



**Policy #**  
**Policy Title**    **Anti-Doping Policy**

<b>Policy Owner(s) Division</b>	Safe Sport / Operations
<b>Effective Date</b>	December 31, 2020
<b>Last Review Date</b>	December 31, 2020
<b>Applicable Laws, Regulations, or Other Identified Risks</b>	<ul style="list-style-type: none"> <li>• Canadian Anti-Doping Program 2021, administered by the Canadian Centre for Ethics in Sports</li> <li>• ISU Anti-Doping Rules</li> <li>• ISU Anti-Doping Procedures</li> <li>• ISU Constitution and Regulations, specifically Article 25, Disciplinary Commission, Filing of Complaints</li> <li>• ISU Code of Ethics</li> <li>• Sport Canada – Canadian Policy Against Doping in Sport - 2011</li> <li>• Sport Canada – Athlete Assistance Program</li> <li>• World Anti-Doping Agency Code and International Standards and guidelines</li> <li>• Athletes’ Anti-Doping Rights Act</li> </ul> <p><i>*Note: All laws, regulations, etc. noted herein include current and as may be amended from time to time</i></p>

**Policy Statement**

Skate Canada is committed to worldwide ethics in relation to anti-doping and the advancement of clean sport. This Anti-Doping Policy (Policy) has been established to demonstrate our commitment to an ethical environment and ensure the integrity of our sport is protected. In addition, this Policy supports the objectives of the Skate Canada National Safe Sport Program in ensuring there is a safe, inclusive and respectful environment for all of our participants in the skating community.



## **Background / Rationale**

This Policy is designed to provide a fair, consistent and effective response to the use of performance enhancing drugs and other doping behaviour. It is also in keeping with what is intrinsically valuable about sport – commonly referred to as “*the spirit of sport*”. It is the essence of Olympism, it is how we play true.

Through this Policy, Skate Canada endorses and adopts the Canadian Anti-Doping Program 2021 (CADP) implemented and administered by the Canadian Centre of Ethics in Sport (CCES), and the International Skating Union (ISU) Anti-Doping Rules, ISU Anti-Doping Procedures, which incorporates the World Anti-Doping Agency (“WADA”) World Anti-Doping Code (WADA Code), the WADA International Standards and guidelines, and the Athletes’ Anti-Doping Rights Act as published by WADA, all as revised from time to time, and is committed to ensuring that all qualifying individuals as defined within this Policy abide with these programs, rules and codes. Any change in the CCES CADP policy, ISU anti-doping rules, ISU anti-doping procedures, WADA Code are automatically adopted by Skate Canada as applicable.

Under CADP, the recommended athletes’ rights, incorporated from the Athletes’ Anti-Doping Rights Act, include:

- Right to an anti-doping system free from corruption
- Right to participate in governance and decision making
- Right to legal aid

**Reference: Full complete details and potential restrictions, refer to the current CADP on the CCES website and the Athletes’ Anti-Doping Rights Act on the WADA website**

In addition, Skate Canada, as a member federation of the ISU, must be fully compliant with the ISU Anti-Doping Rules, ISU Anti-Doping Procedures, and ISU Code of Ethics. The ISU Anti-Doping Rules, ISU Anti-Doping Procedures, and ISU Code of Ethics may apply to certain skaters/athletes of Skate Canada in certain situations. The ISU Anti-Doping rules are fully compliant with the WADA Code and the WADA International Standards and guidelines as they may exist from time to time.

In the event of a conflict between this Policy and other anti-doping related policies, procedures, and guides as established by Skate Canada and the CADP or the ISU anti-doping rules, the rules of the ISU will prevail, as applicable.

**This Policy is also to be read in conjunction with the Skate Canada Code of Ethics, the National Safe Sport Program and all related policies and procedures thereunder.**



## Definitions

Certain terms used herein may not be capitalized; however, for the purposes of this Policy, the following terms herein have the ascribed meanings as set forth below. In addition, all references in this Policy to the singular include the plural and vice versa.

**AAP** means the Athlete Assistance Program, a Government of Canada funding program, through Sport Canada, to the Canadian sport system which contributes to improved Canadian athlete performances at major international sporting events, enabling athletes to combine their sport and academic or working careers while training intensively in pursuit of world-class performances

**ADRV** means the Anti-Doping Rule Violations as set out in the WADA Code, as amended and which are in force and effect

**affiliate** means all clubs or skating schools (members) and sections who have an affiliation with Skate Canada

**athlete**, as defined by CCES, means any person who competes in sport at the international level (as defined by each international sport federation) or the national level (as defined by each national sport anti-doping organization). For Skate Canada, athlete means a person/skater who competes internationally for Canada

*Note: An anti-doping organization has discretion to apply anti-doping rules to an athlete who is neither an international-level athlete or a national level-athlete, and thus to bring them into the definition of 'athlete'. See CCES CADP for further details.*

**athlete support personnel**, as defined by CCES, means any coach, trainer, manager, agent, team staff, official, medical, paramedical, parent or any other person working with, treating or assisting an athlete participating in or preparing for sports competition

**Board**, pursuant to the Bylaws, means the board of directors of Skate Canada

**Bylaws** means the bylaws of Skate Canada as amended and which are, from time to time, in force and effect



**CADP** means the Canadian Anti-Doping Program, as implemented and managed by the CCES as revised from time to time

**cannabis** means a cannabis plant as defined in the Federal *Cannabis Act* and the Ontario *Cannabis Act*

**CCES** means the Canadian Centre for Ethics in Sport, which is an independent, national, not-for-profit organization. CCES is responsible for the implementation and management of the CADP

**CEO** means Chief Executive Officer of Skate Canada, a Board-appointed position

**clean sport** means, for the purposes of this Policy, free from doping

**club**, pursuant to the Bylaws, means a not-for-profit organization that is operating for the general purpose of providing Skate Canada skating programs and is managed by a volunteer board of directors

**coach**, pursuant to the Bylaws, means a skating expert with the required National Coaching Certification Program qualifications to provide a remunerated service at Skate Canada sanctioned clubs and skating schools, both on and off-ice. These individuals shall have registered, provided full payment and have met all professional coach registration requirements as set annually by Skate Canada

**competition** means (as defined in the CADP, ISU Anti-Doping Rules and ISU Anti-Doping Procedures and WADA Code) a single race, match, game or singular sport contest. For stage races and other sport contests where prizes are awarded on a daily or other interim basis the distinction between a competition and an event will be as provided in the ISU rules. A competition also means a single skating competition, regardless of how many segments, heats or qualifying rounds it consists of, provided that it leads to one final result. The skaters/athletes competing in such competition may be competing as individuals or as a team

**director**, pursuant to the Bylaws, means a person elected or appointed to serve on the Board

**employee** means a person who is hired by Skate Canada on a permanent full-time or short-term on-going basis, or on a temporary / contractual basis for a defined period of time



**event** means (as defined as defined in the CADP, ISU Anti-Doping Rules and ISU Anti-Doping Procedures and WADA Code) by a series of individual competitions conducted under one ruling body for the event (examples include, but not limited to, the Olympic Games, ISU events (as defined by the ISU), Skate Canada events (as defined by Skate Canada)

**FERM Committee** means the Finance and Enterprise Risk Management committee, which is a standing committee established by the Board

**individual** means all persons in any way affiliated with Skate Canada and/or connected with skaters/athletes (registrants) of Skate Canada of any level who may be in a position to counsel or assist a skater and/or athlete in the use of banned and/or restricted substances and methods for performance enhancement. This includes but is not limited to: athletes, skaters, coaches, officials, employees and volunteers of affiliates (clubs and skating schools, and sections), athlete support personnel (as defined within this Policy), including team leaders, event volunteers, officers, directors, specified employees, etc. of Skate Canada, and an athlete or athlete support personnel serving a period of ineligibility

**International Standard(s)** means the international standards and guidelines adopted by WADA in support of the WADA Code, as revised from time to time

**IOC** means the International Olympic Committee

**ISU** means the International Skating Union, which is the exclusive international sport federation recognized by the International Olympic Committee (IOC) administering sports in the branches of figure skating and speed skating throughout the world. The ISU is composed of a number of national associations called ISU Members, who administer ISU sports at the national level and recognize that all international matters are under the sole jurisdiction and control of the ISU. ISU is responsible for the ISU Anti-Doping Rules and ISU Anti-Doping Procedures, as compiled in accordance with the WADA Code, which apply to all skating activities over which the ISU has jurisdiction

**member**, pursuant to the Bylaws, means each entity that meets the requirements of any of the three-member classes as defined in Article 3 of the Bylaws and that has been duly admitted as a member of Skate Canada (*which includes coaches, clubs, and skating school*)



**minor** means a child under the age of majority and as defined in the province or territory of Canada, as may be amended from time to time. It is the responsibility of the adult to know the age of a minor

**organization** means Skate Canada unless otherwise noted

**officer**, pursuant to the Bylaws, means the President of Skate Canada and such other officers as the Board may determine by ordinary resolution

**person** means a natural person or an organization or other entity

**President**, pursuant to the Bylaws, means the chair of the Board and an officer of Skate Canada

**Prohibited List** means the list identifying the prohibited substances and methods at all times (in-and-out of competition), which serves as the cornerstone of the WADA Code, as revised from time to time

**prohibited method** means any method so described on the Prohibited List, as revised from time to time

**prohibited substance** means any substance, or class of substances, so described on the Prohibited List, as revised from time to time

**registrant**, pursuant to the Bylaws, means (i) an individual who is registered by a club or skating school with Skate Canada and who is subject to all applicable rules, regulations and policies of Skate Canada but who is not a member; and (ii) an individual who is engaged in any activity provided, sponsored, supported, sanctioned or recognized by Skate Canada and registered directly with Skate Canada but who is not a member, which includes skaters and officials

**Safe Sport division** is a division of the Operations department of Skate Canada, reporting to the Senior Director, Operations, through which an individual may report incidents of injury and general disputes to Skate Canada

**skater** means (i) a person who is registered at a club or skating school with Skate Canada and who is subject to all applicable rules, regulations and policies of Skate Canada but who is not a member; and (ii) a person who is engaged in any activity provided, sponsored, supported, sanctioned or recognized by Skate Canada and registered directly with Skate Canada but who is not a member



**section**, pursuant to the Bylaws, means an organization incorporated or organized in a particular province or territory (and in some cases, a combination thereof) strategically aligned with Skate Canada, that may receive funds from provincial or territorial Governmental Authorities and be subject to applicable sport recognition programs and transfer payment arrangements. Each Section is held to the governance and operating requirements of their respective province and / or territory(ies) and is responsible for skating in their respective jurisdictions

**skating school**, pursuant to the Bylaws, means an organization other than a club that is operating for the general purpose of providing Skate Canada skating programs

**Sport Canada** means the division of the federal Government of Canada that provides leadership and funding to help ensure a strong Canadian sport system which enables Canadians to progress from early sport experiences to high performance excellence, including the AAP

**WADA** means the World Anti-Doping Agency (WADA) which is an international independent agency composed and funded equally by the sport movement and governments of the world. Its key activities include scientific research, education, development of anti-doping capacities, and monitoring of the World Anti-Doping Code (WADA Code) – the document harmonizing anti-doping policies in all sports and all countries – which includes the possible Anti-Doping Rule Violations (ADRV)

**WADA Code** means the WADA Anti-Doping Code which is a core document, as revised from time to time, that provides the framework for anti-doping policies, rules, and regulations within sport organizations and among public authorities, and is designed to harmonize anti-doping policies and ensure the standards are the same for all athletes

**we, us, our** means Skate Canada, unless noted otherwise

**IMPORTANT NOTE: To the extent there is a conflict in definitions between this Policy and the CADP, the CADP prevails.**

### **Policy Scope/Applicability:**

This Policy applies to all registrants, skaters/athletes, of Skate Canada. Also covered in like-manner are all persons and/or athlete-support personnel (as defined by the CCES), members,



and affiliates of Skate Canada in any way connected with skaters/athletes of Skate Canada of any level and who may be in a position to counsel or assist a skater(s) and/or athlete(s) in the use of banned and/or restricted substances, illicit drug use, and banned methods. The published Prohibited List includes both prohibited substances and methods, as updated from time to time.

This Policy applies to skating practice, training, camps, events, competitions, including but not limited to National and international competitions.

## **Policy Requirements**

### **Guiding Principles**

- I. Promoting a culture of clean sport, consistent with the commitment to fair, ethical and doping-free sport
- II. Adoption of the CADP as Skate Canada's domestic anti-doping program
- III. Respecting the ISU Anti-Doping Rules, ISU Anti-Doping Procedures, WADA Code and the WADA International Standards and guidelines
- IV. Supporting athletes to compete drug-free through doping control programs and testing
- V. Reporting doping and suspicious activity
- VI. Protecting the safety and welfare of all participants, through preventative measures, including comprehensive policies, anti-doping education/certification programs, ethics training, resources and communication and awareness

### **Principle I: Promoting a Culture of Clean Sport**

Skate Canada unequivocally forbids and is opposed to the use, possession and the supply of banned and restricted substances and methods/practices for the purpose of performance enhancement by skaters/athletes and athlete-support personnel of Skate Canada. We rely on, and expect everyone in the skating community to embrace anti-doping responsibilities and compliance with the programs and rules in place nationally and internationally to ensure the protection of clean sport and competition.

All skaters/athletes of Skate Canada have the right to compete on a clean and level playing field in sport knowing that they, and their competitors, are free from the influence of drugs (including both legal and illegal drugs, cannabis, and over the





counter/prescription drugs and supplements). Fair and equal competition is an essential tenet of sport. The use of performance enhancing drugs and other doping behaviour severely damages the legitimacy of sport and undermines the integrity of clean athletes and what is intrinsically valuable about the “*spirit of sport*”. The “*spirit of sport*” is the celebration of the human spirit, body and mind, and is reflected in the values we find in and through sport, including:

- Ethics, fair play, and honesty
- Health
- Excellence in performance
- Character and education
- Fun and joy
- Teamwork
- Dedication and commitment
- Respect for rules and laws
- Respect for self and other participants
- Courage
- Community and solidarity

Doping is fundamentally contrary to “*the spirit of sport*”.

## **Principle II: Respecting the Anti-Doping Rules**

The anti-doping rules and procedures of Skate Canada, as a national sports organization, are the rules and procedures with respect to prohibited substances and methods as set out by the ISU in accordance with the WADA Code and as adopted by the CCES as part of the CADP. Acceptance and adherence to these rules are a condition of being a skater/athlete, regardless of the level of competition, including athlete support personnel and other individuals subject to this Policy.

In summary, the ADVR’s under the WADA Code, **which may be revised from time to time**, are as follows:

- the presence of a prohibited substance or its metabolites or markers in an athlete’s sample
- the use or attempted use by an athlete of a prohibited substance or method
- evading testing or refusing to provide a sample for drug testing



- failing to provide accurate and up-to-date whereabouts information or missing a test
- tampering or attempting to tamper with any part of the doping control process
- possessing prohibited substances or methods
- trafficking or attempted trafficking of any prohibited substance or method
- administering or attempting to administer a prohibited substance or method to an athlete
- covering up an anti-doping violation
- an athlete associating with someone, such as a coach or medical professional, who has been found guilty of an anti-doping rule violation or equivalent

**Reference: For current and complete details on the CADP anti-doping rules, ISU Anti-Doping Rules and the ISU Anti-Doping Procedures, and the WADA Code, including ADVR's, WADA Prohibited List and criteria, refer to the Related Documents section of this Policy**

#### Prohibited List

The Prohibited List is updated and published by WADA every year, and details all substances and methods that are prohibited or banned in sport, including those as defined and/or identified by WADA as specified substances or specified methods and substances of abuse. Publication of the updated Prohibited List is typically every October with an effective date of January 1 the following year.

A substance or method may be included on the list if it meets any two of the following criteria, which may be amended from time to time:

- it has the potential to enhance sporting performance
- it presents an actual or potential health risk to the athlete
- it violates the spirit of sport

**Reference: For the current published Prohibited List and further information on the Prohibited List, criteria, etc. on the WADA website, refer to the Related Documents section of this Policy**

#### Recreational Drugs

Legal and/or illegal use of recreational drugs (which includes but is not limited to analgesics, depressants, stimulants, hallucinogens, and cannabis), even if not on the ISU banned or restricted list and/or the WADA Prohibited List, is prohibited



at skating practice, training, camps, and National and international competitions for members and registrants, and is fundamentally contradictory to “*the spirit of sport*” in general, and the ethics and values of Skate Canada.

Despite the legalization of cannabis in Canada for recreational purposes, this does not affect the status of cannabis in sport; cannabis continues to be a prohibited substance and a positive test can result in a sanction. For further information on sanctions, refer to the section below titled Consequences.

**Reference:** For further information from the CCES related to cannabis for recreational and/or medical purposes, refer to the Related Documents section of this Policy

### **Principle III: Supporting Athletes to Compete Drug Free**

#### **i. Doping Control Program, Testing, and Appeals of Test Results**

Testing in line with Skate Canada’s doping control program will be conducted in close co-operation with the CCES. As such, Skate Canada will be governed by and in accordance with the Canadian anti-doping program and rules as set out in the CADP of the CCES, in effect at the time of any test, for the purpose of testing skaters/athletes of Skate Canada and the determination of a possible doping-related infraction(s) of a person involved with Skate Canada. The Skate Canada doping control program therefore incorporates the Canadian anti-doping program and rules as outlined within the CADP of the CCES, including the protest and appeal process contained therein. The same protest and appeal process applies to test results, which may not be part of Skate Canada’s doping control program. This would include such tests as conducted at ISU events, at the Olympics and/or other international competitions as part of the National Athlete Program (NAP).

Skate Canada reserves the right to request testing of any restricted, banned, legal and/or illegal substances that are not a component of regular testing but are tested by special request of our organization and reported by the WADA designated laboratory.

During the doping control process under CADP, athletes have certain rights and responsibilities.

Athletes have the right to:



- a representative
- an interpreter, if available
- ask for additional information regarding the sample collection process and document any concerns
- request a delay in reporting to the doping control station for valid reasons providing they are chaperoned during the delay
- request modifications to the sample collection process

Athletes have the responsibility to:

- remain within the sight of sample collection personnel throughout the doping control process
- produce identification
- comply with sample collection procedures
- report immediately to the doping control station for testing unless delayed for valid reasons
- maintain control of their sample until it is sealed

Note: Similar rights and responsibilities are provided to athlete's under other doping control processes as conducted at ISU events, at the Olympics and/or other international competitions.

## ii. Consequences

### a. Sanctions and Penalties for Violating the Anti-doping Rules

Consequences related to anti-doping rule violations under CADP, the WADA Code, ISU and/or other international competitions and/or events are dependent on the seriousness of the rule violation, whether the registrant has tested negative in other competitions, circumstances, and the degree of fault.

The consequences of an anti-doping violation **may include any and/or all** of the following:

- the disqualification of results in the event in which an ADVR occurs, including forfeiture of all medals, points and prizes;
- imposition of a period of ineligibility up to a lifetime depending on the seriousness of the violation, including but not limited to the
  - prohibition against participation during ineligibility in any capacity in a competition or activity (other than authorized anti-doping education or rehabilitation programs) authorized and/or



- organized by Skate Canada or any club/skating school that is a member of Skate Canada, or in competitions authorized or organized by any professional league or any international or national level event organization or any elite or national-level sporting activity funded by a governmental agency;
- inability to train at any club/skating school that is a member of Skate Canada and/or member organization of the ISU (member in this instance as defined by the ISU);
- disqualification of results in competitions subsequent to sample collection or commission of an ADVR;
- allocation of *The Court of Arbitration for Sport (CAS)* awards and forfeited prize money;
- financial consequences; and
- mandatory automatic publication of the violation, unless restricted by law to do so (e.g., minor).

All Skate Canada skaters/athletes, including their respective coaches, and individuals subject to this Policy need to make sure they have sufficient anti-doping knowledge to avoid committing an ADVR and receiving a ban from sport.

b. Sanctions or Penalties of Other Authorities

Skate Canada will respect any penalty enacted pursuant to the breach of the CADP, whether the penalty or sanction is imposed by other authorities such as, but not limited to, the CCES, WADA, the ISU or the Canadian Olympic Committee to the extent of their authority.

**Reference: For current and complete details on consequences for anti-doping violations of the CADP anti-doping rules, ISU Anti-Doping Rules and the ISU Anti-Doping Procedures, and the WADA Code, refer to the Related Documents section of this Policy**

iii. Appeals

Decisions (including sanctions imposed) made by the CCES, WADA, the ISU or the Canadian Olympic Committee may be appealed as set forth in the CADP to CCES, the WADA Code or the International Standards to WADA, and/or the ISU Anti-



Doping Rules to the ISU. Such decisions shall remain in effect while under appeal unless the appellate body orders otherwise.

#### **Principle IV: Reporting Doping and Suspicious Activity**

We all have a responsibility to report doping and suspicious activity in sport. Reports can be submitted through the CCES Report Doping Program by way of the following channels:

- Online form at the CCES Report Doping website (<https://reportdoping.ces.ca>)
- By telephone at +1-800-710-CCES (2237)
- By email CCES at ([intelligence@cces.ca](mailto:intelligence@cces.ca))
- CCES Report Doping Application available at Google Play or App Store

#### **Principle V: Protection through Prevention**

##### Skate Canada

Skate Canada is committed to Canada's anti-doping program and ensuring effective safeguarding policies and procedures, providing effective anti-doping education, both from the perspective of physiological effect and the perspective of fair play in sport, ethics training, resources, and communication and awareness.

- Adoption of the CCES anti-doping program, CADP
- Safeguarding policies and procedures
  - Athlete Agreement
  - Designated Athlete Agreement
  - Code of Ethics
  - National Safe Sport Program
  - Safe Sport Handbook
- Education, training and Safe Sport Programs and resources include any or all of the following:
  - provision of educational talks on anti-doping and doping control to National and Junior National Team skaters/athletes, and their coaches at camps and



- competitions when applicable and practical, and as applicable to the support staff of coaches and sections
- distribution of information on pertinent educational material, policy and procedures documents, drug classification guides, Skate Canada Anti-Doping Policy and other applicable resources to National and Junior National Team skaters/athletes, coaches and their support staff, and sections
- provision of contact information for the CCES in Skate Canada publications and the Skate Canada website
- targeted Code of Ethics training aimed at appropriate conduct and ethical guidance, including those related to anti-doping

#### Canada and International

Canadian and international anti-doping programs include the following:

##### a. CCES

In the role of Canada's national anti-doping organization, the CCES implements and administers the CADP on behalf of the Canadian sport community. The CADP is designed to prevent, deter, and detect doping and serves to protect the integrity of sport and the rights of clean athletes. The CADP is compliant with the WADA Code and all International Standards, and includes core elements covering athlete services, education, testing, sample collection, results management and intelligence and investigations.

The cornerstone of the CCES approach to ethical sport is their responsibility to educate Canadian athletes and their support personnel about their rights and responsibilities. CCES educational programs are aimed at the prevention of doping through the teaching and promotion of the intrinsic values of the spirit of the sport that are supportive of clean sport.

For elite-level athletes, education is focused on an anti-doping program, including information about banned substances and methods, the sample collection process, and the CCES *Whereabouts* Program.

##### b. ISU



The main axes of clean sport are testing, prevention and education. Doping prevention is very important because it helps skaters/athletes to raise their awareness without putting their careers at risk. As part of that commitment, the ISU offers access to anti-doping e-learning courses related to clean sport and anti-doping. It offers courses for athletes, coaches, doctors, and anyone interested in learning more about anti-doping and protecting the values of clean sport.

c. WADA

WADA is responsible for the WADA Code and the World Anti-Doping Program which supports it. As part of its mandate, WADA provides preventative methods such as values-based education programs targeted at athletes, coaches, doctors, trainers and parents on the dangers and consequences of doping, as well as the legal and social ramifications which are increasingly prevalent in anti-doping programs. In addition, and germane to the purpose of the WADA Code and the World Anti-Doping Program are the fundamental rights of the athlete. In support of this, the Anti-Doping Charter of Athlete Rights has been established to ensure that athlete rights within anti-doping are clearly set out, accessible and universally applicable.

**Reference: For further information and resources on the CCES, the ISU, and WADA, refer to the Related Documents section of this Policy**

## **Roles and Accountabilities**

### **Skate Canada**

In keeping with our National Safe Sport Program, Skate Canada is committed to the advancement of clean sport that rejects the use of performance enhancing drugs and methods, and the use of illegal or recreational drugs. Skate Canada works in partnership with Canada's national anti-doping organization, the CCES, to take all reasonable steps to implement preventative measures to prevent doping. Specifically, our mandate is to:

- promote a culture of clean sport
- prevention through the delivery of anti-doping education and other related training and resources
- organize testing programs





- report doping and suspicious activity
- support skaters/athletes of Skate Canada to compete drug free

#### Board

The Board has overall accountability for the approval and acceptance of the CADP 2021 through the approval of and oversight of this Policy as part of the normal governance processes to ensure that the Policy is consistent with the strategic direction, objectives and strategic plans of Skate Canada.

#### CEO

The Board has assigned the responsibility of implementation of this Policy to the CEO, including ensuring compliance with the CCES Adoption Contract and the CADP, ensuring the organization has the appropriate resources for the ongoing development of prevention measures, operational processes and practices to support and promote a culture of clean sport as part of our commitment to a Safe Sport environment under the National Safe Sport Program.

#### Senior Director, Operations (reporting to the CEO)

The Senior Director, Operations, who has responsibility of the Operations department of Skate Canada which includes the Safe Sport division, is responsible for ensuring the implementation of procedures in support of and in compliance with CADP and this Policy and the Policy goals as outlined under 'Guiding Principles' within the Policy Requirements section and the National Safe Sport Program together with the ongoing maintenance of this Policy and supporting procedures.

#### Director, Safe Sport and Strategic Communication

The Director, Safe Sport and Strategic Communications, reporting to the Senior Director, Operations, is responsible for supporting the implementation (including interpretation and enforcement) of this Policy through the National Safe Sport Program and Safe Sport guidelines. Specifically, in the event of an ADVR, the responsibility is to perform the review and reporting to CCES.

#### Senior Director, Performance Excellence (reporting to the CEO)

The Senior Director, Performance Excellence, has overall responsibility of the Performance Excellence department of Skate Canada, which includes the High Performance division. Specifically, the Senior Director, Performance Excellence is responsible for ensuring compliance with this Policy as it relates to the National Athlete Pool ("NAP") and the designated athlete support personnel, and the requirements to comply with CADP.



#### Director, High Performance

The Director, High Performance is responsible for ensuring compliance with CADP. Specifically, as it relates to the NAP athletes and designated athlete support personnel and ensuring compliance with this Policy, which includes:

- identifying, jointly with the CCES, the pool of athlete's for inclusion in the NAP
- the naming of a pool of designated athlete support personnel
- ensuring that all NAP athletes and designated athlete support personnel complete all applicable education and training, as prescribed from time to time, including but not limited to annual anti-doping learning as provided by CCES
- ensuring that all NAP athletes complete the Athlete Agreement annually, in accordance with all mandated requirements of CCES, Sport Canada, etc.
- ensuring that all NAP athletes complete as mandated from time-to-time anti-doping education and certification, including but not limited to CADP, ISU, and WADA
- ensuring that all designated athlete support personnel complete the designated Athlete Support Personnel Agreement annually, and required education and training as applicable

#### Athletes in the NAP

In addition to the responsibilities outlined under skaters/athletes, NAP athletes, including retired athletes who return to international competition, who are subject to the CADP must

- confirm that they have knowledge that they are subject to the CADP for the period specified in the Athlete Agreement and have expressly agreed to be bound by the CADP
- confirm, through the Athlete Agreement, completion of education regarding the rules and violations contained in the CADP
- complete all education and certification as mandated from time to time, including but not limited to, by Skate Canada, the ISU and WADA
- expressly agree in the Athlete Agreement to remain subject to the CADP until they are removed from the NAP or retire, whichever is earlier
- make themselves available for testing at least six (6) months prior to participating in an international event in accordance with the CADP



- expressly agree in the Athlete Agreement confirming that the CADP applies to them and that they will comply with all aspects of the Athlete Agreement

#### Designated Athlete Support Personnel in the NAP

##### Designated athlete support personnel must

- have knowledge of and comply with all applicable anti-doping rules, policies and procedures that apply to them or the skaters/athletes of Skate Canada they support - CADP, ISU, WADA Code and International Standards and guidelines, including the Prohibited List (published by WADA) which details all substances and methods prohibited or banned in sport)
- expressly agree to be bound by the CADP in the Athlete Support Personnel Agreement
- expressly agree in the Athlete Support Personnel Agreement confirming that the CADP applies to them and that they will comply with all aspects of the Athlete Support Personnel Agreement
- confirm, through the Athlete Support Personnel Agreement, completion of education regarding the rules and violations contained in the CADP
- complete all education and certification as mandated from time to time, including but not limited to, by Skate Canada, the ISU and WADA
- direct skaters/athletes to obtain expert advice and accurate information on anti-doping related matters and the CADP, ISU, WADA Code and International Standards and guidelines
- use their influence on skaters' / athletes' values and behaviour to foster anti-doping attitudes

#### Skaters/Athletes

Skaters/athletes of Skate Canada bear ultimate responsibility for the products they ingest, regardless of how they got into their system and whether or not they had an intention to break anti-doping policies and/or rules. As such, skaters/athletes of Skate Canada have a responsibility to

- have knowledge of and comply with all applicable anti-doping rules, policies and procedures, specifically, those of Skate Canada, CADP, ISU, WADA Code and International Standards and guidelines, including the Prohibited List (published by WADA) which details all substances and methods prohibited or banned in sport)



- take responsibility for what they ingest, meaning what they eat and drink and anything that may enter their body. The essential rule is that if it is in their body, they are responsible for it. In legal terms this is called 'strict liability'
- be available for testing and/or sample collection
- reasonably cooperate with the CCES or another anti-doping organization investigating anti-doping violations; failure to do so may be the basis for disciplinary action within the sport
- be familiar with their rights and responsibilities when selected for testing, including the Canadian Doping Control Regulations and the Canadian Policy on Doping in Sport, ISU anti-doping rules and ISU procedures, and the WADA Anti-Doping Charter of Athlete Rights, and to abide by these regulations and policies
- be familiar with the protest and appeal procedures of CCES, the ISU, the Canadian Olympic Committee, IOC, or those administrators domestically sanctioned by Skate Canada or other international competitions should they have a complaint(s) about the testing procedure
- be familiar with the requirements surrounding medications, in the event that they are sick, injured or have a common condition (e.g., asthma, diabetes) or an infection that requires treatment, to check the status of whether the medication and/or treatment is permitted in sport and does not contain a prohibited substance
- be familiar with the Medical Exemptions and Therapeutic Use Exemption ("TUE") rules and requirements and, where necessary, the process to apply for a TUE and the Medical Review process, as outlined in the CADP of the CCES, in the event that a medication and/or cannabis/cannabis derivative for medical purposes is needed but is prohibited in sport (Note: athletes that compete at the national or international level must apply for a TUE before they take any medication)
- carefully assess the need for supplements, assess the risks associated with supplements and undertake a thorough research of the supplements under consideration, and assess the consequences to their career
- ask questions when unclear about the anti-doping rules, policies and/or procedures and their responsibilities
- report, without delay, any actual or potential doping in sport and help keep it clean

#### Individuals to Whom this Policy Applies

Every individual to whom this Policy applies must:

- have knowledge of and comply with all applicable anti-doping rules, policies and procedures that apply to them or the skaters/athletes of Skate Canada they support – this Policy, CADP, ISU, WADA Code and International Standards and guidelines,



- including the Prohibited List (published by WADA) which details all prohibited substances and prohibited methods prohibited or banned in sport)
- acknowledge that they are subject to CADP
  - cooperate with the CCES or another anti-doping organization testing program
  - reasonably cooperate with the CCES or another anti-doping organization investigating anti-doping rule violations and a failure to do so may be the basis for disciplinary action within the sport
  - support Skate Canada's vision of a fair, ethical and doping-free sport for all of our participants in the skating community
  - report, without delay, any actual or potential doping in sport and help keep it clean
  - protect all individuals who report any actual or potential doping in sport
  - complete all mandated education, training, and certification programs as prescribed, including but not limited to, from Skate Canada, CCES, ISU, WADA
  - use their considerable influence to promote a clean sport philosophy

#### Reference web sites for additional information

- **WADA: Prohibited List** (<https://www.wada-ama.org/en/resources/science-medicine/prohibited-list-documents>)
- **CCES: site with medication search function to determine if the medication is banned in sport** (<https://globaldro.com/ca/search>)

### Controls and Monitoring

The primary controls and monitoring mechanisms are as follows:

#### a. Testing

Testing is an essential part of promoting and protecting clean sport. It is a process to detect and deter those who are doping and to protect athletes who are clean competitors.

As such, skaters/ athletes of Skate Canada can be tested during an event (in-competition) or at any other time (out-of-competition).

Testing is a result of an intentional strategy involving those in the CCES Registered Testing Pool (also referred to as the RTP) requirements, intelligence, hot line tips, etc.

#### b. CCES Athlete *Whereabouts* Program



As part of the CCES athlete *Whereabouts* program, skaters/athletes of Skate Canada in the RTP are required to submit timely and accurate whereabouts information for the purpose of locating them for no-notice out-of-competition testing.

c. Education

CCES Education

The CCES provides Canadian sport organizations and teams anti-doping e-learning courses that are designed to promote values in sport and address the various components of the CADP, including ethical sport, athlete rights and responsibilities, supplements, substances and methods on the Prohibited List, and sample collection procedures.

Skaters/Athletes in the and Designated Athlete Support Personnel in the NAP

Skate Canada requires all skaters/athletes that are part of the NAP and designated athlete support personnel to complete the anti-doping (tracked) e-learning course regarding the rules and violations contained in the CADP offered through the CCES. Such training is part of the terms and conditions of the registrant and the designated athlete support personnel in the NAP, and as such is tracked for each NAP skater/athlete and designated athlete support personnel through an enrollment key to ensure completion by the required deadline.

Skaters/Athletes not in the NAP

An anti-doping (untracked) e-learning course is also available for skaters/athletes of Skate Canada not part of the NAP who wish to learn more about the CADP.

ISU Education

The ISU provides education and certification on anti-doping obligations to help skaters/athletes understand their responsibilities towards advancing clean sport and raise their awareness without putting their careers at risk.

Additional controls and monitoring include but are not limited to:



- Skate Canada education and training as mandated from time to time, including but not limited to anti-doping, ethics and conduct, etc.
- Education and certification as mandated by CCES, ISU, and WADA
- Athlete Agreement
- Designated Athlete Support Personnel Agreement
- Review of ADVRs required under the CADP (using a defined template) to identify any factors or circumstances that may have contributed to the ADVR and, as applicable, improvements to undertake in support of the prevention of similar occurrences with the outcome of the review shared with CCES
- Appeal processes through CCES, the ISU, and/or WADA, as applicable
- Active collaboration with the federal government, CCES, and international federations, as well as applicable partners to support and advance clean sport

### **Reporting and Escalation/Exceptions**

There are no exceptions to this Policy. Any issues or conflicts with this Policy will be escalated to the CEO and/or the President, as appropriate, and brought to the attention of the Board in a timely fashion.

In the event that an anti-doping rule violation is determined in the skating community, the Director, Strategic Communications and Safe Sport or delegate is responsible for undertaking a review to identify (using a specified CCES template) any factors or circumstances specific to skating or to Skate Canada that may have contributed to the anti-doping rule violation. The goal of which is to identify lessons learned, as applicable, and improvements to undertake in an attempt to prevent similar occurrences. The outcome of the review with all relevant factors and circumstances must be shared with the CCES together with any required steps for improvement.

### **Governance / Oversight**

The Board has oversight over this Policy.

This Policy is reviewed and approved at a minimum every three (3) years, or sooner if there are industry, legislative or regulatory changes, as part of policy review and validation in accordance with Skate Canada's Policy Management Policy.



## Related Documents

### *Skate Canada*

- Anti-Doping information – Resources at Skate Canada Safe Sport (<https://skatecanada.ca/safe-sport/>)
- Athlete Agreement
- Athlete Support Personnel Agreement (for designated athlete support personnel)
- Code of Ethics
- National Safe Sport Program (and policies and procedures thereunder as applicable)
- Official Languages Policy
- Trans Inclusion Policy

### *Other Resources/Requirements*

#### CCES

- Canadian Anti-Doping Program 2021 (CADP), and regulations and policies thereunder of the Canadian Centre for Ethics in Sport (CCES)
  - <https://cces.ca/canadian-anti-doping-program>

#### ISU

- International Skating Union (ISU) Anti-Doping Rules and ISU Anti-Doping Procedures thereunder, and anti-doping educational courses and certification
  - <https://www.isu.org/clean-sport>
  - <https://www.isu.org/clean-sport/anti-doping>
- ISU Code of Ethics

#### Sport Canada

- Sport Canada Athlete Assistance Program – policies and procedures thereunder
- Sport Canada – The Canadian Policy Against Doping in Sport-2011, as amended from time to time)

#### WADA

- World Anti-Doping Code (World Anti-Doping Agency), International Standards and Guidelines





- <https://www.wada-ama.org/en/resources/the-code/world-anti-doping-code>
- WADA Resources – Athlete Reference Guides / Coach Reference Guides, etc.
  - <https://www.wada-ama.org/en/resources/search>
- WADA Prohibited List
  - <https://www.wada-ama.org/en/resources/science-medicine/prohibited-list-documents>
- Athlete’s Anti-Doping Rights Act, approved by the WADA Executive Committee

### **Questions/ Contact Information**

For questions, please refer to the Senior Director, Operations

