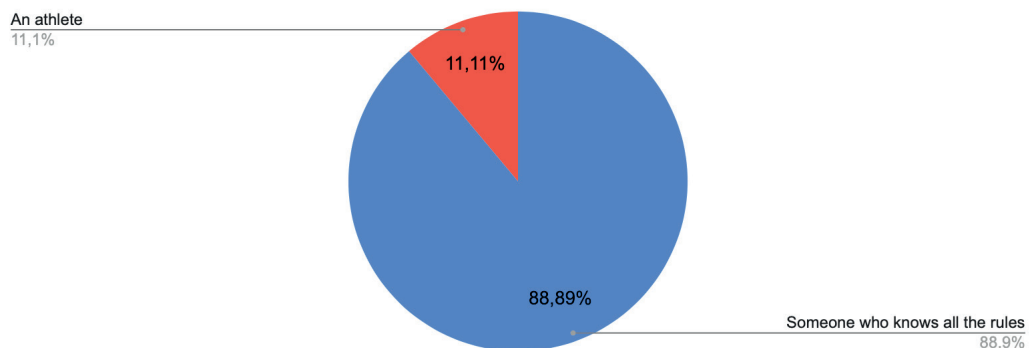
- Overview and discussion 1
- Lecture covering all risks of doping, nutritional supplements, permitted drugs, etc. 1

Question 8d: Who should lead such a workshop?

- Someone who knows all the rules and can tell us what we can and cannot do 8
- One of us - an athlete who knows the area 1

Who should lead such a workshop?

Question 8d



Question 9a: In your experience, would you appreciate it if the Czech NOC promoted the anti-doping education also amongst youth athletes participating in the youth Olympic events?

- Yes, sure. The sooner athletes get informed about clean sport, the better. 10

*Question 9b: Other ideas on how the Czech NOC should help in promoting the anti-doping education in the Czech Republic*

- Target youth athletes 1
- Video with basic anti-doping information 1
- Target parents 1
- Use elite athletes to educate parents, children, and recreational athletes 1
- Target the Czech NFs and youth athletes 1

## Appendix 8: Survey: The Czech Anti-Doping Committee Athletes Commission: Questions<sup>241</sup>

For the Czech NOC, athletes come first. Athletes' opinions are most valued in everything we do. This also applies to the fight against doping, which includes necessary education. According to (the WADC), the role of the Czech NOC is to cooperate with (the Czech NADO) and support the anti-doping education within the (Czech NFs). The Czech NOC sends athletes and their support personnel to the Olympic Games, (YOG), (EYOFs), the World Games, the European Games, and the Beach Games. The Czech NOC must ensure, in cooperation with (the Czech NADO) and (Czech NFs), that all athletes and their support personnel participating in these events know the basic information on the fight against doping.

As part of the MEMOS program, (...) I have been researching how the Czech NOC could contribute to improving awareness of the fight against doping among athletes, coaches, and other persons in the Czech Republic. Your opinion, as the athletes' representatives, is crucial for the project. Thank you in advance for your responses. They will help us to better fight doping together.

Your specific answers will not be published anywhere. The answers will only statistically be evaluated for the research project.

In case of any questions, please do not hesitate to contact me at any time: [exner@olympic.cz](mailto:exner@olympic.cz).  
Jan Exner

The Czech Olympic Committee

### *Questions*

1) What is your sport? (\* = required)

2) In your opinion, how can the Czech NOC help in the anti-doping education of the Czech athletes and others? \* (more answers are possible)

- Cooperate with (the Czech NADO) and support its educational activities (personnel, financially, etc.).
- Cooperate with (Czech NFs) and support their educational activities (personnel, financially, etc.).
- Organize or create their own educational activities (lectures, materials, videos, applications, etc.).
- Other

3) Who do you think should the support or educational activities of the Czech NOC focus on? (more answers are possible)

- Athletes and their support personnel participating in the events where the Czech NOC participates or hosts
- Athletes participating in the events where the Czech NOC participates or hosts (youth or junior categories)
- Athletes and their support personnel not only participating in the Czech NOC events
- Athletes not only participating in the Czech NOC events (youth or junior categories)
- Public
- Other

4a) If you believe that the Czech NOC should primarily cooperate with the Czech NADO, what

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<sup>241</sup> Appendix 8: Survey amongst Members of the Czech NADO Athletes Commission: Questions; also available online: [https://docs.google.com/forms/d/e/1FAIpQLSeq2Ss8rkrbr2JOUafYbCqBlx\\_eg9kx\\_z41oSml5mUSmjlpHQ/viewform?usp=sf\\_link](https://docs.google.com/forms/d/e/1FAIpQLSeq2Ss8rkrbr2JOUafYbCqBlx_eg9kx_z41oSml5mUSmjlpHQ/viewform?usp=sf_link) (in Czech). The author's translation from Czech into English.

should such a cooperation look like?

4b) If you believe that the Czech NOC should primarily cooperate with the Czech NFs, what should such a cooperation look like?

5) If you believe that the Czech NOC should create their own educational activities, what activities do you have in mind?

6) Can you think of other ways in which the Czech NOC could help Czech athletes and others in obtaining information on the fight against doping?

7) Can I contact you with further questions? If so, please enter your e-mail.

*Consent to the personal data processing*

By providing your e-mail, you agree for (the Czech NOC), with its registered office at Benešovská 1925/6, 101 00 Prague 10, IČ: 48546607 ("Czech NOC"), to process your email for possible further contact as part of the research project concerning the role of the Czech NOC in the anti-doping education. This consent for the processing of your email for the stated purpose, which is granted until its withdrawal, is voluntary and can be revoked it at any time by sending an e-mail to [exner@olympic.cz](mailto:exner@olympic.cz). Additional information on the rights of data subjects and the personal data processing by the Czech NOC are available at [www.olympic.cz](http://www.olympic.cz).



Appendix 9: Survey: The Czech Anti-Doping Committee Athletes Commission: All Results<sup>242</sup>

5 out of 7 members responded (71.4%).

*Question 1: What is your sport?*

- |              |   |
|--------------|---|
| • Ice hockey | 1 |
| • Football   | 1 |
| • Basketball | 1 |
| • Tennis     | 1 |
| • Athletics  | 1 |

*Question 2: In your opinion, how can the Czech NOC help in the anti-doping education of Czech athletes and others?*

- |                                                                                                           |   |
|-----------------------------------------------------------------------------------------------------------|---|
| • Cooperate with (the Czech NFs) and support their educational activities (personnel, financially, etc.)  | 3 |
| • Cooperate with (the Czech NADO) and support their educational activities (personnel, financially, etc.) | 2 |
| • Cooperate with (Czech NFs) and support their educational activities (personnel, financially, etc.)      | 2 |

*Question 3: Who do you think should the support or educational activities of the Czech NOC focus on?*

- |                                                                                                               |   |
|---------------------------------------------------------------------------------------------------------------|---|
| • Athletes participating in the events where the Czech NOC participates or hosts (youth or junior categories) | 4 |
| • Athletes not only participating in the Czech NOC events (youth or junior categories)                        | 3 |
| • Athletes and their support personnel participating in the events where the Czech NOC participates or hosts  | 2 |
| • Athletes and their support personnel not only participating in the Czech NOC events                         | 2 |

*Question 4a: If you believe that the Czech NOC should primarily cooperate with the Czech NADO, what should such a cooperation look like?*

- |                                                       |   |
|-------------------------------------------------------|---|
| • Choose young athletes as ambassadors of clean sport | 1 |
| • Better promotion of clean sport in the media        | 1 |
| • Cooperation with the CCA                            | 1 |
| • Poll for the best commissioner                      | 1 |
| • Involvement of athletes                             | 1 |

*Question 4b: If you believe that the Czech NOC should primarily cooperate with Czech NFs, what should such a cooperation look like?*

- |                                                                      |   |
|----------------------------------------------------------------------|---|
| • Financial support of the education within the Czech NFs            | 1 |
| • Education programs under the Czech NADO and the Czech NOC          | 1 |
| • Lectures for young athletes with participation of former Olympians | 1 |

<sup>242</sup> Appendix 9: Survey amongst Members of the Czech NADO Athletes Commission: All Results; also available online <https://docs.google.com/spreadsheets/d/1J10rMF-0hf0mkOQREQ5NEojWTPpPVXhBl-4m50mSNYc/edit?usp=sharing> (in English).

Question 5: If you believe that the Czech NOC should create its own educational activities, what activities do you have in mind?

- Lectures 2
- Videos 2
- Interviews during events 1
- Involvement of famous athletes 1
- Discussions 1

Question 6: *Can you think of other ways in which the Czech NOC could help Czech athletes and others in obtaining information on the fight against doping?*

- Information on the Czech NOC website 1
- Videos 1

Appendix 10: Focus Group: The Czech Olympic Committee Athletes Commission: Minutes<sup>243</sup>

*Prague, 23 July, 2020*

- The greatest benefit of the Czech NOC lies in the possibility of including athletes.
- The Czech NOC has the opportunity to involve athletes in the anti-doping education using the benefits of good interrelationships and the fact that the Czech NOC and athletes are mutually supportive. This is why the Czech NOC can involve the big names in sports in their educational activities, who often appear on television or on social networks, and in turn motivate other athletes, especially young ones.
- The Czech NOC has a positive reputation and a greater potential to reach the athletes, making it possible to easier target the selected groups (athletes, coaches) in comparison to the Czech NADO, which is currently perceived neutrally or negatively by the athletes. The Czech NOC has a greater ability than the Czech NADO to reach athletes as possible faces of educational campaigns making it easier to draw attention to the target groups, such as children. The Czech NADO's good relationship with athletes can attract other athletes to the anti-doping education, which should serve as a good reason to work closely with the Czech NOC.
- At the same time, the Czech NOC also has a greater potential to reach the target groups in comparison to the Czech NFs, which usually do not offer the anti-doping prevention and education as one of their priorities. If there are problems with their athletes, the Czech NFs usually approach these cases rather passively or distance themselves directly from the athletes. It is then very difficult for the athletes to seek support, regardless of whether they have committed an anti-doping rule violation.
- The involvement of the Czech NOC can help the existing educational activities of the Czech NADO and the Czech NFs. It can give them a different and better mark.
- The Czech NOC is globally recognised. It has got good athletes, a president as a member of the IOC, etc. The Czech NOC shouldn't lag in the anti-doping education.
- The Czech NOC can act as an impartial mediator towards the athletes.
- Athletes need to be offered a service, not just told what they can and cannot do. They shouldn't be dictated, but offered something in return.
- The Czech NOC Athletes Commission, an advisory body to the Czech NOC management, may recommend for the Czech NOC to invest more resources in education. The Czech NADO Athletes Commission can do the same towards the Czech NADO leadership.
- Information on the fight against doping could come from the Czech NOC Athletes Commission. The Czech NOC Athletes Commission invites athletes to various events. They could also pass on the anti-doping information to them. This could have a greater effect than if the information is sent to them by the Czech NADO.
- The Czech NOC Athletes Commission's job is to pass the information from athletes to the Czech NOC management and vice versa. Thanks to this, the Czech NOC Athletes Commission could also serve as an information channel for information on the fight against doping.
- The Czech NOC Athletes Commission wants to make educational videos and pass on information to athletes. The fight against doping can serve as the content of this information. Since it will be communicated by the athletes, it will be more authentic for

243 Appendix 10: Focus Group: Czech Olympic Committee Athletes Commission: Minutes; also available online: <https://drive.google.com/file/d/1FSVzMEszo5XgkFCLK-Wh6J44uM3kruF3/view>.

other athletes.

- The Czech NOC may include the anti-doping education and its awareness in all its activities and projects, both the main and complementary ones, for example, social networks, Media House, and projects for the children and youth – NYSF, EYOF, YOG.
- The main activity of the Czech NOC is ensuring the representation of the Czech Republic at the Olympic Games and other events under the auspices of the Czech NOC. The athletes participating in these events are usually well-educated on the fight against doping. They have doctors, physiotherapists, and experience in the fight against doping. A bigger problem is encountered with the lower-level athletes, even in the Olympic sports. There is a need for raising the anti-doping awareness, especially in football and ice hockey.
- There is a need to focus on the lower-level athletes and younger athletes with less anti-doping experience than the top adult athletes. It is important for athletes to have the necessary information from the beginning of their sporting career so that they can be prepared to refuse doping when offered.
- The Czech NOC may include an anti-doping training program within the NYSF program. The Czech NADO had a stand at the 2019 NYSF in Liberec, but it didn't receive much attention. The children were not interested in reading the brochures. It is better to educate children through games, videos, or applications which is more entertaining. That was the first step. There was not an ideal location, content, or promotion, but it is a part of the progress that needs to be appreciated.
- The Czech NOC could help with the modern electronic methods of education (social networks, videos, etc.). The Czech NOC has a certain budget for social networks, the contents of which should not only be entertaining but also educational. The Czech NOC itself could allocate money for the educational content on social networks.
- The Czech NOC could make videos with one or more athletes that contain basic anti-doping rules and common mistakes, and post them on the social networks and promote them, even for a financial amount. However, the Czech NOC would need funding for this, which can be obtained from the Czech NADO. The Czech NADO can order the promotion of the anti-doping information from the Czech NOC.
- Financing of the Czech NOC educational activities can be achieved: partly from the educational part of the Czech NADO budget, partly from the Czech NOC's resources for education, marketing, and social networks. The Czech NOC can request subsidies from the NSA.
- The Czech NOC could also contribute to the training of coaches and other persons within the Czech NFs, which is very important. The Czech NOC could provide information through the CCA, which offers good educational activities.
- The Czech NOCs could involve, as part of education, the stories of people with doping experiences and present the consequences of the use of the prohibited substances and methods (example: Christian Schenk, the Olympic Games 1988 - decathlon - gold - doping ruined his life, and in 2018 he published a book about it).
- Specific programs: inspiration in athletics - I RUN CLEAN (videos with the athletes).

## Appendix 11: Focus Group: the Czech Anti-Doping Committee (1): Minutes<sup>244</sup>

*Prague, 26 August, 2020*

- The Czech NOC has a key and irreplaceable role in the field of education, which follows from the Olympic Charter and the fact that the Czech NOC is a signatory to the WADC.
- The Czech NADO cooperates with the Czech NOC in the field of anti-doping education while respecting the autonomy of the Czech NADO and the Czech NOC.
- The position of the Czech NADO and the Czech NOCs is also based on their different legal forms. The Czech NADO is a state-subsidized organisation. The Czech NOC is a sports association. Within its scope, the Czech NOC cooperates with the Czech NADO and supports its educational activities in all representational categories.
- The Czech NADO and the Czech NOC have a common goal and interest in the anti-doping education. The Czech NADO and the Czech NOC may conclude a memorandum of cooperation as part of the anti-doping education.
- The main roles and responsibilities of the Czech NOC in the field of anti-doping education are listed in Article 7.5 of the ISE, which is part of the WADC. Other obligations of the Czech NOC arising from the WADC are to be ensured by the Czech NOC in cooperation with the Czech NADO. The Czech NOC should focus its attention on the existing or future activities of the Czech NADO towards the Czech NFs, athletes and other entities.
- Mutual communication between the Czech NADO and the Czech NOC is important, as well as a joint external communication with the Czech NFs and other entities.
- The Czech NADO and the Czech NOC can work together to unify the education system within the Czech NFs, within which the level of the anti-doping education varies greatly.
- The Czech NADO, in cooperation with the Czech NOC, should carry out at least once a year a large-scale training of the Czech NFs in the fight against doping field. It would be comprehensive training for all Czech NFs. The composition of the participants will be specified.
- The Czech NADO and the Czech NOC will cooperate more intensively in the Olympic participants' education.
- The Czech NADO will be the guarantor of educational activities towards participants in the Olympic Games and other events organized by the Czech NOC or events to which the Czech NOC sends participants.
- The Czech NADO may use the Czech NOC's representatives in the implementation of individual educational activities - for example, members of the Czech NOC Athletes' Commission, other athletes - Olympians, members of the Czech NOC Medical Commission, the Sports Director, and others.
- The Czech NADO plans educational videos, short spots, and other electronic educational activities in the future. The aim is to prepare activities that will be educational and attractive for individual target groups. The Czech NADO and the Czech NOC can cooperate in creating an electronic training program, similar to the Athlete Learning Program about Health and Anti-Doping ("ALPHA").
- The Czech NOC can cooperate with the Czech NADO and involve them in their projects, such as the NYSF or the Olympic festivals, where suitable conditions for education are possible. The Czech NADO wants to involve athletes in education. The Czech NADO also aims to involve the anti-doping commissioners in prevention.

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<sup>244</sup> Appendix 11: Focus Group: Czech Anti-Doping Committee (1): Minutes; also available online: [https://drive.google.com/file/d/1\\_XXx6QouB2alffcWpHS4W1PU3S5ntDxt/view](https://drive.google.com/file/d/1_XXx6QouB2alffcWpHS4W1PU3S5ntDxt/view).

## Appendix 12: Focus Group: The Czech Anti-Doping Committee (2): Minutes<sup>245</sup>

*Prague, 1 August, 2022*

### Introduction:

- The Czech NADO's representatives were familiar with the findings of the original project, which this discussion followed up on.
- The Czech NOC is well-perceived by athletes and has a good reach toward them. Therefore, the Czech NOC should help strengthen the name and importance of the Czech NADO and their activities. The Czech NOC could serve as a bridge for the Czech NADO to better reach athletes, the Czech NFs, and resort centres.
- The Czech NOC should cooperate with the Czech NADO, for example on the creation and implementation of the education plan. They should agree that the education plan covers all necessary groups of athletes, who will be doing what, and in what timeframe.
- Regarding the timing of cooperation, anti-doping is a daily work of the Czech NADO, while the heart of the Czech NOC's activities is related to the Olympic events. Therefore, the Czech NOC and the Czech NADO should intensify their cooperation toward the Olympic events.
- There should be a continuous anti-doping education done by the Czech NADO and the Czech NFs, possibly supported by the Czech NOC. The Czech NOC should intensify its cooperation toward the Olympic events.
- The Czech NOC should approach the Czech NADO and ask them to educate participants in the Olympic events.
- We should be careful about the duplicity of education. The Czech NADO educates members of the Czech NFs, some of whom are also Olympians. The educational activities should not overlap.

### Ideas for cooperation:

- Athletes first. The Czech NOC and the Czech NADO should focus on what is best for the athletes. There should be intensified cooperation between the Czech NADO and the Czech NOC.
- They could, for example, cooperate regarding campaigns, the good name of the Czech sport, joint events, or presentations.
- There is a cooperation regarding the Sports Medicine Symposium organized by the Czech NOC, in which the Czech NADO participates.
- The Czech NOC's experts would be helpful: e. g. members of the Czech NOC Medical Commission. There could be a joint meeting with the members of the Czech NADO TUE Commission – sharing experience, creating documents for athletes, etc.
- A cooperation could be established between the Athletes Commissions of the Czech NADO and the Czech NOC.
- There should be a contact person at the Czech NOC responsible for the anti-doping matters and cooperation with the Czech NADO.

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<sup>245</sup> Appendix 12: Focus Group: Czech Anti-Doping Committee (2): Minutes; also available online: <https://drive.google.com/file/d/1ZqnPDDsphFOUuoGQ5chwAD-jjiKWTi-P/view>.