



ANTI-DOPING EDUCATION PLAN

2022-2024

INTERNATIONAL HOCKEY FEDERATION

TABLE OF CONTENTS

1. OVERVIEW	Error! Bookmark not defined.
1.1 Introduction.....	Error! Bookmark not defined.
1.2 Purpose	Error! Bookmark not defined.
1.3 Scope	Error! Bookmark not defined.
1.4 Priorities	Error! Bookmark not defined.
1.5 Limitations	Error! Bookmark not defined.
2. CURRENT SITUATION ASSESSMENT	4
2.1 Sporting Structure	4
2.2 History of Doping.....	Error! Bookmark not defined.
2.3 Adverse Analytical Findings	5
2.4 Risk Assessment.....	5
2.5 Previous education activities.....	6
2.6 Existing partnerships in education	8
3. ACTION PLAN	9
3.1 Target Groups	9
3.2 2022 Education Pool and Other Target Groups.....	9
3.3 2023-2024 Education Pool and Other Target Groups	9
3.4 Topics.....	Error! Bookmark not defined.
3.5 Objectives, Activities and Timelines.....	Error! Bookmark not defined.
3.6 Resources	Error! Bookmark not defined.
3.6.1 Human Resources	Error! Bookmark not defined.
3.6.2 Information Resources	Error! Bookmark not defined.
3.6.3 Financial Resources.....	Error! Bookmark not defined.
4. MONITORING AND EVALUATION	Error! Bookmark not defined.
4.1 Data Collection	Error! Bookmark not defined.
4.2 Evaluating Learning	14
4.3 Program Evaluation	15
4.4 Determining Impact	15
5. FIH Anti-Doping Rules and Education	Error! Bookmark not defined.

APPENDICES

APPENDIX A - Definitions.....	17
APPENDIX B - Event-based Education Evaluation Form.....	19

1 OVERVIEW

1.1 INTRODUCTION

The International Hockey Federation (FIH) supports the fight against doping in sport in all its forms. The FIH is a signatory to the World Anti-Doping Code and we are proud of the very low number of doping cases historically in hockey..

The FIH continues to adopt Anti-Doping Rules which are in full accordance with the World Anti-Doping Code.

1.2 PURPOSE

The aim of the FIH Anti-Doping Education Plan is that the players first contact with Anti-Doping must be with education and clear information, rather than doping control.

The FIH's Anti-Doping education programme requires cooperation from the Continental Federations, National Associations and the national Anti-Doping organisations (NADOs) in order for the athletes to primarily receive Anti-Doping education in their own language. In addition, E-learning programmes are utilised as well Anti-Doping education booths during Events and Anti-Doping education webinars.

The FIH understands that implementing this strategy will be reducing even more the risk of doping in different levels of the sport.

1.3 SCOPE

The FIH Anti-Doping Education Plan targets to reduce/eliminate the number of doping cases in the sport in the next Olympic Cycle (2021-2024).

In order to achieve this goal, The FIH is aiming to organize the following activities for the next years:

- a) **On line education courses:** ADEL Platform e-learning courses
- b) **Webinars:** Organized by FIH Hockey Academy in partnership with the International Testing Agency (ITA).
- c) **On site Anti-Doping education booths at Events:** FIH Junior World Cups 2023, FIH Women's World Cup 2022, FIH Men's World Cup 2023, FIH Nations Cup 2022 and 2023 and FIH Hockey5s World Cup 2023.

The potential costs for the implementation of this Anti-Doping Education Plan will be covered by FIH in partnership with the local NADOs.

1.4 **PRIORITIES**

The top priority of the FIH Anti-Doping Education Plan is to create doping related awareness to all hockey athletes, coaches and team staff over the course of the current Olympic cycle. With the condensed international calendar due to the delay of the Tokyo Olympic Games, we have an intense period of international competition which provides multiple opportunities for us to engage with our athletes and stakeholders as they and we build towards qualification and participation in Paris2024.

1.5 **LIMITATIONS**

The FIH like almost all other International Federations was heavily impacted by the limitations created by COVID-19. Budget restrictions will have to be overcome with the adoption of smart strategies and partnerships in order to be able to deliver all the proposed activities.

On site activities will be implemented once the current pandemic scenario becomes stable.

2 **CURRENT SITUATION ASSESSMENT**

2.1 **SPORT STRUCTURE**

The FIH has five Continental Federations who are responsible for the administration, promotion and development of all formats of Hockey for men and women within each continent. This includes hockey (11-a-side), Indoor Hockey, Hockey5s, ParaHockey/HockeyID and Beach Hockey. International hockey competitions are organised for age groups from under 16 up to over 80, with the organisation of Master's Hockey events (for the over 35 year olds and arranged in 5 year sub-sections) the remit of World Masters Hockey (WMH) who are recognised and sanctioned by the FIH.

These Continental Federations are critical to achieve our ambition – a global game, relevant to the next generation. Under the responsibility of these five Continental Federations, the FIH has 140 National Associations spread across the five Continents.

The FIH has in its Events Portfolio the following competitions for both genders:

- **Olympic Games (in partnership with the IOC):** every 4 years;
- **Youth Olympic Games (in partnership with the IOC):** every 4 years;
- **FIH World Cup:** every 4 years,
- **FIH Pro League:** every year;
- **FIH Nations Cup:** starting in 2022 and played every year;
- **FIH Indoor World Cup:** every 4 years;
- **FIH Junior World Cup (under 21 event):** every 2 years;
- **FIH Hockey5s World Cup:** starting in 2023 and played every 4 years

- **FIH Olympic and World Cup Qualification events:** played every 2 years prior to the Olympic Games and World Cups
- **Commonwealth Games (in partnership with the CGF):** every 4 years

The Continental Federations are responsible for organizing their Continental Events and the Continental qualifiers to FIH World Cups and to the Olympic Games, as well as managing regional hockey events with regional multi-sport Games, for example the Asian Games and Pan Am Games.

2.2 **HISTORY OF DOPING**

Historically, Hockey can be considered as a clean sport. In the last 5 years there were only 8 players in total across the world who were suspended due to doping and in almost all cases these were related to recreational drug usage and not performance enhancing. Our educational programme will therefore continue to focus on broad Anti-Doping education for all athletes, and the WADA list of banned substances including recreational drugs.

Every athlete who competes in an FIH event must have completed an Anti-Doping online educational course within the previous 2 years, and this being included in our Tournament Regulations ensures a high level of education and understanding of Anti-Doping issues by all athletes pre-competition.

In addition, since 2016, the number of tests performed per year is increasing on a yearly basis in order to better control any threats and keep our competitions as fair and clean as possible.

2.3 **ADVERSE ANALYTICAL FINDINGS**

The number of Adverse Analytical Findings can also be considered very small. Since January 2017 to present day, only 14 AAFs were recorded in ADAMS.

2.4 **RISK ASSESSMENT**

The Risk Assessment produced by the International Testing Agency (ITA) for FIH in December 2020 and that will be used as the basis for this plan, considers the Physiological risk, the Country risk (ADRVs history) and Individual parameters such as the performance, the testing history and additional information to elaborate an effective, intelligent and proportionate Test Distribution Plan.

The geographical distribution of ADRVs and the country RA will continue to be monitored to identify high-risk areas where education may be needed most. FIH may consider implementing a mandatory education requirement for certain countries based on this information in the future.

2.5 **PREVIOUS EDUCATION ACTIVITIES**

Since July 2015 the FIH has made as a requirement that all players must have completed an approved Anti-Doping education programme to be able to compete in FIH Events. Any players who do not hold a valid Anti-Doping Certificate (valid for 2 years) will not be allowed to play in the competition until they have done so.

In 2016 and 2017, the FIH conducted the following activities:



With the purpose of assessing the effectiveness and evaluate the FIH's current AD education programme, in 2018, the FIH carried out a survey that was conducted with 23 National Associations ranked between 1-10 and 15-19. This survey had a 89% rate response and reinforced that the athletes are very supportive of any Anti-Doping educational activity.

Based on the responses to this survey, in 2019 the FIH organized event based Educational Activity at 2 of our Tier 2 International Events, with the aim of targeting international level athletes from nations who do not regularly compete in World Cups and Olympic Games so potentially have less access to Anti-Doping education.

The events chosen for these Anti-Doping Educational Booths were:

1. the FIH Series Finals in Kuala Lumpur, Malaysia, and
2. the FIH Series Finals in Hiroshima, Japan.

Both activities were organised jointly by the FIH and the local NADO, with both being considered highly successful. Each activity was attended by at least 150 athletes, coaches and team staff members.

FIH Anti-Doping Education Outreach Booth – FIH Series Finals



On the back of the success of these live event educational booths, the FIH planned to grow the number of events at which such booths would be present in 2020 and 2021, however, the COVID pandemic stopped international hockey in its tracks, with no major events held in 2020 or the first half of 2021, so correspondingly no live event based education has been delivered since then

The FIH has however engaged with the Play True Days in 2020 and 2021 organizing hockey development activities and in promotion through social media.



2.6 ***EXISTING PARTNERSHIPS IN EDUCATION***

The FIH works very closely with WADA and the ITA as advisors to develop its Anti-Doping Education Plans.

The Japan Anti-Doping Agency (JADA) was also a big partner of FIH in the last years on the road to Tokyo. They were very supportive of the activities organized during the FIH Series Final 2019 in Hiroshima and were also involved in educational activities during the Hockey Test Event for Tokyo in 2019.

Unfortunately due to the pandemic, FIH was not able to organize any activities with its partners in the years of 2020 or 2021, however all partnerships will be reactivated once the pandemic is under control and the World situation returns to normal.

In line with the 2021 Code and the ISE, FIH will also consider recognising NADO Anti-Doping education programs for certain nations, particularly in cases where FIH is not able to offer the education program in the language of those athletes and Athlete Support Personnel coming from that nation. For 2021-2022, this will be done on a case-by-case basis and upon request of a NADO or a National Member Federation.

3. ACTION PLAN

3.1 TARGET GROUPS

For this next Olympic Cycle, the FIH will target the following groups:

1. U-21 Athletes participating in the FIH Junior World Cups 2023: around 650 athletes;
2. Athletes returning from suspension;
3. Hockey Teams Testing Pool established in partnership with the ITA
4. Senior Athletes participating in the FIH World Cup, FIH Pro League, FIH Indoor World Cup, FIH Nations Cup and FIH Hockey5s World Cup: around 2000 athletes
5. Athletes entourage participating in the above mentioned Events: around 680 team staff members

3.2 2022 EDUCATION POOL AND OTHER TARGET GROUPS

In 2022, FIH will be targeting athletes returning from suspension, the athletes and team staff competing in the FIH Women's World Cup, the Hockey Teams Testing Pool recommended by ITA as well the athletes, coaches and team staff involved in the postponed 2021 women's FIH Junior World Cup that will take place in April, the FIH Pro League seasons 3 and 4, and the FIH Nations Cups for men and women due to take place in December 2022. In addition, athletes preparing for the FIH Men's World Cup, scheduled to take place in January 2023, will be targeted. The total number of people involved in 2022 education pool will be as follows:

- **Athletes:** 1344
- **Coaches and Staff Members:** 360

3.3 2022-2024 EDUCATION POOL AND OTHER TARGET GROUPS

The focus for these 2 years will be on the teams and staff members participating in FIH Events but also in the hockey community in partnership with the Continental Federations (CFs) and National Associations (NAs) through the organization of webinars. The goal is to reach at least 3000 people including athletes, coaches, staff members, CFs/NAs staff and hockey educators.

FIH Events during this period to target athletes and staff:

- 2023 Men's World Cup (India)
- 2023 FIH Pro League
- 2023 Nations Cups (TBC)
- 2023 Junior World Cups
- 2024 Hockey5s World Cup (Oman)
- 2024 Nations Cups (TBC)
- 2024 FIH Pro League
- 2024 Olympic Games (France)

3.4 TOPICS

The FIH has established the following topics to be addressed in order to enhance awareness within the hockey community:

1. Introduction to Anti-Doping
2. Overview of the system, rights and responsibilities, Anti-Doping Rules Violations
3. The Doping Control Process
4. Testing Procedures and Athlete Biological Passport
5. Medications, Supplements, Prohibited List and TUEs
6. Principles and Values Associated with Clean Sport
7. Sanctions and Consequences
8. Out-of-competition Testing
9. Registered Testing Pool, Testing Pool, Whereabouts and Use of ADAMS Platform

3.5 OBJECTIVES, ACTIVITIES AND TIMELINES

Overall Aim: To enhance awareness about the Doping Control Process through on line and presentational activities.

<i>Target Group</i>	<i>Program Objectives</i>	<i>Topics</i>	<i>Learning Objectives</i>	<i>Monitoring and Evaluation Procedures</i>
Athletes Returning from doping	100% of athletes will complete an introduction to clean sport course	Introduction to Anti-Doping, The Doping Control Process, Medications, Supplements, Prohibited List, Sanctions and Consequences	<ul style="list-style-type: none"> ✓ By the end of the education activity 100% of athletes will be aware of the Doping Control Process. ✓ By the end of the education activity 100% of athletes will be aware of Medications and Supplements allowed and the Prohibited List. 	<ul style="list-style-type: none"> ✓ Case Scenarios during the Webinars ✓ 80% of correct answers at the end of the on line courses
Hockey Teams Testing Pool	100% of athletes will complete an introduction to clean sport course once they enter an the Hockey Teams Testing Pool	Introduction to Anti-Doping, The Doping Control Process, Medications, Supplements, Prohibited List, Sanctions and Consequences, Out-of-competition Testing	<ul style="list-style-type: none"> ✓ By the end of the education activity 100% of the Hockey Team Testing Pool athletes will be aware of the Doping Control Process. ✓ By the end of the education activity 100% of the Hockey Team Testing Pool athletes will be aware of Medications and Supplements allowed and the Prohibited List. ✓ By the end of the education activity 100% of ADAMS and Whereabout requirements 	<ul style="list-style-type: none"> ✓ Case Scenarios during the Webinars ✓ 80% of correct answers at the end of the on line courses

<i>Target Group</i>	<i>Program Objectives</i>	<i>Topics</i>	<i>Learning Objectives</i>	<i>Monitoring and Evaluation Procedures</i>
Athletes, Coaches and Team Staff Members	100% of athletes will complete ADEL International Level Athletes and Talented Athletes Course to enter a competition and will be encouraged to participate in the webinars organized by FIH as well the Anti-Doping Educational Booth at their Event.	Introduction to Anti-Doping, The Doping Control Process, Medications, Supplements, Prohibited List, Sanctions and Consequences	<ul style="list-style-type: none"> ✓ By the end of the education activity 100% of athletes will be aware of the Doping Control Process. ✓ By the end of the education activity 100% of athletes will be aware of Medications and Supplements allowed and the Prohibited List. 	<ul style="list-style-type: none"> ✓ Case Scenarios during the Webinars ✓ 80% of correct answers at the end of the on line courses
CFs/NAAs Staff	CFs/NAAs staff will be encouraged to join the Webinars organized by FIH	All topics available during the Webinars	<ul style="list-style-type: none"> ✓ By the end of the education activity 100% of CFs/NAAs should be able to provide basic advice of doping related subjects to their members 	<ul style="list-style-type: none"> ✓ Case Scenarios during the Webinars
Hockey Educators	Hockey educators will be encouraged to join the Webinars organized by FIH	All topics available during the Webinars	<ul style="list-style-type: none"> ✓ By the end of the education activity 100% of the educator should be able to provide basic advice of doping related subjects to students. 	<ul style="list-style-type: none"> ✓ Case Scenarios during the Webinars

3.6 RESOURCES

3.6.1 HUMAN RESOURCES

- FIH Staff;
- Continental Federations;
- National Associations;
- Athlete ambassadors
- Special Guests for the Webinars
- NADOs

3.6.2 INFORMATIONS RESOURCES

- FIH Website;
- FIH Social Media Channels;
- WADA Website;
- ADEL Website;
- ADAMS Platform;
- NADOs website;

3.6.3 FINANCIAL RESOURCES

- FIH Budget for Anti-Doping Education Program (to be confirmed) | Partners

4. MONITORING AND EVALUATION

4.1 DATA COLLECTION

The International Hockey Federation (FIH) will evaluate the success of the programme based on the following items:

- a) Education Activities:
 - Awareness Raising: number of views on FIH posts on social media, number of retweets of FIH posts, number of interactions in educational information provided;
 - Information provision: number of downloads of resources available on the website;
 - Anti-Doping Education: number of completions of eLearning courses; number of participants attending the Anti-Doping Educational Booths during Hockey Events
- b) Education Pool:
 - Monitoring of Education Pool: total numbers, turnovers, demographics, education levels at entry
- c) Athletes Pathway/Target Groups:
 - Number of school children, youth athletes, national and international level athletes
 - Medical personnel, coaches, physical trainers, etc
- d) Detection related data:
 - AAFs, atypical analytical findings, Adverse passport findings, whereabouts failures, non-analytical findings
 - Whereabouts violations and filing failures
 - Doping control form data (supplement use, TUEs)
 - Whistle-blower data
 - Intelligence reports related to potential and actual ADRVs
 - Number of tests in-competition and out-of-competition
- e) Results Management
 - Number of cases brought, categories of offences
 - ADRV total per year
 - Stats of sanctions and reasons;

4.2 EVALUATING LEARNING

Assessment of whether participants have achieved their Learning Objectives will be made using a combination of Case Scenarios during the Webinars and assessments at the end of on line courses, during which a score of at least 80% will be considered as a success in understanding the topics covered within the course.

These assessments will be made at the end of each webinar and online course, and recorded to assess progress throughout the year.

In addition, following all face to face learning activities, an Event based Education Evaluation Form will be completed to monitor the success of that activity.

4.3 PROGRAM EVALUATION

The program evaluation will use all the data, evidence and information collected to make a judgement of the effectiveness of the education program, whether the objectives of the program were achieved and what needs to be done to improve the next education plan.

4.4 DETERMINING IMPACT

This step of the monitoring and evaluation process seek to identify how this program made a difference. The information will be collected using the following tools:

- Surveys:
- Collection of qualitative data

5. FIH ANTI-DOPING RULES AND EDUCATION

As per the Article 17 of FIH Anti-Doping Regulations states, all athletes are required to complete educational activities before and/or during their participation in FIH Events as a condition of such participation.

Failure by the athlete to complete education activities as requested by FIH may result in the imposition of sanction under FIH's disciplinary rules, unless the Athlete provides to FIH a justification for such

APPENDIX A

DEFINITIONS

ADAMS

Anti-Doping Administration & Management System

ADeL

Anti-Doping eLearning

ADRV

Anti-Doping Rule Violations

Continental Federation / National Association

A continental or national entity which is a member of or is recognised by *FIH* as the entity governing the sport of hockey in a continent / country.

FIH

The International Hockey Federation.

Hockey

The sport of hockey, including both field and indoor hockey and all current and future forms, variations and/or derivatives of the game modified or derived from its traditional form, irrespective of the number of players involved, or the type of venue or playing surface used (excluding only ice-hockey), as decided from time to time by the *Executive Board*.

Hockey Teams Testing Pool

Hockey teams identified by the ITA to take part in the Team Whereabouts programme

ITA.

The International Testing Agency

International Event

A duly sanctioned *Match* or event contested by national representative teams.

TUE

Therapeutic Use Exemptions

FIH Anti-Doping Education Plan

WADA

World Anti-Doping Agency

Whereabouts

Information provided by a limited number of top elite athletes about their location to the International Sport Federation (IF) or National Anti-Doping Organization (NADO) that included them in their respective registered testing pool as part of these top elite athletes' anti-doping responsibilities.

APPENDIX B

EVENT-BASED EDUCATION EVALUATION FORM

Anti-Doping Education Booth Evaluation Form										
Overall										
Have you ever visited an Anti-Doping Education Booth before at FIH events?	Yes	No								
The booth staff were friendly, helpful and knowledgeable	1	2	3	4	5	6	7	8	9	10
Would you like to see this interactive booth again at future FIH events?	1	2	3	4	5	6	7	8	9	10
Would you be willing to share the clean and positive messages to other athletes?	1	2	3	4	5	6	7	8	9	10
Do you think Anti-Doping Education is important for Hockey?	1	2	3	4	5	6	7	8	9	10
Overall, how would you rate this booth	1	2	3	4	5	6	7	8	9	10
Would you be interested in learning about other FIH Integrity topics? E.g. match-fixing, anti-corruption, safeguarding (harassment/abuse of athletes)	Yes	No								