

ANTI-DOPING POLICY- FULL

Important Warning

You must find out which drugs are prohibited ignorance is no excuse you must be aware of the rules in this ADP and what is prohibited this ADP adopts the strict liability principle

Athletes Are Responsible for Anything Found in Their System

CONTENTS

1. Introduction
2. Purpose of Our Policy
3. Who Our Policy Applies To
4. Obligations
5. Definition of Doping
6. Anti-Doping Violations
7. Proof of Doping
8. The Prohibited List
9. Testing
10. Analysis of Samples
11. Results Management
12. Right to a Fair Hearing
13. Automatic Disqualification of Individual Results
14. Sanctions on Individuals

| | | |
|-------------------------------|--------------------------------|-----------------|
| Authorised by: Mark Calverley | Title: Anti-Doping Policy-Full | Page: 1 |
| Version Date: April 2020 | Next Review: April 2021 | No of Pages: 15 |

1. Introduction

The **Southern Sports Academy** endeavours to offer a sporting environment in the **Southern Sports Academy** Region in which talent is identified and opportunity provided to develop that talent to its fullest potential.

2. Purpose of Our Policy

We have adopted this Anti-Doping Policy (ADP) so as to be compliant with the WADA Code (WADC or the Code), and also to comply with the National Anti-Doping scheme (NAD scheme) administered by the Australian Sports Anti-Doping Authority (ASADA). The **Southern Sports Academy** condemns the Use of Prohibited Substances and Methods in sport. The Use of Prohibited Substances and Methods is contrary to the ethics of sport and potentially harmful to the health of Athletes. The only legitimate Use of Prohibited Substances and Methods is under the supervision of a physician for a clinically justified purpose in accordance with section 7 of this Policy. The **Southern Sports Academy** aims to stop Doping practices in sport by:

- a. Educating and informing Persons about drugs in sport issues;
- b. Supporting the drug testing programs and education initiatives of ASADA and other Anti-Doping Organisations; and
- c. Imposing effective sanctions on Persons who commit Anti-Doping Rule Violations.

The fundamental rationale of this Policy is the preservation of the spirit of sport, namely the celebration of the human spirit, body and mind and is characterised by the following values:

- Ethics, fair play and honesty;
- Health;
- Excellence in performance;
- Character and education;
- Fun and joy;
- Teamwork;
- Dedication and commitment;
- Respect for rules and laws;
- Respect for self and other participants;
- Courage; and
- Community and solidarity.

Doping is fundamentally contrary to the spirit of sport.

3. Who Our Policy Applies To

Our policy applies to everyone involved in the academy including board members, employees,

| | | |
|-------------------------------|--------------------------------|------------------------|
| Authorised by: Mark Calverley | Title: Anti-Doping Policy-Full | Page: 2 |
| Version Date: April 2020 | Next Review: April 2021 | No of Pages: 15 |

administrators and coordinators, consultants, coaches, officials (umpires/referees/judges), squad participants, parents and spectators.

4. Obligations

4.1 The policies and minimum standards set forth in the Code and implemented in this Anti-Doping Policy represent the consensus of a broad spectrum of stakeholders with an interest in fair sport. The persons identified in section 2 are bound by this Anti-Doping Policy as a condition of their participation and/or involvement in the sport.

4.2 Roles and Responsibilities – Athletes

- Must be knowledgeable of and comply with all anti-doping policies and rules applicable to them;
- Must read and understand the Prohibited List as it relates to them;
- Must be available for Sample collection and provide appropriate whereabouts information for this purpose when included in a Registered Testing Pool;
- Must take full responsibility, in the context of anti-doping, for what they ingest and use; and
- Must inform medical personnel of their obligations not to use Prohibited Substances and Prohibited Methods and to take responsibility to make sure that any medical treatment received does not violate anti-doping policies and rules applicable to them.

4.3 Roles and Responsibilities – Athlete Support Personnel

- Be knowledgeable of and comply with all anti-doping policies and rules applicable to them or the Athletes whom they support;
- Support and assist Anti-Doping Organisations, including ASADA to conduct Doping Control; and
- Use their influence on Athletes' values and behaviour to foster anti-doping attitudes.

4.4 Roles and Responsibilities – Southern Sports Academy

- Use its best efforts to assist Athletes to fulfil their responsibilities under this Anti-Doping Policy, including providing accurate Athlete contact information;
- Support and assist Anti-Doping Organisations, including ASADA to conduct Doping Control;
- Make reasonable efforts to make this Policy available to Members, Athletes and Athlete Support Personnel and Persons;
- Develop and implement, in consultation with ASADA, drug education and information programs for Athletes and Athlete Support Personnel;
- Support the initiatives of the ASC and ASADA to stop Doping in sport;
- Adopt and implement anti-doping policies and rules which conform with the code and the ASC Anti-Doping Core Provisions;
- Co-operate with the ASC and other Anti-Doping Organisations in relation to the conduct of any investigation or hearing into an alleged Anti-Doping Rule Violation;
- Require as a condition of membership that the policies, rules and programs of member organisations are in compliance with the Code, the ASC and this Anti-Doping Policy;
- Require all Athletes and Athlete Support Personnel within their jurisdiction to recognise and be

| | | |
|-------------------------------|--------------------------------|------------------------|
| Authorised by: Mark Calverley | Title: Anti-Doping Policy-Full | Page: 3 |
| Version Date: April 2020 | Next Review: April 2021 | No of Pages: 15 |

- bound by anti-doping rules in conformance with the Code, the ASC and this Anti- Doping Policy;
- Require Athletes who are not regular Members of the **Southern Sports Academy** or one of its Member organisations to be available for Sample collection and provide accurate and up to date whereabouts information if required by the conditions for eligibility established by the relevant NSO, or, as applicable, the Major Event Organisation; and
- Not disclose or use any information about a person who is alleged to have, or has committed an Anti-Doping Rule Violation until after the conclusion of the hearing, except (for a purpose under this Policy) to the ASC, ASADA and relevant Anti-Doping Organisations.

5. Definition of Doping Doping is defined as the occurrence of one or more of the Anti-Doping Rule Violations set forth in section 6.1 through to section 6.8 of this Anti-Doping Policy.

6. Anti-Doping Rule Violations The following constitute Anti-Doping Rule Violations:

6.1 The presence of a Prohibited Substance or its Metabolites or Markers in an Athlete's bodily Specimen.

- It is each Athlete's personal duty to ensure that no Prohibited Substance enters his or her body. Athletes are responsible for any Prohibited Substance or its Metabolites or Markers found to be present in their bodily Specimens. Accordingly, it is not necessary that intent, fault, negligence or knowing Use on the Athlete's part to be demonstrated in order to establish an anti-doping violation under section 6.1.
- Excepting those substances for which a quantitative reporting threshold is specifically identified in the Prohibited List, the detected presence of any quantity of a Prohibited Substance or its Metabolites or Markers in an Athlete's Sample shall constitute an Anti- Doping Rule Violation.
- As an exception to the general rule of section 6.1, the Prohibited List may establish special criteria for the evaluation of Prohibited Substances that can also be produced endogenously.

6.2 Use or Attempted Use of a Prohibited Substance or a Prohibited Method.

- The success or failure of the Use of a Prohibited Substance or Prohibited Method is not material. It is sufficient that the Prohibited Substance or Prohibited Method was Used or Attempted to be used for an Anti-Doping Rule Violation to be committed.

6.3 Refusing or failing without compelling justification, to submit to Sample collection after notification as authorised in this Anti-Doping Policy or otherwise evading Sample collection.

6.4 Violation of the requirements regarding Athlete availability for Out of Competition Testing including failure to provide required whereabouts information set forth in section 9.3 (Athlete whereabouts requirements) and missed tests which are declared based on reasonable rules.

6.5 Tampering or attempting to tamper with any part of Doping Control.

| | | |
|-------------------------------|--------------------------------|------------------------|
| Authorised by: Mark Calverley | Title: Anti-Doping Policy-Full | Page: 4 |
| Version Date: April 2020 | Next Review: April 2021 | No of Pages: 15 |

6.6 Possession of Prohibited Substances and Methods.

- Possession by an Athlete at any time or place of a substance that is prohibited in Out of Competition Testing or a Prohibited Method unless the Athlete establishes that the Possession is pursuant to a Therapeutic Use Exemption granted in accordance with section 8.4 (Therapeutic Use) or other acceptable justification.
- Possession of a Prohibited Substance that is prohibited in Out of Competition Testing or a Prohibited Method by Athlete Support Personnel in connection with an Athlete, Event or training, unless the Athlete Support Personnel establishes that the Possession is pursuant to a Therapeutic Use Exemption granted to an Athlete in accordance with section 8.4 (Therapeutic Use) or other acceptable justification.

6.7 Trafficking in any Prohibited Substance or Prohibited Method.

6.8 Administration or Attempted administration of a Prohibited Substance or Prohibited Method to any Athlete or assisting, encouraging, aiding, abetting, covering up or any other type of complicity involving an Anti-Doping Rule Violation or any Attempted Violation.

7. Proof of Doping

7.1 Burdens and Standards of Proof The relevant NSO shall have the burden of establishing that an Anti-Doping Rule Violation has occurred. The standard of proof shall be whether the relevant NSO has established an Anti-Doping Rule Violation to the comfortable satisfaction of the hearing body bearing in mind the seriousness of the allegation which is made. This standard of proof in all cases is greater than a mere balance of probability but less than proof beyond a reasonable doubt. Where this Policy places the burden of proof upon the Athlete or other Person alleged to have committed an Anti-Doping Rule Violation to rebut a presumption or establish specified facts or circumstances, the standard of proof shall be by a balance of probability.

7.2 Methods of Establishing Facts and Presumptions. Facts related to Anti-Doping Rule Violations may be established by a reliable means, including admissions. The following rules of proof shall be applicable in Doping cases:

- WADA accredited laboratories are presumed to have conducted Sample analysis and custodial procedures in accordance with the International Standard for Laboratory Analysis. The Athlete may rebut this presumption by establishing that a departure from the International Standard occurred. If the Athlete rebuts the preceding presumption by showing that a departure from the International Standard occurred, then the relevant NSO shall have the burden to establish that such departure did not cause the Adverse Analytical Finding.

| | | |
|-------------------------------|--------------------------------|------------------------|
| Authorised by: Mark Calverley | Title: Anti-Doping Policy-Full | Page: 5 |
| Version Date: April 2020 | Next Review: April 2021 | No of Pages: 15 |

- Departures from the International Standard for Testing which did not cause an Adverse Analytical Finding or other Anti-Doping Rule Violation shall not invalidate such results. If the Athlete establishes that departures from the International Standard occurred during Testing then the relevant NSO shall have the burden to establish that such departures did not cause the Adverse Analytical Finding or the factual basis for the Anti-Doping Rule Violation.

8. The Prohibited List

8.1 Incorporation of the Prohibited List This Anti-Doping Policy incorporates the Prohibited List which is published and revised by WADA as described in Article 4.1 of the Code and is available on WADA's website at www.wada-ama.org and changes from time to time.

8.2 Prohibited Substances and Prohibited Methods Identified on the Prohibited List Unless provided otherwise the Prohibited List and/or a revision, the Prohibited List and revisions shall go into effect under this Anti-Doping Policy three months after publication of the Prohibited List by WADA without requiring any further action by the relevant NSO. In accordance with Article 4.2 of the Code the Prohibited List is the expanded list adopted by the relevant IF and the monitoring program is the program including additional substances and methods adopted by the relevant IF.

8.3 Criteria for Including Substances and Methods on the Prohibited List As provided in Article 4.4.3 of the Code, WADA's determination of the Prohibited Substances and Prohibited Methods that will be included on the Prohibited List shall be final and shall not be subject to challenge by an Athlete or other Person.

8.4 Therapeutic Use Athletes with a documented medical condition requiring the Use of a Prohibited Substance or a Prohibited Method must first obtain a Therapeutic Use Exemption (TUE) in accordance with the WADA International Therapeutic Use Standard.

- Athletes subject to Doping Control must obtain a TUE from ASDMAC or other recognised Therapeutic Use Exemption Committee as outlined in accordance with the WADA International TUE Standard.
- TUE's granted by a Therapeutic Use Exemption Committee must be reported to other relevant Anti-Doping Organisations including ASDA.

9. Testing

9.1 Authority to Test All Athletes subject to Doping Control agree to submit to In Competition Testing and Out of Competition Testing (at any time or place, with or without advance notice) by an Anti-Doping Organisation.

| | | |
|-------------------------------|--------------------------------|------------------------|
| Authorised by: Mark Calverley | Title: Anti-Doping Policy-Full | Page: 6 |
| Version Date: April 2020 | Next Review: April 2021 | No of Pages: 15 |

9.2 Testing Standards All Testing shall be conducted in conformity with the WADA International Standard for Testing in force at the time of Testing.

9.3 Athlete Whereabouts Requirements

The relevant NSO requires all Athletes to provide accurate whereabouts information to the relevant authority/ies in accordance with the Code and to keep this information updated at all times.

The ultimate responsibility for providing whereabouts information rests with each Athlete, however, it shall be the responsibility of the relevant NSO to use its best efforts to assist the relevant Anti-Doping Organisation, including ASDA, in obtaining whereabouts information as requested by an Anti-Doping Organisation, including ASADA.

- International Level Athletes – the relevant IF shall establish a Registered Testing Pool of those Athletes who are required to provide up to date whereabouts information to the relevant IF. The relevant IF may revise its Registered Testing Pool from time to time in accordance with its criteria. Each Athlete in the relevant IF Registered Testing Pool shall provide whereabouts information in accordance with the applicable requirements as determined by the relevant IF. An Athlete who fails to satisfy the relevant IF applicable requirements will have committed an Anti-Doping Rule Violation pursuant to section 5.4 of this Anti-Doping Policy.
- National Level Athletes – ASADA shall establish a national Registered Testing Pool of those Athletes who are required to provide up to date whereabouts information to ASADA. The national level pool shall include International Level Athletes from Australia as well as other national level Athletes. Requirements determined by NADO
- The relevant NSO shall assist ASADA to establish the national level Registered Testing Pool, as required.
- ASADA shall define and document criteria for Athletes to be included in the national level Registered Testing Pool in accordance with the International Testing Standard and relevant legislation.
- The criteria shall be reviewed at least annually and updated as required.
- Athletes included in the national level Registered Testing Pool may be revised from time to time.
- Each Athlete in the national level Registered Testing Pool shall provide whereabouts information in accordance with the applicable requirements as determined by ASADA.
- An Athlete who fails to satisfy ASADA applicable requirements will have committed an Anti-Doping Rule Violation pursuant to Article 2.4 of the Code and section 6.4 of this Anti-Doping Policy.
- Whereabouts information provided pursuant to the first two points above shall be shared with Anti-Doping Organisations having jurisdiction to test an Athlete on the strict condition that it be used only for Doping Control purposes.

9.4 Retirement and Return to Competition

An Athlete who has been identified by the relevant IF for inclusion in the relevant IF's Registered

| | | |
|-------------------------------|--------------------------------|-----------------|
| Authorised by: Mark Calverley | Title: Anti-Doping Policy-Full | Page: 7 |
| Version Date: April 2020 | Next Review: April 2021 | No of Pages: 15 |

Testing Pool shall be subject to the relevant IF retirement and return to Competition requirements.

An Athlete who is included in the national Registered Testing Pool shall be subject to the following requirements:

- An Athlete who wants to retire from Competition must do so by notifying the relevant NSO in writing.
- An Athlete's retirement date will be the date the relevant NSO receives the notice.
- Retirement does not:
 - o Excuse the Athlete from giving a Sample requested on or before their retirement date;
 - o Prevent the analysis of a Sample given by the Athlete on or before their retirement date;
 - o Affect the results of Testing under the above two points; or
 - o Exempt the Athlete from this Policy in relation to an Anti-Doping Violation committed before their retirement date.
- A retired Athlete may make a written request to the relevant NSO for reinstatement as a member six months after their retirement date in accordance with the second point above. The request is taken to be made on the date the relevant NSO receives the request for reinstatement.
- Reinstatement will be at the discretion of the relevant NSO.
- If reinstatement is granted then this Policy will apply to the Athlete from the date of their reinstatement request.
- During the 6, 12 or 24 months period (whichever applies to the relevant NSO) following the reinstatement request the Athlete must be available for unannounced Out of Competition Testing in accordance with this Anti-Doping Policy.
- A retired Athlete may not compete in Competitions and Events conducted by or under the auspices of the relevant NSO or the relevant IF until the following periods expire:
 - o For international Competitions and Events – 6, 12, or 24 months (whichever applies to the relevant NSO) from the date that the relevant NSO receives the reinstatement request.
 - o For domestic Competitions and Events – 6, 12, or 24 months (whichever applies to the relevant NSO) from the date that the relevant NSO receives the reinstatement request.
- An Athlete may apply to the Court of Arbitration for Sport (CAS) or the relevant IF, which is applicable, Appeals Division to be eligible to compete in international Competitions and Events before the period set out in the above point expires.
- An Athlete may apply to the Anti-Doping Control Officer (ADCO) to be eligible to compete in domestic Competitions and Events before the period set out in the above points expires. The ADCO may grant the application if:
 - o The Athlete has been available for Out of Competition Testing;
 - o The results of the Out of Competition Testing have disclosed no violation of this Anti-Doping Policy; and
 - o There is no other evidence available to the ADCO to suggest that the Athlete has breached this Anti-Doping Policy during the period of the Athlete's retirement.

| | | |
|-------------------------------|--------------------------------|------------------------|
| Authorised by: Mark Calverley | Title: Anti-Doping Policy-Full | Page: 8 |
| Version Date: April 2020 | Next Review: April 2021 | No of Pages: 15 |

10. Analysis of Samples

Doping Control Samples collected under this Anti-Doping Policy shall be analysed in accordance with the following principles:

10.1 Use of Approved Laboratories Doping Control Samples collected under this Anti-Doping Policy must be analysed by WADA accredited laboratories or as otherwise approved by WADA.

10.2 Substances Subject to Detection Laboratories shall analyse Doping Control Samples and report results in accordance with the relevant WADA International Standard/s.

11. Results Management

11.1 The relevant NSO will recognise the results of laboratory analysis of Testing by Anti- Doping Organisations including ASADA conducted in accordance with the WADA International Standard for Testing.

11.2 When the ADCO receives information that a Person may have committed an Anti- Doping Rule Violation, the ADCO will investigate this matter. The ADCO may consult affected/interested parties about their participation in any investigation and/or hearing.

11.3 Results shall be managed in accordance with Article 7 of the Code, the WADA International Testing Standards and the WADA Test Result Management Guidelines.

11.4 Notification of an Alleged Anti-Doping Rule Violation The relevant NSO will not disclose or use information about a person who has committed an Anti-Doping Rule Violation except (for a purpose under this policy) to:

- A sporting organisation of which the person is a member
- The ASC
- The AOC or the APC (whichever is applicable for the relevant NSO), or
- Another person until after:
 - o The Committee, Panel or CAS has made a determination, or
 - o The ADCO has decided not to refer the matter to a hearing.

11.5 For any apparent Anti-Doping Rule Violation the relevant NSO will conduct any necessary follow

| | | |
|-------------------------------|--------------------------------|------------------------|
| Authorised by: Mark Calverley | Title: Anti-Doping Policy-Full | Page: 9 |
| Version Date: April 2020 | Next Review: April 2021 | No of Pages: 15 |

up investigation and shall then promptly, within 10 days, send the Person a letter ('infraction notice') via registered mail with a confirmation receipt which:

- Notifies the Person of the anti-doping rule/s where appear/s to have been violated and the basis of the violation;
- Encloses a copy of this Policy;
- States that the ADCO will refer the matter to a hearing within 14 days (unless the Person gives a written waiver under this section); and
- States that if the Person does not respond within 14 days a hearing can be held in absentia or the relevant NSO may apply a sanction in accordance with Article 13.

11.6 The ADCO will;

- Immediately disclose information about a Person who is alleged to have or has committed an Anti-Doping Rule Violation under this Policy to the ASC, IF, AOC or APC, whichever is applicable for the relevant NSO;
- Consult the ASC, IF, AOC, APC (whichever is applicable for the relevant NSO) about their participation in any investigation and hearing;
- Assist in any investigation and hearing on behalf of the ASC, IF, AOC, APC (whichever is applicable for the relevant NSO); and
- Consult the ASC, IF, AOC, APC (whichever is applicable to the relevant NSO) about a joint referral to a hearing.

11.7 The ADCO will refer the matter to a hearing in accordance with Article 11.

11.8 The ADCO may decide not to refer the matter to hearing if the Person in writing;

- Acknowledges they have admitted the Anti-Doping Rule Violation; and
- Waives the right to a hearing in relation to:
 - o Whether the Person committed an Anti-Doping Rule Violation; and
 - o What sanction will apply.

The relevant NSO will then apply the sanction as set out in Article 13.

11.9 Provisional Suspensions

- The relevant NSO may impose a Provisional Suspension on any Person whose Sample is the subject of an Adverse Analytical Finding or who is issued with an infraction notice of who is subject to an investigation.
- The relevant NSO may impose the following Provisional Suspension:
 - o Suspend financial or other assistance to the Person;
 - o Suspend the Person from Competition in Events and Competitions conducted by or under the auspices of the relevant NSO; and

| | | |
|-------------------------------|--------------------------------|------------------------|
| Authorised by: Mark Calverley | Title: Anti-Doping Policy-Full | Page: 10 |
| Version Date: April 2020 | Next Review: April 2021 | No of Pages: 15 |

- o Suspend the Person’s licence or participation permit (if relevant).
- The relevant NSO may apply the Provisional Suspension:
 - o From the date of the infraction notice;
 - o Following the 14 day submission period; or
 - o As deemed appropriate by the relevant NSO or the relevant IF, whichever is applicable, until the determination of the hearing.
- If a Provisional Suspension is imposed, the hearing in accordance with section 11 shall be advanced to a date that avoids substantial prejudice to the Athlete.

12. Right to a Fair Hearing

12.1 Principles of a Fair Hearing All principles conducted pursuant to this section 12 will respect the following principles:

- A timely hearing;
- A fair and impartial hearing body;
- The right to be represented by counsel at the Person’s own expense;
- The right to be fairly and timely informed of the asserted Anti-Doping Rule Violation;
- The right to respond to the asserted Anti-Doping Rule Violation and resulting consequences;
- The right of each party to present evidence, including the right to call and question witnesses (subject to the hearing body’s discretion to accept testimony by telephone or written submission);
- The Person’s right to an interpreter at the hearing, with the Doping Panel to determine the identify of, and bear responsibility for the cost of the interpreter; and
- A timely, written, reasoned decision. Subject to these principles, the hearing will be conducted in the manner that the hearing body determines is appropriate, with as little formality and technicality and as quickly, as proper consideration of the issue permits.

12.2 The ADCO will wait 14 days (or a shorter period agreed between the ADCO and the Person) after sending a letter under section 11 and then will appoint to conduct the hearing:

- A committee established in accordance with the rules of the relevant IF;
- CAS;
- An appropriate body that deals with sports related disputes; or
- The relevant NSO’s judicial or disciplinary panel.
- The Chair of the hearing committee/panel must hold current legal qualifications.

12.3 The relevant NSO or the relevant IF, whichever is applicable, Committee/Panel or the CAS will determine:

- If the Person has committed a violation of this Anti-Doping Policy;
- If so, what sanction will apply; and
- How long the sanction will apply.

| | | |
|-------------------------------|--------------------------------|------------------------|
| Authorised by: Mark Calverley | Title: Anti-Doping Policy-Full | Page: 11 |
| Version Date: April 2020 | Next Review: April 2021 | No of Pages: 15 |

12.4 The Committee/Panel or the CAS will give the ADCO a written statement of:

- The findings of the hearing;
- What sanction (if any) will apply; and
- For how long the sanction (if any) will apply.
- Sanctions will be in accordance with section 13.

12.5 Results of all Anti-Doping Rule Violations shall be reported to the ASC, ASADA, the relevant IF, AOC, APC (whichever is applicable) and other relevant organisations within 14 days of the conclusion of the results management process.

12.6 Hearings pursuant to this section shall be completed expeditiously and in all cases, unless there are exceptional circumstances, within three months of the date of the infraction notice described in section 11. Hearings held in connection with Events may be conducted by an expedited process.

12.7 The ASC, ASADA, AOC, APC, the relevant IF, WADA (whichever is applicable) shall have the right to attend hearings as an observer or interested party.

12.8 Decisions by the relevant NSO, whether as a result of a hearing or the Athlete or other Person's acceptance of consequences may be appealed as provided in section 16.

12.9 Hearing decisions by the relevant NSO shall not be subject to further administrative review at the national level except as provided by applicable national law.

13. Automatic Disqualification of Individual Results

A violation of this Anti-Doping Policy in connection with an In Competition test automatically leads to Disqualification of the individual result obtained in that Competition with all resulting consequences, including forfeiture of any medals, points and prizes.

14. Sanctions on Individuals

14.1 Disqualification of Results in Event During which an Anti-Doping Rule Violation occurs

An Anti-Doping Rule Violation occurring during or in conjunction with an Event may lead to Disqualification of all of the Athlete's individual results obtained in that Event with all consequences, including forfeiture of all medals, points and prizes, except as provided in this section.

- If the Athlete establishes that he or she bear No Fault or Negligence for the violation, the Athlete's individual results in the other Competition shall not be disqualified unless the Athlete's results in Competition other than the Competition in which the Anti-Doping Rule Violation occurred were likely to have been affected by the Athlete's Anti-Doping Rule Violation.

| | | |
|-------------------------------|--------------------------------|------------------------|
| Authorised by: Mark Calverley | Title: Anti-Doping Policy-Full | Page: 12 |
| Version Date: April 2020 | Next Review: April 2021 | No of Pages: 15 |

14.2 Imposition of Ineligibility for Prohibited Substances and Prohibited Methods

Except for the specified substances identified in this section, the period of Ineligibility imposed for a violation of section 6 (presence of Prohibited Substance or its Metabolites or Markers), section 6 (Use or Attempted Use of Prohibited Substances or Prohibited Method) and section 6 (Possession of Prohibited Substances and Methods) shall be:

First Violation: Two years' Ineligibility

Second Violation: Lifetime Ineligibility

However, the Athlete or other Person shall have the opportunity in each case, before a period of Ineligibility is imposed, to establish the basis for eliminating or reducing this sanction as provided in section 14.

14.3 Specified Substances

The Prohibited List may identify specified substances which are particularly susceptible to unintentional Anti-Doping Rule Violations because of their general availability in medicinal products which are less likely to be successfully abused as Doping agents. Where an Athlete can establish that the Use of such a specified substance was not intended to enhance sport performance, the period of Ineligibility found in section 14 shall be replaced with the following:

First Violation: At a minimum, a warning and reprimand and no period of Ineligibility from future Events and at a maximum, one year's Ineligibility.

Second Violation: Two years' Ineligibility

Third Violation: Lifetime Ineligibility

However, the Athlete or other Person shall have the opportunity in each case, before a period of Ineligibility is imposed, to establish the basis for eliminating or reducing (in the case of a second or third violation) this sanction as provided in this section.

14.4 Additional Sanction

- The relevant NSO and/or the ASC, AOC, APC (If applicable) may require the Athlete or other Persons to repay all funding and grants received from the relevant NSO and/or ASC, AOC, APC (if applicable) subsequent to the occurrence of the Anti-Doping Rule Violation.
- A Committee or the CAS may determine, in addition to applying the sanction outlined in this section, that a Person who has committed an Anti-Doping Rule Violation, is required to go to counselling for a specified period.
- Where the hearings or appeals body determines that an employee or contractor of the relevant NSO has committed an Anti-Doping Rule Violation, the relevant NSO will take disciplinary action against the employee or contractor.

| | | |
|-------------------------------|--------------------------------|------------------------|
| Authorised by: Mark Calverley | Title: Anti-Doping Policy-Full | Page: 13 |
| Version Date: April 2020 | Next Review: April 2021 | No of Pages: 15 |

14.5 Ineligibility for Other Anti-Doping Rule Violations

The period of Ineligibility for other violations of this Anti-Doping Policy shall be:

- For violations of section 6 (refusing or failing to submit to Sample collection) or section 6 (Tampering with Doping Control), the Ineligibility periods set forth in this section shall apply.
- For violations of section 6 (Trafficking) or section 6 (administration of Prohibited Substance or Prohibited Method), the period of Ineligibility imposed shall be a minimum of four years up to lifetime Ineligibility. An Anti-Doping Rule Violation involving a Minor shall be considered a particularly serious violation, and, if committed by Athlete Support Personnel for violations other than specified substances referred in this section, shall result in lifetime Ineligibility for such Athlete Support Personnel. In addition, violations of such sections that also violate non-sporting laws and regulations, may be reported to the competent administrative, professional or judicial authorities.
- For violations of section 5 (Whereabouts Violations or Missed Tests), the period of Ineligibility shall be:
 - First Violation:** Three months to One year Ineligibility
 - Second and Subsequent Violations:** Two years Ineligibility

14.6 Elimination or Reduction of Period of Ineligibility Based on Exceptional Circumstances

- If the Athlete establishes in an individual case involving an Anti-Doping Rule Violation under section 6 (presence of Prohibited Substance or its Metabolites or Markers) or Use of a Prohibited Substance or Prohibited Method under section 6 that he or she bears No Fault or Negligence for the violation, the otherwise applicable period of Ineligibility shall be eliminated. When a Prohibited Substances or its Markers or Metabolites is detected in an Athlete's Specimen in violation of section 6 (presence of Prohibited Substance), the Athlete must also establish how the Prohibited Substance entered his or her system in order to have the period of Ineligibility eliminated. In the event this section is applied and the period of Ineligibility otherwise applicable is eliminated, the Anti-Doping Rule Violation shall not be considered a violation for the limited purpose of determining the period of Ineligibility for subsequent violations under section 6.
- This section applies only to Anti-Doping Rule Violations involving section 6 (presence of Prohibited Substance or its Metabolites or Markers), Use of a Prohibited Substance or Prohibited Method under section 6, failing to submit to Sample collection under section 6 or administration of a Prohibited Substance or Prohibited Method under section 6. If an Athlete establishes in an individual case involving such violations that he or she bears No Significant Fault or Negligence, then the period of Ineligibility may be reduced, but the reduced period of Ineligibility may not be less than one half of the minimum period of Ineligibility otherwise applicable. If the otherwise applicable period of Ineligibility is a lifetime, the reduced period under this section may be no less than 8 years. When a Prohibited Substance or its Markers or Metabolites is detected in an Athlete's Specimen in violation of section 6 (presence of Prohibited Substance), the Athlete must also establish how the Prohibited Substance entered his or her system in order to have the period of Ineligibility reduced.

| | | |
|-------------------------------|--------------------------------|------------------------|
| Authorised by: Mark Calverley | Title: Anti-Doping Policy-Full | Page: 14 |
| Version Date: April 2020 | Next Review: April 2021 | No of Pages: 15 |

- The relevant IF may also reduce the period of Ineligibility in an individual case where the Athlete has provided substantial assistance to the relevant IF which results in the relevant IF discovering or establishing an Anti-Doping Rule Violation by another Person involving Possession under section 6 (Possession by Athlete Support Personnel), section 6 (Trafficking), or section 6 (Administration to an Athlete). The reduced period of Ineligibility may not, however, be less than one half of the minimum period of Ineligibility otherwise applicable. If the otherwise applicable period of Ineligibility is a lifetime, the reduced period under this section may be no less than 8 years.

14.7 Rules for Certain Potential Multiple Violations

- For purposes of imposing sanctions under section 14, a second Anti-Doping Rule Violation may be considered for purposes of imposing sanctions only if the relevant IF or the relevant NSO can establish that the Athlete or other Person committed the second Anti-Doping Rule Violation after the Athlete or other Person received notice, or after the relevant IF or the relevant NSO made a reasonable attempt to give notice, of the first Anti-Doping Rule Violation; if the relevant IF or the relevant NSO cannot establish this, the violations shall be considered as one single first violation, and the sanction imposed shall be based on the violation that carries the more severe sanction.
- Where an Athlete, based on the same Doping Control, is found to have committed an Anti-Doping Rule Violation involving both a specified substance under this section and another Prohibited Substance or Prohibited Method, the Athlete shall be considered to have committed a single Anti-Doping Rule Violation, but the sanction imposed shall be based on the Prohibited Substance or Prohibited Method that carries the most severe sanction.
- Where an Athlete is found to have committed two separate Anti-Doping Rule Violations, one involving a specified substance governed by the sanctions set forth in this section (specified substances) and the other involving a Prohibited Substance or Prohibited Method governed by the sanctions set forth in this section or a violation governed by this section, the period of Ineligibility imposed for the second offence shall be at a minimum two years' Ineligibility and at a maximum three years' Ineligibility. Any Athlete found to have committed a third Anti-Doping Rule Violation involving any combination of specified substances under this section and any other Anti-Doping Rule Violation under this section shall receive a sanction of lifetime Ineligibility.

14.8 Disqualification of Results in Competitions Subsequent to Sample Collection

In addition to the automatic Disqualification of the results in the Competition which produced the positive Sample under section 13 (Automatic Disqualification of Individual Results), all other competitive results obtained from the date a positive Sample was collected (whether In Competition or Out of Competition) or other Doping violation occurred, through the commencement of any Provisional Suspension or Ineligibility period, shall, unless fairness requires otherwise, be Disqualified with all of the resulting consequences including forfeiture of any medals, points and prizes.

| | | |
|-------------------------------|--------------------------------|------------------------|
| Authorised by: Mark Calverley | Title: Anti-Doping Policy-Full | Page: 15 |
| Version Date: April 2020 | Next Review: April 2021 | No of Pages: 15 |