



PROACTIVE REPORTING POLICY

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1. INTRODUCTION

The International Testing Agency (“ITA”) is an international organisation constituted as a not-for-profit foundation, based in Lausanne, Switzerland. Its mission is to deliver comprehensive anti-doping programmes, in an independent and impartial manner, to International Federations (“IFs”), Major Event Organisers (“MEOs”), and other Anti-Doping Organisations (“ADOs”) requesting and/or requiring support.

Pursuant to the World Anti-Doping Code (“the Code”) and the World Anti-Doping Agency (“WADA”)’s International Standard for Testing and Investigations (“ISTI”), ADOs must have the capability to obtain, assess and process anti-doping intelligence from all available sources in order to help deter and detect doping¹, to inform the development of an effective and proportionate test distribution plan², and/or to form the basis of an investigation into possible anti-doping rule violations (“ADRVs”).³

The purpose of an anti-doping programme is to protect athletes’ health and right to a fair environment by deterring and catching those individuals who dope with prohibited substances or prohibited methods. While testing remains an integral element of any anti-doping programme, testing alone is not sufficient for establishing all anti-doping rule violations.

In recent years, ADRVs have been increasingly uncovered on the basis of intelligence processes and investigations. The role of Proactive Reports has proven to be a major and impactful impetus in the reporting, investigation, and prosecution of anti-doping rule violations and in the broader pursuit of clean sport.

It is therefore vital that athletes and sports actors in general feel confident to report, trust the organisation to whom they are reporting, and are provided with the opportunity to confidently report any breach or suspected breach of the Code in a secure, confidential, and (if they so wish) anonymous manner.

It should be noted that the ITA manages and operates anti-doping programmes independently of sporting and political powers. In addition, the ITA also manages intelligence & investigation operations – including its Proactive Reporting initiatives – in full autonomy and independently of the relevant IF or MEO and has no obligation to report the identity of Proactive Reporters to them.

In furtherance of its statutory objectives to protect clean athletes and the integrity of sport through the fight against doping⁴, the ITA has established secure and confidential Proactive Reporting systems named “REVEAL” (see Section 5) to empower and encourage individuals to report any suspicion of any potential ADRVs, particularly for those sports whose anti-doping programmes are managed and implemented by the ITA.

The ITA recognises the value of reporting doping allegations and is committed to impartiality and trustworthiness by ensuring that all individuals have the ability and confidence to come forward and REVEAL information that may lead to the uncovering of doping violations.

The ITA therefore encourages individuals to come forward and disclose anti-doping information to help protect athletes and to continue to Keep Sport Real.

¹ See ISTI 11.2.1

² See ISTI 11.4.1

³ See ISTI 11.3.2

⁴ See Article 4 of the ITA Statutes (ita.sport/resource/ita-statutes/)

2. SCOPE

This Proactive Reporting Policy (hereinafter: the “Policy”) has been developed by the ITA as part of its mandate to manage confidential anti-doping reporting operations on behalf of a number of partner IFs and MEOs, in compliance with the Code and WADA’s International Standards and in furtherance of the ITA’s objectives as stipulated in Article 4 of the ITA Statutes.

The list of sports and/or events for which the ITA operates the anti-doping programmes is published on the ITA’s website and in the ITA’s confidential reporting platforms “REVEAL”. Any information transmitted to the ITA via any form or fashion pertaining to sports whose anti-doping programmes are not managed by the ITA may be transmitted to other relevant ADOs (when those organisations are not the subject or target of the allegations), WADA, law enforcement and/or public authorities as relevant.

The protection of the identity of the Proactive Reporter is at the heart of the ITA’s intelligence & investigations work.

Unless prior consent is given, or where required by law, information that has the potential to identify the Proactive Reporter will not be transmitted outside of the ITA. Further, the ITA will endeavour to obtain consent from the Proactive Reporter, where possible, in the pursuit of transfer of information outside of the ITA’s scope. For further information on the transfer of information to other entities please refer to Section 7 below.

This Policy outlines how information concerning potential ADRVs may be transmitted to the ITA via secure and confidential reporting channels, and how such information would be securely handled by the ITA.

3. SOURCES OF ANTI-DOPING REPORTING

Anyone – whether an athlete, athlete support personnel, doping control personnel, sports official or otherwise – who has become aware of or has reason to suspect any activity, behaviour or circumstance that may be indicative of an ADRV, may, depending on the circumstances, be required to disclose this information to the relevant ADO. In any event, everyone suspecting wrongdoing or in possession of information is encouraged to submit a report to the ITA.

For the purposes of this Policy, any person who reports anti-doping information to the ITA is referred to as a “Proactive Reporter”.

4. WHAT TYPE OF ANTI-DOPING INFORMATION CAN BE REPORTED TO THE ITA

Reporting may touch upon any of the following categories listed below. This list is, however, not exhaustive:

- Use of a prohibited substance or a prohibited method¹
- Administration of a prohibited substance or a prohibited method
- Tampering with or evading doping control⁵
- Trafficking of prohibited substances
- Possession of prohibited substances
- Suspicious whereabouts
- Suspicious performance
- Suspicious behaviour
- Acts to discourage or retaliate against reporting anti-doping information
- Prohibited association with banned individuals

⁵ The list of prohibited substances and prohibited methods can be found at <https://www.wada-ama.org/en/content/what-is-prohibited>

- Complicity in the above categories

All information or suspicions, no matter how seemingly insignificant or unimportant, have value and could be decisive in uncovering ADRVs. It is thus important that any and all anti-doping information is reported and described in as much detail and with as much concrete supporting information as possible. Any potential evidence is welcomed, including but not limited to videos, pictures, audio, text messages, etc.

Please note that any reported information does not need to be able to prove that an ADRV has occurred. For clarity, the establishment of an ADRV remains the responsibility of the ITA or the relevant ADO.

Any information transmitted to the ITA that does not fall into the above categories and that is not relevant for anti-doping purposes may, depending on the circumstances, be transmitted to other relevant sports organisations, law enforcement and/or public authorities. Such information is treated in the same stringent confidential manner as any anti-doping related intelligence as set forth in this Policy and further detailed under Section 7 below.

5. CHANNELS FOR REPORTING ANTI-DOPING INFORMATION TO THE ITA

The ITA has established secure platforms named REVEAL for the confidential and encrypted reporting of information. The reporting platforms are developed and provided by industry-leading international compliance and Proactive Reporting services. The online reporting platform is provided by EQS Integrity Line⁶, with REVEAL being exclusive to the ITA, while the anonymous email, text and WhatsApp communication platforms are provided by RealResponse.⁷

Proactive Reporters have two options to submit confidential information:

- (1) directly via the REVEAL online platform;
or
- (2) via the anonymous email, text and/or WhatsApp reporting platforms.

The security and confidentiality of the information provided is of the utmost importance to the ITA, which is why we recommend that Proactive Reporters opt for submitting information via the suite of REVEAL platforms.

All reports received through the REVEAL platforms are confidential. When reporting, the ITA prefers that Proactive Reporters share their identity with the intelligence experts within the ITA Intelligence & Investigations Department, as it enables more fulsome communication and the potential to provide feedback to the Proactive Reporter on any ensuing investigations. However, Proactive Reporters can elect to remain anonymous if they wish.

By choosing to report through the anonymous email, text and/or WhatsApp REVEAL platforms, the Proactive Reporter and ITA intelligence experts can automatically establish ongoing communication regarding the concern(s) raised. When reporting through the REVEAL online platform, the Proactive Reporter can choose to establish a confidential and secure mailbox to enable ongoing communication with ITA intelligence experts. The



⁶ <https://www.eqs.com/compliance-solutions/integrity-line/>

⁷ <https://www.realresponse.com/solutions/anonymous-texting/>

ongoing communication may help to establish a stronger and more robust investigation by providing additional details and/or evidence.

When creating a secure mailbox via the REVEAL online platform, the Proactive Reporter will be required to select a password, and a case number will be allocated and reported in the secure mailbox in case the Proactive Reporter wishes to access the mailbox on other devices.

The Proactive Reporter always retains the ability to choose to remain completely anonymous and request no further communications from ITA intelligence experts, if so desired.

6. HOW ANTI-DOPING INFORMATION IS PROCESSED BY THE ITA

The ITA will collect and process anti-doping information using procedures that:

- Guarantee the safe and confidential handling of the information obtained or received;
- Prevent the disclosure of the source of information;
- Protect against leakage and unintentional disclosure of information; and
- Process and disclose the information only for legitimate and lawful anti-doping purposes.

These procedures are in accordance with the WADA International Standard for the Protection of Privacy and Personal Information ("ISPPPI") and other applicable data protection laws. For more information on data privacy please refer to the ITA Privacy Policy on the "REVEAL" Platforms.

Confidentiality is of the utmost importance to the ITA. All reports are processed in strict confidentiality, irrespective of whether the Proactive Reporter elects to report anonymously and/or decides to engage in ongoing communication or not.

Receipt of anti-doping information and initial assessment

As a matter of process, the ITA will acknowledge, in writing, receipt of the information within a reasonable time – normally not exceeding 3 days from the date of submission – as long as the Proactive Reporter has reported in a manner enabling return communication.

Further, upon receipt of anti-doping information, the ITA intelligence experts will assess and evaluate each report for its materiality, reliability, veracity, and accuracy, while considering other criteria, such as the context and source of the information, and the circumstances in which the information was gathered.

Access to the original reports submitted via the REVEAL platforms are exclusively limited to ITA intelligence experts experienced in handling and examining confidential and sensitive information, and the information contained therein – which may be shared with other experts within the ITA for assessment and actioning purposes – is limited to a strict *need-to-know* principle.

Classification of the anti-doping information

Based on the above assessment, where it is deemed that the anti-doping information is relevant, reliable, accurate and actionable, such information – after analysis and evaluation – can be re-classified as "anti-doping intelligence".

The ITA may determine that further information or clarifications are required if the information is to be classified as anti-doping intelligence. Where that is the case, the ITA may decide to contact the Proactive Reporter to obtain more information or evidence related to the reported facts, as long as the Proactive Reporter has reported in a manner enabling return communication.

If the assessment does not reveal a sufficient basis to undertake any particular action on the basis of the report, the ITA will not action the anti-doping information any further. Depending on the circumstances, the anti-doping information could be either archived in the system and not actioned – such as if deemed malicious, abusive, or otherwise not valuable – or otherwise retained in its database for intelligence purposes and potential future reference. For more information on the retention period, please refer to the ITA Privacy Policy on the REVEAL platforms.

Processing of anti-doping intelligence

Once the anti-doping information has been evaluated, transformed, and re-classified as anti-doping intelligence, the ITA intelligence experts will carry out a further assessment with a view to transforming such intelligence into “actionable intelligence” and determine the appropriate follow-up actions and investigatory steps.

As part of this process, anti-doping intelligence derived from Proactive Reporters will be further compared and analysed to determine if the intelligence supports other patterns, trends and relationships that may help to develop an effective anti-doping strategy and/or design appropriate investigatory measures.

The ITA may determine that further information or clarification are required to effectively action the intelligence. In this case, the ITA will contact the Proactive Reporter to seek more information or evidence, as long as the Proactive Reporter reported in a manner enabling return communication.

Depending on the circumstances of each case and on the nature of the intelligence reported, the ITA may decide to enter into a confidentiality, non-disclosure or other type of agreement regulating more in detail the obligations, rights and responsibilities of the ITA and those of the Proactive Reporter in accordance with the applicable regulations.

Accordingly, members of the ITA Intelligence & Investigations Department log investigative and analytical actions related to a case and the case file is updated in line with the ITA's case management processes.

Possible outcomes of anti-doping intelligence

For the purposes of mere illustration, anti-doping intelligence may be used for the purpose of seeking the following outcomes in accordance with the Code:

- To inform and/or amend policy decisions;
- To inform and/or amend an ADO's Registered Testing Pool and/or Test Distribution Plan;
- To conduct target Out-of-Competition testing;
- To conduct target In-Competition testing;
- To direct further analyses on one or more samples;
- To drive the re-analysis strategy of samples collected;
- To conduct further investigations and determine whether an ADRV by an Athlete or other Person under the relevant ADO's jurisdiction has occurred;
- To develop and compile evidence that supports the initiation of disciplinary proceedings in accordance with the Anti-Doping Rules of the relevant ADO;
- To share intelligence with other ADOs and/or WADA's Intelligence and Investigations Department for further investigations, proceedings and/or testing actions, as relevant (for more information on the transfer of information see Section 7 below); and
- To report relevant information to law enforcement or public authorities for any criminal or disciplinary proceedings under their own jurisdiction and within their authority.

7. TRANSFER OF INFORMATION TO OTHER ENTITIES

In accordance with the Code and other applicable laws, the ITA may be under the legal requirement or otherwise expected to disclose the anti-doping information or intelligence submitted by the Proactive Reporter to the following parties:

- The ADO responsible for the sport or event to which the report relates;
- Other ADOs that are relevant for the processing and/or sanctioning process in relation to the information contained in the report;
- WADA;
- National and/or international law enforcement and/or public authorities having jurisdiction over the reported person(s) or fact(s); and
- Authorised service providers (for the purpose of providing specialist intelligence and/or investigations assistance).

When sharing a report with third parties, the ITA will take the necessary precautions in order not to expose the Proactive Reporter or third parties to any undue consequences.

As a general rule, reports will be shared in anonymous format with certain details redacted or otherwise generalised so as not to expose sources and methods. Information that could potentially identify a Proactive Reporter will not be disclosed to third parties except where the Proactive Reporter has given their express consent to do so, or where such disclosure is required by law. To the extent possible and appropriate, the ITA will endeavour to inform the Proactive Reporter of any necessary disclosure in advance of its occurrence.

Furthermore, information will not be shared with third parties that are a target of the allegations brought forward by a Proactive Reporter, unless required by law. This assessment will be performed by ITA Intelligence experts from the I&I Department.

In the unlikely event that the ITA establishes that a Proactive Reporter has reported malicious or knowingly false information⁸, the protections granted under this Policy will be lost. In this occurrence, when appropriate the ITA will disclose to relevant third parties that have a need to know the identity of the Proactive Reporter and other contextual information. This information will be shared as such to prevent third parties from pursuing false or misleading information. To the extent possible and appropriate, the ITA will endeavour to inform the Proactive Reporter of this disclosure.

8. PROTECTION AND REWARDS AVAILABLE TO PROACTIVE REPORTERS

Confidentiality and protection of identity

All anti-doping information and intelligence will be treated confidentially. The identity of the Proactive Reporter will only be made available to dedicated personnel within the ITA Intelligence & Investigations Department as necessary to effectively process the anti-doping information or intelligence.

As detailed in Section 7 above, the identity of the Proactive Reporter will not be disclosed externally unless he/she has given express and written consent to do so, where disclosure is required by the law or in the event of malicious and/or knowingly false reporting.

External legal assistance and counselling

The ITA may support the Proactive Reporter in identifying appropriate external legal assistance if such support is requested by the Proactive Reporter and should the circumstances so warrant. As a general principle, the cost for any such legal assistance shall be borne by the Proactive Reporter.

⁸ It is noted that the provision of malicious and/or knowingly false information may also constitute a "tampering" ADRV as provided under Article 2.5 of the Code and proceedings may be initiated accordingly.

Upon request, the ITA will endeavour to assist the Proactive Reporter in obtaining appropriate pre- and post-disclosure counselling, or advisory support of some other kind, should the circumstances so warrant.

Substantial Assistance benefits

When a Proactive Reporter is facing being charged with one or more ADRVs, he/she might be eligible for Substantial Assistance benefits, as described in Article 10.7.1 of the Code, or to enter a Case Resolution Agreement, as described in Article 10.8.2 of the Code. The ITA will provide the Proactive Reporter with further information in this regard should the circumstances so warrant.

Physical protection

The ITA cannot provide the Proactive Reporter or his/her family with physical protection. However, if circumstances reveal that a Proactive Reporter is in danger, the ITA will endeavour to assist, where appropriate, in raising and addressing this matter with the support of reliable stakeholders, WADA and/or relevant law enforcement authorities.

A prerequisite for receiving this protection is the Proactive Reporter giving explicit consent for the ITA to reveal their identity to the applicable authority, except in situations of immediate physical danger, where an experienced ITA intelligence expert may exceptionally elect to share this information with a specialised law enforcement authority in order to prevent potential harm coming to the Proactive Reporter and/or their family, while ensuring that the Proactive Reporter's identity remains protected to the greatest extent possible.

Financial assistance and reward

Although information provided by Proactive Reporters has proven to be a major impetus in the investigation and prosecution of ADRVs and in the broader pursuit of clean sport, this Policy delineates the ITA's conservative approach towards any offering of financial assistance or compensation for assistance in the pursuit of ADRVs.

With this in mind, the ITA may – in exceptional circumstances only, and subject to a stringent case-by-case review process – give due consideration to providing reasonable financial assistance or rewards (or any other benefits) to Proactive Reporters. Such a process would be subject to a thorough assessment and diligent internal review prior to submission to an ad hoc ITA Management Committee for review and consideration.

To this end, where appropriate and at its sole discretion, the ITA may consider under exceptional circumstances providing financial assistance and/or compensation to Proactive Reporters. As an alternative, the ITA may also endeavour to encourage other entities, including the relevant ADO and/or WADA or public authorities, to provide financial assistance and/or compensation under specific conditions.

Acts to discourage or retaliate against reporting

The ITA is committed to ensuring that Proactive Reporters can provide anti-doping information without fear of retaliation or intimidation. Any act that threatens or seeks to intimidate another person, in order to discourage good faith reporting of information related to doping concerns will not be tolerated. Such conduct may in itself constitute an ADRV under Article 2.11 and/or 2.5 of the Code, and the ITA will vigorously pursue any allegations or suspicions of this conduct.

9. OBLIGATIONS OF THE PROACTIVE REPORTER AND ABUSE OF THE PROACTIVE REPORTING SYSTEM

The Proactive Reporter agrees that they will not impersonate another person or entity when providing information to the ITA. This includes the use of names, personal data or other



information (including without limitation phone numbers or email addresses) pertaining to other individuals or entities, aside from when these details are being provided as part of the information reported and it is stated or implied that such information pertains to other individuals and is not intended for impersonation purposes.

Furthermore, the Proactive Reporter agrees that he/she will not falsely state or otherwise misrepresent any purported fact, matter or information or otherwise make any statement which he/she knows, believes or should have reasonably known or believed not to be true, accurate and correct in any report submitted to the ITA.

By submitting a report to the ITA, the Proactive Reporter expressly confirms that the information contained therein is true, accurate and correct to the best of his/her knowledge and reasonable belief.

Knowingly providing false information may amount to an ADRV and/or breaches of the Code and relevant ADO's Anti-Doping Rules and the ITA may therefore take such and all actions as it considers appropriate in the circumstances to have such conduct sanctioned.

Please refer to Section 7 above for further information.

10. PERSONAL INFORMATION AND DATA PRIVACY

For more information on the processing of personal information and data privacy please refer to the ITA Privacy Policy on the REVEAL platforms.