

Annex to Initial Human Rights Impact Assessment (IHRIA)

Status of Implementation Overview

This document provides an illustrative - though not exhaustive - overview of the implementation status of the recommendations inspired by or related to my Initial Human Rights Impact Assessment (IHRIA). It highlights relevant changes proposed in the draft 2027 World Anti-Doping Code and International Standards (pending final adoption), as well as policy initiatives and actions already undertaken by WADA.

Since submitting the first draft of the IHRIA to WADA for feedback, I am pleased to note that out of 24 recommendations, 12 - half of the total - have already been largely implemented, while progress is underway on further 7. This reflects both the practical value of the recommendations and the efforts made by WADA, particularly the Code Drafting Team, to strengthen the global system.

It also underscores the continued commitment to athletes' human rights demonstrated by multiple stakeholders, like public authorities, sports movement, NADOs, independent contributors, but above all the Athlete Council and the Executive Committee, who have been regularly informed and closely involved throughout the IHRIA process.

To begin with, I note the inclusion of more explicit references to human rights in the introduction of the draft 2027 Code. This is significant for several reasons:

1. WADA's commitment to human rights is publicly communicated to all stakeholders and to the broader public.
2. It signals to Signatories, as well as to those interpreting and implementing the World Anti-Doping Program, the importance of human rights. In doing so, WADA uses its global leverage to promote respect for these rights across the anti-doping landscape.
3. It strengthens the Code itself, further reinforcing its legitimacy.

Equally important, this commitment is not limited to a declaration of principle; it is substantiated through detailed and concrete improvements across the World Anti-Doping Program, evident in several key areas:

- The treatment of minors has become more strategic and coherent.
- The draft WADP demonstrates greater sensitivity toward Para athletes.
- Progress has been made in addressing contamination and inadvertent doping.
- A stronger sense of responsiveness and fairness in sanctioning allows for more individualized outcomes that take specific circumstances into account.
- A reinforced emphasis on accountability addresses some of the athletes' concerns identified in the IHRIA.
- Education provisions have been refined to be more concise and athlete-centered, strengthening their legal and compliance value while emphasizing meaningful and accessible learning.
- The language of the Code is also more attentive to equality and gender diversity.

Finally, there is a visible shift toward incentivizing athletes—not only in terms of sanction reduction but through active engagement in the elimination of doping from sport. This represents one of the most compelling evolutions: a move from perceiving athletes solely as objects of control and sanction to identifying them as proactive partners in protecting clean sport.

For all these reasons, as will be illustrated in this Annex, the draft Code comes across as much more athlete-centered, without losing any of its regulatory rigour and value.

Concrete examples of implementation efforts are presented below, aligned with the individual recommendations from Chapter V of the Initial Human Rights Impact Assessment (IHRIA). For ease of reference, each section first cites the relevant IHRIA recommendation in the boxed text (a footnote indicating the precise recommendation and page number). This is followed by a description of corresponding changes within the World Anti-Doping Program (WADP) or other related initiatives.

Immediate actions

“These actions include demonstrating - *knowing and showing* - a clear commitment to human rights as well as *involving and understanding* potentially affected stakeholders, particularly athletes. Additionally, WADA can embed more coherently human rights into its standards, policies, and practices.”¹

1. Recommendation *Know and Show*, Reinforce human rights in the Code and International Standards

“WADA should ensure that its commitment to human rights is prominently reflected in the text of its foundational documents, starting with the Code and International Standards.”²

In the draft 2027 Code, the section outlining the *Purposes, Scope and Organization* of the World Anti-Doping Program has been revised. Unlike the previous version, which addressed the principles of proportionality and human rights jointly, the proposed new text now makes an explicit distinction and strengthens the expectation on stakeholders “... that all measures taken in application of their anti-doping programs respect the Code, the International Standards, **human rights**, and the principle of proportionality.”

The same language is consistently reflected throughout the Code and the International Standards, ensuring coherence and alignment across the entire system³.

2. Recommendation *Know and Show*, Introduce human rights into the new Strategic Plan

“Embedding human rights principles within the Strategic Plan is essential for ensuring coherence across WADA’s operations.”⁴

Following a 16-month stakeholder consultation process, WADA’s Executive Committee (ExCo) endorsed and the Foundation Board approved the Strategic Plan 2025–2029, *Going*

¹ IHRIA Chapter V page 39

² IHRIA Chapter V, Rec. No. 2, page 39

³ section Organization. Level 1 The Code: „The Code has been drafted giving consideration to human rights and the principle of proportionality“; Level 2 International standards; In each IS, the principle of human rights is mentioned in the Article 3 on Code Provisions and Interpretation, as in previous IS versions, but with the new wording.

⁴ IHRIA Chapter V, Rec. No. 3, page 39

Further Together. The Plan explicitly references human rights both in identifying key challenges and in articulating Goal 3: “Be Athlete-Centered.”⁵

3. Recommendation Involve and understand, Increase meaningful athlete engagement in the Code update

“Thoroughly examine the proposed revised standards from an athlete’s perspective.”⁶

The WADA Athlete Council, with the support of the Athlete Engagement Impact Area, invested important resources to gather global athlete feedback through an Athlete-Centered Consultation Process launched in April 2025. More than 600 athletes and Athlete Commissions from over 60 countries and more than 70 sports and disciplines participated, providing valuable perspectives⁷. These efforts complemented those of Anti-Doping Organizations (ADOs), which also sought athlete input on potential updates to the World Anti-Doping Program (WADP).

As a particularly valuable initiative in parallel with the Code update process, the Athlete Anti-Doping Rights Act update integrated a strong human rights dimension, both in its Part One focusing on the rights that athletes have by way of the Code and International Standards, and particularly in its Part Two, Recommended Athlete Rights, which are not legally binding.

4. Recommendation Embed, Continue involvement of the WADA Athlete Council in Human Rights initiatives

“Moving forward, that engagement⁸ should continue and evolve, utilising WADA’s platform and influence in promoting human rights, to champion positive change at local, national, and international levels.”⁹

Not all feedback gathered through the Athlete-Centered Consultations mentioned above directly related to human rights. Nevertheless, this initiative, led by the WADA Athlete Council, demonstrated awareness of and global leadership on human rights issues. The process provided the Council with valuable empowerment, insights, and practical experience for future initiatives, as well as greater confidence to remain actively engaged in WADA’s ongoing human rights efforts¹⁰.

⁵ „Assess key recommendations from the human rights impact assessment and implement as required“.

⁶ IHRIA Chapter V, Rec. No. 7, page 40

⁷ See [Athlete-Centered Consultation_Public Report.pdf](#)

⁸ Of WADA Athlete Council

⁹ IHRIA Chapter V, Rec No. 9, page 40

¹⁰ „To equip them (athletes, SSM) to act as ambassadors of clean sport“. WADA Strategic Plan 2025-2029 (priority 3.6)

Mid-term actions

“The mid-term measures should focus on three key avenues: avoiding infringement on human rights, addressing adverse human rights impacts, and proactively seeking to prevent or mitigate potential adverse human rights impacts.”¹¹

5. Recommendation *Avoid infringing on human rights*, Strategic approach to anti-doping and minors

“WADA and its stakeholders should consider strengthening the protection of minors in a more strategic manner.”¹²

The draft 2027 Code significantly strengthens the protection of Minors, who are now explicitly included in several provisions granting special consideration to Protected Persons¹³.

For instance, greater accountability is placed on Athlete Support Personnel (ASP) responsible for Minors. In terms of prevention, ASP are now required to attend anti-doping education sessions and to provide accurate information to the Athletes they support—particularly Protected Persons and Minors¹⁴. The Code also calls on Signatories to deliver tailor-made education programs specifically designed for Minors¹⁵. Governments have a role to support anti-doping education and training programs specifically focused on Protected Persons and Minors¹⁶.

When it comes to sanctioning, Anti-Doping Rule Violations (ADRVs) such as trafficking, administration, or complicity involving Protected Persons or Minors are now considered particularly serious offences¹⁷, potentially resulting in longer periods of Ineligibility¹⁸.

The automatic investigation of ASP associated with a Protected Person or Minor who has committed an ADRV is now required by more stakeholders¹⁹ than in previous editions of the Code, thus extending responsibility for Minor athletes.

The changes also emphasize the best interests of the child in situations where transparency is required²⁰, and recognize that information and assistance related to doping involving Protected Persons and Minors may be of particular value²¹.

Seen together, these and other changes are now articulated in a more strategic and coherent manner, reflecting an enhanced principled approach to the protection of Minor athletes.

¹¹ IHRIA Chapter V, page 40

¹² IHRIA Chapter V, Rec. No. 10, page 41

¹³ „The circumstances where a Protected Person, Minor or Recreational Athlete is to be treated differently than other Persons or Athletes have been specifically identified in the Code. It should not be assumed, that different treatment was intended where it is not specifically expressed.“

¹⁴ Code Article 21.2.2

¹⁵ Code Article 18.4 International Standard for Code Compliance (Annex A, A2 d)

¹⁶ Code Article 22.11

¹⁷ Code Articles 2.7 (Trafficking), 2.8 (Administration) or 2.9 (Complicity)

¹⁸ Code Articles 10.3.3 and 10.3.4

¹⁹ Code Articles 20.1.10 or 20.3.13, 20.4.14 etc

²⁰ Mandatory Public Disclosure of anti-doping rule violations is not required in cases where the violator is a Protected Person, Minor or Recreational Athlete, and any optional Public Disclosure shall take into consideration the best interests of the individual. Code Article 14.3.6

²¹ Substantial Assistance: Code Articles 10.7.3.1 and 10.7.4

6. Recommendation *Avoid infringing on human rights, Integration of Para athletes' concerns in policy and practice*

“(...) ensure that the impact on para-athletes and their medical needs within anti-doping regulations is not overlooked.”²²

The draft 2027 Code establishes more lenient sanctions for administrative failures in obtaining Therapeutic Use Exemptions (TUE)²³ and the ISTUE more inclusive criteria for retroactive TUEs²⁴, particularly benefiting athletes with disabilities who may encounter barriers to timely application. It also broadens the definition of “Protected Persons” to encompass additional categories of Para athletes²⁵, thereby allowing for greater flexibility in sanctioning where no significant fault or negligence is found.

Recognizing the heightened sensitivity of medical and personal data for Para athletes, the updated World Anti-Doping Program introduces stronger safeguards and clearer consent protocols²⁶. Furthermore, it requires that education activities be developed in line with a defined curriculum and tailored to the needs of specific groups, including Minors, Protected Persons, and learners with specific needs²⁷.

The International Standard for Testing (IST), which already considered the needs of Para athletes²⁸, now explicitly requires that the Risk Assessment used to develop the Test Distribution Plan (TDP) accounts for the physical and physiological demands of sports disciplines for athletes with impairments²⁹. It also strengthens requirements for Sample Collection Personnel, mandating training on practical procedures for collecting samples from athletes with impairments and familiarization with standard healthcare precautions³⁰. Additionally, a new comment in Annex A³¹ provides guidance on preferred venues for out-of-competition testing for athletes with visual or intellectual impairments and outlines how to document and manage follow-up procedures.

These updates reflect a broader commitment to inclusivity and athlete-centered practices, ensuring that Para athletes are better supported throughout testing and compliance processes.

7. Recommendation *Avoid infringing on human rights, Strategic approach to inadvertent doping*

“Establishing a comprehensive strategy to prevent healthy athletes from inadvertently using contaminated products is crucial.”³²

²² IHRIA Chapter V, Rec. No. 11, page 42

²³ Code Article 10.2.4.1

²⁴ ISTUE Articles 4.1 and 4.2

²⁵ Code Comment (180) to Definition of Protected Persons „Athletes with a documented lack of legal capacity due to an intellectual impairment always qualify as Protected Persons independently of their age.“

²⁶ For example, ISDP Art 8.3, ensures that appropriate information is furnished to individuals by ADOs in a manner and format that takes into account the individual's age and any relevant impairments

²⁷ Code Art. 18.4

²⁸ IST Annex A (Modifications for Athletes with Impairments)

²⁹ a newly added and significant consideration in IST Art. 4.2

³⁰ IST Annex G. Article G. 4.4

³¹ Comment to IST Annex A, Article A.4.8

³² IHRIA Chapter V, Rec. No.11, page 42

In March 2025, ExCo approved the establishment of WADA Working Group on Contaminations. This group is tasked with conducting a global review of contamination sources that lead to adverse analytical findings and anti-doping rule violations. Additionally, it will provide guidance and recommendations for improving regulations and processes to better account for the risk of contamination.

As a follow up to the ExCo adopted recommendations - themselves inspired by findings of an independent expert³³ - a completely new Article has been introduced in the draft updated Code, outlining cases subject to review by an Independent Review Expert³⁴. This article defines the types of cases eligible for review, the obligations and procedures for requesting such a review, the notification process for athletes and other concerned parties, the issuance of expert's opinion as well as the Anti-Doping Organization's (ADO) decisions in writing. It also covers the possibility of appealing this decision directly to the Court of Arbitration for Sport, as well as the potential accountability of an ADO, which could be subject to a non-compliance procedure.

To better reflect reality and to address a wider range of cases and situations, the definition of "Contaminated Source" has been elaborated in greater detail and expanded³⁵. Para athletes may additionally benefit from new categories of contamination beyond "contaminated products," which might also contribute to the flexibility of sanctions for contamination cases. A definition for Minimum Reporting Level, which is used to address issue with substances that are known contaminants, also slightly changed.³⁶ These and other changes signify a more comprehensive and more strategic approach to inadvertent doping.

8. Recommendation *Avoid infringing on human rights, Introduce measures for meaningful athlete engagement*

"To increase meaningful athlete engagement WADA could consider (...) encouraging greater athlete participation among WADA stakeholders, including at the national level." ³⁷

As part of its commitment to meaningful athlete participation, the *WADA Strategic Plan 2025–2029* clearly sets the objective of placing athletes at the heart of anti-doping efforts. This includes encouraging their involvement in the development of new or improved anti-doping programs, tools, and services; equipping athletes and their support personnel to act as ambassadors of clean sport; and maximizing their engagement in decision-making processes³⁸.

An example of such projects identified in WADA's Strategic Plan, is the Athlete Anti-Doping Experience Project, which started in September 2025. Based on direct athlete feedback, their current anti-doping experience will be mapped, with the aim to develop an action plan to optimize athletes' experience.

Part Two of the Athletes' Anti-Doping Rights Act, aspires to define athlete's expectations which are not legally binding like the provisions of the Code. One of the legitimate points is

³³ retired Swiss prosecutor Eric Cottier

³⁴ Code Article 7.8.

³⁵ consumption of a food or drink, such as contaminated meat or liquid; as well as exposure to a Prohibited Substance through the Athlete's direct physical contact with a third person or physical contact with objects touched or handled by the third person, are added to previously existed contamination by medications or supplements

³⁶ WADA has been working on the issue of contamination since 2018, and constantly adjust the rules for substances that are known contaminants, in particular the MRLs for those substances

³⁷ IHRIA Chapter V, Rec. No. 13, page 43

³⁸ Goal Nr 3, Be Athlete Centered; Actions nr 3.1, 3.2, 3.7

that Athletes should be consulted in the creation and modification of the anti-doping rules to which they must comply, and should have a voice in decisions.³⁹

The draft 2027 Code also obliges Signatories to encourage athletes and athlete support personnel to engage in research⁴⁰, thereby opening new avenues for meaningful athlete involvement in shaping the future of anti-doping.

9. Recommendation *Address adverse human rights impacts, Targeted investment in replacing urine testing*

"WADA should consider allocating additional earmarked and targeted financial resources towards research and development for less invasive methods to detect potential Article 2.1 and 2.2 Anti-doping rule violations."⁴¹

WADA has earmarked resources for this type of research, with more than ten completed research projects by now, and some of the new ones intended to start in the forthcoming period⁴². This ongoing process draws attention to the fact that science and research too represent an athlete-friendly, or athlete-centered, work by WADA.

10. Recommendation *Address adverse human rights impacts, Balance the fear*

"To alleviate the anxiety of athletes (...) the resources allocated to measures aiming at the human rights protection of the individual athlete – those who have committed violations and those who have not – should be at least commensurate with the resources allocated to catching and punishing those who cheat. These measures should aim not only to uphold justice, but also to reduce the climate of fear in which athletes too often operate."⁴³

The draft 2027 *World Anti-Doping Program* includes several measures aimed at addressing—and where possible, reducing—the accumulation of fear among athletes, while maintaining deterrence as an effective strategy to discourage wrongdoing.

Compliance⁴⁴ has been added to the *Purpose, Scope and Organization* of the WADP. While this may not resolve concerns regarding the perceived power imbalances between athletes and the system, as raised during my consultations, it sends a strong signal of accountability.

The roles and responsibilities of Athlete Support Personnel (ASP) have been clarified, ensuring greater accountability for those closest to athletes – such as coaches and medical professionals. ASP are now required to exercise the highest duty of care to protect athletes

³⁹ AADRA, Article 16 Right to participate in governance and decision-making.

⁴⁰ Code Art 19.7 Engagement in Research

⁴¹ IHRIA Chapter V, Rec. No. 14, page 44

⁴² [WADA announces research projects funded through Scientific Research Grant Program | World Anti Doping Agency](#)

⁴³ IHRIA Chapter V, Rec. No. 15, page 44

⁴⁴ Defined as the obligation to support, monitor, and enforce adherence to the Code and International Standards.

from inadvertent anti-doping rule violations⁴⁵ and to cooperate with investigations. Failure to meet these obligations may result in sanctions⁴⁶.

To address potential delays in notifications - a source of fear and stress for athletes - the *International Standard for Results Management (ISRM)* now requires Result Management Authorities to notify athletes within 20 days of receiving laboratory results⁴⁷, thereby trying to reduce their uncertainty and anxiety.

A definition of Quality Assurance - as a process aimed at maintaining and improving the quality of Analytical Testing Procedures - has been introduced in the draft 2027 Code. Its purpose is to monitor the validity of Analytical Testing Procedures⁴⁸ and to support related research. However, this addition also offers reassurance to athletes.

As noted in the introduction to this Annex, the draft 2027 Code demonstrates a clear tendency toward incentivizing athletes not only to reduce their sanctions but also to more actively contribute to the elimination of doping in sport. For example:

Whereas the 2021 Code offered only limited assurances to athletes willing to provide information, the 2027 draft introduces clearer and more flexible provisions for those who acknowledge violations and cooperate in promoting clean sport⁴⁹. While the ultimate impact will depend on implementation, the intent is evident: to encourage early cooperation, reduce the personal and procedural burden on athletes, and foster a culture of shared responsibility within the anti-doping system.

The *International Standard for Testing (IST)* had already incorporated sensitivity toward athletes with sex variations and now introduces additional procedural nuances for the collection of urine samples from these athletes⁵⁰. Furthermore, the comment to Article 23.2.2 of the Code, which previously allowed room for interpretation, has been revised⁵¹.

In addition, recent amendments to the draft 2027 Code introduce a more nuanced approach to cases involving substances of abuse, recognizing that such use may be unrelated to performance enhancement⁵². This reflects a shift toward context-sensitive adjudication, which - rather than emphasizing punishment and stigma - prioritizes support, rehabilitation, and reintegration.

Taken together with the other developments outlined above, these changes signal a broader evolution in the anti-doping framework: one that seeks to reduce fear, anxiety, and marginalization, while empowering athletes as participants in the sporting community, rather than merely as objects of control or sanction.

⁴⁵ Code Article 21.2.9

⁴⁶ ISII 5.4.2 Important: these sanctions are not issued pursuant to the Code and a failure to cooperate is not an ADRV, but it may be the basis for disciplinary action under a Signatory's rules (as clarified in Comment 151).

⁴⁷ ISRM Article 5.1.2.2

⁴⁸ Applied to the analysis of Prohibited Substances and Prohibited Methods, as outlined in Code Article 6.2

⁴⁹ Code Article 10.7 (*Elimination, Reduction, or Suspension of Period of Ineligibility or Other Consequences for Reasons Other than Fault*)

⁵⁰ IST Annex C, section C.4.5.1

⁵¹ In IHRIA Chapter 2, I expressed a hope that the ongoing process of the Code update will lend itself as a perfect opportunity for the drafting teams to find a way to clarify the issue of the comment (nr 148) to article 23.2.2 and I am pleased to note it was the case. (In the 2027 draft Code, it is now the comment nr 157.)

⁵² For example, Code Article 10.2.3.1

11. Recommendation *Address adverse human rights impacts, Increase legal and procedural security of athletes*

“While continuing its aim to harmonise legal standards, WADA can ensure greater respect for procedural security of athletes.”⁵³

The expanded Article 10.7.2 reflects a clear shift in tone from punitive to rehabilitative. It encourages athletes to take responsibility by admitting wrongdoing and accepting sanctions early, thereby supporting their reintegration into sport, protecting their reputation, and reducing the stress, costs, and uncertainty associated with prolonged legal proceedings. By incentivizing early cooperation, this provision also contributes to more efficient investigations and fewer procedural delays.

Furthermore, the newly introduced Article 10.9.3.4, which regulates multiple violations, seems to be strategically designed to prevent unjust double punishment for the same act of ingestion or use and to recognize the scientific reality of residual detection. Most importantly, it shifts the focus toward intent and degree of fault, rather than purely analytical outcomes, thereby fostering fairer and more proportionate adjudication.

Building on the successful introduction of the Athlete Anti-Doping Ombuds project, advocating for the establishment of regional or national ombuds functions would further empower athletes, amplify their voice, and strengthen the protection of their rights — an aspiration clearly reflected in the Athlete’s Anti-Doping Rights Act⁵⁴.

Enhancing respect for athletes’ procedural security signals a broader evolution from institution-centred enforcement toward athlete-centred justice. This is a model in which safeguarding rights is as integral as enforcing rules.

12. Recommendation *Seek to prevent or mitigate adverse human rights impacts, Increased priority to education*

“Education was primarily regarded as an obligation rather than a fundamental right⁵⁵ or even as an incentive for athletes”⁵⁶

The draft 2027 Code positions education as a strategic pillar of anti-doping, emphasizing prevention, empowerment, and athlete autonomy⁵⁷. Education is now explicitly linked to human rights—including the right to information, protection from harm, and tailored learning for Vulnerable Groups⁵⁸. The provisions stress age-appropriate, culturally sensitive, and accessible education, particularly for Minors, Para athletes, and athletes from under-resourced regions, ensuring all athletes understand their rights and responsibilities.

Coaches in particular, as well as other Athlete Support Personnel — act as powerful “multipliers” in shaping athletes’ values and behaviours. Their influence on athletes makes them essential in reinforcing clean sport principles, while they themselves are also bound to comply with the Code and applicable anti-doping rules. The revised draft Code 2027

⁵³ IHRIA Chapter V, Rec. No. 16, page 45

⁵⁴ AADRA Article 10, Right to Ombuds services

⁵⁵ Universal Declaration of Human Rights, Article 26

⁵⁶ IHRIA Chapter V, Rec. No. 17, page 46

⁵⁷ Topics and content should be adapted in line with the Athlete pathway. (Code Art 18.2)

⁵⁸ Code Art. 18.4

⁵⁹recognises this by including ASP in the Education Pool, alongside any other persons the Signatories consider necessary.

Together, these changes - reinforced with the explicit statement that “the main focus of Education is Athletes⁶⁰” - and supported by broader improvements in legal and procedural fairness, mark a substantive shift toward a more athlete-centered Code.

⁵⁹ Code Art. 18.3

⁶⁰ Part two of the Code, „Education and Research“, Introduction

Long-term actions:

The use of Artificial Intelligence

“(...) it is very difficult to predict in which segments of its activities WADA will use a machine-based system that is usually referred to as artificial intelligence, or what would be the scope or purpose of that use (...) in future WADA can reinforce the respect of human rights by articulating clear policy for its use of AI (...)”⁶¹

WADA already has a policy document on artificial intelligence *Guiding Principles for AI And Decision-Aid Systems* that has been issued in 2024, and which defines the principles of accountability, safety, transparency or fairness, to name some of them.

In the 2027 draft Code, Artificial Intelligence is specifically identified in Definition of Contaminated Source, as a potential aid for information when using or taking a medication or supplement.

November 2025

(signed original on file)

⁶¹ IHRIA Chapter V, Rec. No. 21, page 49