

CROATIAN INSTITUTE OF
PUBLIC HEALTH

Division for Anti-Doping

**- Education Plan and program for
2021-**

January, 2021

I. Introduction

The main goal of the Anti-Doping Division of the Croatian Institute of Public Health /hereinafter 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 Regulations, the provisions of the UNESCO and Council of Europe Conventions, the WADA / World Anti-Doping Organization/ 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.

In the fight against doping, the Anti-Doping Division will cooperate with the Ministry of Health, the Office for Sports at the Ministry of Tourism and Sports, 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 – Office for UNESCO, the Ministry of Science and Education, the Croatian Agency for Medicinal Products and Medical Devices and national anti-doping organizations of other countries.

Within non-governmental organizations, the Anti-Doping Division will cooperate in the fight against doping in sports with the following organizations: 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, Croatian School Sports Federation, UEFA, IAAF and other international and national sports federations and sports clubs.

II. General part

Roles and responsibilities of the Anti-Doping Division

In accordance with provision 18.1. of the Code relating to the roles and responsibilities of signatories, the Anti-Doping Division, as a signatory to the WADA Code, will, within its duties and in cooperation with each other, plan, implement, monitor, evaluate and promote training programs in accordance with the International Standard for Education.

CIPH, as a national organization for the fight against doping, is responsible in the Republic of Croatia for education related to clean sports. 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 and not 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 mentioned anti-doping education program is an integral part of the Education Plan and Program for the period 2021-2025. The creation of this document will clearly outline the way in which the training program will be implemented and monitored. The training program will also be evaluated once a year in order to gain insight into the realization and execution of the set goals, and, if necessary, to introduce corrections in order to systematically improve the program.

The Anti-Doping Division will educate national level athletes, international level athletes in cooperation with the relevant international federation, accompanying staff of athletes, 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 practices (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 supporting staff of athletes not involved in it and the way in which this issue will be addressed 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 training 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 others organizations involved in conducting athlete education 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 training program and will share its training plans or their review/summary with other relevant signatories.

Recognition of education programs

The Anti-Doping Division will recognize the training 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 training) if they are conducted in accordance with the International Standard for Education. Recognition of the educational 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 support staff will be rationalized and unnecessary repetition of education will be avoided. Recognition of training programs for athletes and support staff will enable more effective targeting of training activities to target groups that are insufficiently educated.

General guidelines

In 2021 it is planned to conduct continuous information and education of target groups on anti-doping. The target groups are primarily the most frequently tested athletes (athletes from the group designated for testing, professional athletes, competitors in the first leagues, athletes of international rank, athletes from 'risky sports', Olympic candidates), and support staff who participate in top sports (coaches, doctors, physiotherapists, etc.). Furthermore, the target group includes all other categories defined by this document.

For the purposes of planning and organizing educational activities, the guidelines of the World Anti-Doping Agency (*Information / Education Guidelines to Prevent Doping in Sport, version 3.0, May 2016*) were taken into account.

During the lecture, the recommendations given by the Council of Europe Education Working Group (*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, it is 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. Use of other additional tools (online educational tools of 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 training programs, the Anti-Doping Division will develop and implement a training program by applying the following principles:

- value-based education: implementation of activities with an emphasis on the development of personal values and principles of individuals. Its purpose is to build participants' ability to make ethically correct decisions;
- awareness raising: emphasis on topics and issues related to clean sport;
- provision of information: availability of accurate and up-to-date content related to clean sport,
- anti-doping education: education on anti-doping topics for the development of behavioural competencies in clean sport and informed decision making.

Such an approach to the education of 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 training

program. The goals for achieving the vision and outcomes are set out in section III. (Special part) of Education plan and program for 2021.

The education program 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 trainings for athletes, support staff, and other persons related to sports using various methods of approaching target groups. Priorities are determined in accordance with the set goals and in accordance with the needs. Indispensable part of the training program are lectures and Athlete Outreach program because in this way there is a 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, website and printed educational materials are also used. This approach opens up opportunities for athletes and the sports community to get information and receive education in the field of anti-doping. Since the training program has been implemented in Republic of Croatia continuously for more than ten years, and that in that period not a greater number of violations of anti-doping rules were recorded, it is estimated that the sports community is sensitized to anti-doping issues. There is a real 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, it is planned to form a group of educators who would hold lectures to athletes and accompanying staff of athletes according to the instructions of the Anti-Doping Division. It is also planned to increase the capacity of the Doping Prevention Department, which is part of the Anti-Doping Division, in order to enable the effective implementation of the training program.

The assessment process took into account the following: continuity of anti-doping activities in the Republic of Croatia (2007-2020), data on anti-doping rule violations in the period 2011-2020 and data obtained by collecting and assessing information related to possible anti-doping rule violations.

System assessment: The Anti-Doping Division acts as an organizational unit of the CIPH and has the task of carrying out all relevant anti-doping activities. According to the applicable legal provisions (Health Care Act, OG 100/2018), the CIPH is an organization responsible for anti-doping, and as a legal successor of the Croatian Institute for Toxicology and Anti-Doping (CITA), and prior to that of Croatian Anti-Doping Agency (CROADA), it 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 the 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, which whereby the CIPH, as a public institution, has taken over the responsibility with the aim of performing the function of a national organization for the fight against doping for the Republic of Croatia.

By the decision of the Governing Board of 22 December 2020, the anti-doping rules for application in the Republic of Croatia was adopted according to the Model Anti-Doping Rules given 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 Law on Sports (published in 2016). The provisions of the Sports Act state that athletes are not allowed to take prohibited substances, nor is it allowed to give such prohibited substances to the athlete(s) by entourage.

During 2020, the Ministry of Tourism and Sports was established as the highest governmental body responsible for sports, within which the Sports Office operates. On the other hand, the highest non-governmental body in charge of sports, within the given legal powers, 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 Office for Sports at the Ministry of Tourism and Sports and the Croatian Olympic Committee (COC), so that all anti-doping needs at the 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 training program are the following:

- a. athletes from the group designated for testing, athletes at the national level, athletes at the international level, athletes from 'risky sports', Olympic candidates
- b. accompanying staff of athletes participating in top sports (coaches, doctors, physiotherapists, etc.). It includes, but is not limited to, the support staff of the athletes listed under the item a.
- c. athletes below the national level, recreational athletes, and other persons who may be involved in anti-doping practices (e.g., doctors, pharmacists, lawyers, etc.)
- d. children and young people through educational programs of schools and / or sports clubs in cooperation with public institutions

Education group

From the above target groups, the following priority criteria are identified to determine the education group.

Athletes:

- athletes from the registered testing pool (RTP)
- 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)
- athletes of international level (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 group, 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 and not through doping control.

Athlete support staff:

Given the roles and responsibilities defined by the Code, it is the duty of the athlete support staff to know and respect all anti-doping rules and policies and to influence the values and conduct of athletes in accordance with anti-doping attitudes. The Anti-Doping Division shall appoint an athlete support staff to the athlete support staff education group who:

- works and cooperates with athletes from the Education Group
- has the greatest influence on the behaviour of athletes (coaches, fitness trainers, physiotherapists, club doctors, etc.)

Athletes or accompanying staff of athletes who will not be included in the education group

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 their support staff are not part of the Education Group, 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, use of printed and other materials).

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

- children and young people
- teachers
- university staff and students
- sports administrative staff
- media workers
- other persons for whom there is a need for education.

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

Cooperation with other organizations in conducting education of target groups

The Anti-Doping Division will conduct the training program independently and in cooperation with other organizations involved in sports. In the event that other organizations will conduct anti-doping education with the aim of educating target groups defined by the Education Plan and Program for 2021, 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 accompanying staff and athletes pertaining to these federations will be educated. Other organizations such as the Office 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.

Funds for the implementation of 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 the effective implementation of the training program.

Existing educational activities

1. Lectures / workshops

Lectures for athletes and sports staff (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 about the harmfulness of doping. Due to the pandemic with corona virus and existing epidemiological measures that limit gatherings and physical contact, efforts will be made to hold lectures electronically (online).

Lectures at faculties

It is planned to continue cooperation with the Faculty of Medicine, University of Zagreb in conducting undergraduate teaching as an elective course entitled 'Doping and anti-doping' and inclusion in undergraduate teaching at the Faculty of Political Science, University of Zagreb.

Courses for medical personnel

It is planned to continue with the implementation of 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 Medical Faculty in Zagreb.

Education of educators

It is planned 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 to prevent 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.

It is also planned to establish a collaborative team of educators - associates who are not employees of the Division of Anti-Doping and who would be able to educate athletes and accompanying staff of athletes as part of the 'Educator Education' program.

Workshops for the education of young athletes

It is planned 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. This program is planned to be implemented at organized gatherings in cooperation with sport clubs and federations.

2. Athlete Outreach program

It is planned to implement the Athlete Outreach program at major sports competitions with anti-doping education of athletes, coaches, sports staff and school sports population through info desks, brochures and anti-doping quiz.

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, it is planned to inform about current regulations, publish current news, maintain a monthly list of medicines registered in Croatia, as well as maintain existing educational content (e.g., video on doping control in Croatian).

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

Newsletter

More intensive 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 2021, it is planned to continue the dynamics of preparing and sending two newsletters per month.

4. Printed and promotional materials

Printed material

It is planned to distribute the Prohibited List for 2021 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. In accordance with the implementation of the anti-doping campaign, appropriate brochures and leaflets shall be prepared and printed.

Magazine NO!DOPING

It is planned to publish six issues of the magazine NO!DOPING in 2021 in an individual edition of 600 copies. The magazine NO!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 via a 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 procured in accordance with the needs.

5. Other additional educational tools

WADA educational programs on the ADEL platform

It is planned to implement and promote a new version of WADA's online educational program available on the ADEL platform (Anti-doping education and learning). This program approaches anti-doping topics in an interesting and simple way, and its courses and programs are intended not only for athletes, but also for coaches, support and medical staff, and the wider interested population.

It is planned to ensure the availability of certain programs and courses in the Croatian language during 2021.

Audio-visual materials

It is planned to continue using an educational video on systematic doping through the film 'Krieger story', giving a strong message about the organized doping and multiple harmful effects of doping on the athlete and the community. This educational video is located as a link on the website. The video is allowed to be shown for educational purposes, e.g., in lectures or during educational campaigns.

It is planned to produce new audio-visual materials in accordance with the upcoming needs.

Goals and activities

The main goals of the education program are the following:

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

Monitoring procedures

The training 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 trained education group (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 training). Based on the report and monitoring records, the success of the conducted training of athletes and the achieved performance will be evaluated. The results obtained from the monitoring process will be used for the purpose of further planning of educational activities.

Work program (planned activities for the implementation of activities)

Implementation of education programs

The training program will be implemented in accordance with the set goals and defined settings of 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. The 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 Staff 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 biological passport of the athlete;
- conditions of the registered testing pool, including information on the location and use of the ADAMS system;
- expressing suspicions related to doping.

The Anti-Doping Division will adapt the topics and contents to the needs of the target group. The registered testing pool athletes 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 group. 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 group

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

Adaptation of educational activities for minors in the education group

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 live or remote (online) lectures, e-learning, brochures, info desks, websites, audio-visual materials, etc., in accordance with the Education Guidelines.

Educators

The Anti-Doping Division will select educators who will be in charge of conducting the live training or to hold remote (online) lectures. Educators will undergo training with a test of knowledge and skills organized by the Anti-Doping Division. This will ensure that educators are professional in conducting value-based education and knowledgeable in all topics from clause 18.2. of the Code, the International Standard for Education and the Guidelines for Education.

Involving athletes in the plan and developing an education plan

The Anti-Doping Division will, as far 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 education program

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

given 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 or with scientific institutions to provide support in evaluation and research. Research in the field of social sciences can be used in evaluation procedures.

Conclusion

According to the planned education plan for the period from 2021-2025. the Anti-Doping Division of the Croatian Institute of Public Health will provide effective measures and actions to combat doping in sport.

Appendices:

1. Table of monitoring of educational activities for 2021.
2. Table of monitoring education collectively by sports for 2021.

Table of monitoring of educational activities for 2021.

Nr.	Name of the club / association group	Sport	Type of education (online lecture, lecture, seminar, workshop, AOP)	Category (international / national level, support staff, etc.)	Number of participants	Date / place	Effectiveness of conducted education (successful, average, unsuccessful)	Other / comment
1.								
2.								
3.								
4.								
5.								
6.								
7.								
8.								

Table of monitoring education collectively by sports for 2021.

Nr.	Sport	Category (international / national level, support staff (coaches, doctors, physiotherapists, ...), etc.	Type of education (online lecture, lecture, seminar, workshop, AOP)	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			