

PHILIPPINE NATIONAL ANTI-DOPING ORGANIZATION
PHI-NADO
ANTI-DOPING EDUCATION PROGRAM & PLAN
2026 – 2029

"Clean Sport Philippines: Strengthening Integrity in Every Game"
In compliance with the International Standard for Education (ISE) 2027

Prepared by
PHI-NADO Anti-Doping Education Team

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Version
Version 2 — Revised per SEARADO Feedback

I. The Philippine National Anti-Doping Organization

The Philippine National Anti-Doping Organization (PHI-NADO) is the country's authority for anti-doping and is a signatory of the 2021 World Anti-Doping Code and in compliance with the UNESCO International Convention against Doping in Sports. The PHI-NADO works as an independent body responsible for the facilitation of control and prevention of doping in sports, and the sole organization permitted to carry-out antidoping activities in the Philippines.

To lead the **fight against doping in Philippine sports**, ensuring that all athletes, coaches, and support personnel follow the **World Anti-Doping Code** and international standards. PHI-NADO is the **sole organization in the Philippines permitted to implement anti-doping activities** such as testing, education, and compliance monitoring. PHI-NADO Anti-Doping Education (ADE) is the primary prevention strategy against doping as highlighted in the Code, through the preservation of the spirit of sport in the country.

PHI-NADO VISION:

Doping free sports environment in the Philippines

PHI-NADO MISSION:

To maintain the integrity of sports in the Philippines by:

1. Ensuring fair competition and a level playing field through implementation of anti-doping policies that comply with the World Anti-Doping Code (CODE 2021) and its International Standards;
2. Protecting the health of Athletes through educational interventions that inculcate the value of clean sport in the pursuit of athletic excellence
3. Carrying out doping controls that respects the right of athletes to participate in a **play TRUE, play CLEAN, and play FAIR** sport environment.

PHI-NADO ANTI-DOPING EDUCATION VISION:

A Philippine sporting community empowered by knowledge and driven by integrity, where every stakeholder champions clean, fair and true sports in full compliance with global standards.

This is in relation to the overarching of PHINADO Vision "Doping free sports environment in the Philippines"

PHI-NADO ANTI-DOPING EDUCATION MISSION:

"To safeguard the integrity of Philippine sports by delivering high-quality, values-based anti-doping education. We empower athletes, support personnel, and sporting institutions to embrace their strict responsibilities, make ethical decisions, and foster an equitable environment in strict adherence to the World Anti-Doping Agency Code."

The following Objectives:

1. Design and roll out Anti-Doping educational activities both e-learning and in-person tailored to specific target groups in accordance with current World Anti-Doping Code.
2. Develop and deploy a standardized Monitoring and Evaluation system to track the reach, participant feedback and immediate knowledge retention of all Anti-Doping Education activities.
3. Launch targeted campaigns across PHI-NADO's various social media to increase sport awareness among specific target groups.
4. Accomplish a 100% Anti-doping education completion (ADEL certification) for all National-level athletes, RTPs, International-level athletes, Coaches and Athlete's support personnel prior to International deployment.
5. Recruitment of Anti-Doping Educator pool.

Core Values

PHI-NADO anti-doping education intends to develop, promote, and strengthen the commitment of all stakeholders in fostering:

Integrity

- Athletes commit to competing fairly without relying on performance-enhancing substances.
- Coaches and support personnel provide honest guidance and refuse shortcuts that compromise clean sport.
- Administrators ensure fair processes in selection, competition, and compliance

Respect

- Athletes respect themselves by valuing their health and long-term careers.
- Teams respect fair competition and their opponents by ensuring clean play.
- Sports communities respect international standards (World Anti-Doping Code, Prohibited List).

Responsibility

- Athletes are ultimately responsible for any substance in their body (principle of *Strict Liability*).
- Support personnel must take responsibility for guiding athletes toward safe and fair practices.

- Sport institutions are responsible for providing education, monitoring, and enforcing compliance.

Strategic Partnerships

To effectively execute this plan, PHI-NADO will collaborate with the following:

1. World Anti-Doping Agency (WADA): For utilization of the ADEL platform.
2. National Sports Associations (NSAs) and NOCs: To ensure education reaches athletes prior to major events like Olympic Games.
3. Government & Educational Institutes (e.g. DepEd): To organize interactive activities in classrooms and school-based sporting events.
4. Local Organizing Committees: To facilitate educational activities, such as interactive booths and workshops, directly at competition venues.

II. SPORTS SYSTEM ANALYSIS

The Philippine sports system operates as a multi-level pyramid, built on a collaborative framework between government agencies and autonomous private organizations. This structure is designed to guide athletes seamlessly from early schoolyard participation all the way to elite international and professional competition.

The Philippine Sports Commission (PSC) is the primary government agency responsible for the development and promotion of sports in the country. It was created through Republic Act No. 6847 in 1990 and is attached to the Office of the President. The PSC serves as the sole policy-making and coordinating body for amateur sports development in the Philippines

The Structural Pathway

Grassroots & Local - The athletic journey begins in the school system. The Department of Education (DepEd) drives grassroots development, culminating in the annual Palarong Pambansa—the country's primary talent pipeline. Local Government Units (LGUs) bolster this base by maintaining community facilities and hosting regional meets.

Collegiate - As student-athletes mature, prestigious collegiate leagues like the UAAP and NCAA serve as the critical bridge to elite sports. These leagues provide intense competition, high media visibility, and vital educational opportunities.

National & International - At the pinnacle, governance is divided to maintain international compliance.

The Philippine Olympic Committee (POC)—a private, independent body—holds the exclusive authority to represent the country in events like the Olympics. Underneath the POC are the autonomous National Sports Associations (NSAs), which govern individual sports and select the national teams. The Philippine Paralympic Committee (PPC) is the official National Paralympic Committee (NPC) of the Philippines, recognized by the International Paralympic Committee (IPC). It is responsible for governing, promoting, and developing Paralympic and para sports for Filipino athletes with disabilities. PSC does not directly run para sports; instead, it supports and coordinates with the PPC, respecting its technical autonomy. The PPC ensures that sports development in the Philippines is inclusive, not limited to able-bodied athletes. In 2020, a joint order was issued with the PSC classifying athletes who receive pay outside national team duties as professional athletes, placing them under GAB jurisdiction

Additionally, professional leagues (like the PBA and PVL) exist outside direct government control to offer lucrative commercial career pathways. Professional sports leagues operate largely outside direct government control but remain part of the overall sports ecosystem. The Games and Amusements Board (GAB) serves as the government regulator of professional sports and commercial sporting activities in the Philippines. GAB is a government agency under the Office of the President of the Philippines tasked with regulating and supervising professional sports, prizefights, and amusement games conducted for profit. In 2020, a joint order was issued with the PSC classifying athletes who receive pay outside national team duties as professional athletes, placing them under GAB jurisdiction

The Philippine Sports Commission (PSC) is the central government agency responsible for sports policy and funding. Even though NSAs operate autonomously, they rely heavily on the PSC for their financial survival. The PSC directly funds national athletes' allowances, pays coaches, maintains major government sports complexes, and provides the necessary capital for NSAs to conduct training and travel to international competitions. Local Government Investments provide localized financial support by funding provincial athletes, sponsoring regional teams, and building grassroots infrastructure. For Private & Commercial Revue, At the collegiate level, funding takes the form of institutional scholarships and university support. At the professional level, leagues generate their own operational budgets entirely through commercial revenue, sponsorships, and media rights.

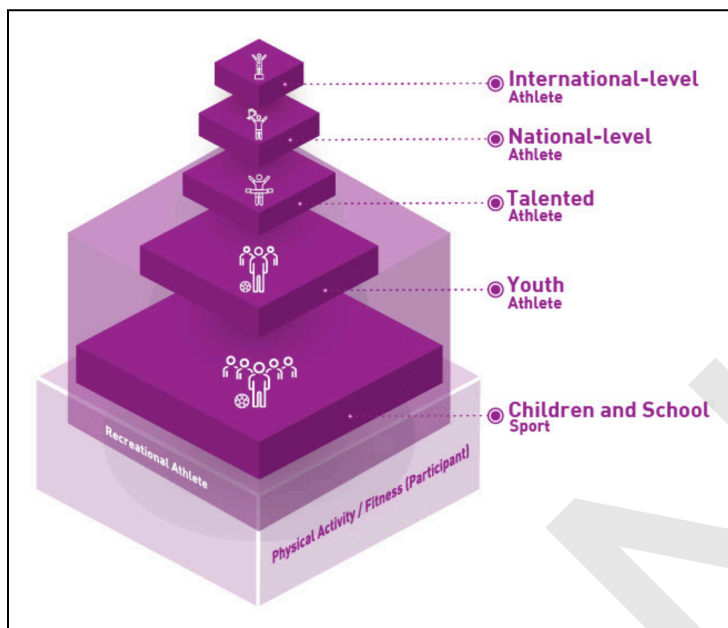
Ultimately, the Philippine sports structure is a highly interdependent ecosystem: the government provides the financial and infrastructural backbone, allowing autonomous sporting bodies the freedom to train, select, and represent the nation on the global stage.

While the PSC funds the system and the NSAs govern the games, PHI-NADO serves as the independent guardian of the system's integrity. Its role is not to manage the sport, but to protect the athlete. Crucially, PHI-NADO's mandate is not confined to the elite tier at the top of the pyramid; its reach must span the entire ecosystem.

The comprehensive Risk Level Assessment for different sports reveals a clear stratification of physical and operational danger across different disciplines. At the highest level of risk, the data highlights **World Boxing, Weightlifting, Powerlifting, and Basketball** as high-profile sports requiring intense physical exertion or carrying significant injury potential. These are joined by specific endurance and sprint events such as **Road Cycling, Mountain Bike Endurance, and Swimming Sprints (100m or less)**. A secondary tier of "Medium High" risk encompasses high-intensity activities like **Football, Muaythai, Kickboxing, Triathlon**, and various **Track and Field** disciplines, including middle and long-distance running. Most traditional team sports and martial arts, such as **Volleyball, Judo, Wrestling, and Sport Climbing**, occupy a "Medium" risk classification, indicating a balance between physical contact and controlled environments. Conversely, the report identifies **Diving, Chess, and Petanque** as the lowest-risk activities. In the realm of adaptive sports, while most **Para-Athletics** and **Wheelchair Basketball** are considered "Medium" risk, **Para-Triathlon** and certain **Para-Swimming** classes maintain a "Medium High" profile, reflecting the continued high demand of these endurance events. (Annex 1)

To effectively protect the spirit of sport, PHI-NADO must deploy proactive, values-based education at the grassroots and collegiate levels, long before an athlete reaches the national roster. By the time these athletes transition into the elite ranks, PHI-NADO shifts to enforcing rigorous doping control operations and providing highly technical anti-doping education. By ensuring that every step of the athletic pathway is supported by both education and accountability, PHI-NADO protects the health of the individual athlete, the global compliance of the nation, and the fundamental fairness of Philippine sports.

III. ATHLETE PATHWAY



The Athlete Pathway serves as a framework to describe and identify the main stages of athlete development. This begins with physical activity participation and learning fundamental movement skills during childhood up until performing competitively at the national, international, and elite levels. In Philippine sports, athlete development reflects a similar framework as presented, starting from grassroots sports participation up until the national and elite levels of competition.

1. Children and School Sport

This level pertains to young children (mostly aged 0-10 years old) involved in early sports experiences and physical activity participation. Primarily, this level is observed within a school environment, in youth sports clubs and sports centers, or in grassroots sports. This level of sports participation is primarily driven by the Department of Education (DepEd) through school-based programs. With this, participants at this level engage in sports mainly for enjoyment and physical activity at the elementary and secondary school levels, rather than playing competitively and professionally.

2. Youth Athletes

This level pertains to older children (mostly aged 10-16 years old) involved in sports either through school sports or attending a sports center, mainly for enjoyment or physical activity. Sports participation and training among these children is done on a regular basis with possible participation in local or regional sports competitions. Athletes in this level may also be involved in school-based programs which are also driven primarily by the Department of Education (DepEd) at the elementary and secondary levels.

3. Talented Athletes

This level pertains to young athletes who train regularly and are formally committed to a sport, mainly identified as talented through the Philippine Sports Commission (PSC) and/or the National Academy of Sports (NAS). These athletes may also be identified as talented through local sports camps and talent development programs, serving as their pathway to participate in a formal sports training program under a local team or club. Moreover, student-athletes involved in their school sports programs who play at the tertiary level are considered to be in the “Talented Athlete” stage.

At this level, athletes may be competing nationally or internationally. However, talented young athletes involved in these levels of competition should still be considered at the “Talented Athlete” stage. This is primarily because of educational purposes wherein anti-doping topics and activities are first introduced in this level. An athlete’s formal education in anti-doping starts at this stage of “Talented Athletes”.

4. National-Level Athletes

This level pertains to athletes who compete nationally, including those competing in national leagues, participating in full-time training, and those receiving funding from sports organizations or the national government. Specifically, PHI-NADO defines National-Level Athletes as either of the following:

- (a) Athletes with the following ranking: Elite Athletes in the National Training Pool;
- (b) Athletes with the following ranking: Junior Athletes in the National Developmental Pool;
- (c) Athletes who compete in any of the following National Events: Philippine National Games;
- (d) Athletes who are members or license holders of any National Federation in the Philippines or any other organization affiliated with a National Federation including associations, clubs, teams or leagues;
- (e) Athletes who participate or compete at any Competition, Event, or activity, which is organized, recognized, or hosted by a National Federation, by any affiliated association, organization, club, team, or league or by the Government in the Philippines;
- (f) Any other Athlete who by virtue of an accreditation, a license or any other contractual arrangement, falls within the competence of a National Federation in the Philippines or any affiliated association, organization, club, team, or league in the Philippines for the purposes of fighting doping in sport in the Philippines;
- (g) Athletes who participate in any activity organized, recognized, or hosted by a National Event organizer or any

other national league and which is not otherwise affiliated with a National Federation.

However, if any such athletes are classified by their respective International Federations as “International-Level Athletes” then they shall be considered to be “International-Level Athletes” (and not National-Level Athletes).

5. International-Level Athletes

This level generally pertains to athletes who compete outside of the Philippines such as World Championships/Cups, continental or global multi-sport competitions, and/or athletes who represent their respective team/clubs outside of the country. Specifically, determining “International-Level Athletes” is defined by each International Federation, consistent with the International Standard for Testing and Investigations.

IV. EDUCATIONAL POOL

The educational pool consists of specific target groups within the athlete pathway that will be educated and be prioritized in terms of providing anti-doping education programs. These target groups are considered as part of the educational pool mainly based on the level of sports competition athletes are involved in and the minimum requirements as stipulated by the International Standard for Education (ISE). Moreover, other factors such as an athlete's stage in the athlete pathway, likelihood of progression to higher levels of competition, as well as participation in national or international level competitions are also considered to help determine specific target groups involved in the educational pool.

A. Educational Pool - Athletes

Athletes who are classified into one of the levels in the athlete pathway are considered to be in the educational pool. Such athletes shall remain to be the primary target group for anti-doping education as they are the ones directly involved in sports performance and competition. Moreover, these athletes can be further classified into the following target groups of the educational pool among athletes:

1) Youth Athletes

Youth athletes involved in structured sports programs and organized competitions are included in the educational pool to introduce fundamental anti-doping concepts early, promote values-based education, and prepare young athletes for higher levels of sports participation in the future where anti-doping rules apply. This target group includes the following:

- Student-athletes participating in school (elementary to collegiate levels) sports teams or varsity programs
- Young athletes who are part of a development program or sports club and participate in local or regional sports competitions
- Young athletes participating in inter-school, district, or regional sports competitions

- Young athletes who participate in regional and national competitions particularly Batang Pinoy and Palarong Pambansa Youth Games

2) Talented Athletes

As they enter a more structured and competitive stage in the athlete pathway, Talented Athletes are also considered to be a priority in anti-doping education. At this level, athletes participate in formal training and may compete nationally or internationally. Providing education at this stage ensures that athletes understand anti-doping rules, athlete responsibilities, and clean sports values early in their development, further preparing them for higher levels of competition and possible inclusion in anti-doping testing procedures. This target group includes the following:

- Young athletes identified through the Philippine Sports Commission (PSC) talent identification or development programs
- Student-athletes enrolled in the National Academy of Sports (NAS)
- Young athletes selected for National Sports Association (NSA) development or junior national programs
- Young athletes who compete in national competitions particularly the Philippine National Games and the Philippine National Para Games
- Student-athletes playing at the tertiary level and competing in collegiate leagues (such as the University Athletic Association of the Philippines, the National Collegiate Athletic Association, Private Schools Athletic Associations, and State Colleges and Universities Athletic Associations.)
- Highly talented young athletes who are likely to reach or play in international levels of competition including the Youth Olympics, Asian Youth Games, etc.

3) National and International-level Athletes

National and international-level athletes are included in the educational pool as they compete in higher levels of sport where compliance with anti-doping rules is crucial. These athletes are more likely to be subject to doping control and are expected to have a strong understanding of their rights and responsibilities under the World Anti-Doping Code. Providing targeted education ensures that athletes competing at these levels are well-informed about anti-doping regulations, doping control procedures, Therapeutic Use Exemptions (TUEs), and the risks associated with prohibited substances and supplements.

- National-level athletes as considered by PHI-NADO based on PHI-NADO code
- Athletes who are considered by respective International Federations as international-level athletes

4) Registered Testing Pool (RTP)

Athletes in the Registered Testing Pool are prioritized for anti-doping education as they are subject to the highest level of anti-doping monitoring and testing requirements. These athletes must comply with specific obligations such as whereabouts reporting and out-of-competition testing, which require a comprehensive

understanding of anti-doping rules and procedures. Providing continued education ensures that RTP athletes remain informed about their responsibilities and are able to comply with anti-doping requirements throughout their competitive careers.

5) *Sanctioned Athletes*

Sanctioned athletes are included in the educational pool to ensure that they receive targeted education addressing the anti-doping rule violation and reinforcing their understanding of clean sport principles. Education during or prior to their return to competition supports their reintegration into sport, promotes accountability, and helps prevent future violations by strengthening their knowledge of anti-doping rules, rights, and responsibilities.

B. Educational Pool - Athlete Support Personnel

Athlete Support Personnel (ASP) are individuals who have regular and close contact with athletes and have an influence in athletes' training, preparation, decision-making, and overall sporting environment. Given their impact and influence on athletes, individuals in the ASP target group are also prioritized for anti-doping education to ensure they understand their roles and responsibilities in supporting clean sport environments and practices, as stipulated in Section 21.2 of the World Anti-Doping Code of 2027.

1) *Coaches and Trainers*

This target group has a significant influence on athletes' training practices, behaviors, and performance. Educating coaches help ensure that athletes receive proper guidance and information regarding supplement use, medications, and anti-doping rules and violations. By educating coaches and trainers, a stronger athlete support system is established to further encourage a safe and clean sport environment. This target group may include the following:

- National team coaches
- Professional clubs and team coaches
- Personal trainers and coaches of athletes in the educational pool

2) *Managers and Team Staff*

This target group consists of individuals involved in the management and operational support of athletes and teams. They may often assist athletes during competitions, travels, and administrative processes wherein doping control procedures may occur. Including these individuals in the educational pool helps ensure that they understand anti-doping procedures and can provide support to athletes in complying with testing and requirements. This target group may include the following:

- Team managers
- Athlete coordinators or program officers

- Competition support staff accompanying teams during sports events

3) **Medical and Paramedical Personnel**

Medical and paramedical personnel play a critical role in prescribing medications and recommending medical treatments that the athlete may need, all of which may have implications for anti-doping compliance. Providing anti-doping education in this target group helps ensure these professionals understand prohibited substances and medication risks. This target group may include the following:

- Team physicians and sports medicine doctors
- Individual athletes' or Team's athletic trainers or physiotherapists
- Sports nutritionists and dietitians

V. EDUCATION PLAN

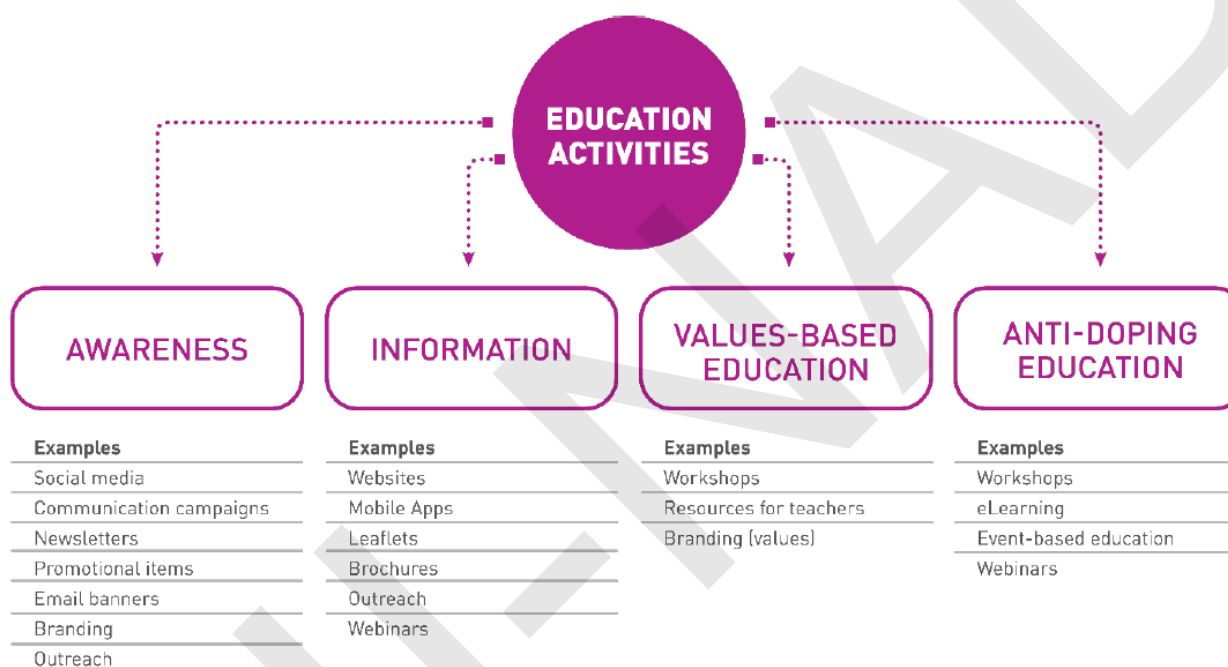
The pursuit of sporting excellence is a journey that demands more than raw physical talent; it requires unwavering integrity. As athletes progress from grassroots participation to the intense pressures of the global stage, they navigate an increasingly complex landscape of rules, medical decisions, and competitive risks.

The Anti-Doping Education Plan is designed not merely to enforce compliance, but to build a resilient culture of clean sport from the ground up. To protect our entire sporting community—from Youth and Talented athletes to the Registered Testing Pool, Athlete Support Personnel, International, National Athlete and those returning to competition—PHI-NADO antidoping education plan is anchored in the four interconnected pillars of the International Standard for Education (ISE).



2021 Code Implementation Support Program
International Standard for Education (ISE) Guidelines

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Types of activities may have more than one focus

The four components of the education plan were based on the ISE:

1. Values-based education

Activities that will emphasize the development of an individual's personal values and principles and help build the learner's capacity to make ethical decisions and behave ethically. Such activities will include workshops, case analysis, storytelling and

roleplaying involving what-if scenarios.

2. Awareness raising

Activities that highlight topics and issues related to clean sport will still be continued. Information regarding anti-doping matters will be imparted to stakeholders through outreach booths, communication campaigns primarily through social media, branding and promotion activities and partnerships with teams and sponsors for advocacy.

3. Information provision

Activities that focus on making accessible and available accurate and up-to-date content related to clean sport will be conducted. This will focus more on the objective knowledge and information such as processes, forms, rules and regulations to be made available to stakeholders through PHI-NADO website, PHI-NADO leaflets, PHIN-NADO brochure..

4. Anti-Doping Education

Activities that will deliver training on anti-doping topics and build competencies in clean sport behaviors and making informed decisions. Such activities include ADEL e-learning modules and resources for the different groups, checking and rechecking banned substances using recognized application software like GlobalDRO, event-based education and webinars.

EDUCATIONAL PLAN 2026

AIM: To prepare all athletes within the education pool to train and compete clean in sport					
TARGET GROUP	PROGRAM OBJECTIVE	TOPICS	LEARNING OBJECTIVES	EDUCATION ACTIVITY	MONITORING AND EVALUATION PROCEDURES
Youth Athlete	100% of athletes will participate in the Sports Value event through outreach booth A minimum of 4 outreach booths at 4 different sports will be delivered by the end of the year	Values associated with sport: respect, fairplay, equity, and inclusion	By the end of the event: The participant will be able to demonstrate respectful behavior. The participant will be able to describe the meaning of equity The participant will be able to describe the meaning of inclusion	Face to Face, Outreach program: (Awareness raising & Values based education)	Percentage of total youth athletes who logged in and stayed for the duration. Percentage of youth athletes who complete the “ Values sticker diagram”
Talented Athlete	To guide athletes in their evolution from understanding basic sporting values to navigating complex anti-doping rules, ensuring practical fluency in Strict Liability and testing	Clean Sport Values Athletes Rights & Responsibilities Doping Control Process Substances and methods on the	By the end of the activity: The Athlete will apply core clean sport values to ethical dilemmas they may face in their training environments.	E-learning: ADEL talented athlete’s education module (Anti- doping education) Webinars with focus on doping control, the prohibited list and sports values	Compliance Tracking: ADEL completion certificates and tracking the percentage of the targeted cohort. Self-reflection: A likert scale question

	procedures. 100% of participation of athletes with the independent skills necessary to navigate high-risk scenarios, ensuring a 100% "Clean Sport Readiness" status prior to their respective National competitions 100% successful completion and certification rate for the WADA ADEL Talented Athlete's Education Module among the targeted demographic by December 2026. 100% of athletes will successfully complete the ADEL talented athlete's education module by December 2026 100% Clean Sport	Prohibited List Therapeutic Use Exemption Anti-doping rules violations Protecting Sport Doping Control Process Anti-doping rules violations The principle of strict liability Principles and values associated with clean sport Substances and methods on the Prohibited List Consequences of doping	The Athlete will define Strict Liability and articulate their personal responsibility regarding anything they ingest. The Athlete will explain their rights and responsibilities during a doping control test to reduce anxiety and ensure compliance. The Athlete will evaluate the risks associated with dietary supplements and demonstrate the ability to check common medications using reliable anti-doping resources. The Athlete will identify the correct procedures for requesting a	(information provisions) Workshops on utilizing resources for anti-doping (ADAMS, ADEL and prohibited substance checking) Communication campaign: website database setup, social media (awareness raising)	asking to rate the athletes agreement Practical Navigation Task: provide the name of a medicine and ask the athlete if it's included in the Prohibited list of substance
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	Readiness rate prior to National competition		Therapeutic Use Exemption (TUE) before taking prohibited medications. The athlete will be able to apply the anti-doping topics and values in ADEL The athlete will be able to define the concept of Strict liability The athlete will be able to differentiate between healthy and unhealthy training practices and behaviors The athlete will be able to identify the risks and consequences of doping		
National Level Athlete	100% completion of E-learning course (ADEL) once obtain the national athlete. Outreach will be set	Mandatory Topics: • Anti-doping rule violations (ADRVs) • Athletes', Athlete Support Personnel's and	By the end of the activity: The athlete will be able to apply the anti-doping topics	E-learning: ADEL national athlete's education module (Anti-doping education)	E-Learning: number Athletes completed the modules and with 80% passing rate .

	up at the national training facility with an educator to guide the national level through ADAMS	other Persons' rights and responsibilities under the Code, and the Athletes' Anti-Doping Rights Act • Consequences of doping • Governance of the anti-doping system • Principles and values associated with clean sport • Requirements of the Registered Testing Pool (where applicable), including whereabouts and the use of ADAMS • Risk of unintentional doping, such as those associated with supplement use • Support available to share concerns and report doping • Substances and methods on the Prohibited List • Testing procedures, including urine, blood and the Athlete Biological	and values in ADEL The athlete will be able to define the concept of Strict liability The athlete will be able to differentiate between healthy and unhealthy training practices and behaviors The athlete will be able to identify the Prohibited list of substances The athlete will be able to identify the risks and consequences of doping The athlete will be aware of the benefits of using ADAMS to file whereabouts. The athlete will be able to log into ADAMS and successfully file	Event-based education: Scenario-Based workshop (Value based education)	Self-reflection: A likert scale question asking to rate the athletes agreement Practical Navigation Task: provide the name of a medicine and ask the athlete if it's included in the Prohibited list of substance Monitor the number of filing failures in each quarter Monitor the number of times the ADAMS webpage was accessed the week following the learning activity
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		Passport • The principle of Strict Liability • Use of medications and Therapeutic Use Exemptions	their whereabouts information The athlete will know where to find more information on ADAMS		
International level Athlete	All international level athletes will complete an E-learning course (ADEL) 3 months prior to attending the event 100% of athletes will be aware about the key dates, the whereabouts and the TUE requirements	Mandatory Topics: • Anti-doping rule violations (ADRVs) • Athletes', Athlete Support Personnel's and other Persons' rights and responsibilities under the Code, and the Athletes' Anti-Doping Rights Act • Consequences of doping • Governance of the anti-doping system • Principles and values associated with clean sport • Requirements of the Registered Testing Pool (where applicable), including whereabouts and the use of ADAMS • Risk of unintentional	After seeing the social media post -Website, social media, the athlete will know where to find about the whereabouts and TUE requirements for the International games and will know the key dates related The athlete will be able to successfully apply for a TUE if needed The athlete will be able to successfully file their whereabouts information for the event The athlete will be able to list the steps to the testing	E-learning: ADEL International athlete's education module (Anti-doping education) Social Media campaign (Web page, FB page) - awareness raising) Anti-doping Education/Values-Based Education (online or onsite)	E-Learning: number Athletes completed the modules and with 80% passing rate . Monitor the number of times the website was accessed following the social media post Monitor the number of whereabouts filing failures Monitor the number of Adverse Analytical Findings (AAFs) that came as a result of using a substance or method that requires a TUE

		doping, such as those associated with supplement use • Support available to share concerns and report doping • Substances and methods on the Prohibited List • Testing procedures, including urine, blood and the Athlete Biological Passport • The principle of Strict Liability • Use of medications and Therapeutic Use Exemptions	procedures at the event The athletes will be able to identify who has the jurisdiction over them before and during the event		
Registered Testing Pool (RTP)	100% of athletes will complete an introduction to clean sport course once they enter the RTP	Anti-doping rule violations Athletes' rights and responsibilities under the Code Athletes' anti-Doping Rights Act Consequences of doping Governance of the	By the end of the education activity: The athlete will be aware of the ADAMS The athlete will understand the whereabouts requirements The athlete will be able to file their first quarter	E-learning: ADEL Registered Testing Pool Athletes' Education module (anti-doping education) International Testing Agency (ITA) Tutorial for ADAMS In-Person Workshop	E-Learning: number of completions, module success rate and ADEL tracking statistics Monitor who has completed the course Practical assessment for usage of ADAMS platform and filing

		anti-doping system Principles and values associated with clean sport Risk of unintentional doping Support available to share concerns and report doping Substances and methods on the Prohibited list Testing Procedures The principle of Strict Liability Use of medications and TUE Requirements of the RTP, including whereabouts, and the use of ADAMS	whereabouts information		of first quarter whereabouts information RTP athletes will be interviewed at the beginning and at the end of the year
Athlete Support Personnel (ASP) Coaches,	Increase the levels of anti-doping knowledge by 100% on all	Athlete's Support Personnels and other Persons' rights and	By the end of the education activity: The coaches will be	E-learning: ADEL ASP module (anti doping education)	E-Learning: number of completions, module success

Managers & Team Staff	mandatory topics in ISE 2027 100% of national teams will have representative coaches who will successfully complete ADEL for high performance coaches education module	responsibilities under the Code Substances and methods on the Prohibited list Consequences of doping Support available to share concerns and report doping Testing procedures Use of medications and Therapeutic Use Exemptions	able to identify the Anti-Doping Rule Violations (ADRVs) that apply directly to ASPs The coaches will be able to accept the ethical and regulatory responsibility as the primary guardian of their athletes' clean sport environment. The coaches will be able to check medication and supplement labels for substances on the list The coaches will be able to commit to a strict medical clearance first policy. The coaches will be able to value their own professional integrity and long term health of their athletes over short term performance	In-person workshop for coaches (value based education)	rate and ADEL tracking statistics Post-test (Exit Ticket) Facilitator Debrief: In group presentations, the facilitator score the group on how they presented the activity Self-efficacy Rating: a liker scale question Post evaluation form
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			The coaches will be able to foster a calm, cooperative and supportive atmosphere for their athletes when notified for testing		
Athlete Support Personnel (ASP) Medical or Paramedical personnel	Increase the levels of anti-doping knowledge by 100% on all mandatory topics in ISE 2027 100% of national team will have representative medical or allied health personnel who will successfully complete ADEL for medical professionals at major games education module	Athlete's Support Personnels and other Persons' rights and responsibilities under the Code Governance of the anti-doping system The principle of strict Liability Substances and methods on the Prohibited list Testing procedures Use of medications and Therapeutic Use Exemptions	By the end of the education activity: The participant will be able to evaluate an injured athlete treatment plan by cross-referencing all prescribed medication and rehabilitation supplements against the current World Anti doping code for prohibited list The participants will be able to prioritize the prompt and accurate submission of Therapeutic use of exemptions (TUEs).	E-learning: ADEL ASP module (anti doping education) In-person small group clinical case review(value based education)	E-Learning: number of completions, module success rate and ADEL tracking statistics Self-efficacy rating in Post-Test: Rate your confidence in successfully filing a TUE under emergency clinical conditions

			The participants will be able to differentiate between standard clinical care and actions that could constitute an Anti-Doping Rule Violation (ADRV) for medical personnel. The participants will be able to value their role as the ultimate gatekeeper or clean sport within the medical team, ensuring athletes comply smoothly with testing procedures without clinical interference. The Medical personnel will be able to identify the secure, confidential channels provided by World Anti - Doping Code and PHI-NADO to report suspicious medical practices		
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Athletes returning from sanction	100% of Athletes returning from sanction will be given refresher course on mandatory topics (ISE 2027) 3 months before their period of ineligibility expires	Anti-doping rule violations Athletes' rights and responsibilities under the Code Athletes' anti-Doping Rights Act Consequences of doping Governance of the anti-doping system Principles and values associated with clean sport Risk of supplement use Substances and methods on the List	By the end of the education activity: The athlete will be able to relate the values of clean sport with specific scenarios The athlete will be able to list the risks of supplement use The athlete will be able to demonstrate full competency in checking over the counter and prescribed medications.	E-learning: ADEL Courses • ADEL Course - Welcome to Clean Sport • ADEL Course - Athlete's Guide to the World Anti-Doping Code • ADEL Course - Athlete and Athlete Support Personnel's Guide to the 2026 Prohibited List One-on-one guided workshop, discussion, or role-playing, depending on athlete's specific case (Values-based education and Information provision)	E-Learning: number of completions, module success rate and ADEL tracking statistics Practical Assessments based on athlete's specific case
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VI. PROCESS OF HOW EDUCATORS ARE RECRUITED, TRAINED

To comply with the 2027 International Standard for Education (ISE), the organization will follow a standardized process to build and maintain its frontline team of anti-doping Educators:

1. Strategic Recruitment: The organization actively targets candidates with strong educational backgrounds, cultural and linguistic fit and clear passion for clean sport.
2. Training and Assessment : Candidates should be trained using a Blended learning approach which shall include an assessment process. Educators shall be competent in the following areas:
 - a. Presentation and interpersonal skills
 - b. Effective communication skills
 - c. Education session planning and activity development or adaptation
 - d. Creating and maintaining a positive learning environment
 - e. Facilitating learning through scenario-based activities
 - f. Using methods to assess learning
 - g. Self-reflection skills and action planning
 - h. Anti-doping technical knowledge
3. Accreditation and Reaccreditation: Successful candidates receive formal, dynamic authorization to deliver education. To maintain the level of competencies of the Educators, it requires an accreditation for a maximum of four years or until new Code is introduced, continuous Professional Development and formal reassessment to remain active.

VII. RESOURCES

A. Human

A robust Human Resources structure is the backbone of a compliant National Anti-Doping Organization. The structure of the Philippine National Anti-Doping Organization (PHI-NADO) is a top-down hierarchy that places executive authority with the national sports commission while maintaining specialized committees for critical compliance areas.

Here is a PHI-NADO human resource framework, utilizing the exact personnel you provided and categorizing them into functional departments. This structure highlights the division of responsibilities necessary to run both the operational testing side and the proactive education side of the national anti-doping program.

a. **Executive Leadership & International Relations**

This unit is responsible for the overall strategic direction, governance, and maintaining compliance with the World Anti-Doping Agency (WADA) and the Southeast Asia Regional Anti-Doping Organization (SEA RADO).

- **DR. ALEJANDRO V. PINEDA, JR., DFM, FPAFP**

- **Role:** Head and Country Member Representative, SEA RADO Consultant
- **Function:** Serves as the chief executive and primary liaison for the Philippines in the regional and global anti-doping community. Guides the national strategy and ensures overall compliance with the World Anti-Doping Code.

- **MARIAN JOSEPHINE M. DE CASTRO**

- **Role:** International Relations Officer / Administrative Support (COS)
- **Function:** Facilitates communication and reporting between PHI-NADO and international bodies (WADA, SEA RADO, International Federations), while providing essential high-level administrative backing to the Head of PHI-NADO.

b. Education & Prevention Department

This team is the proactive arm of PHI-NADO, responsible for designing and delivering the International Standard for Education (ISE) requirements across all target groups (Youth, Talented, RTP, ASP, etc.).

- **Asst. Prof. JOCEL M. REGINO, MSPT, PTRP, CMT**

- **Role:** Anti-Doping Educator, Consultant
- **Function:** Acting as a pedagogical consultant, this role drives the instructional design and curriculum development for the education plan. The extensive background in physical therapy and academic instruction is highly strategic for training medical Athlete Support Personnel (ASP) and athletes on complex topics like the Prohibited List and TUEs.

- **Ms. ANGELICA PHOEBE RANE F. MENDINUETO, SPS**

- **Role:** Anti-Doping Educator, Consultant
- **Function:** Acting as a pedagogical consultant, this role drives the instructional design and curriculum development for the education plan. The extensive background in physical therapy and academic instruction is highly strategic for training medical Athlete Support Personnel (ASP) and athletes on complex topics like the Prohibited List and TUEs.

- **AIMEIL JASHPHER PILI, RPh**

- **Role:** Anti-Doping Educator (COS)
- **Function:** Facilitates awareness-raising campaigns, outreach events, and specialized training modules to maintain a constant, visible commitment to clean sport across national teams and grassroots programs.

B. Educational Material (learning resources like pamphlets, curriculum, presentation slides, technology tools and meeting/training spaces)

A comprehensive anti-doping strategy is only as effective as the resources that support it. For PHI-NADO, educational materials are not viewed as static documents or passive reading assignments; they are dynamic, practical tools designed to empower athletes and Athlete Support Personnel (ASP) exactly when they need them. To ensure clean sport behaviors become second nature, our educational materials are built on the principles of accessibility, accuracy, and practical application.

The PHI-NADO educational resource framework is categorized into four strategic tiers:

- **Standardized Digital Learning (WADA ADEL):** At the core of our certification process is WADA's Anti-Doping Education and Learning (ADEL) platform. By integrating ADEL's globally standardized e-learning modules—tailored specifically for High-Performance Coaches, Medical Professionals at Major Games, and International-Level Athletes—we ensure that our national stakeholders receive world-class, rigorously vetted foundational knowledge.
 - The following are the List of Translated ADEL Courses (Tagalog version)

ADEL COURSE	TAGALOG COUNTERPART
ADEL for Coaches of High Performance	ADEL para sa mga coach ng mataas na pagganap
ADEL for National-Level Athletes	ADEL Mga Atleta sa Pambansang Antas
ADEL for International-Level Athletes	ADEL para sa kursong International-level Athletes
ADEL for Registered Testing Pool	ADEL para sa Registered Testing Pool

- **Interactive Compliance Tools:** Knowing the rules is only the first step; athletes must be equipped to apply them. Our material provision heavily emphasizes training users on interactive, recognized application software. This includes practical guides on utilizing platforms like Global DRO (or local equivalents) for immediate medication checking, and step-by-step navigational aids for the Athlete Central app to ensure seamless Whereabouts reporting for the Registered Testing Pool (RTP).
- **Localized Central Resource Hub:** To provide immediate "Information Provision," the PHI-NADO website serves as the ultimate national repository. This digital hub houses localized, up-to-date content, including the annually revised Prohibited List, step-by-step Therapeutic Use Exemption (TUE) application forms, digital e-books, and instructional videos. By centralizing these resources, we remove the friction of searching for critical compliance documents.
- **High-Impact Awareness Collateral:** To maintain visibility and reinforce values, PHI-NADO utilizes quick-reference, high-impact materials. This includes infographics deployed through social media campaigns, physical WADA leaflets distributed at outreach events, and specialized "dilemma cards" or pocket guides for coaches and medical staff to reference

during high-pressure situations on the field or in the clinic.

Ultimately, all PHI-NADO educational materials are continuously evaluated and updated to reflect the latest World Anti-Doping Code revisions. By providing resources that are not only accurate but highly relevant to the daily lives of our athletes, we transform complex regulations into actionable, everyday habits.

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