



## **ANTI-DOPING EDUCATION PLAN**

**2025-2027**

**INTERNATIONAL HOCKEY FEDERATION**

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## 1 OVERVIEW

### 1.1 INTRODUCTION

The International Hockey Federation (FIH) supports the fight against doping in sport in all its forms. The FIH is a signatory to the World Anti-Doping Code and we are proud of the very low number of doping cases historically in hockey.

The FIH continues to adopt Anti-Doping Rules which are in full accordance with the World Anti-Doping Code.

### 1.2 PURPOSE

The aim of the FIH Anti-Doping Education Plan is that the players first contact with Anti-Doping must be with education and clear information, rather than doping control.

The FIH's Anti-Doping education programme requires cooperation from the Continental Federations, National Associations and the national Anti-Doping organisations (NADOs) in order for the athletes to primarily receive Anti-Doping education in their own language. In addition, E-learning programmes are utilised as well as Anti-Doping education booths during Events and Anti-Doping education webinars.

The FIH understands that implementing this strategy will be reducing even more the risk of doping in different levels of the sport.

### 1.3 SCOPE

The FIH Anti-Doping Education Plan targets to reduce/eliminate the number of doping cases in the sport in the next Olympic Cycle (2025-2028).

In order to achieve this goal, The FIH is aiming to organize the following activities for the next years:

- a) **On line education courses:** ADEL Platform e-learning courses
- b) **Webinars:** Organized by FIH Hockey Academy in partnership with the International Testing Agency (ITA).
- c) **On site Anti-Doping education booths at Events:** FIH Hockey Women's and Men's World Cup 2026, FIH Hockey Women's and Men's Junior World Cups 2025 & 2027, FIH Hockey Men's and Women's Nations Cup 2025-26, 2026-27 & 2027-28 and FIH Hockey5s World Cup 2027.

The potential costs for the implementation of this Anti-Doping Education Plan will be covered by FIH in partnership with the local NADOs.

### 1.4 PRIORITIES

The top priority of the FIH Anti-Doping Education Plan is to create doping related awareness to all hockey athletes, coaches and team staff over the course of the current Olympic cycle. The FIH has

an intense period of international competition in the coming years which provides multiple opportunities for us to engage with our athletes and stakeholders towards qualification and participation in Los Angeles 2028.

## 1.5 **LIMITATIONS**

The FIH has a limited budget for the Anti-Doping Programme, which doesn't allow the organization to have a dedicated Anti-Doping department.

The Anti-Doping Programme is divided in two parts: the first one is about everything that was delegated to the ITA (i.e Testing in and out of competition and TUEs) and the second part is managed in house (Education and Results Management). Budget restrictions will have to be overcome with the adoption of smart strategies and partnerships in order to be able to deliver all the proposed activities.

## 2 **CURRENT SITUATION ASSESSMENT**

### 2.1 **SPORT STRUCTURE**

The FIH has five Continental Federations who are responsible for the administration, promotion and development of all formats of Hockey for men and women within each continent. This includes hockey (11-a-side), Indoor Hockey, Hockey5s, ParaHockey/HockeyID and Beach Hockey. International hockey competitions are organised for age groups from under 16 up to over 80, with the organisation of Master's Hockey events (for the over 35 year olds and arranged in 5 year sub-sections) the remit of World Masters Hockey (WMH) who are recognised and sanctioned by the FIH.

These Continental Federations are critical to achieve our ambition – a global game, relevant to the next generation. Under the responsibility of these five Continental Federations, the FIH has 146 National Associations spread across the five Continents.

The FIH has in its Events Portfolio the following competitions for both genders:

- **Olympic Games (in partnership with the IOC):** every 4 years;
- **Youth Olympic Games (in partnership with the IOC):** every 4 years;
- **FIH Hockey World Cup:** every 4 years;
- **FIH Hockey Pro League:** every year;
- **FIH Hockey Nations Cup:** every year;
- **FIH Hockey Nations Cup 2:** every 2 years;
- **FIH Hockey Indoor World Cup:** every 4 years;
- **FIH Hockey Junior World Cup (under 21 event):** every 2 years;
- **FIH Hockey5s World Cup:** every 4 years;
- **FIH Olympic and World Cup Qualification events:** played every 2 years prior to the Olympic Games and World Cups
- **Commonwealth Games (in partnership with the CGF):** every 4 years

The Continental Federations are responsible for organizing their Continental Events and the Continental qualifiers to FIH World Cups and to the Olympic Games, as well as managing regional hockey events with regional multi-sport Games, for example the Asian Games and Pan Am Games.

## 2.2 **HISTORY OF DOPING**

Historically, Hockey can be considered as a clean sport. In the last Olympic Cycle (2022-2024), we had the following numbers:

<b>FIH Anti-Doping Overview (2022-2024)</b>	
<b>2022</b>	
Total Samples Collected	254
Samples Collected In-Competition	184
Samples Collected Out-Of-Competition	70
Number of Potential Anti-Doping Rules Violations	4
Number of Sanctioned Anti-Doping Rules Violations	1
<b>2023</b>	
Total Samples Collected	252
Samples Collected In-Competition	183
Samples Collected Out-Of-Competition	69
Number of Potential Anti-Doping Rules Violations	10
Number of Sanctioned Anti-Doping Rules Violations	2
<b>2024</b>	
Total Samples Collected	298
Samples Collected In-Competition	228
Samples Collected Out-Of-Competition	70
Number of Potential Anti-Doping Rules Violations	8
Number of Sanctioned Anti-Doping Rules Violations	2

Our educational programme will therefore continue to focus on broad Anti-Doping education for all athletes, and the WADA list of banned substances including recreational drugs.

Every athlete who competes in an FIH event must have completed an Anti-Doping online educational course within the previous 2 years, and this being included in our Tournament Regulations ensures a high level of education and understanding of Anti-Doping issues by all athletes' pre-competition.

## 2.3 **ADVERSE ANALYTICAL FINDINGS**

The number of Adverse Analytical Findings can also be considered very small. Since January 2022 to present day, only 9 AAFs were recorded in ADAMS.

## 2.4 **RISK ASSESSMENT**

The Risk Assessment produced by the International Testing Agency (ITA) for FIH in December 2024 and that will be used as the basis for this plan, considers the Physiological risk, the Country risk (ADRVs history) and Individual parameters such as the performance, the testing history and additional information to elaborate an effective, intelligent and proportionate Test Distribution Plan.

The geographical distribution of ADRVs and the country RA will continue to be monitored to identify high-risk areas where education may be needed most. FIH may consider implementing a mandatory education requirement for certain countries based on this information in the future.

## 2.5 **PREVIOUS EDUCATION ACTIVITIES**

For the last 10 years, FIH has made as a requirement that all players must have completed an approved Anti-Doping education programme to be able to compete in FIH Events. Any players who do not hold a valid Anti-Doping Certificate (valid for 2 years) will not be allowed to play in the competition until they have done so.

In 2023, FIH organized Anti-Doping Education booths in both men's and women's Junior World Cups, played in Malaysia and Chile respectively.

Both activities were organised jointly by the FIH and the local NADO, with both being considered highly successful. Each activity was attended by at least 700 athletes, coaches and team staff members.

## FIH Anti-Doping Education Outreach Booth – FIH Hockey Junior World Cups 2023



On the back of the success of these live event educational booths, the FIH planned to grow the number of events at which such booths would be present in the next 3 years, with the focus in the different World Cups.

The FIH is also fully engaged with the Play True Day and it is constantly promoting this within the hockey community through our social media channels.



## 2.6 EXISTING PARTNERSHIPS IN EDUCATION

The FIH works very closely with WADA and the ITA as advisors to develop its Anti-Doping Education Plans.

The Comisión Nacional de Control de Dopaje de Chile (CNCD), the Anti-Doping Agency of Malaysia and Drug Free Sport New Zealand were also big partners of FIH in the last 3 years on the road to Paris 2024. They were very supportive of the activities organized onsite during the FIH Hockey Junior World Cups 2023 and in other online education activities.

In line with the 2021 Code and the ISE, FIH will also consider recognising NADO Anti-Doping education programs for certain nations, particularly in cases where FIH is not able to offer the education program in the language of those athletes and Athlete Support Personnel coming from that nation. For 2025 and 2026, this will be done on a case-by-case basis and upon request of a NADO or a National Member Federation. Once the new WADA Code is available in 2027, we will evaluate potential changes.

### 3. ACTION PLAN

#### 3.1 TARGET GROUPS

For this next Olympic Cycle, the FIH will target the following groups:

1. Athletes returning from doping;
2. Hockey Teams Testing Pool established in partnership with the ITA
3. Athletes, coaches and staff members listed below;
4. Continental Federations / National Associations Staff
5. Hockey Educators

FIH Events during this period to target athletes and staff:

- FIH Hockey Men's Junior World Cup 2025 (India)
- FIH Hockey Men's Junior World Cup 2025 (Chile)
- FIH Hockey Pro League Season 7 (various)
- FIH Hockey World Cup Qualifiers 2026 (various x 4 – location tbc)
- FIH Hockey Nations Cup 2025-26 (tbc)
- FIH Hockey World Cup 2026 (Belgium and Netherlands)
- FIH Hockey Pro League Season 8 (various)
- FIH Hockey Nations Cup 2026-27 (tbc)
- FIH Hockey5s World Cup 2027 (tbc)
- FIH Hockey Men's Junior World Cup 2027 (tbc)
- FIH Hockey Men's Junior World Cup 2027 (tbc)

#### 3.2 TOPICS

The FIH has established the following topics to be addressed in order to enhance awareness within the hockey community:

1. Introduction to Anti-Doping
2. Overview of the system, rights and responsibilities, Anti-Doping Rules Violations
3. The Doping Control Process
4. Testing Procedures and Athlete Biological Passport
5. Medications, Supplements, Prohibited List and TUEs
6. Principles and Values Associated with Clean Sport
7. Sanctions and Consequences
8. Out-of-competition Testing
9. Registered Testing Pool, Testing Pool, Whereabouts and Use of ADAMS Platform

### 3.3 OBJECTIVES, ACTIVITIES AND TIMELINES

**Overall Aim:** To enhance awareness about the Doping Control Process through online and presentational activities.

<i>Target Group</i>	<i>Program Objectives</i>	<i>Topics</i>	<i>Learning Objectives</i>	<i>Monitoring and Evaluation Procedures</i>
Athletes Returning from doping	100% of athletes will complete an introduction to clean sport course	Introduction to Anti-Doping, The Doping Control Process, Medications, Supplements, Prohibited List, Sanctions and Consequences	✓ By the end of the education activity 100% of athletes will be aware of the Doping Control Process.  ✓ By the end of the education activity 100% of athletes will be aware of Medications and Supplements allowed and the Prohibited List.	✓ Case Scenarios during the Webinars  ✓ 80% of correct answers at the end of the online courses
Hockey Teams Testing Pool	100% of athletes will complete an introduction to clean sport course once they enter the Hockey Teams Testing Pool	Introduction to Anti-Doping, The Doping Control Process, Medications, Supplements, Prohibited List, Sanctions and Consequences, Out-of-competition Testing	✓ By the end of the education activity, 100% of the Hockey Team Testing Pool athletes will be aware of the Doping Control Process.  ✓ By the end of the education activity, 100% of the Hockey Team Testing Pool athletes will be aware of Medications and Supplements allowed and the Prohibited List.  ✓ By the end of the education activity, 100% of the Hockey Team Testing Pool athletes will be aware of ADAMS and Whereabout requirements	✓ Case Scenarios during the Webinars  ✓ 80% of correct answers at the end of the online courses

<i><b>Target Group</b></i>	<i><b>Program Objectives</b></i>	<i><b>Topics</b></i>	<i><b>Learning Objectives</b></i>	<i><b>Monitoring and Evaluation Procedures</b></i>
Athletes, Coaches and Team Staff Members in the event listed under 3.1	100% of athletes will complete ADEL International Level Athletes and Talented Athletes Course to enter a competition and will be encouraged to participate in the webinars organized by FIH as well the Anti-Doping Educational Booth at their Event.	Introduction to Anti-Doping, The Doping Control Process, Medications, Supplements, Prohibited List, Sanctions and Consequences	<ul style="list-style-type: none"> <li>✓ By the end of the education activity, 100% of athletes will be aware of the Doping Control Process.</li> <li>✓ By the end of the education activity, 100% of athletes will be aware of Medications and Supplements allowed and the Prohibited List.</li> </ul>	<ul style="list-style-type: none"> <li>✓ Case Scenarios during the Webinars</li> <li>✓ 80% of correct answers at the end of the online courses</li> </ul>
CFs/NAs Staff	CFs/NAs staff will be encouraged to join the Webinars organized by FIH	All topics available during the Webinars	<ul style="list-style-type: none"> <li>✓ By the end of the education activity, 100% of CFs/NAs should be able to provide basic advice of doping related subjects to their members</li> </ul>	<ul style="list-style-type: none"> <li>✓ Case Scenarios during the Webinars</li> </ul>
Hockey Educators	Hockey educators will be encouraged to join the Webinars organized by FIH	All topics available during the Webinars	<ul style="list-style-type: none"> <li>✓ By the end of the education activity, 100% of the educator should be able to provide basic advice of doping related subjects to students.</li> </ul>	<ul style="list-style-type: none"> <li>✓ Case Scenarios during the Webinars</li> </ul>

### **3.4 RESOURCES**

#### **3.4.1 HUMAN RESOURCES**

- FIH Staff;
- Continental Federations;
- National Associations;
- Athlete ambassadors
- Special Guests for the Webinars
- NADOs

#### **3.4.2 INFORMATIONS RESOURCES**

- FIH Website;
- FIH Social Media Channels;
- WADA Website;
- ADEL Website;
- ADAMS Platform;
- NADOs website;

#### **3.4.3 FINANCIAL RESOURCES**

- FIH Budget for Anti-Doping Education Program (to be confirmed)

## **4. MONITORING AND EVALUATION**

### **4.1 DATA COLLECTION**

The International Hockey Federation (FIH) will evaluate the success of the programme based on the following items:

a) Education Activities:

- Awareness Raising: number of views on FIH posts on social media, number of retweets of FIH posts, number of interactions in educational information provided;
- Information provision: number of downloads of resources available on the website;
- Anti-Doping Education: number of completions of eLearning courses; number of participants attending the Anti-Doping Educational Booths during Hockey Events

b) Education Pool:

- Monitoring of Education Pool: total numbers, turnovers, demographics, education levels at entry

c) Athletes Pathway/Target Groups:

- Number of school children, youth athletes, national and international level athletes
- Medical personnel, coaches, physical trainers, etc

d) Detection related data:

- AAFs, atypical analytical findings, Adverse passport findings, whereabouts failures, non-analytical findings
- Whereabouts violations and filing failures
- Doping control form data (supplement use, TUEs)
- Whistle-blower data
- Intelligence reports related to potential and actual ADRVs
- Number of tests in-competition and out-of-competition

e) Results Management

- Number of cases brought, categories of offences
- ADRV total per year
- Stats of sanctions and reasons;

#### **4.2 EVALUATING LEARNING**

Assessment of whether participants have achieved their Learning Objectives will be made using a combination of Case Scenarios during the Webinars and assessments at the end of on line courses, during which a score of at least 80% will be considered as a success in understanding the topics covered within the course.

These assessments will be made at the end of each webinar and online course, and recorded to assess progress throughout the year.

In addition, following all face to face learning activities, an Event based Education Evaluation Form will be completed to monitor the success of that activity.

#### **4.3 PROGRAM EVALUATION**

The program evaluation will use all the data, evidence and information collected to make a judgement of the effectiveness of the education program, whether the objectives of the program were achieved and what needs to be done to improve the next education plan.

#### **4.4 DETERMINING IMPACT**

This step of the monitoring and evaluation process seek to identify how this program made a difference. The information will be collected using the following tools:

- Surveys:
- Collection of qualitative data

**5. FIH ANTI-DOPING RULES AND EDUCATION**

As per the Article 17 of FIH Anti-Doping Rules, all athletes are required to complete educational activities before and/or during their participation in FIH Events as a condition of such participation.

Failure by the athlete to complete education activities as requested by FIH may result in the imposition of sanction under FIH's disciplinary rules, unless the Athlete provides to FIH a justification for such

## APPENDIX A

### DEFINITIONS

**ADAMS**

Anti-Doping Administration & Management System

**ADeL**

Anti-Doping eLearning

**ADRV**

Anti-Doping Rule Violations

***Continental Federation / National Association***

A continental or national entity which is a member of or is recognised by *FIH* as the entity governing the sport of hockey in a continent / country.

***FIH***

The International Hockey Federation.

***Hockey***

The sport of hockey, including both field and indoor hockey and all current and future forms, variations and/or derivatives of the game modified or derived from its traditional form, irrespective of the number of players involved, or the type of venue or playing surface used (excluding only ice-hockey), as decided from time to time by the *Executive Board*.

***Hockey Teams Testing Pool***

Hockey teams identified by the ITA to take part in the Team Whereabouts programme

***ITA.***

The International Testing Agency

***International Event***

A duly sanctioned *Match* or event contested by national representative teams.

***TUE***

Therapeutic Use Exemptions

**WADA**

World Anti-Doping Agency

**Whereabouts**

Information provided by a limited number of top elite athletes about their location to the International Sport Federation (IF) or National Anti-Doping Organization (NADO) that included them in their respective registered testing pool as part of these top elite athletes' anti-doping responsibilities.

## APPENDIX B

### EVENT-BASED EDUCATION EVALUATION FORM

Anti-Doping Education Booth Evaluation Form										
Overall										
Have you ever visited an Anti-Doping Education Booth before at FIH events?	Yes	No								
The booth staff were friendly, helpful and knowledgeable	1	2	3	4	5	6	7	8	9	10
Would you like to see this interactive booth again at future FIH events?	1	2	3	4	5	6	7	8	9	10
Would you be willing to share the clean and positive messages to other athletes?	1	2	3	4	5	6	7	8	9	10
Do you think Anti-Doping Education is important for Hockey?	1	2	3	4	5	6	7	8	9	10
Overall, how would you rate this booth	1	2	3	4	5	6	7	8	9	10
Would you be interested in learning about other FIH Integrity topics? E.g. match-fixing, anti-corruption, safeguarding (harassment/abuse of athletes)	Yes	No								