

# 2023 WORKSHOP

**Women & Anti-Doping:  
Working Together Towards  
Excellence**

## **Extended Program**

12 -13 March 2023 in Lausanne, Switzerland  
University of Lausanne (UNIL)

### **Workshop Partners:**



## Sunday 12<sup>th</sup> March

### Plenary Sessions

#### 13:00 Welcome

<b>Speaker</b>	Raphael Faiss, Ph.D., Research Manager & Senior Lecturer, REDs (Center of Research & Expertise in Anti-Doping Sciences), Institute of Sport Sciences, University of Lausanne
<b>Description</b>	This session will welcome all participants to iNADO's 2023 Workshop.

#### 13:10 Opening Remarks by iNADO's CEO

<b>Speaker</b>	Jorge Leyva, Chief Executive Officer, iNADO
<b>Description</b>	This session will include the opening remarks for the 2023 iNADO Workshop "Working & Anti-Doping: Working Together Towards Excellence" from iNADO's CEO.

#### 13:20 Thank You to iNADO's Sponsors

<b>Speaker</b>	Berlinger, PWC, and LGC
<b>Description</b>	This session will provide an opportunity to thank iNADO's sponsors for their continued support.

**13:30 Keynote Speech: Women in Anti-Doping**

<b>Speaker</b>	Yang Yang, Vice President, World Anti-Doping Agency (WADA)
<b>Description</b>	This session will explore what WADA can do to lead the way for the next generation of women in anti-doping.
<b>About the speaker</b>	<p>Yang Yang (A), China's first-ever Winter Olympics gold medalist; a three-time Olympian and five Olympic medals with 2 golds, 2 silvers and 1 bronze. As a winner of 59 world champion titles throughout her 23 years of sports career, she still holds the record of the most world champion titles in China. After sports, she went to Tsinghua University's School of Economics and Management and graduated in 2007. Yang Yang has also had a distinguished career in sports administration. She was a member of WADA's Athlete Committee from 2003-2013; In 2006, she was elected as a member of the Executive Committee of the Chinese National Olympic Committee; From 2010-2018, she served as a member of International Olympic Committee; Council Member of International Skating Union from 2016-2019; In November 2019, she was elected as the Vice President of World Anti-Doping Agency; She was the Chairperson of Athlete Commission of 2022 Beijing Olympic Winter Games Organizing Committee; Member of the National Committee of Chinese People Political Consultative Conference; Vice Chairperson of China Youth Federation. Yang Yang has devoted her time to philanthropy, and she has established a Champion Foundation since she retired, which commits to sports education for children and the Athlete Career Program development in China. She is also the Founder of Feiyang Ice Skating Center in Shanghai to develop winter ice sports.</p>

**14:05 Enhancement of Gender Equality Standards in Anti-Doping: A Leading International Project**

<b>Speaker</b>	Shafag Huseynli, Chief Executive Officer, Azerbaijan National Anti-Doping Agency (AMADA)
<b>Description</b>	The session presents the international project being conducted within the frameworks of the Council of Europe by the Gender Equality Rapporteur and the Secretariat on the enhancement of gender equality in anti-doping. In particular, the session will address the role and importance of gender equality in anti-doping and inform the attendees about the current works on drafting the first recommendation on elevating the human rights-based principle of gender equality in anti-doping applicable at national and international levels.
<b>About the speaker</b>	Shafag Huseynli is the Chief Executive Officer of the Azerbaijan National Anti-Doping Agency (AMADA), who holds positions of the Gender Equality Rapporteur and the Chair of the Drafting Committee on Gender Equality in Anti-Doping of the Council of Europe. As a contributor to the project, she believes that the recommendation on enhancing gender equality standards will elevate gender equality to the higher levels, serve as a call to action for a better representation of women at the governance and decision-making levels, and ensure that international policies and standards address gender sensitive issues for a de facto equal treatment of both genders.

**14:25 Women’s Footprint in Anti-Doping Research**

<b>Speaker</b>	Andrea Petroczi, Professor, Kingston University London / Eötvös Loránd University (ELTE)
<b>Description</b>	This talk builds on a series of bibliometric analyses of 1,802 anti-doping related outputs by 3,628 identifiable authors, of which only 30.3% were identified as female. This research shows that although women publish fewer papers and take less prominent author roles in anti-doping research but what they do is impactful. Women are better positioned for both within anti-doping community, and cognate fields. The strong presence of women in anti-doping research with their problem-focused multidisciplinary research and affinity for societal impact, information transfer and interdisciplinary offers untapped potentials for advancing the still relatively young and emerging field of anti-doping.
<b>About the speaker</b>	Prof. Petroczi is a Research Professor at Kingston University London and an internationally recognised anti-doping expert with background in psychology, management & marketing, and journalism. She is a Senior Research Fellow at ELTE (Eötvös Lóránd University, Budapest, Hungary), and holds a visiting position at KU Leuven (Belgium), at ‘Foro Italico’ University of Rome (Italy) and at the Willibald Gebhardt Institute, University of Münster (Germany). Her research covers several anti-doping topics with present focus on doping prevalence; the meaning of ‘clean’ in sport, in performance enhancement and in anti-doping; the impact of anti-doping on clean athletes; athlete vulnerability, and the role of values and personal integrity in anti-doping education. She is a founding member of the Clean Sport Alliance, and she chairs WADA’s Doping Prevalence Working Group.

**14:45 – 15:15 Coffee Break**



**15:15 Breakout Sessions: From athletic careers to anti-doping practice**

1. The evolution from the athlete to the anti-doping practitioner

<b>Speaker</b>	Olha Zavhorodnya, Specialist/Expert, Polish Anti-Doping Agency (POLADA).
<b>Description</b>	Ms. Zavhorodnya has experienced many perspectives in anti-doping from doping control as an athlete to now working as an anti-doping practitioner. This session will focus on the lived experience and provide practical advice on this transition, and subsequent growth through the Ukrainian NADO. Ms. Zavhorodnya will also share the personal and organizational challenges due to the war and about her current role with POLADA.
<b>About the speaker</b>	Ms. Zavhorodnya is a former track and field athlete who was part of the Ukrainian team for 10 years. She holds two graduate degrees completed while competing in sport. Following her retirement from competition Ms. Zavhorodnya gained her master’s degree in Sports Management from the Seoul National University. She started working at the National Anti-Doping Center of Ukraine (NADC) in February 2021 in the Education Department. After 8 months she was promoted to the Head of the Department of Anti-Doping activities. Following the military invasion by Russian troops in 2022, Ms. Zavhorodnya was supported by her colleagues to relocate to Warsaw where she now works for POLADA.

## 2. Defining Sex and Gender in Biomedical Research: Insights from Policy Making

<b>Speaker</b>	Dr. Madeleine Pape, Postdoctoral Researcher, Institute of Sports Sciences, University of Lausanne.
<b>Description</b>	National funding bodies across diverse countries now mandate the inclusion of women in clinical trials as well as consideration of gender and/or sex as health influences. Very often, this has been understood by policymakers and advocates as a means to correct systematic gaps in the research process and ensure all citizens are served by the knowledge that results. Yet, as efforts to integrate sex and/or gender have advanced, it has become evident that their operationalization in research settings is not straightforward, not least given their frequent entanglement with each other—both in the language we use, and in the body itself. Moreover, as argued by neuroscientist Jill Becker, sex itself is complex: women’s and men’s experiences of health and disease are rarely sexually dimorphic, meaning researchers need to carefully consider what they mean by a “sex difference” (Becker and Koob 2016). In this presentation, I discuss these challenges with a particular focus on the policy and research debates that have surrounded the Sex as a Biological Variable (SABV) Policy of the National Institutes of Health in the US. With sports scientists in various countries now increasingly attentive to the need to diversify their research subjects, I consider what can be learned from the US and other contexts as biomedical researchers clarify the relevance of sex and gender to their work.
<b>About the speaker</b>	Dr. Pape is a sociologist and postdoctoral researcher at the University of Lausanne’s Institute of Sports Sciences. Following her career as an Olympic athlete, Madeleine obtained her PhD at the University of Wisconsin-Madison. Her research examines policy and scientific debates about how to incorporate sex and gender into biomedical and women's health research, particularly in the US context. She has published in the leading journals of her field and has been supported by the US National Science Foundation, Australian Research Council, and Swiss National Science Foundation.

**15:15 Breakout Sessions: Opportunities and Challenges for Women in Anti-Doping**

**1. Challenges and Opportunities for Women Working Together Towards Anti-Doping**

<b>Speaker</b>	Maria José Pesce Cutri, Director Latin America Office, World Anti-Doping Agency (WADA)
<b>Description</b>	This session will paint a picture of women in WADA positions, in RADOs in the world and the region, and in NADOs in Executive positions. The challenges and opportunities in Latin America relating women and anti-doping will be addressed, as well as the importance of the work we do.
<b>About the speaker</b>	María José Pesce Cutri was born in Uruguay and is the Director of the Latin American Office of WADA, located in Montevideo, Uruguay. Previously she worked as Director of International Relations of the Ministry of Tourism and Sports of Uruguay. She graduated in Physical Education and International Relations from Universidad de la República. She completed a postgraduate degree in Management of Educational and Sports Centers during the years 2001 and 2002 and also completed a postgraduate course "Cooperation Projects for Development" at the Organization of Ibero-American States in Madrid, Spain.

**2. Women Leading in Anti-Doping: Experiences from Kenya**

<b>Speaker</b>	Sarah Shibutse, Chief Executive Officer, Anti-Doping Agency of Kenya (ADAK)
<b>Description</b>	Greater equality, diversity, equity, and inclusion of women in leadership positions not only in sports but also in areas of sport integrity like anti-doping. This session will explore the challenges that women in leadership face and how to overcome them, as well as how we can support each other as women to get to leadership positions.
<b>About the speaker</b>	Ms. Shibutse is the Chief Executive Officer at the Anti-Doping Agency of Kenya. She has eight years of experience in Anti-Doping. Ms. Shibutse is a Board member of iNADO and a member of the Independent Monitoring Group for the International Weightlifting Federation. She has a master's degree in International Studies (Development Cooperation).



**15:15 Breakout Sessions: Women in Leadership**

**1. Perspective: Are we ready to be led by a woman?**

<b>Speaker</b>	Ritu Sain, Director General & Chief Executive Officer, National Anti-Doping Agency of India (NADA India)
<b>Description</b>	Rooted in personal experiences as a woman in a leadership role in anti-doping and sports, Ms. Sain will bring forth the perspectives on role and current scenario of female in the domain. Furthermore, she will highlight the integral leadership role that women can play in augmenting clean sports practices globally. Ms. Sain will also illustrate the journey to create equal opportunities for women in the sports and anti-doping domain through examples of recent initiatives undertaken by NADA India to imbibe an inclusive approach in all programs. The presentation will enable all attendees to think and re-think whether their organizations are truly gender-balanced, inclusive and ready for women in leadership roles.
<b>About the speaker</b>	Ritu is an Indian Administrative Service Officer with 19 years of experience in public policy, public administration, and project management. She is currently the Director General and CEO of National Anti-Doping Agency, Ministry of Youth Affairs and Sports, Government of India (GoI), working towards promoting fair play in sport. Prior to this, Ritu led inclusive education policy landscape in Ministry of Education and was instrumental in ensuring equitable access for children with disabilities. She is the recipient of Presidents Medal for Outstanding Zeal and High-Quality Service and Prime Ministers Award for Excellence in Public Administration for outstanding contribution in public service delivery. She is a Draper Hills Summer Fellow from Stanford and a Chevening Gurukul Fellow from Oxford University. She holds a M.Phil degree in Southeast Asian Studies and MA degree in Politics with specialization in International Relations.

**2. The Impact of Anti-Doping on an Island of 21 Square Miles**

<b>Speaker</b>	Deborah Hunter, Chief Executive Officer, Bermuda Sport Anti-Doping Authority
<b>Description</b>	This session will explore the challenges that BSADA, a NADO based on a small island of only 21 square miles in the Caribbean, experiences as it journeys through the expectations of effectiveness and efficiencies.
<b>About the speaker</b>	Deborah Hunter has been the Chief Executive Officer of the Bermuda Sport Anti-Doping Authority for 12 years. She participated in the 1976 Montreal Olympic Games, is a member of an 800 metre World Record Indoor Relay Team and has been featured on a Nike sports poster.

**16:15 – 16:45 Coffee Break**

Plenary Sessions

**16:45 Human Rights of Women in Sport**

<b>Speaker</b>	Thays Prado, General Advisor, Centre for Sport and Human Rights
<b>Description</b>	In this session, we will explore what human rights are at stake for women in the context of sports and mega-sporting events and what gender-responsive human rights due diligence can look like.
<b>About the Speaker</b>	Thays Prado is Gender Advisor at the Center for Sports and Human Rights. Her main role is to add a gender perspective to the broader work of sport and human rights, as well as add a human rights lens to the work around gender. Before joining the Center, she worked for seven years at UN Women, five of them dedicated to the intersections between gender equality and sport. Thays holds a Master's in Gender, Media, and Culture from the London School of Economics and Political Science.

**17:05 It's Not a Women's Issue, it's a Human Rights Issue: Male Allies**

<b>Speaker</b>	Nick Paterson, Chief Executive, Drug Free Sport New Zealand (DFSNZ)
<b>Description</b>	This session will explore the role of men as allies for change. What roles need to be fulfilled? What actions need to follow? How to succeed in intergenerational change.
<b>About the Speaker</b>	Nick is the Chief Executive of Drug Free Sport New Zealand and Chair of the Board of iNADO. He has three teenage children, is a keen sportsman and enjoys running, paddling, and cycling as well as participating in adventure sports.

**17:25 Panel discussion: Does the global anti-doping community address gender equality at governance and operational Levels?**

<b>Moderator</b>	Shafag Huseynli, Chief Executive Officer, Azerbaijan National Anti-Doping Agency (AMADA)
<b>Panelists</b>	<ul style="list-style-type: none"> <li>• Yang Yang, Vice President, World Anti-Doping Agency (WADA)</li> <li>• Andrea Petroczi, Professor, Kingston University London / Eötvös Loránd University (ELTE)</li> <li>• Thays Prado, General Advisor, Centre for Sport and Human Rights</li> <li>• Nick Paterson, Chief Executive, Drug Free Sport New Zealand (DFSNZ)</li> </ul>
<b>Description</b>	The panel session will discuss the state of the art regarding gender equality in anti-doping, the steps that should be taken to enhance gender equality standards within the international anti-doping movement, provide an interactive discussion with panelists about their views and perceptions on how and to what extent gender equality shall be integrated into international policies and standards, as well as the correlation of anti-doping, human rights and gender equality.

**18:05 Day 1 Closing**

<b>Speaker</b>	Kaitlyn Schäfer, Program Manager, iNADO
<b>Description</b>	This session will close day 1 of the 2023 iNADO Workshop.

## Monday 13<sup>th</sup> March

### Plenary Sessions

#### 08:30 Welcome

<b>Speaker</b>	Prof. Nicky Le Feuvre, Dean of the Faculty of Social and Political Sciences, University of Lausanne Prof. Nicolas Place, Director of the Institute of Sport Sciences, University of Lausanne Janka Deszatkik, Communications Coordinator, iNADO
<b>Description</b>	This session will welcome participants to day 2 of the 2023 iNADO Workshop.

#### 08:45 Breakout Sessions: The Guiding Principles for the Future of Anti-Doping

##### 1. An Introduction to the Guiding Principles for the Future of Anti-Doping

<b>Speaker</b>	Jorge Leyva, Chief Executive Officer, iNADO
<b>Description</b>	In June 2022, a group of National Anti-Doping Organizations (NADOs) proposed the adoption of a 'Declaration of Guiding Principles for the Future of Anti-Doping'. This session will introduce the six Guiding Principles with a view to ensuring quality and leadership in the movement for doping-free sport.
<b>About the Speaker</b>	Since 2019, Jorge Leyva has been the Chief Executive Officer of iNADO. His role includes the representation of the interests and needs of the Governing Board and Members of iNADO in all day-to-day affairs as well as the execution of the strategic plan. Jorge studies Economics and Business Administration and holds a master's degree in Sport Management from the German Sport University in Cologne (DSHS) where he focused his research on sport development and sport policy. Prior to joining iNADO, Jorge held positions in management areas such as supply chain, sales, and finance of large- and medium-sized companies.

**2. Improving the Future of Anti-Doping through Governance and Quality Assurance**

<b>Speaker</b>	Kathe Langvik, Director of Administration, Antidoping Norway
<b>Description</b>	This session will showcase what one NADO, Antidoping Norway, has been doing to support the Guiding Principles by working with good governance and quality assurance systems, as well as describe how to implement this in an organization.
<b>About the Speaker</b>	Ms. Langvik is an Economist and involved in coach management. She held the role of Director of a sport club with 2500 members, for five years and was the Director of Organizational and Competence Development in a Norwegian Sport Federation in the region of Oslo, for 11 years.

**09:15 Establishment of a World Anti-Corruption Agency for Sport (WACA)**

<b>Speaker</b>	Viola von Cramon-Taubadel, Member of the European Parliament
<b>Description</b>	The sports system has become a rather toxic field where all sorts of corruption can thrive bribery, money laundering, ticket fraud, vote buying, abuse of power, match fixing etc. It is time to put the autonomy of sport on a new footing and reorganise it around accountability and transparency. There is clearly a need for an independent watchdog organization with transnational reach and the power to act in cases of corruption. Viola von Cramon put a detailed proposal for the creation of a World Anti-Corruption Agency on the table last year. At this session, she will present the details of the proposal and put it up for discussion.
<b>About the Speaker</b>	Viola von Cramon-Taubadel has been a Member of the European Parliament since 2019 and belongs to the Group of The Greens/European Free Alliance. She is a member of the Committee on Foreign Affairs and a substitute member of the Committees on Industry, Research and Energy, on Culture and Education (also responsible for Sport) and on Budgetary Control.

**09:45 – 10:15 Coffee Break**

**10:15 Breakout Sessions: Strengthening I&I Programs and Maximizing Women’s Capabilities**

**1. Importance of Intelligence and Investigations for Clean Sport**

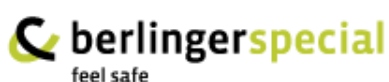
<b>Speaker</b>	Gunter Younger, Director Intelligence and Investigations, World Anti-Doping Agency (WADA)
<b>Description</b>	The Russian Doping scandal and numerous investigative success stories have demonstrated that intelligence and investigations should be a mandatory tool for every Anti-Doping Organization. Testing alone is not sufficient anymore. We need more I&I capabilities. Mr. Younger will give you an insight into his work and will provide some guidance of how we can protect better the integrity of Sport with I&I.
<b>About the speaker</b>	Gunter Younger is a German Police Officer heading currently WADA's I&I Department. He was a member of the Independent Commission investigating the institutionalized doping scheme in Russia and corruption within the IAAF. He currently chairs an EU co-funded project to build up or strengthen I&I capacities and capabilities in Europe which is the biggest initiative in this area so far.

**2. Promoting Women in Anti-Doping Organizations: Building Relations and Trust in the Anti-Doping System**

<b>Speaker</b>	Allison Wagner, Director of Athlete and International Relations, US Anti-Doping Agency (USADA)
<b>Description</b>	Over thousands of years of evolution, the brains of women have developed to foster different strengths – women tend to be more adept at empathy, listening, and fostering interpersonal connection. These strengths can be utilized in anti-doping to build trust and engagement with athletes and to compliment the effort to identify threats to clean sport.
<b>About the speaker</b>	Allison is the Director of Athlete and International Relations at the U.S. Anti-Doping Agency. She's a retired athlete - an Olympic silver medalist and former world record holder in the sport of swimming - and a passionate athlete advocate.

**10:15 Breakout Session Panel Discussion: Review of the World Anti-Doping Code: Same Procedure as last Year, Ms. Sophie? Or Time for a Major Revision? Which changes should the NADO community seek?**

<b>Moderator</b>	Martin Holmlund Lauesen, Director, International Relations and Medical, Antidoping Norway
<b>Panelists</b>	<ul style="list-style-type: none"> <li>• Antoine Marcelaud, Head of Legal &amp; Institutional Affairs, Agence Française de Lutte contre le Dopage (AFLD)</li> <li>• Gobi Nair, Director General, Southeast Asia Regional Anti-Doping Organization (SEARADO)</li> <li>• Peninah Wahome, Ag. Director, Standards and Compliance, Anti-Doping Agency of Kenya (ADAK)</li> <li>• Alex Williams, Chairman, JADCO Board of Directors</li> </ul>
<b>Description</b>	<p>As March 2023 marks the 20-year anniversary of the first World Anti-Doping Code and a new Code-Review is fast approaching, the 2023 iNADO Workshop is a timely occasion to discuss what should be addressed at the upcoming Code-Review. While the Code to a great extent builds on the same stem from 2003 Code, the regulatory framework of Anti-Doping has grown extensively in both size and complexity: We are currently on the 6th version of the Code, which is supplemented by 8 International Standards, covering as diverse fields as the Prohibited List, Testing &amp; Investigations, TUEs, Laboratories, Results Management, Education, Privacy and Code Compliance. iNADO has invited four panelists to provide their perspectives on needs for change in the upcoming Code-Review and we invite the audience to take part in the discussion and bring forward issues (major or minor) they find should be addressed in the next review of the Code and International Standards!</p>
<b>About the Moderator</b>	<p>Martin Holmlund Lauesen has been Director of International Relations and Medical in Anti-Doping Norway since 2020 and is currently one of the two European members of WADA's NADO Expert Advisory Group. In the past, Martin has among others worked as Special Advisor in the Sports Department of the Danish Ministry of Culture and as Attachee for Education, Culture, Media, Copyright, Youth, and Sports at the Permanent Representation of Denmark to the EU under the Ministry of Foreign Affairs of Denmark. He has been involved in field of sports integrity, including anti-doping, since 2011.</p>



**10:15 Breakout Session Panel Discussion: Review of the World Anti-Doping Code: Same Procedure as last Year, Ms. Sophie? Or Time for a Major Revision? Which changes should the NADO community seek?**

**About the  
Panelists**

- **Antoine** joined AFLD in 2016 after having worked for the legal department of the French cycling federation as deputy director and having managed the dispute resolution department of the French national Olympic committee and having sat on various anti-doping disciplinary panels.
- **Gobi** is the Director-General of SEARADO, and he has over 35-years of experience in the military, education, and sports organizations. He holds a B.Sc. (Hons) in Physical Education, M. Sc. In Exercise Physiology; Graduate Certificate in Human Nutrition; and a Graduate Certificate in Elite Athlete Career Counselling. Gobi has been a field hockey coach for the past three decades and enjoys running and yoga.
- **Peninah** is the Ag. Director in charge of Standards and Compliance at ADAK. She has been working at the Agency for 6 years. Ms. Wahome previously held a Sports Administrator role and taught and coached Kenyatta University teams prior to joining ADAK.
- **Alexander** was appointed Chairman of the JADCO Board of Directors during April 2016. He is an Attorney-At-Law who has been practicing at the private bar in both civil and criminal cases for the past 26 years. However, he specializes in civil litigation. He has experience in constitutional law claims, all commercial litigation, judicial review of administrative action, personal injury and industrial relations and labour law.



**10:15 Breakout Sessions: Education for Athlete Support Personnel (ASP) and Sanctioned Athletes**

**1. Sanctioned Athletes in Education**

<b>Speaker</b>	Alexis Cooper, Director of Education, Sport Integrity Australia (SIA)
<b>Description</b>	This session will look at Sport Integrity Australia's approach to engaging with sanctioned athletes as part of its education program. In particular, it will focus on how the agency implements the WADA International Standard for Education requirement to educate sanctioned athletes prior to their return to sport, sharing what the team has learnt along the way, as well as looking at the WADA guidelines on sanctioned athlete education. In addition, the session will explore how ADOs can use sanctioned athletes as part of their ongoing education program, with examples from Australia.
<b>About the speaker</b>	Alexis Cooper is the Director of Education at Sport Integrity Australia. She has worked in anti-doping education and communication roles for eight years, previously serving as the Director of Communications and Media Adviser to the CEO. Alexis collaborated with WADA on the development of the ISE Sanctioned Athlete Education guidelines and is an international education trainer as part of WADA's Global Learning and Development Framework.

**2. Strategies to Engage Athlete Support Personnel (ASP) in Clean Sport Education**

<b>Speaker</b>	Claire Lane, Clean Sport Education Officer, UK Anti-Doping (UKAD)
<b>Description</b>	Reflecting on the findings of UKAD-led research into the behaviour and influence of Athlete Support Personnel (including coaches, parents, and support teams) around clean sport issues, this session will offer insight into the approaches now being taken to engage this group. Focusing on importance of tackling topics from the perspective of ASP whilst also acknowledging the challenges of engaging this audience across the athlete pathway.
<b>About the speaker</b>	Claire started with UKAD as part of their Education Delivery Network before taking on the role of Clean Sport Education Officer in 2020, where her remit specifically covers the coach, parent, and support personnel audience. Claire had previously worked within interdisciplinary support teams for over ten years as a physiologist, working closely with strength and conditioning coaches, physiotherapists, nutritionists, and doctors, supporting individuals and teams across the athlete pathway. This prior experience has been crucial in understanding the perspective of ASP, and how best to meet their needs and expectations around clean sport education.

**11:15 – 11:30 Room Transition**

**11:30 Breakout Sessions: Data Analytics for Anti-Doping Programs**

1. Data analytics in anti-doping: How, why, learnings and next steps

<b>Speakers</b>	<ul style="list-style-type: none"> <li>• Jane Rumble, Chief Executive Officer, UK Anti-Doping (UKAD)</li> <li>• Samuel Pool, Head of Insight &amp; Innovation, UK Anti-Doping (UKAD)</li> </ul>
<b>Description</b>	<p>A key objective within UK Anti-Doping’s Strategic Plan relates to development of greater capabilities towards data analytics. This is a goal shared by many other NADOs and there is great potential for collaborative efforts to deliver the anticipated gains in effectiveness and efficiencies in operations. This session shall set out early work undertaken by UK Anti-Doping recently that encouraged organisation-wide involvement and led to the development of prototype tools. The journey towards a data-driven culture and the importance of international engagement shall be discussed, with their being the opportunity for audience interaction and shared learning.</p>
<b>About the speakers</b>	<p><b>Jane Rumble</b> is UK Anti-Doping’s Chief Executive. Jane joined UKAD in March 2022 having spent 8 years as Director at the UK’s communications regulator, Ofcom, most recently as Change Director. Jane is passionate about equality, diversity, and inclusion, and is driven by a workforce that is representative of people and perspectives from across the UK. Jane is also a keen sports fan. Her favorite sports include running, cycling and tennis.</p> <p><b>Samuel Pool</b> has been UKAD's Head of Insight &amp; Innovation since March 2021. He has served at UKAD since 2017, with previous roles as 2021 Code Implementation Project Manager and Medical Programmes Officer. His team are responsible for coordinating UKAD's engagement with scientific research and facilitating the development of an innovative culture across UKAD. Samuel is also responsible for the creation of a data analytics strategy and has led on recent projects delivering prototype digital visualisation tools.</p>

## 2. ADO Programs Assessment Framework

<p><b>Speakers</b></p>	<ul style="list-style-type: none"> <li>• Eimear O’Leary-Barrett, Manager, Program Development, World Anti-Doping Agency (WADA)</li> <li>• Kevin Haynes, Director, Compliance, Rules and Standards, World Anti-Doping Agency (WADA)</li> </ul>
<p><b>Description</b></p>	<p>The session will present WADA's new ADO Programs Assessment Framework, which will enable WADA to direct its resources to supporting compliance and program development in the areas and the regions where it is most needed. The session will also highlight some of the gaps and issues found through the 2022 Code Compliance Questionnaire.</p>
<p><b>About the speakers</b></p>	<p>Having spent the last decade of her career in data analysis and visualization, <b>Eimear</b> has developed an expertise in synthesizing complex information from diverse and multidimensional databases into comprehensible and actionable insights for employers such as Kativik Ilisarniliriniq, Journalists for Human Rights, Sportlogiq, and Université de Montréal. With WADA, she is working on developing the ADO Programs Assessment Framework, which will enable WADA to direct its resources to supporting program development in the areas and the regions where it is most needed.</p> <p><b>Kevin</b> has been with WADA since 2015 primarily involved in WADA's evolving Code compliance mandate. Prior to joining WADA, Kevin has worked in anti-doping since 2001, including roles at UK Anti-Doping, the London Organizing Committee of the Olympic and Paralympic Games and the English Football Association.</p>

**11:30 Breakout Sessions: Reflecting on Testing Strategies: the ABP and Anti-Doping’s Binary Approach**

**1. Realizing the full potential of the Athlete Biological Passport – Strategies for an Effective Program**

<b>Speaker</b>	Laura Lewis, Director of Science, US Anti-Doping Agency (USADA)
<b>Description</b>	The Athlete’s Biological Passport (ABP) has become a staple in anti-doping. Since its launch in 2009, there have been many success stories relating to the ABP, yet many ADOs and APMUs have yet to pursue an ABP case through to completion. With the resources required to run an effective ABP program, it’s no wonder some are asking, is the ABP worth the effort? In this presentation, we will discuss the benefits and uses of the ABP, and challenge the concept that success is only measured by sanctions. Strategies for implementation will be discussed with the common goal to improve the effectiveness of the ABP in the current anti-doping climate.
<b>About the speaker</b>	Laura joined USADA as the Director of Science in 2020. She has a Ph.D. in Exercise Physiology and comes to the anti-doping community after 15 years of service in the Australian High Performance Sport network. Laura is a member of the WADA Hematological ABP Working Group as well as serving as an ABP Expert reviewer for a number of Athlete Passport Management Units.

**2. The Binary Approach of Gender in the Scientific Prism of Anti-Doping**

<b>Speakers</b>	Raphael Faiss, Ph.D., Research Manager & Senior Lecturer, REDs (Center of Research & Expertise in Anti-Doping Sciences), Institute of Sport Sciences, University of Lausanne
<b>Description</b>	Is anti-doping binary from a gender perspective? This session will navigate from biological sex to gender in the context of the fight against doping with a scientific perspective.
<b>About the speaker</b>	Dr. Raphael Faiss’ major research focus is factors confounding hematological and steroidal variables and functional physiological variables in the human body in an anti-doping context. In his current position and formerly as Senior Scientist for the Swiss cycling national teams, he has obtained funding and led research for WADA, the Swiss Federal Office of Sport, the UCI, and the AIU. In recent years, he elaborated the strategic plan to implement the ABP at the anti-doping laboratory in Nairobi (Kenya) approved by WADA in 2018. He is also the director of the Certificate of Advanced Studies in Anti-Doping for Sport at the University of Lausanne, and the director for the Certificate of Advanced Studies in Cycling coaching organized with the UCI. Dr. Faiss has published more than 50 peer-reviewed articles.

**11:30 Breakout Sessions: Para Sport – Education and Testing**

**1. Meeting the Challenge: Testing & Educating Para Athletes**

<b>Speaker</b>	Jude Ellis, Anti-Doping Manager, International Paralympic Committee (IPC)
<b>Description</b>	Are you testing or educating Para Athletes? This session provides tips and tools for Anti-Doping Organizations (and DCOs) to help ensure you plan and carry out this testing appropriately. You will also learn how to apply for IPC recognition of your anti-doping education activities.
<b>About the speaker</b>	Jude has more than 30 years' experience in anti-doping and currently plies her trade at the International Paralympic Committee (IPC). She has many past lives in anti-doping, including as an elite athlete, national level coach, DCO and Programme Director at Drug Free Sport New Zealand, prior to moving to Bonn, Germany in 2020 to join the IPC Anti-Doping team.

**2. Prevention Programs in Para Sport**

<b>Speakers</b>	Nina Makuc, Education Coordinator, Slovenian Anti-Doping Organisation
<b>Description</b>	Prevention programs should be an integral part of every athlete's pathway. Para athletes deserve prevention programs that are inclusive and, if needed, tailored to meet their needs. As part of this session, we will present the voice of Para athletes and their support personnel as well as give some tips on how to develop and implement prevention programs.
<b>About the speaker</b>	Nina Makuc is the Education Coordinator at the Slovenian Anti-Doping Organisation since 2011. Her work includes developing and implementing national education programs, developing different education tools for all target groups, and participating in different international projects. From 2022 onwards she is a member of WADA education committee.

**12:30 – 14:00 Lunch Break**

## Plenary Sessions

### **14:00 From the List to the Lab to the ADOs (and back): Recent Scientific Advances**

<b>Speaker</b>	Professor Francesco Botré, Associate Director & Professor, REDs-ISSUL and laboratorio antidoping FMSI
<b>Description</b>	This presentation will use examples to bridge gaps in scientific knowledge to better understand the capabilities from recent advances in laboratories.
<b>About the Speaker</b>	Before joining the University of Lausanne in August 2020, Professor Botré worked in the Sapienza University of Rome from 1991-2020. Since 1998 he is also the Scientific Director of the Italian anti-doping laboratory accredited by the World Anti-Doping Agency (WADA). Professor Botré directed the anti-doping laboratory for the Torino 2006 Winter Olympic and Paralympic Games, and over the past 20 years he was regularly appointed as an international expert for major international sport events. He is a former amateur swimmer, and even a more amateurish piano player.

**14:30 Panel Discussion: Improving Stakeholder Collaboration & Coordination Ahead of Major Events**

<b>Moderator</b>	Lindsey Stafford, Director of Olympic and Paralympic Programs, US Anti-Doping Agency (USADA)
<b>Panelists</b>	<ul style="list-style-type: none"> <li>• Alessia Di Gianfrancesco, Director General, NADO Italia.</li> <li>• Francesca Rossi, Testing Director, Coordination of Science and International Partnerships, Agence Française de Lutte contre le Dopage (AFLD).</li> <li>• Michael Ask, International Relations Senior Manager, International Testing Agency (ITA).</li> </ul>
<b>Description</b>	This interactive session will provide guidance and examples on how ADOs can best collaborate and strengthen partnerships to deliver strategic anti-doping programs around the world. It will highlight intelligence sharing, opportunities to save resources, and an update on how these efforts support testing in the lead up to a major event.
<b>About the Moderator</b>	<b>Lindsey Stafford</b> is the Director of Olympic and Paralympic Programs at the United States Anti-Doping Agency. She has worked in Anti-Doping operations for 13 years and oversees the Olympic and Paralympic Programs, as well as all for-pay and client services opportunities at USADA.
<b>About the Panelists</b>	<p><b>Alessia Di Gianfrancesco</b> is the Director General of NADO Italia and a Professor of Pharmacology at the State Sports University "Foro Italico", Rome, Italy. She has worked in anti-doping since 1996. Alessia has also held a number of positions in sport and anti-doping over the years. She contributed to several topics in Sport nutrition and anti-doping as author of books and scientific articles published in international peer-reviewed journals.</p> <p><b>Francesca Rossi</b> worked for 10 years in the Antidoping Laboratory of Rome as Deputy Director and 13 years managing Anti-doping in International Federations (Athletics and cycling) in leading positions. She currently works at AFLD as Testing Director. Paris 2024 is the main challenge in the next 2 years... or maybe the main challenge of her entire professional life!</p> <p><b>Michael Ask</b> has held the position of International Relations Senior Manager at the ITA since November 2021. Prior to this, he was the CEO of Antidoping Denmark (2015-2021) and Chairman of the iNADO Board (2019-2021). He has 30 years of experience in law-enforcement working in organized and international crime.</p>

**15:30 – 16:00 Coffee Break**

**16:00 Anti-Doping work from different perspectives – My personal conclusion after almost 40 years.**

<b>Speaker</b>	Dr. Andrea Gotzmann, Chief Executive Officer, NADA Germany
<b>Description</b>	It all began with an encounter with Prof. Dr. Manfred Donike in 1983. I started at the Institute for Biochemistry, German Sport University Cologne with scientific research as part of my doctoral thesis. As a scientific employee of the renowned institute, I worked there for many years with various tasks before I took over the management of NADA Germany as CEO in 2011. What is my personal conclusion?
<b>About the Speaker</b>	Dr Andrea Gotzmann, CEO of the National Anti-Doping Agency Germany is a biochemist and worked for more than 25 years in the field of doping analysis at the WADA accredited laboratory in Cologne. There she organized as scientific director i.a. the annual Manfred Donike Workshop on Dope Analysis. She was board member of iNADO and is member of several international organizations. She was a former top athlete in Basketball and played 103 games for the German national team.

**16:40 10 years of iNADO and closing of 2023 iNADO Workshop.**

<b>Speaker</b>	Jorge Levya, Chief Executive Officer, iNADO
<b>Description</b>	This session will reflect on the past 10 years of iNADO since its establishment, as well as reflect on and close the 2023 iNADO Workshop.

**17:00 – 18:30 10<sup>th</sup> Anniversary Reception**