



## Pentathlon Canada

### Anti-Doping Policy

#### Definitions

1. These terms will have the following meanings in this Policy:
  - a. “*Canadian Centre for Ethics in Sport (CCES)*” – The CCES is an independent, national, not-for-profit organization responsible for administering Canada’s Anti-Doping Program and the World Anti- Doping Code in Canada.
  - b. “*Canadian Anti-Doping Program (CADP)*” – The CADP is a set of rules that govern doping control in Canada. The CADP can be viewed here. The 2021 CADP came into effect on January 1, 2021.
  - c. “*Participants*” – Refers to all categories of individual members defined in the By-laws of Pentathlon Canada who are subject to the policies of Pentathlon Canada, as well as all people employed by, contracted by, or engaged in activities with Pentathlon Canada, including but not limited to, employees, contractors, athletes, coaches, instructors, officials, volunteers, managers, administrators, committee members, committee members, and Directors and Officers.
  - d. “*World Anti-Doping Agency (WADA)*” – An independent, international, not-for-profit organization responsible for administering the World Anti-Doping Code and the promotion of clean sport internationally.
  - e. “*World Anti-Doping Code (WADC)*” – Set of rules that govern doping control internationally.

#### Purpose

2. The purpose of this policy is to confirm that Pentathlon Canada has adopted the 2021 CADP.

#### Scope and Authority

3. This policy applied to all Participants.
4. In the event of a conflict between this Policy and the 2021 CADP, the 2021 CADP shall prevail.

#### Commitment, Adoption and Cooperation

5. Pentathlon Canada is committed to clean sport in Canada and endorses the 2021 CADP and the WADC.

6. Pentathlon Canada has adopted and agrees to abide by the CADP as it may be amended from time to time.
7. Pentathlon Canada is unequivocally opposed to the practice of doping in sport on ethical, medical and legal grounds.
8. Pentathlon Canada's Board of Directors has approved and accepted the adoption of the CADP and notice and confirmation of the adoption has been provided to the CCES.
9. To ensure the adoption of the CADP is meaningful, Pentathlon Canada has executed a *Canadian Anti-Doping Program Adoption Contract* with the CCES.
10. Pentathlon Canada shall cooperate with the CCES's investigations regarding potential anti-doping rule violations.

### **National Athlete Pool and Athlete Support Personnel**

11. Per the CADP, an 'athlete' is any person who competes in the sport at the international level or the national level. The CCES also has discretion to apply anti-doping rules to an athlete who is neither an international level athlete or a national level athlete and bring them within the definition of 'athlete'.
12. Pentathlon Canada and the CCES will identify a pool of national level athletes who will be included in Pentathlon Canada's National Athlete Pool (*NAP*). The list of *NAP* athletes may be updated by Pentathlon Canada when required and at least on an annual basis. To identify individuals in the *NAP*, Pentathlon Canada and the CCES will use criteria that may include the following:
  - a. Athletes who participate in national championships or selection events for national championships;
  - b. Athletes with the potential to represent Canada internationally or become a member of a national team;
  - c. Athletes who represent Canada internationally;
  - d. Athletes who receive direct or indirect financial assistance from Pentathlon Canada or who benefit from any form of government sport subsidy, including the Athlete Assistance Program; and/or
  - e. Other criteria as described in the CADP.
13. Per the CADP, 'athlete support personnel' are defined as any coach, trainer, manager, agent, team staff, official, medical, paramedical personnel, parent or any other person working with, treating or assisting an athlete participating in or preparing for sports competition.
14. Per the CADP, designated athlete support personnel are specifically identified by Pentathlon Canada as those individuals who are:
  - a. Working as athlete support personnel under contract with or under the direct control and/or supervision of Pentathlon Canada; and
  - b. Providing training, treatment and assistance to athletes preparing for sports competition at the elite level, which includes *NAP* athletes, development teams and national team members.
15. Pentathlon Canada and the CCES will identify designated athlete support personnel. The list of designated athlete support personnel may be updated by Pentathlon Canada when required and at least on an annual basis.

## Education and Training

16. Pentathlon Canada will provide regular information and news on the CADP domestically and internationally and will arrange for the presentation of an anti-doping educational program with support material from the CCES to groups of athletes and athlete support personnel at camps and competitions whenever possible. Anti-doping links and resources are provided as **Appendix A**.

## Athletes

17. Pentathlon Canada will ensure that every athlete and other person participating in the sport who is subject to the CADP by way of Pentathlon Canada's adoption of the CADP knows that they are subject to the anti-doping rules contained in the CADP and are appropriately informed.
18. Pentathlon Canada will ensure that the CCES's anti-doping e-learning is completed by all NAP athletes after being named to the NAP. The CCES and Pentathlon Canada will work cooperatively to design and deliver appropriate anti-doping education to all NAP athletes who have taken the CCES's standard anti-doping e-learning at least once.
19. Every athlete in the NAP must execute a contract with Pentathlon Canada upon being named to the NAP and on an annual basis, which contains the clauses described in Annex B of the *Canadian Anti-Doping Program Adoption Contract* that Pentathlon Canada signs with the CCES. These clauses may be contained in the CCES's anti-doping e-learning, in an Athlete Agreement, or in another document.

## Designated Athlete Support Personnel

20. Pentathlon Canada will ensure that the CCES's anti-doping e-learning is completed by designated athlete support personnel.
21. Every designated athlete support personnel must execute a contract with Pentathlon Canada upon being named a designated athlete support personnel and on an annual basis, which contains the clauses described in Annex C of the *Canadian Anti-Doping Program Adoption Contract* that Pentathlon Canada signs with the CCES. These clauses may be contained in the CCES's anti-doping e-learning, in an Athlete Support Personnel Agreement, or in another document.

## Conduct Standards

22. Pentathlon Canada will include the following requirements in the applicable section of its *Code of Conduct and Ethics*:
  - a. Participants must reasonably cooperate with the CCES or another anti-doping organization that is investigating anti-doping rule violations.
  - b. Coaches, trainers and other athlete support personnel who use methods or substances prohibited by the CADP without valid and acceptable justification may not coach, train, or otherwise support athletes.
  - c. Participants may not harass, intimidate or otherwise conduct themselves offensively towards a doping control official or other individual involved in doping control.

## **Sanctions and Reciprocity**

23. Pentathlon Canada will comply with the CADP with respect to public announcements of positive test results.
24. Pentathlon Canada will respect any penalty enacted pursuant to the breach of the CADP whether imposed by WADA or the CCES.
25. Pentathlon Canada will respect the sanctions applied to a Participant due to an anti-doping rule violation, whether imposed by WADA, the CCES, or any national or provincial sport organization.
26. All Participants sanctioned for an anti-doping rule violation will be ineligible to participate in any role with Pentathlon Canada or in any competition or activity organized, convened, held, or sanctioned by Pentathlon Canada as per the penalties imposed.

## **Appendix A – Anti-Doping Links and Resources**

Anti-Doping and Values-Based Sport Information:

- CCES website: [www.cces.ca](http://www.cces.ca)
- True Sport website: [www.truesport.ca](http://www.truesport.ca)
- CCES E-Learning: contact the CCES for additional information
- CCES Advisory Notes and Media Releases: [www.cces.ca/subscribe](http://www.cces.ca/subscribe)
- Global DRO: [www.globaldro.com](http://www.globaldro.com)
- Contacting the CCES: [1-800-672-7775](tel:1-800-672-7775) or [substances@cces.ca](mailto:substances@cces.ca)
- CCES Medical Exemption Wizard: [www.cces.ca/mewizard](http://www.cces.ca/mewizard)
- Contacting the CCES: [1-800-672-7775](tel:1-800-672-7775) or [tue-aut@cces.ca](mailto:tue-aut@cces.ca)
- Report Doping Hotline: [1-800-710-CCES](tel:1-800-710-CCES) or [www.cces.ca/reportdoping](http://www.cces.ca/reportdoping)

**Approved by Pentathlon Canada Board of Directors December 2024**