

CROATIAN INSTITUTE OF
PUBLIC HEALTH

Division for Anti-Doping

**- Education Plan and Program
for 2023**

January, 2023

I. Introduction

The main goal of the Anti-Doping Division of the Croatian Institute of Public Health (CIPH) is to protect the basic right of athletes to participate in sports without doping and thus promote health, justice and equality for all athletes.

This goal will be achieved by creating and implementing coordinated, uniform and effective anti-doping activities and measures at the national and international levels.

To achieve this goal, the Anti-Doping Division will propose and implement anti-doping measures, apply the Anti-Doping Rules, the provisions of the UNESCO and Council of Europe Conventions, the WADA (World Anti-Doping Agency) Code, the rules of international sports federations and the International Olympic Committee, and conduct systematic monitoring and coordination of actions of governmental and non - governmental organizations.

For the purpose of implementing measures and activities of the anti-doping program, the Anti-Doping Division will cooperate with the Ministry of Health, the Ministry of Tourism and Sports, the Administration for Sports at the Ministry of Tourism and Sports, the Ministry of Justice and Public Administration, the Ministry of the Interior, the State Attorney's Office, the Ministry of Finance - Customs Administration, the Office of the Ombudsman for Children, the Ministry of Foreign and European Affairs, the Ministry of Culture and Media – Department for UNESCO, and the Ministry of Science and Education.

Within non-governmental organizations, the Anti-Doping Division will cooperate in the fight against doping in sports with UNESCO, WADA, Council of Europe, iNADO (Institute of National Anti-Doping Organizations), CEADO (Central European Anti-Doping Organization), Croatian Olympic Committee, Croatian Paralympic Committee, Health Commission of the Croatian Olympic Committee, School of Medicine, University of Zagreb, Faculty of Kinesiology, University of Zagreb, Faculty of Political Science, University of Zagreb, Croatian Olympic Academy, the Croatian Agency for Medicinal Products and Medical Devices, the Croatian School Sports Federation, national sports federations and sports clubs in the Republic of Croatia, national anti-doping organizations of other countries, UEFA, World Athletics, and other international sports federations.

II. General part

Roles and responsibilities of the Anti-Doping Division

In accordance with provision 18.2 of the Code regarding the roles and responsibilities of signatories, the Anti-Doping Division, as a signatory to the WADA Code, shall, within its duties and in cooperation with each other, plan, implement, monitor, evaluate and promote education programs in accordance with the International Standard for Education.

CIPH, as a national anti-doping organization, is responsible in the Republic of Croatia for education and promoting behaviour in accordance with clean sports values. Therefore, the Anti-Doping Division will continuously support the principle that the athlete's first experience with anti-doping should be whenever possible through education, rather than through doping control. With this in mind, the Anti-Doping Division will implement an education program for the persons for whom it is responsible and who will be included in its education group. The anti-doping education program is an integral part of the Education Plan and Program for the period 2021-2025. The above-mentioned document defines the plan and monitoring of implementation of the education program. The education program will be evaluated once a year in order to gain insight into the realization and execution of the set goals, and to introduce system adjustments in order to improve the implementation of the program.

The Anti-Doping Division will educate national level athletes, international level athletes in cooperation with the relevant international federation, athlete support personnel, young athletes in cooperation with national sports federations, children and youth through school programs and/or sports clubs in cooperation with public institutions; which may include promoting the integration of value-based education into an existing education or sports system. Furthermore, the Anti-Doping Division will develop an education program in such a way that anti - doping education is acquired by athletes below the national level, recreational athletes, and other persons who may be involved in anti - doping activities (e.g., doctors, pharmacists, lawyers, etc.)

The Anti-Doping Division is responsible for the following:

- a) Development of a documented education plan that includes:
 - i. The assessment of the current situation;
 - ii. Creating an education group (with providing reasons for all athletes and athlete support personnel not involved in it and the way for addressing this issue in the future);
 - iii. Setting objectives and planning of related activities and
 - iv. Establishing monitoring procedures.

b) Annual evaluation of the training program including reports on all objectives from the education plan.

c) Procedure for assessing compliance with the Code and assessing the consequences in accordance with the International Standard for Code Compliance.

Cooperation and recognition of other signatories

The Anti-Doping Division will also cooperate in the training program with other anti-doping organizations, national sports federations, regional anti-doping organizations, national Olympic and Paralympic Committees, international sports federations, organizers of major sporting events, the World Anti-Doping Agency (WADA) and all other organizations involved in education of athletes and the fight for clean sport.

Furthermore, the Anti-Doping Division will coordinate its educational activities based on the principle of cooperation and recognition of other signatories in order to reduce duplication and increase the effectiveness of the education program and will share its education plans or their review/summary with other relevant signatories.

Recognition of education programs

The Anti-Doping Division will recognize the education programs of other signatories (e.g., trainings conducted by national or international sports federations) and will recognize the completion of these programs for participants in such trainings (respectively successful anti-doping education) if they are conducted in accordance with the International Standard for Education. Recognition of the education program will be carried out in cooperation with the relevant signatories and the education group on the basis of insight into the education program of each signatory. In this way, the need for education of athletes and athlete support personnel will be rationalized and unnecessary repetition of education will be avoided. Recognition of education programs for athletes and athlete support personnel will enable educational activities that are more focused on target groups that are insufficiently educated.

General guidelines

In 2023 we plan to provide continuous information and education of target groups on anti-doping. The target groups are primarily the most frequently tested athletes (athletes in the registered testing pool (RTP), athletes in the testing pool (TP), professional athletes, competitors in the first leagues, athletes of international rank, athletes from 'risk sports', Olympic candidates, athletes returning from a sanction) and athlete support personnel participating in top sports (coaches, doctors, physiotherapists, etc.). Furthermore, the target group includes all other categories defined in this document.

For the purposes of planning and organizing educational activities, the guidelines of the World Anti-Doping Agency (*2021 Code Implementation Support Program, Guidelines for the International Standard for Education (ISE), version 1, Sept 2020*) were taken into account.

During lectures, the recommendations issued by the Council of Europe Education Working Group and WADA (*Recommendation Rec (2016) 2 of the Monitoring Group on Anti-Doping Education Guidelines for Tertiary Education Institutions*) on the selection and representation of topics from individual anti-doping areas will be taken into account.

Anti-doping education with regard to the methodology of educational tools shall be planned to implement the following methods:

1. Lectures / courses / workshops
2. Athlete Outreach Program
3. Information through the website of the Anti-Doping Division
4. Providing printed and promotional educational materials
5. Using other additional tools (online educational tools by WADA on the ADEL platform, educational videos)

In accordance with provision 18.1. of the Code, which requires signatories to plan, implement, monitor and evaluate education programs, the Anti-Doping Division will develop and implement the education program by applying the following principles:

- value-based education: implementation of activities with emphasis on the development of personal values and principles of individuals. Its purpose is to build participants' ability to make ethically correct decisions;
- raising awareness: emphasis on topics and issues related to clean sport;
- providing information: availability of accurate and up-to-date content related to clean sport,

- anti-doping education: education on anti-doping topics for developing behavioural competencies in clean sports and informed decision making.

This educational approach for target groups will ensure the inclusion of athletes in the fight for clean sport.

The Anti-Doping Division will consider the key role of education in the anti-doping system, plan the necessary resources and take steps to implement the system in accordance with the requirements set out in the International Standard for Education, and outline a clear vision and final outcome of the education program. The goals for achieving the vision and outcomes, with a detailed description of all key elements stated in the International Standard for Education are set out in section III. (Special part) of the Education Plan and Program for 2023.

The education programs will be based on evidence, education theory, and, where possible, research in the medical and social sciences.

III. Special part

Assessment of the current situation

Assessment of the current situation: The Anti-Doping Division, as an organizational unit of the CIPH, conducts anti-doping education of athletes, athlete support personnel, and other persons related to sports, using different approach methods adjusted to target groups. Priorities are determined in accordance with the set goals and in accordance with the needs. Indispensable part of the education program are lectures and the Athlete Outreach Program, as this enables direct interaction with the participants of the training. Since it is not possible to cover all target groups in this way, the possibility of online education through WADA's verified anti-doping education program through the ADEL platform is also used. For the purposes of education and information dissemination, website and printed educational materials are also used. This approach opens up opportunities for athletes and the sports community to obtain information and education in the field of anti-doping. Since the education program has been implemented in Republic of Croatia continuously for more than ten years, and that in that period there weren't many recorded anti-doping rule violations, it is estimated that the sports community is sensitized to anti-doping considerations. There is an actual need, defined by the WADA Code and the International Standard for Education, for the education program to be implemented in a planned manner and in cooperation with national sports federations. With the aim of intensifying interactive forms of education, we plan to form a group of educators who would hold lectures for athletes and athlete support personnel according to the instructions of the Anti-Doping Division. We also plan to increase the capacity of the Department for Doping Prevention, which is part of the Anti-Doping Division, in order to enable the effective implementation of the education program.

The assessment process took into account the following: the continuity of anti-doping activities in the Republic of Croatia (2007-2022), data on anti-doping rule violations in the period 2011-2022 and data obtained by collecting and assessing data related to potential anti-doping rule violations.

System assessment: The Anti-Doping Division acts as an organizational unit of the CIPH. Its task is to carry out all relevant anti-doping activities. According to the applicable legal provisions (Health Care Act, OG 100/2018), CIPH is the organization responsible for anti-doping, and as legal successor of the Croatian Institute for Toxicology and Anti-Doping (CITA), and prior to that of Croatian Anti-Doping Agency (CROADA), is a signatory to the WADA Code.

National / international context of the anti-doping program

The Republic of Croatia is a signatory to the Council of Europe Anti-Doping Convention (ETS No. 135, 1989) since March 1, 1993 and is obliged to implement its provisions and principles.

On March 5, 2003, the Republic of Croatia signed the Declaration on Combating Doping in Sport (the 'Copenhagen Declaration') adopted at the 2nd World Conference on Doping in Sport (Copenhagen, 2003), whereby the Republic of Croatia accepted the authority of the World Anti-Doping Agency (WADA) and the WADA Anti-Doping Code for Anti-Doping Issues.

The International Convention against Doping in Sport was adopted in 2005 at UNESCO headquarters in Paris and entered into force on February 1, 2007 after ratification by 30 countries in accordance with Article 37 of the Convention. At the session held on July 6, 2007, the Croatian Parliament passed a law ratifying the International Convention against Doping in Sport (OG International Agreements 07/2007).

On January 1, 2019, the Health Care Act (OG 100/18) entered into force, under which the CIPH, as a public institution, has taken over the responsibility of acting as national anti-doping organization of the Republic of Croatia.

By the decision of the Governing Council of 22 December 2020, the Anti-Doping Rules applicable in the Republic of Croatia were adopted in accordance with the Model Anti-Doping Rules issued by WADA.

Sports system / structures

Since 2019 the Croatian Institute of Public Health (CIPH) took over the role of national anti-doping organization. The issue of anti-doping in sport in its basic principles is contained in the new Sports Act (OG 141/22) that enters into force on January 1, 2023. The provisions of the Sports Act state that all persons in sports (athletes and athletes support personnel) are obliged to comply with the rules of the national body responsible for the fight against doping, athletes are not allowed to use prohibited substances, nor athlete support personnel are allowed to give prohibited substances to athletes. One of the tasks of the sports community and national sports federations is to participate in the fight against doping as well as to educate athletes about anti-doping.

In 2019, the Ministry of Tourism and Sports was established as the highest governmental body responsible for sports, within which the Administration for Sports operates. On the other hand, the highest non-governmental body in charge of sports acting within its given legal authority, is the Croatian Olympic Committee (COC). In such a context, where anti-doping is separated from the area of authority for sport, significant coordination is needed between the Ministry of Health as the governmental body responsible for anti-doping, the Croatian Institute of Public Health (CIPH) as a national anti-doping organization, the Administration for Sports at the Ministry of Tourism and Sports and the Croatian Olympic Committee (COC), so that all anti-doping requirements on a national level can be effectively realized. Since there is a clear need for national sports federations to be legally obliged to adopt the current anti-doping rules in the Republic of Croatia (CIPH Anti-Doping Rules), one of the important tasks for improving the anti-doping system would be to regulate this issue by law.

Identifying target groups:

The target groups for the education program are as follows:

- a. athletes from the registered testing pool (RTP), athletes from the testing pool (TP), national level athletes, international level athletes, athletes from 'risk sports', Olympic candidates, athletes returning from a sanction
- b. athlete support personnel participating in top sports (coaches, doctors, physiotherapists, etc.). This includes, but is not limited to, athlete support personnel listed under item a.
- c. athletes below the national level, recreational athletes, and other persons who may be involved in anti-doping activities (e.g., doctors, pharmacists, lawyers, etc.)
- d. children and youths through education programs of schools and / or sports clubs in cooperation with public institutions

Education Pool

From the above target groups, the following priority criteria are identified for establishing an education pool.

Athletes:

- athletes from the registered testing pool (RTP)
- athletes from the testing pool (TP)
- national level athletes (athletes competing in the 1st league or national championships and cups in collective sports, or athletes of I, II and III categories in individual sports)
- international level athletes (athletes residing in the Republic of Croatia and those who come to the Republic of Croatia to compete, in agreement and cooperation with the relevant international federation)
- athletes who return to the sport after the sanction has expired

Priority sports:

Sports that will be considered a priority when it comes to selecting athletes for the education pool, without limiting the education of athletes from other sports, are the following: football, athletics, basketball, volleyball, handball, swimming, water polo, powerlifting, weightlifting, boxing, karate, rowing, judo, taekwondo, diving, wrestling, fencing, bodybuilding, cycling, gymnastics, sailing, archery.

Care will be taken to ensure that the athlete's first encounter with anti-doping is through education rather than through doping control.

Athlete support personnel:

Given the roles and responsibilities defined by the Code, it is the duty of the athlete support personnel to know and adhere to all anti-doping rules and policies and to influence the values and conduct of athletes in accordance with anti-doping stances. In the education pool the Anti-Doping Division shall include athlete support personnel who:

- work and cooperate with athletes from the Education Pool
- have the strongest influence on the behaviour of athletes (coaches, trainers, physiotherapists, club doctors, etc.)

Athletes or athlete support personnel who will not be included in the education pool

The Anti-Doping Division will also, in accordance with the possibilities and current needs, conduct education of other categories of athletes (e.g., athletes below the national level, recreational athletes, younger age groups of athletes). Although these categories of athletes and athlete support personnel are not part of the Education Pool, i.e., they are not prioritized for conducting educational activities, they will be provided with education using appropriate educational tools (lectures, information and education through the website, online anti-doping education, through printed and other materials).

Other target groups, apart from athletes and athlete support personnel, are the following (but not limited to the above list):

- children and young people;
- parents of athletes;
- teachers;
- university staff and students;
- sports administrative staff;
- media workers;
- other individuals who need to be educated.

The Anti-Doping Division shall, in accordance with its means and capacities, select the persons to be included in its education pool and shall keep appropriate records thereof.

Cooperation with other organizations in conducting education of target groups

The Anti-Doping Division will conduct the education program independently and in cooperation with other organizations involved in sports. If other organizations will conduct anti-doping education with the aim of educating target groups defined in the 2023. Education Plan and Program, the Anti-Doping Division will provide the necessary educational materials (presentations, brochures, audio-visual

materials, etc.). The organizations that will be included in this type of cooperation in terms of education are the national sports federations, through which athletes and athlete support personnel and athletes pertaining to these federations will be educated. Other organizations such as the Administration for Sports at the Ministry of Tourism and Sports, the Croatian Olympic Committee (COC), the Health Commission of the Croatian Olympic Committee (HCCOC), the Croatian Paralympic Committee (CPC), the Croatian Olympic Academy (COA), international federations, national and regional anti-doping organizations and other relevant organizations may be included in the anti-doping education program as well.

Resources for the implementation of the education program

The Anti-Doping Division will identify available human, material and financial resources to implement its education program. With the aim of effective implementation of the program, the Anti-Doping Division will plan and propose the necessary resources and human resources for effective implementation of the education program.

Existing educational activities

1. Lectures / workshops

Lectures for athletes and sports personnel (clubs, federations)

This type of education is planned to include the target groups of athletes and thus in direct contact to convey the anti-doping message and raise awareness on the harmful effect of doping. These lectures, as well as all other educational activities that are performed live, will depend on the situation related to the Covid pandemic and recommended epidemiological measures. If it is not possible to perform a live lecture, it will be held electronically (online). Cooperation with clubs and national sports federations is important for organising and promoting this type of lectures.

Lectures in cooperation with the Croatian Football Federation

Continuation of cooperation with the Croatian Football Federation (CFF) as part of UEFA's anti-doping educational project HatTrick. Delivering workshops and lectures in football clubs with the aim of informing athletes and athletes support personnel with the anti-doping program, testing procedure and their rights and obligations. A special group of educators was engaged to implement this project.

Lectures at faculties

We plan to continue the cooperation with the School of Medicine, University of Zagreb in conducting undergraduate course through a facultative course entitled 'Doping and Anti-Doping' and inclusion in undergraduate course at the Faculty of Political Science, University of Zagreb.

Courses for medical personnel

We plan to continue conducting continuous postgraduate education courses for family physicians, physicians in sports federations and clubs, occupational and sports medicine physicians, and other physicians interested in sports, in cooperation with the Croatian Medical Chamber and the Zagreb Medical Faculty.

Education of educators

We plan to continue with the implementation of courses within the program 'Education of Educators' through which teachers of physical education at schools will be educated to implement measures for preventing the use of doping and substances harmful to health in the school population. This program is planned to be implemented at organized gatherings in cooperation with the Croatian School Sports Federation.

We also plan to establish a collaborative team of educators - associates who are not employees of the Division for Anti-Doping and who would be able to educate athletes and athlete support personnel as part of the 'Educator Education' program.

Workshops for the education of young athletes

We plan to continue conducting workshops for the education of young athletes in order to implement measures to prevent the use of doping and substances harmful to health of athletes at the earliest possible age and thus contribute to the fight against doping in sports. We plan to implement this program at organized gatherings or online, in cooperation with sport clubs and federations.

2. Athlete Outreach Program

We plan to implement the Athlete Outreach program at major sporting events with anti-doping education of athletes, coaches, sports personnel and school sports population through info desks, brochures and anti-doping quiz. The implementation of this program solely depends on the epidemiological situation and current guidelines.

3. Information and education through the website

General information

The official website will continue to be used for the purpose of anti-doping education of all participants in sports. Through it, we plan to provide information on current regulations, publish current news, maintain a monthly list of medicines registered in Croatia, as well as maintain the existing educational content (e.g., video on doping control in Croatian).

In this way, we plan to continue to provide support for all segments of anti-doping activities (testing, therapeutic use exemptions, legislation, brochures, annual reports, contacts, etc.)

Newsletter

More intense communication with the sports community will continue through electronic notification of registered subjects on anti-doping topics (newsletter). In this way, more efficient and faster information of all interested parties on anti-doping issues is achieved. In 2023, we plan to continue the dynamics of preparing and sending out two monthly newsletters.

4. Printed and promotional materials

Printed material

We plan to distribute the 2023 Prohibited List to national sports federations, sports clubs and members of the Commissions. The World Anti-Doping Code, the Anti-Doping Rules, the Athletes' Guide, the

Athletes' Parents' Guide and the Doping Control Brochure will be distributed. Also, a new educational material will be distributed – Guide to Anti-Doping, which was designed by the Anti-Doping Division. This Guide is intended for initial education on anti-doping issues, but also for improving already acquired knowledge in this area. In accordance with the implementation of the anti-doping campaign, appropriate brochures and leaflets shall be prepared and printed.

Magazine NO! TO DOPING

We plan to publish six issues of the magazine NO! TO DOPING in 2023 in an individual edition of 600 copies. The magazine NO! TO DOPING shall be distributed to national federations, sports clubs, schools, health institutions, athletes, sports staff and members of the Commissions (TUE, Disciplinary and Appeals Panel). Each issue of the magazine will also be published electronically on our website, making the information available to a larger number of users.

Promotional material

For the purposes of conducting anti-doping activities, primarily for the Athlete Outreach Program, appropriate promotional material suitable for the promotion of the anti-doping message will be distributed as needed. The material will feature the printed message “NO! TO DOPING”.

5. Other additional educational tools

WADA educational programs on the ADEL platform

We plan to implement and promote a new version of WADA's online educational program available on the ADEL platform (Anti-Doping Education and Learning). This anti-doping education program is intended not only for athletes, but also for coaches, athlete support personnel and medical personnel, and the broader interested population. It is planned to further promote the mentioned educational programs towards national federations and sports clubs.

We plan to ensure the availability of new programs and courses in the Croatian language during 2023.

Audio-visual materials

We plan to continue using the educational video on systematic doping through the film ‘Krieger Story’, which sends out a strong message on organized doping and many harmful effects of doping on the athlete and the community. This educational video is featured via link on the website. The video may be shown for educational purposes, e.g., in lectures or educational campaigns.

We plan to create new audio-visual materials in accordance with future needs.

Goals and activities

The main goals of the education program are:

- to provide quality and value-based education
- to adjust the topics, choose the approach and methodology of the education program for each group
- to reach as many athletes from the target group as possible

- to ensure continuity of education

Monitoring procedures

The education plan will include monitoring the activities of the education program to facilitate reporting and evaluation and to promote continuous improvement. Records of implemented activities will provide information about the group that underwent training (name of the group or club, place and date of the training, type of training and number of participants, and evaluation of the achievement or effectiveness of the conducted education). Based on the report and monitoring records, the success of the conducted education of athletes and the achieved effect will be evaluated. The results obtained from the monitoring process will be used for further planning of educational activities.

Work program (planned activities for the implementation of activities)

Implementation of education programs

The education program will be implemented in accordance with the goals and settings defined in this Plan. The Anti-Doping Division will plan and implement its activities in accordance with the possibilities and current needs. All activities will be documented in the form of a report, and records of activities carried out will be kept to monitor the achievement of objectives. Emphasis will be on value-based education.

Topics and contents (also stated in provision 18.2 of the Code):

- principles and values related to clean sport;
- rights and obligations of Athletes, Athlete Support Personnel and other groups according to the Code;
- the principle of strict liability;
- the consequences of doping, for example, physical and mental health, social and economic effects and sanctions;
- anti-doping rule violations;
- substances and methods from the Prohibited List;
- risks of using dietary supplements;
- medication and therapeutic use exemptions;
- testing procedures, including urine, blood and athlete biological passport;
- conditions of the registered testing pool, including whereabouts information and the use of the ADAMS system;
- expressing doubts regarding doping.

The Anti-Doping Division will adapt the topics and contents to the needs of the target group. The athletes in the registered testing pool will undergo full training related to the above topics.

Learning outcomes

The Anti-Doping Division will determine the learning outcomes for each target group from the education pool. For each topic, the learning outcomes will describe what the learner needs to be “aware of”, what the learner needs to “understand” and what the learner “can do”. At each stage of development, participants should demonstrate the acquired competencies and skills.

Adaptation of educational activities to participants with disabilities or special needs in the education pool

The Anti-Doping Division will ensure that educational activities are tailored to participants with disabilities or special needs in the education pool.

Adaptation of educational activities to minors in the education pool

The Anti-Doping Division will ensure that educational activities are age-appropriate.

Educational activities

The Anti-Doping Division will select appropriate educational activities to achieve the objectives of the education plan. Methods of implementation may include classroom-based or remote (online) lectures, e-learning, brochures, info desks, websites, audio-visual materials, etc., in accordance with the Education Guidelines and general recommendations regarding the Covid pandemic.

Educators

The Anti-Doping Division will select educators who will be in charge of conducting classroom-based or remote (online) lectures. Educators will undergo training followed by a test of knowledge and skills organized by the Anti-Doping Division. This will ensure that educators are competent for conducting value-based education and proficient in all topics stated in Paragraph 18.2. of the Code, the International Standard for Education and the Guidelines for Education.

Involving athletes in planning and development of the education plan

The Anti-Doping Division will, as much as possible, involve athletes in the planning and development of the education plan so that the activities are in line with their specific needs. Where appropriate, the involvement of athletes in the implementation of educational activities will be considered.

Evaluation of the education program

The Anti-Doping Division will evaluate its education program once a year. The evaluation of the education program will include evaluation of the achieved results according to the set goals, and the education plan for the next year. For this purpose, records of conducted trainings will be kept according

to set parameters, and the tables in which they will be recorded are an integral part of this document. The evaluation report will be submitted to WADA upon request with a summary in English. The evaluation will be based on all available data related to the set goals in the education plan and determine the extent to which they are met. Where possible, the Anti-Doping Division will partner in the education system with scientific institutions for support in evaluation and research. Research in the field of social sciences can be used in the evaluation process.

Conclusion

According to the education plan for 2023, the Division for Anti-Doping of the Croatian Institute of Public Health will provide effective measures and actions to combat doping in sports.

Appendices:

1. Table: Monitoring of educational activities in 2023.
2. Table: Monitoring of overall education by sport in 2023.

Table 1. Monitoring of educational activities in 2023

No.	Group Name Club/Federation	Sport	Type of Education (online lecture, lecture, seminar, workshop, AOP)	Category (international/national level, ASP etc.)	Number of Participants	Date/Place	Effectiveness of the education (successful, average, unsuccessful)	Other/Comment
1.								
2.								
3.								
4.								
5.								
6.								
7.								
8.								
9.								

Table 2. Monitoring of overall education in 2023, by sport

Nr.	Sport	Category (international / national level, support staff (coaches, doctors, physiotherapists, ...), etc.	Type of education (online lecture, lecture, seminar, workshop, ADP)	Total number of educations (planned)	Total number of educations (completed)	Total number of educated persons	Other / comment
1.	Football			3			
2.	Athletics			3			
3.	Basketball			2			
4.	Volleyball			2			
5.	Handball			2			
6.	Swimming			3			
7.	Water polo			2			
8.	Rowing			2			
9.	Judo			1			
10.	Karate			1			
11.	Boxing			1			
12.	Taekwondo			1			
13.	Diving			1			
14.	Wrestling			2			
15.	Weightlifting			1			
16.	Powerlifting			1			
17.	Bodybuilding			1			
18.	Cycling			2			
19.	Gymnastics			1			
20.	Shooting			1			
21.	Fencing			1			
22.	Sailing			1			
TOTAL:				35			