

ETHICS EXPERT ADVISORY GROUP

Terms of Reference

The WADA Ethics Expert Advisory Group (EAG) is a designated panel of independent experts assembled by WADA Management¹.

Purpose

To provide expert ethical opinion, upon request, through the review of urgent or contentious ethical issues that may arise in the fight against doping in sport, and to develop and/or recommend ethically sound policy or suggestions to WADA Management.

Objectives/Key Activities

The Ethics EAG will be responsible for:

1) Policy Issues

With respect to emerging ethical issues in the fight against doping in sport, and in the absence of an existing relevant policy, the Expert Group may develop recommended interim policy positions for WADA which can be appropriately considered by WADA. This may take the form of a draft policy statement or an advocated course of action.

2) Policy Implementation

The Expert Group may help implement WADA policy on ethical issues in doping-free sport, including advice and direction on how a policy applies in specific cases.

Reporting Structure

The Ethics EAG reports to WADA Management.

Membership/Composition

The composition of the Ethics EAG shall not exceed a maximum of 12 members.

The WADA Director General will appoint members to the EAG, following consultation with the EAG Chair and relevant WADA staff.

¹ EAGs are bodies created to provide ongoing advice and assistance to WADA Standing Committees and/or WADA Management (who in turn report to the WADA Executive Committee), on issues requiring significant technical specialist expertise. EAGs may also assist with regular or ad hoc activities, as necessary.

Members are selected on the basis of their relevant background and experience (e.g. expertise in the areas of ethics).

Depending on the topic on which advice is sought, the number of experts called to address a matter may vary. Not all members may be asked to contribute to the topic. The Chair of the EAG and WADA Management will determine who will be requested to review the matter at hand.

Each member (including the Chair) serves a two-year term, renewable but with a 12-year term limit, unless a business case is presented by the responsible WADA Director in charge justifying that a specific expertise is needed and that therefore the Chair or member is to be renewed otherwise the work of the group will be detrimentally affected. The WADA Director General must support the exception.

Chair/Rapporteur

The Ethics EAG Chair is selected based on his/her proven record and expertise in ethics.

He/she shall act as the official reporter² who is responsible for ensuring appropriate coordination with WADA Management and for providing accurate and timely information on all relevant issues.

WADA Liaison

The Office of the Director General will designate staff to serve as the liaison between WADA and the Ethics EAG.

The designated staff will be an observer to the Ethics EAG in the sense that he/she contributes to and brings expertise to support the work of the Ethics EAG but does not have a voting position. Additional WADA staff may also participate in Ethics EAG meetings as WADA experts on particular subject matters and to provide general support to the group where required.

Meetings and Working Norms

The Ethics EAG will convene meetings if required. The volume of work before them will determine if meetings are held virtually or if an in-person meeting is warranted (one in-person meeting per year can be supported if required).

The Ethics EAG normally operates on the basis of consensus and maintains as informal a manner as is possible or appropriate for the conduct of business.

Consensus will be sought whenever possible. In the event of divergence of opinion or disagreement concerning recommendations, the absolute majority (determined by vote by hand) will rule. In the event of a tie, the Chair has the casting vote. There is presently no formal practice concerning a quorum. The Chair has the responsibility to determine if a quorum is present. Meeting notes will record any dissenting opinion on request.

² The Chairperson/Rapporteur, in coordination with WADA Management, is responsible for producing a brief annual report to assess the extent to which the Ethics EAG fulfilled its tasks over the preceding year.

The Chair may limit discussion of resurfacing issues by referring to previous recommendations or conclusions of previous discussions.

Meeting notes of the Ethics EAG meetings, reports and correspondence relative to the group's work shall be retained at the WADA Headquarters.

Conflict of Interest

Ethics EAG members are bound by the WADA Conflict-of-Interest policy, which is modified from time to time. In accordance with that policy, they are required to complete and sign and submit annually a Statement of Independence and Interest, and to update that Statement if and as necessary during the year.

Confidentiality

All group members are required to sign a Confidentiality Agreement upon appointment (and again at the start of each year if their appointment is renewed). This ensures all members reflect on the confidential nature of their WADA work and confirm their adherence to such confidentiality rules.

Communications and Media

All Ethics EAG members must read and comply with WADA's Media Relations policy. If a member should receive a request for an interview in relation to their role in WADA or WADA's work they should first consult with the Head of WADA Media Relations or (if absent), with the WADA Communications Director.

Financial Support

WADA shall provide the necessary administrative and operational resources for meetings. When in-person meetings are called, WADA will meet all travel and accommodation costs, as well as most meals onsite. A daily indemnity is provided to cover incidental costs during travel to and from the meeting.

Where meetings are held virtually and meet certain rules such as a minimum duration, a daily indemnity for virtual attendance is disbursed.

It is acknowledged that some experts go above and beyond, including providing extensive advice throughout the year, outside of annual meetings. WADA offers a further daily indemnity to experts for such work carried out. The specific indemnity details are outlined in the full "Overview of WADA Expert Advisory Groups" document provided to Members on appointment.

Effective Date and Future Review of ToR

These ToR came in effect on 1 January 2023.

Whilst the ToR for all WADA EAGs are reviewed annually, the procedures for creating/supporting/managing the EAGs will be reviewed at least every three years to ensure they remain appropriate and applicable.

These ToR are published on the WADA website.