

Code of Ethics – Guide for WADA Officials and Access to eLearning Course

Introduction and Background

Pursuant to the WADA Statutes, the WADA Foundation Board (Board) approved a [Code of Ethics](#) in November 2021. It was subsequently revised and approved by the Board in November 2023 and more recently in December 2024 to improve and clarify certain aspects of this important document. The purpose of the Code of Ethics is to establish clear ethical standards over the activities of WADA's Officials (see definition below) to allow the Agency to achieve its mission and protect its core values. WADA and all its Officials undertake to foster a culture of ethics, loyalty, and integrity within their respective areas of competence.

By adopting the Code of Ethics, the Board recognized the importance of setting the highest ethical standards in the governance and administration of WADA. In May 2022, it approved the inaugural membership of the [WADA Independent Ethics Board](#) (IEB), which is in charge of implementing the Code of Ethics and adjudicating any complaint that may arise under its scope of application. In 2023, the IEB appointed an independent Ethics Officer, who is in charge of investigating cases as and when they arise under the Code of Ethics, and reports directly to the IEB Chair.

The Code of Ethics can be accessed [here](#). All WADA Officials must read it, in particular sections 1 to 9 (pages 3 to 10). An eLearning course is now available to support the understanding of the Code of Ethics' application (see details below).

Should there be any general questions, they can be directed to WADA's Governance Unit at governance@wada-ama.org. Additional information can also be found on the IEB's dedicated [website](#) and via WADA's [Ethics Reporting Platform](#).

Application and Scope

The Code of Ethics applies to **WADA Officials**, as defined in Section 2 of the Code of Ethics and outlined below:

- Foundation Board members and deputies;
- Executive Committee members and deputies;
- Permanent Special Committee, Standing Committee, Expert Advisory Group and Working Group members;
- WADA employees (whether full-time, part-time, permanent or for a fixed-term);
- Agents, consultants and contractors engaged by WADA; and
- Any other person who agrees to be bound by the Code of Ethics.

The Code of Ethics also applies when a WADA Official is acting in another capacity, where a conduct could undermine the interests of WADA.

Fundamental Principles and Obligations

The Code of Ethics states that WADA Officials must respect **WADA's ethical principles** as set forth in Section 3 (honesty, fairness, impartiality, integrity, transparency and objectivity). WADA Officials must also comply with applicable laws and regulations, use due care and diligence in fulfilling their mission and activities, comply with conflicts of interest rules and behave appropriately at any WADA meeting or event.

Apart from complying with the ethical principles, WADA Officials are also required to:

- Report immediately to the Ethics Officer:
 - any approach or invitation received by an Official to engage in any conduct that might amount to a breach of the Code of Ethics; or
 - any information that may constitute a potential breach of the Code of Ethics;
- Cooperate fully, trustingly and in good faith with all investigations carried out by the Ethics Officer and the IEB in connection with a possible breach of the Code of Ethics;
- Refrain from any attempt, instigation, complicity, or collusion of a breach of the Code of Ethics; and
- Maintain the confidentiality of proceedings opened under the Code of Ethics.

Reporting Mechanisms and Proceedings under the Code of Ethics

All information and reports should be directed to the [WADA Ethics Reporting Platform](#), which is directly and solely handled by the Ethics Officer. Reports can also be submitted by email to the Ethics Officer at Ethics.Officer@wada-ama.org.

Upon receiving a complaint, the Ethics Officer will analyze the jurisdiction of the IEB based on the scope of application of the Code of Ethics and if determined, will conduct relevant investigations to establish the likelihood of a breach of the Code of Ethics.

At the conclusion of the investigation, the Ethics Officer will provide a detailed written report to the Chair of the IEB, who can submit the case for adjudication to a Panel comprised of one or five IEB members. If the violation may also constitute a criminal offence, the case may be reported to the relevant criminal authorities by the Ethics Officer or by the IEB.

If the IEB Panel finds that the Code of Ethics was breached, it can impose sanctions and/or measures (as set forth in Section 5 of the Code of Ethics), which range from a warning to a fine or a suspension, or even a removal from office. The concerned person may challenge the Panel's decision by way of appeal to the Court of Arbitration for Sport in Lausanne, which will consider and resolve the dispute definitively.

WADA Ethics Reporting Platform



New eLearning Course on the Code of Ethics

This course was developed by our Governance Unit in collaboration with the IEB and the Agency's Education Department for the benefit of all WADA Officials. It should take between 15 and 30 minutes to complete, and by the end of this course, you should be able to:

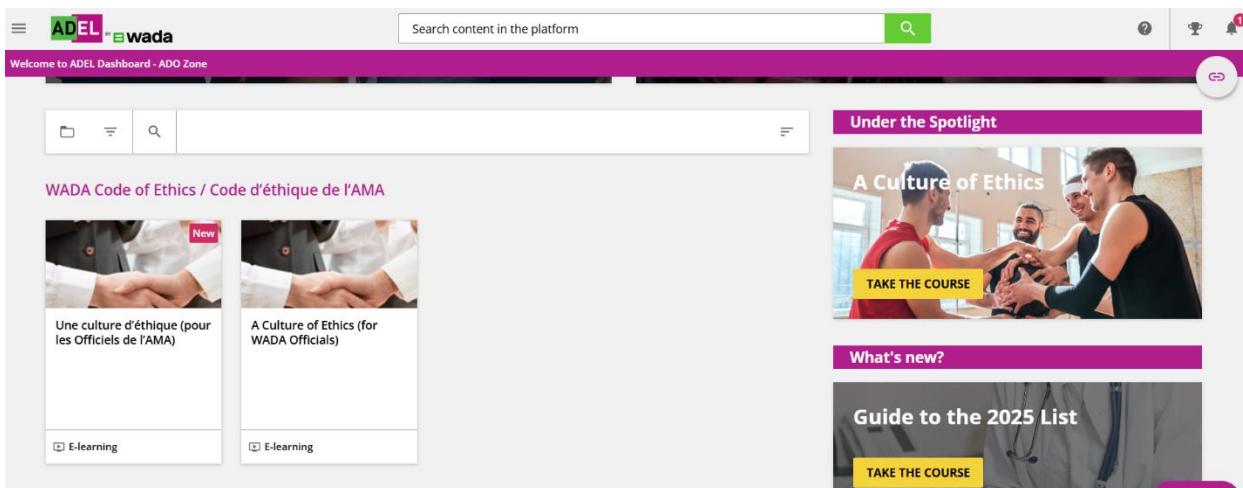
- Recognize that you are bound by the Code of Ethics and act in accordance with it;
- Identify a potential violation of the Code of Ethics;
- Explain your duty to report a potential violation of the Code of Ethics;
- Report a potential violation of the Code of Ethics; and
- Analyze ethical dilemmas and make responsible decisions.

We strongly encourage you to complete it as early as possible in the year to ensure a deeper, more comprehensive understanding of this important document and how it applies to you as a WADA Official.

How to Access the eLearning Course

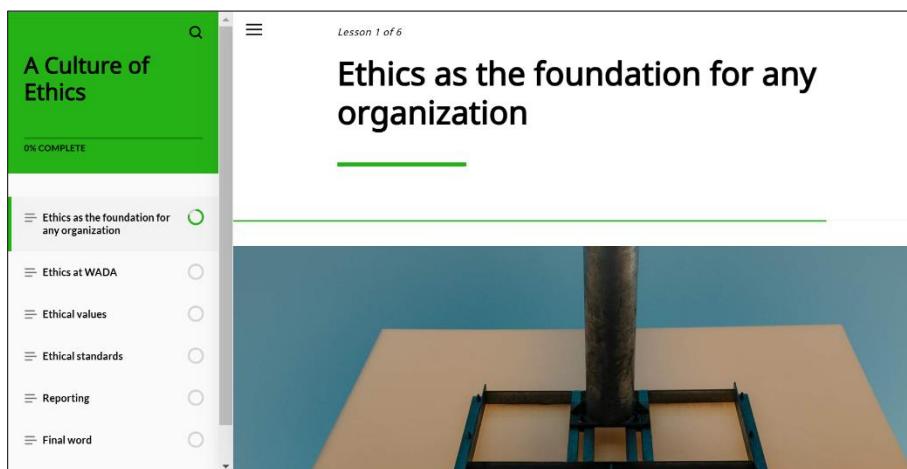
It is accessible via WADA's Anti-Doping Learning and Education (ADEL) platform. The specific course on the Code of Ethics is titled “**A Culture of Ethics**”.

- **Step 1:** Register an account under the ‘ADO Practitioner’ role (unless you already have one) by following the instructions provided on [this page here](#).
- **Step 2:** Sign in with your credentials on the ADEL platform at [this link here](#).
- **Step 3:** Search for the course under the ‘WADA Code of Ethics’ catalog in your landing page (see snapshot below) or directly follow these enrollment links:
 - English version: [link here](#)
 - French version: [link here](#)



The screenshot shows the ADEL Dashboard - ADO Zone. At the top, there is a search bar with the placeholder "Search content in the platform" and a magnifying glass icon. Below the search bar, the ADEL logo is visible. The main content area is titled "WADA Code of Ethics / Code d'éthique de l'AMA". It features two course cards: "Une culture d'éthique (pour les Officiels de l'AMA)" and "A Culture of Ethics (for WADA Officials)". Both cards are marked as "New" and are labeled "E-learning". To the right, there is a "Under the Spotlight" section titled "A Culture of Ethics" with a "TAKE THE COURSE" button. Below this, there is a "What's new?" section titled "Guide to the 2025 List" with a "TAKE THE COURSE" button.

- **Step 4:** You can start and stop your learning at any time. When you come back to the course, you will be directed to the start of the lesson where you left off. Once you have completed the course, you will be invited to complete a learner experience survey, after which you will receive a certificate of completion.



The screenshot shows a course interface for "A Culture of Ethics". The left sidebar shows a navigation menu with the following items: "Ethics as the foundation for any organization" (selected, indicated by a green circle), "Ethics at WADA", "Ethical values", "Ethical standards", "Reporting", and "Final word". The main content area is titled "Lesson 1 of 6" and displays the text "Ethics as the foundation for any organization". Below the text, there is a photograph of a metal pipe standing upright in a blue frame on a wooden surface.