PREMIER SPORTS

ANTI-DOPING POLICY 2026





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PROGRAM OBJECTIVES

This *Premier Sports* Anti-Doping Policy ("Anti-Doping Policy" or "Premier ADP") is designed to assist organizations, promoters, and *Athletes* with protecting the health and safety of *Athletes*, and to protect *Athletes'* rights to compete on a level playing field.

This Anti-Doping Policy and accompanying policies are modeled on the World Anti-Doping Code (the "*Code*") and World Anti-Doping Agency ("*WADA*") *International Standards* and, except as provided otherwise, should be interpreted and applied in a manner consistent with the *Code* and *WADA International Standards*. This Anti-Doping Policy incorporates by reference the *Premier Sports Whereabouts Policy*, U.S. Anti-Doping Agency Protocol for Olympic and Paralympic Movement Testing ("*USADA Protocol*") Annex C – Procedures for the Arbitration of Olympic & Paralympic Sport Doping Disputes, the *Premier Sports TUE Policy*, and the *Premier Sports Prohibited List*. When there is a conflict with one of these documents and this Anti-Doping Policy, this Anti-Doping Policy controls.

This Anti-Doping Policy consists of sport rules governing the conditions under which *Competitions* are conducted. It is distinct in nature from criminal and civil laws and is not intended to be subject to or limited by any national requirements and legal standards applicable to criminal or civil proceedings. When reviewing the facts and the law of any given case, all judicial or other adjudicating bodies should be aware of and respect the distinct nature of this Anti-Doping Policy and the fact that the *Code* upon which it is based represents the consensus of a broad spectrum of stakeholders around the world as to what is necessary to protect and ensure fair sport.

Organizations and *Athletes* may delegate all or any part of their responsibilities and authority under this *Program* to the U.S. Anti-Doping Agency ("*USADA*"), other *Anti-Doping Organizations,* or other third-party providers of anti-doping services.

SCOPE AND APPLICATION OF THE POLICY

This Anti-Doping Policy applies to the following: *Athletes*, *Athlete Support Personnel*, and other *Persons*, each of whom has agreed to be bound by this Anti-Doping Policy, and to have submitted to the authority of *USADA* to enforce this Anti-Doping Policy and to have submitted to the jurisdiction of the hearing panel specified in Article 8 to hear and determine cases brought under this Anti-Doping Policy. More specifically, this Anti-Doping Policy shall apply to:

Any *Athlete*, *Athlete Support Person*, or other *Person* who commits an anti-doping policy violation while subject to this Anti-Doping Policy shall remain subject to this Anti-Doping Policy and to the *Results Management* authority of *USADA* for purposes of *Results Management* and *Consequences* (to the extent applicable) after the relationship which originally gave rise to *USADA's* authority has ceased.

ARTICLE 1: DEFINITION OF DOPING

Doping is defined as the occurrence of one or more of the anti-doping policy violations set forth in Article 2.1 through Article 2.11 of this Anti-Doping Policy.

ARTICLE 2: ANTI-DOPING POLICY VIOLATIONS

The purpose of Article 2 is to specify the circumstances and conduct which constitute anti-doping policy violations. Hearings in doping cases will proceed based on the assertion that one or more of these specific policies have been violated.

Athletes or other *Persons* subject to this Anti-Doping Policy shall be responsible for knowing what constitutes an anti-doping policy violation and the substances and methods which have been included on the *Prohibited List*.

The following constitute anti-doping policy violations:

2.1 Presence of a *Prohibited Substance* or its *Metabolites* or *Markers* in an *Athlete's Sample*

2.1.1 It is the *Athletes'* personal duty to ensure that no *Prohibited Substance* enters their bodies. *Athletes* are responsible for any *Prohibited Substance* or its *Metabolites* or *Markers* found to be present in their *Samples*. Accordingly, it is not necessary that intent, *Fault*, *Negligence*, or knowing *Use* on the *Athlete's* part be demonstrated in order to establish an anti-doping policy violation under Article 2.1.

2.1.2 Sufficient proof of an anti-doping policy violation under Article 2.1 is established by any of the following: presence of a *Prohibited Substance* or its *Metabolites* or *Markers* in the *Athlete's* A *Sample* where the *Athlete* waives analysis of the B *Sample* and the B *Sample* is not analyzed; or, where the *Athlete's* B *Sample* is analyzed and the analysis of the *Athlete's* B *Sample* confirms the presence of the *Prohibited Substance* or its *Metabolites* or *Markers* found in the *Athlete's* A *Sample*; or in the conditions described in the *WADA International Standard For Laboratories*, where the *Athlete's* A or B *Sample* is split into two parts and the analysis of the confirmation part of the split *Sample* confirms the presence of the *Prohibited Substance* or its *Metabolites* or *Markers* found in the first part of the split *Sample* or the *Athlete* waives analysis of the confirmation part of the split *Sample*.

2.1.3 Excepting those substances for which a *Decision Limit* or *Decision Concentration Level* is specifically identified in the *Prohibited List* or a *Technical Document*, the presence of any quantity of a *Prohibited Substance* or its *Metabolites* or *Markers* in an *Athlete's Sample* shall constitute an anti-doping policy violation.

2.1.3.1 Solely for those *Prohibited Substances* for which a *Decision Concentration Level* is specifically identified in the *Prohibited List*, if the A *Sample* is below the applicable *Decision Concentration Level*, then such finding shall be treated as an *Atypical Finding* under this Anti-Doping Policy.

2.1.3.2 Solely for those *Prohibited Substances* for which a *Decision Concentration Level* is specifically identified in the *Prohibited List,* if both of the *Athlete's* A and B *Samples* are reported by a WADA-accredited laboratory at or above the applicable *Decision Concentration Level*, then the *Athlete* shall not be permitted to challenge, in a hearing or otherwise, the WADA-accredited laboratory's determination that the concentration was at or

above the applicable *Decision Concentration Level* (provided that, this provision shall not limit the *Athlete's* right to challenge, in a hearing or otherwise, whether the *Prohibited Substance* was present in the *Athlete's* A and/or B *Samples*).

2.1.4 As an exception to the general rule of Article 2.1, the *Prohibited List*, *International Standards*, or *Technical Documents* may establish special criteria for reporting or the evaluation of *Prohibited Substances*.

2.1.5 In the event an *Athlete*, who becomes subject to the Premier ADP, voluntarily and immediately discloses to *USADA*, prior to testing by *USADA*, the *Use* or *Attempted Use* of a substance or method that is prohibited at all times on the *Prohibited List*, then the presence or evidence of *Use* of such disclosed substance or method in an *Athlete's Sample*, shall not be considered an anti-doping policy violation if it is determined by *USADA* to have resulted from *Use* of the *Prohibited Substance* or *Prohibited Method* prior to the *Athlete* becoming subject to the Premier ADP.

2.2 *Use* or *Attempted Use* by an *Athlete* of a *Prohibited Substance* or a *Prohibited Method*

2.2.1 It is the *Athletes'* personal duty to ensure that no *Prohibited Substance* enters their bodies and that no *Prohibited Method* is *Used*. Accordingly, it is not necessary that intent, *Fault*, *Negligence*, or knowing *Use* on the *Athlete's* part be demonstrated to establish an anti-doping policy violation for *Use* of a *Prohibited Substance* or a *Prohibited Method*.

2.2.2 The success or failure of the *Use* or *Attempted Use* of a *Prohibited Substance* or *Prohibited Method* is not material. It is sufficient that the *Prohibited Substance* or *Prohibited Method* was *Used* or *Attempted* to be *Used* for an anti-doping policy violation to be committed.

2.3 Evading, Refusing, or Failing to Submit to *Sample* Collection

Evading *Sample* collection; or refusing or failing to submit to *Sample* collection without compelling justification after notification by a duly authorized *Person*.

2.4 Whereabouts Failures

Any combination of three *Whereabouts Failures* within a twelve-month period as defined in the *Premier Sports Whereabouts Policy* by an *Athlete*.

2.5 *Tampering* or *Attempted Tampering* with any part of *Doping Control* by an *Athlete* or Other *Person*

Intentional conduct which subverts the *Doping Control* process but which would not otherwise be included in the definition of *Prohibited Methods*. Without limitation, *Tampering* shall include the following:

2.5.1 Offering or accepting a bribe to perform or fail to perform an act, preventing the collection of a *Sample*, affecting or making impossible the analysis of a *Sample*, falsifying documents submitted to the *Anti-Doping Organization* or *Therapeutic Use Exemption* ("*TUE*") committee or hearing panel, procuring false testimony from witnesses, committing any other fraudulent act upon the *Anti-Doping Organization* or hearing body to affect *Results Management* or the imposition of *Consequences*, and any other similar intentional interference or *Attempted* interference with any aspect of *Doping Control*.

2.5.2 Absent a compelling justification, the failure to disclose to *USADA*, prior to, or immediately upon, being subject to the Premier ADP (and prior to any *Sample* collection), the *Use*, *Attempted Use*, or *Possession* within the previous one year of (a) clomiphene, (b) a *Non-Specified Method*, or (c) a *Non-Specified Substance* prohibited at all times by the *Prohibited List*. The past *Use*, *Attempted Use*, or *Possession* of a *Prohibited Substance* or *Prohibited Method* shall not constitute an anti-doping policy violation if disclosed in accordance with this Article. However, the admission of such conduct shall subject the *Athlete* to the notice period requirements outlined in Article 5.7.4, and unless the *Athlete's Use* of the substance or method in question was pursuant to a valid medical prescription documented in medical records, such conduct may also be considered in sanctioning or counted as a violation for purposes of Article 10.7 if the *Athlete* subsequently commits an anti-doping policy violation.

2.6 *Possession* of a *Prohibited Substance* or a *Prohibited Method*

2.6.1 *Possession* by an *Athlete In-Competition* of any *Prohibited Substance* or any *Prohibited Method*, or *Possession* by an *Athlete Out-of-Competition* of any *Prohibited Substance* or any *Prohibited Method* which is prohibited *Out-of-Competition* unless the *Athlete* establishes that the *Possession* is consistent with a *TUE* granted in accordance with Article 4.4 or other acceptable justification.

2.6.2 *Possession* by an *Athlete Support Person In-Competition* of any *Prohibited Substance* or any *Prohibited Method*, or *Possession* by an *Athlete Support Person Out-of-Competition* of any *Prohibited Substance* or any *Prohibited Method* which is prohibited *Out-of-Competition* in connection with an *Athlete*, competition, or training, unless the *Athlete Support Person* establishes that the *Possession* is consistent with a *TUE* granted to an *Athlete* in accordance with Article 4.4 or other acceptable justification.

2.7 *Trafficking* or *Attempted Trafficking* in any *Prohibited Substance* or *Prohibited Method*

2.8 *Administration* or *Attempted Administration* to any *Athlete, In-Competition* of any *Prohibited Substance or Prohibited Method,* or *Administration* or *Attempted Administration* to any *Athlete Out-of-Competition* of any *Prohibited Substance* or any *Prohibited Method* that is prohibited *Out-of-Competition*

2.9 Complicity or Attempted Complicity by an Athlete or Other Person

Assisting, encouraging, aiding, abetting, conspiring, covering up or any other type of intentional complicity or *Attempted* complicity involving (a) an anti-doping policy violation, *Attempted* anti-doping policy violation, or violation of Article 10.12.1 by another *Person*; or (b) conduct committed by an individual who is not subject to this Anti-Doping Policy, which would otherwise have constituted an anti-doping policy violation.

2.10 Prohibited Association

2.10.1 Association by an *Athlete* or other *Person* subject to the authority of an *Anti-Doping Organization* in a *Professional or Sport Related Capacity* with any *Athlete Support Person* who:

2.10.1.1 If subject to the authority of *USADA* or another *Anti-Doping Organization*, is serving a period of *Ineligibility*; or

2.10.1.2 If not subject to the authority of *USADA* or another *Anti-Doping Organization*, has been convicted or found in a criminal, disciplinary, or professional proceeding to have engaged in conduct which would have constituted a violation of this Anti-Doping Policy if this Anti-Doping Policy had been applicable to such *Person*. The disqualifying status of such *Person* shall be in force for the longer of six years from the criminal, professional, or disciplinary decision or the duration of the criminal, disciplinary, or professional sanction imposed; or

2.10.1.3 Is serving as a front or intermediary for an individual described in Article 2.10.1.1 or 2.10.1.2.

2.10.2 To establish a violation of Article 2.10, an *Anti-Doping Organization* must establish that the *Athlete* or other *Person* knew of the *Athlete Support Person's* disqualifying status.

The burden shall be on the *Athlete* or other *Person* to establish that any association with an *Athlete Support Person* described in Article 2.10.1.1 or 2.10.1.2 is not in a *Professional or Sport Related Capacity* and/or that such association could not have been reasonably avoided.

2.11 Acts by an *Athlete* or Other *Person* to Discourage or Retaliate Against Reporting to Authorities

Where such conduct does not otherwise constitute a violation of Article 2.5:

2.11.1 Any act which threatens or seeks to intimidate another *Person* with the intent of discouraging the *Person* from the good-faith reporting of information that relates to an alleged anti-doping policy violation to *USADA*, another *Anti-Doping Organization*, law enforcement, regulatory or professional disciplinary body, hearing body, or *Person* conducting an investigation for *USADA* or another *Anti-Doping Organization*.

2.11.2 Retaliation against a *Person* who, in good faith, has provided evidence or information that relates to an alleged anti-doping policy violation to *USADA*, another *Anti-Doping Organization*, law enforcement, regulatory or professional disciplinary body, hearing body, or *Person* conducting an investigation for *USADA* or another *Anti-Doping Organization*.

For purposes of Article 2.11, retaliation, threatening, and intimidation include an act taken against such *Person* either because the act lacks a good faith basis or is a disproportionate response.

ARTICLE 3: PROOF OF DOPING

3.1 Burdens and Standards of Proof

USADA shall have the burden of establishing that an anti-doping policy violation has occurred. The standard of proof shall be whether *USADA* has established an anti-doping policy violation to the comfortable satisfaction of the hearing panel bearing in mind the seriousness of the allegation which is made. This standard of proof in all cases is greater than a mere balance of probability but less than proof beyond a reasonable doubt.

Where this Anti-Doping Policy places the burden of proof upon the *Athlete* or other *Person* alleged to have committed an anti-doping policy violation to rebut a presumption or establish specified facts or circumstances, the standard of proof shall be by a balance of probability except as otherwise provided herein.

3.2 Methods of Establishing Facts and Presumptions

Facts related to anti-doping policy violations may be established by any reliable means, including admissions. The following rules of proof shall be applicable in doping cases:

3.2.1 Analytical methods or *Decision Limits* approved by *WADA* after consultation within the relevant scientific community and which have been the subject of peer review are presumed to be scientifically valid. *Decision Concentration Levels* set forth in the *Prohibited List* shall not be subject to challenge.

3.2.2 *WADA*-accredited laboratories, and other laboratories approved by *WADA*, are presumed to have conducted *Sample* analysis and custodial procedures in accordance with the *International Standard* for Laboratories. The *Athlete* or other *Person* may rebut this presumption by establishing that a departure from the *International Standard* for Laboratories occurred which could reasonably have caused the *Adverse Analytical Finding*. If the *Athlete* or other *Person* rebuts the preceding presumption by showing that a departure from the *International Standard* for Laboratories occurred which could reasonably have caused the *Adverse Analytical Finding*, then *USADA* shall have the burden to establish that such departure did not cause the *Adverse Analytical Finding*.

3.2.3 Departures from any other *International Standard* or other policy or rule referenced or set forth in this Anti-Doping Policy shall not invalidate analytical results or other evidence of an anti-doping policy violation, and shall not constitute a defense to an anti-doping policy violation; provided, however, if the *Athlete* or other *Person* establishes that a departure from another *International Standard* or other policy or rule referenced or set forth herein, which could reasonably have caused an anti-doping policy violation based on an *Adverse Analytical Finding* or other anti-doping policy violation, then *USADA* shall have the burden to establish that such departure did not cause the *Adverse Analytical Finding* or the factual basis for the anti-doping policy violation.

3.2.4 The facts established by a decision of a court or professional disciplinary

tribunal of competent jurisdiction which is not the subject of a pending appeal shall be irrebuttable evidence against the *Athlete* or other *Person* to whom the decision pertained of those facts unless the *Athlete* or other *Person* establishes that the decision violated principles of natural justice.

3.2.5 The hearing panel in a hearing on an anti-doping policy violation may draw a reasoned inference adverse to the *Athlete* or other *Person* who is asserted to have committed an anti-doping policy violation based on the *Athlete's* or other *Person's* (1) refusal, after a written request made in a reasonable time in advance of the hearing, to appear at the hearing (either in person, telephonically, or virtually as directed by the hearing panel) and to answer questions from the hearing panel or *USADA*; (2) failure to respond to discovery requests authorized by the hearing panel; or (3) failure to participate or cooperate in any aspect of *Doping Control*, which by definition includes investigations by *USADA*.

ARTICLE 4: THE PROHIBITED LIST

4.1 Incorporation of the *Prohibited List*

This Anti-Doping Policy incorporates by reference the *Prohibited List*, which is modeled on the *WADA Prohibited List*. All *Athletes* and other *Persons* shall be bound by the *Prohibited List*, and any revisions thereto, from the date they go into effect, without further formality. It is the responsibility of all *Athletes* and other *Persons* to familiarize themselves with the most up-to-date version of the *Prohibited List* and all revisions thereto.

4.2 *Prohibited Substances* and *Prohibited Methods* Identified on the *Prohibited List*

4.2.1 *Prohibited Substances* and *Prohibited Methods*

The *Prohibited List* shall identify those *Prohibited Substances* and *Prohibited Methods* which are prohibited as doping at all times (both *In-Competition* and *Out-of-Competition*) because of their potential to enhance performance in future *Competitions* or their masking potential, and those substances and methods which are prohibited *In-Competition* only. *Prohibited Substances* and *Prohibited Methods* may be included in the *Prohibited List* by general category (*e.g.*, anabolic agents) or by specific reference to a particular substance or method.

4.2.2 *Specified Substances or Specified Methods*

For purposes of the application of Article 10, all *Prohibited Substances* shall be *Specified Substances* except as identified on the *Prohibited List*. No *Prohibited Method* shall be a *Specified Method* unless it is specifically identified as a *Specified Method* on the *Prohibited List*.

4.2.3 *Substances of Abuse*

For purposes of applying Article 10, *Substances of Abuse* shall include those *Prohibited Substances* which are specifically identified as *Substances of Abuse* on the *Prohibited List* because they are frequently abused in society outside of the context of sport.

4.3 *USADA's* Determination of the *Prohibited List*

USADA's or *WADA's* determination of the *Prohibited Substances* and *Prohibited Methods* that will be included on the *Prohibited List*, the classification of substances into categories on the *Prohibited List*, the classification of a substance as prohibited at all times or *In-Competition* only, the classification of a substance or method as a *Specified Substance*, a *Specified Method*, or a *Substance of Abuse* is final and shall not be subject to challenge by an *Athlete* or other *Person* including, but not limited to, any challenge based on an argument that the substance or method was not a masking agent or did not have the potential to enhance performance, represent a health risk, or violate the spirit of sport, which are the factors *WADA* considers in publishing its list.

4.4 Therapeutic Use Exemptions ("*TUEs*")

4.4.1 The presence of a *Prohibited Substance* or its *Metabolites* or *Markers*, and/or the *Use* or *Attempted Use*, *Possession*, or *Administration* or *Attempted Administration* of a *Prohibited Substance* or *Prohibited Method*, shall not be considered an anti-doping policy violation if it is consistent with the provisions of a *TUE* granted by *USADA*.

4.4.2 All *Athletes Using* or intending to *Use* a *Prohibited Substance* or *Prohibited Method* must seek a *TUE* from *USADA* or its designee pursuant to the *Premier Sports TUE Policy*.

4.4.3 Any *Athlete* subject to *USADA* authority as provided in the scope of this Anti-Doping Policy who obtains a *TUE* from another *Sport Organization* or *Anti-Doping Organization* shall promptly provide *USADA* with a copy of the *TUE* and all documentation submitted in support of the *TUE*. *USADA* shall also have the right to request additional documentation and evaluation from the *Athlete*. *USADA* shall, within 21 days of *USADA's* receipt of a request for a *TUE*, complete documentation supporting the *TUE*, and any additional information requested by *USADA*, notify the *Athlete* that it is either granting or denying the *TUE*.

4.4.4 Requests for *TUEs* should be submitted in accordance with the following timeline: (a) at least 21 days in advance of the *Athlete's* intended *Use* of the prohibited medication or (b) as soon as practicable when the *Athlete* is scheduled to participate in a *Competition*. *USADA* will consider late filed applications for retroactive *TUEs*.

4.4.5 Expiration, Cancellation, Withdrawal, or Reversal of a *TUE*

4.4.5.1 A *TUE* granted pursuant to this Anti-Doping Policy: (a) shall expire automatically at the end of any term for which it was granted without the need for any further notice or other formality; (b) may be cancelled if the *Athlete* does not promptly comply with any requirements or conditions imposed by the *TUE* committee upon grant of the *TUE*; or (c) may be withdrawn by the *TUE* committee if it is subsequently determined that the criteria for grant of a *TUE* are not in fact met.

4.4.5.2 In such event, the *Athlete* shall not be subject to any *Consequences* based on their *Use* or *Possession* or *Administration* of the *Prohibited Substance*

or *Prohibited Method* in question in accordance with the *TUE* prior to the effective date of expiry, cancellation, withdrawal, or reversal of the *TUE*. The review pursuant to Article 7.1 of any subsequent *Adverse Analytical Finding* shall include consideration of whether such finding is consistent with *Use* of the *Prohibited Substance* or *Prohibited Method* prior to that date, in which event no anti-doping policy violation shall be asserted.

4.4.6 *Coordination with Sport Organizations*

USADA will attempt to coordinate *TUE* applications with applicable *Sport Organizations*. *Athletes* are on notice, however, that because *USADA* does not control decisions of other organizations to recognize a *TUE* or to grant their own *TUEs*, *Athletes* should not use any substance or method prohibited by another organization unless they are certain that the relevant *TUE* is in place. In addition, any *Athlete* who obtains a *TUE* from another *Sport Organization* or other *Anti-Doping Organization*, will still need to apply for a *TUE* with *USADA*.

4.4.7 *Appeal of a TUE Application Denied by USADA*

4.4.7.1 *USADA's* denial of a *TUE* application may not be appealed.

4.4.7.2 A failure to render a decision within a reasonable amount of time (and in no case less than 21 days) on a properly submitted complete application for grant of a *TUE* shall be considered a denial of the application.

ARTICLE 5: *TESTING* AND INVESTIGATIONS

5.1 Purpose of *Testing* and Investigations

Testing and investigations by *USADA* may be undertaken for any anti-doping purpose.

5.1.1 *Testing* shall be undertaken to obtain analytical evidence as to whether the *Athlete* has violated Article 2.1 (Presence of a *Prohibited Substance* or its *Metabolites* or *Markers* in an *Athlete's Sample*) or Article 2.2 (*Use* or *Attempted Use* by an *Athlete* of a *Prohibited Substance* or a *Prohibited Method*) of this Anti-Doping Policy.

5.1.2 Test distribution planning, *Testing*, post-*Testing* activity and all related activities conducted by *USADA* shall be in conformity with the *International Standard* for *Testing*. *USADA* shall determine the number and type of tests to be performed, in accordance with the criteria established by the *International Standard* for *Testing* and *International Standard* for Intelligence and Investigations. Provisions of the *International Standard* for *Testing* shall apply automatically in respect of all such *Testing*.

5.1.3 Investigations shall be undertaken for any purpose described in the *International Standard* for Intelligence and Investigations. This includes:

5.1.3.1 *Atypical Findings*, *Atypical Passport Findings* and *Adverse Passport Findings*, in accordance with Articles 7.2 and 7.3, gathering intelligence or evidence (including, in particular, analytical evidence) to determine whether an anti-doping policy violation has occurred under Article 2.1 and/or Article 2.2; and

5.1.3.2 Other indications of potential anti-doping policy violations, in accordance with Articles 7.4 and 7.5, gathering intelligence or evidence (including, in particular, non-analytical evidence) in order to determine whether an anti-doping policy violation has occurred under any of Articles 2.2 to 2.11.

5.1.4 *USADA* may obtain, assess, and process anti-doping intelligence from all available sources, to inform the development of an effective, intelligent, and proportionate test distribution plan, to plan *Target Testing*, to form the basis of an investigation into a possible anti-doping policy violation(s) and/or to bring cases based on evidence of the violation of anti-doping rules.

5.2 Authority to conduct *Testing*

5.2.1 *USADA* shall have *In-Competition* and *Out-of-Competition Testing* authority over all the *Athletes* identified in this Anti-Doping Policy (under the heading "Scope and Application of the Policy").

5.2.2 *USADA* may require any *Athlete* over whom it has *Testing* authority (including any *Athlete* serving a period of *Ineligibility*) to provide a *Sample* at any time and at any place.

5.3 *Competition Testing*

5.3.1 Unless otherwise required by a *Sport Organization* with regulatory authority, *In-Competition Samples* shall be initiated and directed by *USADA* or its designee.

5.4 Test Distribution Planning

Consistent with the *International Standard* for *Testing*, *USADA* shall develop and implement an effective, intelligent, and proportionate test distribution plan, including consideration of types of *Testing*, types of *Samples* collected, and types of *Sample* analysis.

5.5 Coordination of Testing

USADA may coordinate *Testing* with other *Anti-Doping Organizations* or *Sport Organizations* conducting *Testing* of the same *Athletes*.

5.6 *Athlete* Whereabouts Information

Athletes shall provide their Whereabouts information to *USADA* as required by the *Premier Sports Whereabouts Policy*.

5.7 Notice Requirements for New *Athletes* and Former *Athletes* Returning to *Competition*

5.7.1 An *Athlete* who has not previously been subject to this Anti-Doping Policy may not compete in a *Competition* until they have made themselves available for *Testing* for a minimum period of one month prior to their first *Competition*. *Athletes* who qualify for inclusion in the Registered Testing Pool must be in the Registered Testing Pool for a minimum period of one month prior to their first *Competition*. Where the conditions of Article 5.7.6 are satisfied, this provision shall not prevent a new *Athlete* from participating in a *Competition* less than one month after being subject to this Anti-Doping Policy.

5.7.2 An *Athlete* who ceases to be subject to this Anti-Doping Policy may not resume competing in *Competitions* until they are again subject to the Anti-Doping Policy and have made themselves available for *Testing* for a period of one month before returning to competition. Where the conditions of Article 5.7.6 are satisfied, this provision shall not prevent a new *Athlete* from participating in a *Competition* less than one month after being subject to this Anti-Doping Policy.

5.7.3 An *Athlete* who gives written notice of retirement to *USADA* may not resume competing in *Competitions* until the *Athlete* provides written notice to *USADA* of the *Athlete's* intent to resume competing and confirmation the *Athlete* has agreed to subject themselves to this Anti-Doping Policy and the *Athlete* has made themselves available for *Testing* for a period of six to twelve months, based on *USADA's* sole discretion, before returning to *Competition* and provided a minimum of two negative *Samples* before returning to *Competition*.

USADA may grant an exemption to this notice requirement in exceptional circumstances or where the application of the rule would be manifestly unfair to an *Athlete* provided that the *Athlete* must still provide two negative *Samples* before returning to *Competition*.

5.7.4 A new or returning *Athlete* who admits or has an established and verifiable history of the *Use*, *Attempted Use*, or *Possession* of (a) clomiphene, (b) a *Non-Specified Method*, or (c) a *Non-Specified Substance* prohibited at all times in accordance with the *Prohibited List* while the *Athlete* was not subject to an Anti-Doping Policy, shall comply with the other provisions in Article 5 and shall not be permitted to compete in *Competitions* until they have made themselves available for *Testing* for a minimum one year after the *Athlete's* last established *Use* or at least six months in the Registered Testing Pool, whichever is shorter. At *USADA's* sole discretion, the *Athlete* may also be required to provide a minimum of two negative *Samples* during the notice period before being cleared for *Competition*.

This provision shall not apply in situations in which (a) the *Athlete's Use* of the *Prohibited Substance* or *Method* was pursuant to a valid *TUE* or (b) *USADA* subsequently grants the *Athlete* a *TUE* for the *Prohibited Substance* or *Method*.

5.7.5 If an *Athlete* retires from *Competition* while subject to a period of *Ineligibility*, the *Athlete* shall not resume competing in *Competitions* or competitions approved or sanctioned by a *Sports Organization* until the *Athlete* has given six to twelve months, determined in *USADA's* sole discretion, prior written notice (or notice equivalent to the period of *Ineligibility* remaining as of the date the *Athlete* retired, if that period was longer than the period *USADA* determines) to *USADA* and the *Athlete* has made themselves available for *Testing* throughout the notice period.

Similarly, if an *Athlete* was retired at the time a period of *Ineligibility* was imposed, then the *Athlete's* sanction shall be tolled until such time as they provide written notice of their return from retirement to *USADA* and make themselves available for *Testing* as described in the paragraph above.

5.7.6 The one-month notice period requirement for an *Athlete* subject to Articles 5.7.1 and 5.7.2 shall be waived automatically where they are named to a *Competition* as a replacement for an *Athlete* who was withdrawn from the *Competition* due to loss of eligibility, injury, or other event not reasonably foreseeable.

ARTICLE 6: ANALYSIS OF *SAMPLES*

Samples shall be analyzed in accordance with the following principles:

6.1 Use of Accredited, Approved Laboratories, and Other Laboratories

For purposes of directly establishing an *Adverse Analytical Finding* under Article 2.1, *Samples* shall be analyzed only in *WADA*-accredited laboratories or laboratories otherwise approved by *WADA*. The choice of the *WADA*-accredited or *WADA*-approved laboratory used for the *Sample* analysis shall be determined exclusively by *USADA*.

6.1.1 As provided in Article 3.2, facts related to anti-doping policy violations may be established by any reliable means. This would include, for example, reliable laboratory or other forensic testing conducted outside of *WADA*-accredited or approved laboratories.

6.2 Purpose of Analysis of *Samples*

Samples and related analytical data or *Doping Control* information shall be analyzed to detect *Prohibited Substances* and *Prohibited Methods* identified on the *Prohibited List* and other substances as may be directed by *WADA* pursuant to the Monitoring Program described in Article 4.5 of the *Code*; or to assist *USADA* in assessing relevant parameters in an *Athlete's* urine, blood, or other matrix, including DNA or genomic profiling; or for any other legitimate anti-doping purpose. *Samples* may be collected and stored for future analysis.

6.3 Research on *Samples*

Samples, related analytical data, and *Doping Control* information may be used for anti-doping research purposes, although no *Sample* may be used for research without the *Athlete's* written consent. *Samples* and related analytical data or *Doping Control* information used for research purposes shall first be processed in such a manner as to prevent *Samples* and related analytical data or *Doping Control* information being traced back to a particular *Athlete*. Any research involving *Samples* and related analytical data or *Doping Control* information shall adhere to the principles set out in Article 19 of the *Code*.

6.4 Standards for *Sample* Analysis and Reporting

Laboratories shall analyze *Samples* and report results in conformity with the *International Standard* for Laboratories.

6.4.1 Laboratories at their own initiative and expense may analyze *Samples* for *Prohibited Substances* or *Prohibited Methods* not specified by *USADA*. Results from any such analysis shall be reported to *USADA* and have the same validity and consequence as any other analytical result.

6.5 Further Analysis of *Samples*

Any *Sample* may be stored and subject to further analysis by *USADA* at any time before both the A and B *Sample* analytical results (or A *Sample* result where B *Sample* analysis has been waived or will not be performed) have been communicated by *USADA* to the *Athlete* as the asserted basis for an anti-doping policy violation. *Samples* may be stored and subjected to further analysis for the purpose of Article 6.2 at any time exclusively at the discretion of *USADA*. Further analysis of *Samples* shall conform to the requirements of the *International Standard* for Laboratories.

6.6 Split of A or B *Sample*

Where *USADA* and/or a *WADA*-accredited laboratory (with approval from *USADA*) wishes to split an A or B *Sample* for the purpose of using the first part of the split *Sample* for an A *Sample* analysis and the second part of the split *Sample* for confirmation, then the procedures set forth in the *International Standard* for Laboratories shall be followed.

6.7 *Sample* Ownership

All *Samples* collected by *USADA* shall be the property of *USADA* but shall only be used for anti-doping purposes and/or as outlined in this Anti-Doping Policy.

ARTICLE 7: *RESULTS MANAGEMENT*

USADA or its designee shall have exclusive *Results Management* authority for any anti-doping policy violation asserted under this Anti-Doping Policy.

7.1 *Results Management* for Tests Initiated by *USADA*

Results Management for tests initiated by *USADA* or its designee shall proceed as set forth below:

7.1.1 The results from all analyses must be sent to *USADA* in secure form, in a report signed by an authorized representative of the laboratory. All communication must be conducted confidentially.

7.1.2 Upon receipt of an A *Sample Adverse Analytical Finding*, *USADA* shall conduct a review to determine whether: (a) the *Adverse Analytical Finding* is consistent with a *TUE* that has been or will be granted as provided in the *Premier Sports TUE Policy*, or (b) there is any apparent departure from the *International Standard* for *Testing* or *International Standard* for Laboratories that caused the *Adverse Analytical Finding*.

7.1.3 If the initial review of an *Adverse Analytical Finding* under Article 7.1.2 does not reveal an applicable *TUE* or entitlement to a *TUE,* as provided in the *Premier Sports TUE Policy*, or departure that caused the *Adverse Analytical Finding, or is below the Decision Concentration Level* and will therefore be administered by *USADA* as an *Atypical Finding*, *USADA* shall promptly give written notice to the *Athlete*, any designated representative(s) and promoter(s) for the *Athlete* and may also give notice to the *Athlete's* opponent and the opponent's representatives and promoter(s), if applicable, as well as a *Sports Organization*, if applicable. Notice shall include the information described in Article 14.1.3, as well as: (a) the *Adverse Analytical Finding*; (b) the Anti-Doping Policy violated; (c) the *Athlete's* right to promptly request the analysis of the B *Sample* or, failing such request, that the B *Sample* analysis may be deemed irrevocably waived; (d) the opportunity for the *Athlete* and/or the *Athlete's* representative to attend the B *Sample* opening and analysis if such analysis is requested; and (e) any *Provisional Suspension* imposed. If *USADA* decides not to bring forward the *Adverse Analytical Finding* as an anti-doping policy violation, it shall so notify the *Athlete*. Upon receipt of the complete A *Sample* documentation package from the laboratory, *USADA* shall provide the complete A *Sample* documentation package to the *Athlete* containing all information required by the *International Standard* for Laboratories, unless the *Athlete's* case has been resolved by agreement between *USADA* and the *Athlete*.

7.1.4 Where requested by the *Athlete* or *USADA*, arrangements shall be made for *Testing* the B *Sample* within the time period specified in the *International Standard* for Laboratories, or such longer time as may be reasonably required under the circumstances without undue delay. An *Athlete* may accept the A *Sample* analytical results by waiving the B *Sample* analysis. If waived by the *Athlete*, *USADA* may nonetheless elect to proceed with the B *Sample* analysis.

7.1.5 The *Athlete* and/or their representative shall be allowed to be present at the analysis of the B *Sample*, which shall take place within the time period specified in the *International Standard* for Laboratories, or such longer time as may be reasonably required under the circumstances without undue delay. Also, a representative of *USADA* shall be allowed to be present.

7.1.6 If the B *Sample* proves negative, then, unless *USADA* takes the case forward as an anti-doping policy violation under Article 2.2, the entire *Test* shall be considered negative, and the *Athlete* shall be so informed.

7.1.7 If a *Prohibited Substance* or the *Use* of a *Prohibited Method* is identified in the B *Sample* (*i.e.*, if the B *Sample* analysis confirms the presence of a *Prohibited Substance* or *Prohibited Method* in the *Sample*), and the WADA-accredited laboratory reports the concentration is at or above the *Decision Concentration Level* (if applicable), or the B *Sample* analysis is not requested or is waived, the *Athlete* shall be given a notice of charge that includes: (a) the anti-doping policy violation asserted; (b) the basis of that assertion; (c) the additional information set forth in Article 14.1.3; (d) the *Consequences* that *USADA* will seek to impose; (e) the *Athlete's* right, within ten days of the notice of charge, to request a hearing; and (f) that, if the *Athlete* does not request a hearing within ten days, the *Consequences* will be imposed immediately. If not already provided to the *Athlete*, once received by *USADA*, *USADA* shall promptly provide the *Athlete* with copies of the complete A and B *Sample* laboratory documentation packages that include all information required by the *International Standard* for Laboratories. *USADA* shall not be required to provide B *Sample* documentation if the *Athlete* waives analysis of their B *Sample*.

7.1.8 Written notice to an *Athlete* or other *Person*, for all purposes of this Anti-Doping Policy, shall be effective when delivered by overnight mail to the *Athlete* or other *Person's* most recent mailing address on file with *USADA* or by email to the *Athlete* or other *Person's* most recent email address on file with *USADA*. Actual notice may be accomplished by any other means. Written notice shall be equally as effective as actual notice.

7.1.9 When a reported *Adverse Analytical Finding* is at a concentration below the *Decision Concentration Level* set forth in the *Prohibited List*, the *Sample* shall be reviewed by *USADA* as an *Atypical Finding*. *USADA* may establish that such *Atypical Finding* is an anti-doping policy violation if, and only if, *USADA* establishes that the *Athlete* intentionally *Used* or actually knew they *Used* such *Prohibited Substance* or *Prohibited Method*, or recklessly disregarded an obvious risk that such *Athlete* was *Using* a *Prohibited Substance* or *Prohibited Method*. In the case of a *Substance of Abuse* reported below an applicable *Decision Concentration Level*, *USADA* must establish that the *Athlete* intentionally *Used* the *Prohibited Substance* for performance-enhancing purposes.

7.2 Review of *Atypical Findings*

7.2.1 As provided in the *International Standard* for Laboratories, in some circumstances, laboratories are directed to report the presence of *Prohibited Substances*, which may also be produced endogenously, as *Atypical Findings*, *i.e.*, as findings that are subject to further investigation.

7.2.2 Upon receipt of an *Atypical Finding*, *USADA* shall conduct a review to determine whether: (a) an applicable *TUE* has been granted or will be granted as provided in the *Premier Sports TUE Policy*, or (b) there is any apparent departure from the *International Standard* for *Testing* or *International Standard* for Laboratories that caused the *Atypical Finding*.

7.2.3 If the review of an *Atypical Finding* under Article 7.2.2 reveals an applicable *TUE* or a departure from the *International Standard* for *Testing* or the *International Standard* for Laboratories that caused the *Atypical Finding*, the entire test shall be considered negative for purposes of Article 2.1 and the *Athlete* shall be so informed.

7.2.4 If that review does not reveal an applicable *TUE* or a departure from the *International Standard* for *Testing* or the *International Standard* for Laboratories that caused the *Atypical Finding*, *USADA* shall conduct the required investigation or cause it to be conducted. After the investigation is completed, if the *Atypical Finding* will be brought forward as an *Adverse Analytical Finding*, the *Athlete* shall be notified in accordance with Article 7.1.3.

7.2.5 *USADA* will not provide notice of an *Atypical Finding* until it has completed its investigation and has decided whether it will bring the *Atypical Finding* forward as an *Adverse Analytical Finding* unless one of the following circumstances exists:

7.2.5.1 If *USADA* determines the B *Sample* should be analyzed prior to the conclusion of its investigation, it may conduct the B *Sample* analysis after giving notice to the *Athlete*, with such notice to include a description of the *Atypical Finding* and the opportunity for the *Athlete* and/or the *Athlete's* representative to attend the B *Sample* opening and analysis.

7.2.5.2 If *USADA* is asked to disclose any pending *Atypical Findings* or test results for an *Athlete* by a *Sports Organization* that has jurisdiction over the *Athlete* at the time of *Sample* collection or has jurisdiction over such *Athlete* with respect to a disciplinary or licensing hearing with the *Athlete* that is contemplated, scheduled, or pending an investigation for which the test results or pending *Atypical Finding(s)* are relevant, *USADA* may so advise the *Sports Organization* after first providing notice to the *Athlete*.

7.3 Review of *Atypical Passport Findings* and *Adverse Passport Findings*

USADA may provide *Athlete Biological Passport* information to and receive *Athlete Biological Passport* information from other *Anti-Doping Organizations* or *Sports Organizations*. Review of *Atypical Passport Findings* and *Adverse Passport Findings* shall take place as provided in the *International Standard* for *Results Management* and *International Standard* for Laboratories. At such time as *USADA* is satisfied that an anti-doping policy violation has occurred, it shall promptly give a notice of charge to the *Athlete*, as provided in Article 7.1.7, as applicable.

7.4 Review of *Whereabouts Failures*

USADA shall review potential *Whereabouts Failures*, as defined in the *Premier Sports Whereabouts* Policy. At such time as *USADA* is satisfied that an Article 2.4 anti-doping policy violation has occurred, it shall promptly give a notice of charge to the *Athlete*, providing information identified in Article 7.1.7, as applicable.

7.5 Review of Other Potential Anti-Doping Policy Violations Not Covered by Articles 7.1–7.4

USADA shall conduct any follow-up investigation required into any potential anti-doping policy violation not covered by Articles 7.1-7.4. At such time as *USADA* is satisfied that an anti-doping policy violation has occurred, it shall promptly give a notice of charge to the *Athlete* or other *Person*, providing information identified in Article 7.1.7, as applicable.

7.6 Identification of Prior Anti-Doping Policy Violations

Before giving an *Athlete* or other *Person* a notice of charge of an asserted anti-doping policy violation as provided above, *USADA* shall attempt to determine whether any prior anti-doping policy violation exists.

7.7 *Provisional Suspensions*

7.7.1 *Optional Provisional Suspension*

USADA may impose a *Provisional Suspension* on an *Athlete* or other *Person* against whom an anti-doping policy violation is asserted at any time after the review and notification described in Article 7.1 and prior to the final hearing as described in Article 8.

7.7.2 Where a *Provisional Suspension* is imposed pursuant to Article 7.7.1, the

Athlete or other *Person* shall be given either: (a) an opportunity for a *Provisional Hearing* either before or on a timely basis after imposition of the *Provisional Suspension*; or (b) an opportunity for an expedited final hearing in accordance with Article 8 on a timely basis after imposition of the *Provisional Suspension*.

7.7.2.1 *Provisional Hearings* shall be conducted by a single Arbitrator and heard via conference call within the time frame specified by *USADA*. The sole issue to be determined by the Arbitrator at such a hearing will be whether *USADA's* decision that a *Provisional Suspension* should be imposed shall be upheld.

7.7.2.2 *USADA's* decision to impose a *Provisional Suspension* shall be upheld if probable cause exists for *USADA* to proceed with a charge of an anti-doping policy violation against the *Athlete*. It shall not be necessary, however, for any B *Sample* analysis to have been completed to establish probable cause.

7.7.2.3 The *Provisional Suspension* may also be lifted if the *Athlete* demonstrates to *USADA* or to the Arbitrator that their violation is likely to have resulted from the *Use* of a *Contaminated Product* or the violation involves a *Substance of Abuse* and the *Athlete* establishes entitlement to a reduced period of ineligibility under Article 10.5.3.

7.7.3 If a *Provisional Suspension* is imposed based on an A *Sample Adverse Analytical Finding* and subsequent analysis of the B *Sample* does not confirm the A *Sample* analysis, then the *Athlete* shall not be subject to any further *Provisional Suspension* on account of a violation of Article 2.1.

7.7.4 In all cases where an *Athlete* or other *Person* has been notified of an anti-doping policy violation but a *Provisional Suspension* has not been imposed on them, the *Athlete* or other *Person* shall be offered the opportunity to accept a *Provisional Suspension* voluntarily pending the resolution of the matter.

7.8 Resolution without a Hearing

7.8.1 An *Athlete* or other *Person* against whom an anti-doping policy violation is asserted may admit that violation at any time, waive a hearing, and accept the *Consequences* that have been offered by *USADA*.

7.8.2 Alternatively, if the *Athlete* or other *Person* against whom an anti-doping policy violation is asserted fails to dispute that assertion within the deadline specified in the notice of charge sent by *USADA* asserting the violation, then they shall be deemed to have admitted the violation, to have waived a hearing, and to have accepted the *Consequences* that have been offered by *USADA*.

7.8.3 In cases where Article 7.8.1 or Article 7.8.2 applies, a hearing before a hearing panel shall not be required. Instead *USADA* shall promptly issue a written decision confirming the commission of the anti-doping policy violation and the *Consequences* imposed as a result and setting out the reasons for any period of *Ineligibility* imposed. *USADA shall Publicly Disclose* the violation in accordance with Article 14.3.2.

7.9 Retirement or Termination

If an *Athlete* retires or otherwise ceases to be bound by this Anti-Doping Policy while *USADA* is conducting *Results Management*, including the investigation of any *Atypical Finding* or *Atypical Passport Finding* or potential non-analytical violation, *USADA* retains jurisdiction to complete the *Results Management* process. If an *Athlete* retires or ceases to be bound by this Anti-Doping Policy before any *Results Management* process has begun, and *USADA* had *Results Management* authority over the *Athlete* at the time the *Athlete* committed an anti-doping policy violation, *USADA* has authority to conduct *Results Management* with respect to that anti-doping policy violation. If *USADA* had *Results Management* authority over *Athlete Support Personnel* or another *Person* at the time they committed an anti-doping policy violation, *USADA* has authority to conduct *Results Management* in respect of that anti-doping policy violation.

ARTICLE 8: RIGHT TO A FAIR HEARING

8.1 Hearing

Any *Athlete* or other *Person* who is asserted to have committed an anti-doping policy violation shall have a right to a fair hearing before an impartial and independent arbitrator as provided in Annex C of the *USADA Protocol*. Decisions rendered pursuant to Annex C of the *USADA Protocol* shall be final and binding and shall not be subject to appeal. For clarity, R-43 of *USADA Protocol* Annex C is not applicable, and no appeal to the Court of Arbitration for Sport is permitted.

8.2 Waiver of Hearing

The right to a hearing may be waived either expressly or by the *Athlete's* or other *Person's* failure to challenge *USADA's* assertion that an anti-doping policy violation has occurred within the specific period provided in the Premier Sports Anti-Doping Policy.

ARTICLE 9: [INTENTIONALLY OMITTED]

ARTICLE 10: SANCTIONS ON INDIVIDUALS

10.1 *Disqualification* of Results for an Anti-Doping Policy Violation in Connection with a *Competition*

An anti-doping policy violation occurring during, or in connection with, a *Competition* may, upon the decision of a sanctioning or regulatory body (and if no sanctioning or regulatory body, *USADA*), lead to *Disqualification* of all of the *Athlete's* results obtained in that *Competition* with all *Consequences*, including, without limitation, forfeiture of title, ranking, purse, or other compensation, except as provided in Article 10.1.1.

Factors to be included in considering whether to *Disqualify* an *Athlete's* results might include, for example, the seriousness of the *Athlete's* anti-doping policy violation and the *Athlete's* degree of *Fault*.

10.1.1 If the *Athlete* establishes that they bear *No Fault or Negligence* for the violation, the *Athlete's* results in the *Competition* shall not be *Disqualified* unless the *Athlete's* results were likely to have been affected by the *Athlete's* anti-doping policy violation.

10.2 *Ineligibility* for Presence, *Use* or *Attempted Use*, or *Possession* of a *Prohibited Substance* or *Prohibited Method*

The period of *Ineligibility* for a violation of Articles 2.1, 2.2, or 2.6 shall be as follows, subject to potential elimination, reduction, or suspension pursuant to Articles 10.4, 10.5, or 10.6 or potential increase in the period of *Ineligibility* under Article 10.2.3:

10.2.1 The period of *Ineligibility* shall be two years where the anti-doping policy violation involves a *Non-Specified Substance* or *Non-Specified Method*.

10.2.2 The period of *Ineligibility* shall be one year where the anti-doping policy violation involves a *Specified Substance or Specified Method*.

10.2.3 The period of *Ineligibility* may be increased up to an additional two years where *Aggravating Circumstances* are present based on the nature of the *Aggravating Circumstances*.

10.3 *Ineligibility* for Other Anti-Doping Policy Violations

The period of *Ineligibility* for anti-doping policy violations other than as provided in Article 10.2 shall be as follows, unless Article 10.6 is applicable:

10.3.1 For violations of Article 2.3 or Article 2.5, the period of *Ineligibility* shall be a minimum of two years up to four years.

10.3.2 For violations of Article 2.4, the period of *Ineligibility* shall be two years, subject to reduction down to a minimum of six months, depending on the *Athlete's* degree of *Fault*. The flexibility between two years and six months of *Ineligibility* in this Article is not available to *Athletes* where a pattern of last-minute whereabouts changes or other conduct raises a serious suspicion that the *Athlete* was trying to avoid being available for *Testing*.

10.3.3 For violations of Article 2.7 or 2.8, the period of *Ineligibility* shall be a minimum of four years up to lifetime *Ineligibility*, depending on the seriousness of the violation. An Article 2.7 or Article 2.8 violation involving a *Minor* shall be considered a particularly serious violation and, if committed by *Athlete Support Personnel* for violations other than for *Specified Substances*, shall result in lifetime *Ineligibility* for the *Athlete Support Personnel*. In addition, violations of Article 2.7 or 2.8 which may also violate non-sporting laws and regulations, may be reported to the competent administrative, professional, or judicial authorities.

10.3.4 For violations of Article 2.9, the period of *Ineligibility* imposed shall be a minimum of two years, up to four years *Ineligibility*, depending on the seriousness of the violation.

10.3.5 For violations of Article 2.10, the period of *Ineligibility* shall be two years, subject to reduction down to a minimum of nine months, depending on the *Athlete* or other *Person*'s degree of *Fault* and other circumstances of the case.

10.3.6 For violations of Article 2.11, the period of *Ineligibility* shall be a minimum of two years, up to lifetime *Ineligibility*, depending on the seriousness of the violation by the *Athlete* or other *Person*.

10.4 No Violation where there is *No Fault or Negligence*

10.4.1 If an *Athlete* or other *Person* establishes in an individual case that he or she bears *No Fault or Negligence*, then there shall be no violation of this Anti-Doping Policy, subject to the right of a *Sports Organization* to disqualify results with resulting consequences.

10.4.2 Without limitation of other evidentiary methods, an *Athlete* shall bear *No Fault or Negligence* in an individual case where the *Athlete*, by *Clear and Convincing* evidence demonstrates that the cause of the *Adverse Analytical Finding* was due to a (i) *Contaminated Product* or (ii) *Certified Supplement*. In such a case, there will be no anti-doping policy violation based on the *Adverse Analytical Finding* and the *Athlete* will not be permitted to compete in a *Competition* until, based on follow-up testing, the *Prohibited Substance* is no longer present in the *Athlete's Samples* (or below the applicable *Decision Concentration Level* for such *Prohibited Substance*, if any) or no appreciable performance advantage is obtained from the presence of the substance.

10.5 Reduction of the Period of *Ineligibility* based on degree of *Fault*

Reduction of sanctions for violations of Article 2.1, 2.2, or 2.6.

All reductions under Article 10.5 are mutually exclusive and not cumulative.

10.5.1 *Specified Substances or Specified Methods*

Where the anti-doping policy violation involves a *Specified Substance*, then the period of *Ineligibility* shall be, at a minimum, a reprimand and no period of *Ineligibility*, and at a maximum, the period of *Ineligibility* set forth in Article 10.2, depending on the *Athlete's* or other *Person*'s degree of *Fault*.

10.5.2 *Contaminated Supplement*

In cases where the *Athlete* or other *Person* can establish that the detected *Prohibited Substance* came from a *Contaminated Supplement* (that is not a *Certified Supplement* or *Contaminated Product*) then the period of *Ineligibility* shall be, at a minimum, a reprimand and no period of *Ineligibility*, and at a maximum, the period of *Ineligibility* set forth in Article 10.2, depending on the *Athlete's* or other *Person*'s degree of *Fault*.

10.5.3 *Substances of Abuse*

Where an anti-doping policy violation arises from a *Substance of Abuse*, the otherwise applicable period of *Ineligibility* may be reduced, in *USADA's* sole discretion, upon the *Athlete* establishing *Use* was unrelated to sport performance.

10.5.4 *Other Anti-Doping Policy Violations*

For anti-doping policy violations not previously described in Article 10.5, subject to further reduction or elimination as provided in Article 10.6, the otherwise applicable period of *Ineligibility* may be reduced based on the *Athlete* or other *Person's* degree of *Fault*.

10.6 Elimination, Reduction, or Suspension of Period of *Ineligibility* or other *Consequences* for Reasons Other than *Fault*

10.6.1 *Substantial Assistance in Discovering or Establishing anti-doping policy violations*

USADA in its sole discretion may suspend all or part of the period of *Ineligibility* and other *Consequences* imposed in an individual case in which it has *Results Management* authority where the *Athlete* or other *Person* has provided *Substantial Assistance* to *USADA* or another *Anti-Doping Organization*, criminal authority, or professional disciplinary body which results in: (a) *USADA* or another *Anti-Doping Organization* discovering or bringing forward an anti-doping policy violation by another *Person* and the information provided by the *Person* providing *Substantial Assistance* is made available to *USADA*; (b) which results in a criminal or disciplinary body discovering or bringing forward a criminal offense or the breach of professional rules committed by another *Person* and the information provided by the *Person* providing *Substantial Assistance* is made available to *USADA*; (c) which results in *WADA* initiating a proceeding against a *Signatory*, *WADA*-accredited laboratory, or athlete passport management unit (as defined in the *International Standard* for *Testing*) for non-compliance with the *Code*, *International Standard* or *Technical Document*; or (d) which results in a criminal or disciplinary body bringing forward a criminal offense or the breach of professional or sport rules arising out of a sport integrity violation other than doping.

The extent to which the otherwise applicable period of *Ineligibility* and other *Consequences* imposed may be suspended is in *USADA's* sole discretion and shall be based on the seriousness of the anti-doping policy violation committed by the *Athlete* or other *Person* and the significance of the *Substantial Assistance* provided by the *Athlete* or other *Person* to the effort to eliminate doping in sport, non-compliance with this Anti-Doping Policy or the *Code* and/or sport integrity violations. If the *Athlete* or other *Person* fails to continue to cooperate and to provide the complete and credible *Substantial Assistance* upon which a suspension of the period of *Ineligibility* or other *Consequences* was based, *USADA* shall reinstate the original period of *Ineligibility* and other *Consequences*. This decision is within USADA's sole discretion.

10.6.2 *Admission of an anti-doping policy violation in the Absence of Other Evidence*

Where an *Athlete* or other *Person* voluntarily admits the commission of an anti-doping policy violation before having received notice of a *Sample* collection which could establish an anti-doping policy violation (or, in the case of an anti-doping policy violation other than Article 2.1, before receiving first notice of the admitted violation pursuant to Article 7) and that admission is the only reliable evidence of the violation at the time of admission, then the period of *Ineligibility* may be reduced, but not below one-half of the period of *Ineligibility* otherwise applicable.

10.6.3 *Full and Complete Cooperation*

10.6.3.1 Where an *Athlete* or other *Person*, after being notified by *USADA* of a potential anti-doping policy violation that carries an asserted period of *Ineligibility* of two or more years, admits the anti-doping policy violation and accepts the asserted period of *Ineligibility* no later than 20 days after receiving notice of an anti-doping policy violation charge, the *Athlete* or other *Person* may, in *USADA's* sole discretion, receive a four-month reduction in the period of *Ineligibility* asserted by *USADA*, provided that the *Athlete* or other *Person*, upon request of *USADA*, submits to an interview by *USADA* and provides a truthful account of the circumstances surrounding the violation.

10.6.3.2 Where an *Athlete* or other *Person*, after being notified by *USADA* of a potential anti-doping policy violation that carries an asserted period of *Ineligibility* of one year, admits the anti-doping policy violation and accepts the asserted period of *Ineligibility* no later than 20 days after receiving notice of an Anti-Doping Policy charge, the *Athlete* or other *Person* may, in *USADA's* sole discretion, receive a two-month reduction in the period of *Ineligibility* asserted by *USADA*, provided that the *Athlete* or other *Person*, upon request of *USADA*, submits to an interview by *USADA* and provides a truthful account of the circumstances surrounding the violation.

10.6.4 *Application of Multiple Grounds for Reduction of a Sanction*

Where an *Athlete* or other *Person* establishes entitlement to reduction in sanction under more than one provision of Article 10.5 and 10.6, before applying any reduction or suspension under Article 10.6, the otherwise applicable period of *Ineligibility* shall be determined in accordance with Articles 10.2, 10.3, and 10.5.

10.7 Multiple Violations

10.7.1 For an *Athlete* or other *Person's* second anti-doping policy violation, the period of *Ineligibility* shall be the lesser of:

(a) the period of *Ineligibility* applicable to the first violation plus the period of *Ineligibility* for the second violation, not taking into account any reduction under Article 10.6 for either violation; or

(b) twice the period of *Ineligibility* for the second violation, not taking into account any reduction under Article 10.6.

10.7.2 A third or greater anti-doping policy violation will result in a period of *Ineligibility* of a minimum of double the period of *Ineligibility* which would apply if it were a second violation up to lifetime *Ineligibility*.

10.7.3 The period of *Ineligibility* established in Articles 10.7.1 and 10.7.2 may then be further reduced by the application of Article 10.6.

10.7.4 *Additional Policies for Certain Potential Multiple Violations*

10.7.4.1 For purposes of imposing sanctions under Article 10.7, an anti-doping policy violation will only be considered a second violation if *USADA* can

establish that the *Athlete* or other *Person* committed the second anti-doping policy violation after the *Athlete* or other *Person* received notice pursuant to Article 7, or after *USADA* made reasonable efforts to give notice of the first anti-doping policy violation. If *USADA* cannot establish this, the violations shall be considered together as one single first violation, and the sanction imposed shall be based on the violation that carries the more severe sanction.

10.7.4.2 If, after the imposition of a sanction for a first anti-doping policy violation, *USADA* discovers facts involving an anti-doping policy violation by the *Athlete* or other *Person* which occurred prior to notification regarding the first violation, then *USADA* shall impose an additional sanction based on the sanction that could have been imposed if the two violations had been adjudicated at the same time. Results in all *Competitions* dating back to the earlier anti-doping policy violation will be subject to *Disqualification* as provided in Article 10.8.

10.7.4.3 Decisions made either before or after the effective date of this Anti-Doping Policy by another *Sports Organization* or *Anti-Doping Organization*, finding that an *Athlete* or other *Person* violated a rule involving *Prohibited Substances* or *Prohibited Methods* or committed an anti-doping policy violation may be considered in sanctioning or counted as a violation under this Article where the process was fair and the violation would also be a violation of this Anti-Doping Policy. Where such offense would not also constitute a violation under this Anti-Doping Policy, then the offense shall not count as a violation for purposes of Article 10.7.

10.7.5 *Multiple Anti-Doping Policy Violations during Ten-Year Period*

For purposes of Article 10.7, each anti-doping policy violation must take place within the same ten-year period to be considered multiple violations.

10.8 *Disqualification* of Results in *Competitions* Subsequent to *Sample* Collection or Commission of an Anti-Doping Policy Violation

In addition to the *Disqualification* of the results of a *Competition* under Article 10.1, all other competitive results of the *Athlete* obtained from the date an anti-doping policy violation occurred, through the commencement of any *Provisional Suspension* or *Ineligibility* period, may, unless fairness requires otherwise, be *Disqualified* by the sanctioning or regulatory body (and if no sanctioning or regulatory body, *USADA*) with all of the resulting *Consequences* including, without limitation, forfeiture of any title, ranking, purse, or other compensation.

10.9 [INTENTIONALLY OMITTED]

10.10 [INTENTIONALLY OMITTED]

10.11 Commencement of *Ineligibility* Period

Except as provided below, the period of *Ineligibility* shall start on the date of the final hearing decision providing for *Ineligibility* or, if the hearing is waived or there is no hearing, on the date *Ineligibility* is accepted or otherwise imposed.

10.11.1 *Delays Not Attributable to the Athlete or other Person*

Where there have been substantial delays in the hearing process or other aspects of *Doping Control*, and the *Athlete* or other *Person* can establish that such delays are not attributable to the *Athlete* or other *Person*, *USADA* may start the period of *Ineligibility* at an earlier date commencing as early as the date of *Sample* collection or the date on which another anti-doping policy violation last occurred. All *Competition* results achieved during the period of *Ineligibility*, including retroactive *Ineligibility*, may be *Disqualified* by the sanctioning or regulatory body (and if no sanctioning or regulatory body, *USADA*).

10.11.2 *Timely Admission*

Where the *Athlete* or other *Person* promptly (which, in all cases, for an *Athlete* means before the *Athlete* competes in a *Competition* again and within twenty days after charge) admits the anti-doping policy violation after being confronted with the anti-doping policy violation by *USADA* and agrees with *USADA* as to the appropriate resolution of the violation by signing an acceptance of sanction form, the period of *Ineligibility* may start as early as the date of *Sample* collection or the date on which another anti-doping policy violation last occurred.

10.11.3 *Credit for Provisional Suspension or Period of Ineligibility Served*

10.11.3.1 If a *Provisional Suspension* is imposed on, or voluntarily accepted by, an *Athlete* or other *Person* and that *Provisional Suspension* is respected, then the *Athlete* or other *Person* shall receive a credit for such period of *Provisional Suspension* against any period of *Ineligibility* which may ultimately be imposed. If the *Athlete* or other *Person* does not respect a *Provisional Suspension*, then the *Athlete* or other *Person* shall receive no credit for any period of *Provisional Suspension* served.

10.11.3.2 No credit against a period of *Ineligibility* shall be given for any time period before the effective date of the *Provisional Suspension*, or suspension by a *Sports Organization*, regardless of whether the *Athlete* elected not to compete or was suspended by a team.

10.12 Status during *Ineligibility* or *Provisional Suspension*

10.12.1 *Prohibition against Participation during Ineligibility or Provisional Suspension*

No *Athlete* or other *Person* who has been declared *Ineligible* or is subject to a *Provisional Suspension* may, during the period of *Ineligibility* or *Provisional Suspension*, participate in any capacity in a *Competition* or activity (other than authorized anti-doping education or rehabilitation programs).

An *Athlete* subject to a period of *Ineligibility* shall remain subject to *Testing* and any requirement by *USADA* to provide whereabouts information.

10.12.2 *Violation of the Prohibition of Participation during Ineligibility or Provisional Suspension*

Where an *Athlete* or other *Person* who has been declared *Ineligible* violates the prohibition against participation during *Ineligibility* described in Article 10.12.1, the results of such participation shall be *Disqualified* and a new period

of *Ineligibility* equal in length to the original period of *Ineligibility* shall be added to the end of the original period of *Ineligibility*. The new period of *Ineligibility*, including a reprimand and no period of *Ineligibility*, may be adjusted based on the *Athlete* or other *Person's* degree of *Fault* and other circumstances of the case. The determination of whether an *Athlete* or other *Person* has violated the prohibition against participation, and whether an adjustment is appropriate, shall be made by *USADA*. This decision may be challenged under Annex C of the *USADA Protocol* as described in Article 8.1.

An *Athlete* or other *Person* who violates the prohibition against participation during a *Provisional Suspension* described in Article 10.12.1 shall receive no credit for any period of *Provisional Suspension* served and the results of such participation shall be *Disqualified*.

Where an *Athlete Support Person* or other *Person* assists a *Person* in violating the prohibition against participation during *Ineligibility* or a *Provisional Suspension*, *USADA* shall impose sanctions for a violation of Article 2.9 for such assistance.

10.13 Automatic Publication of Sanction

A mandatory part of each sanction shall include automatic publication, as provided in Article 14.3.

ARTICLE 11: [INTENTIONALLY OMITTED]

ARTICLE 12: [INTENTIONALLY OMITTED]

ARTICLE 13: [INTENTIONALLY OMITTED]

ARTICLE 14: CONFIDENTIALITY AND REPORTING

14.1 Information Concerning *Adverse Analytical Findings*, *Atypical Findings*, and Other Asserted Anti-Doping Policy Violations

14.1.1 *Notice of Anti-Doping Policy Violations to Athletes and other Persons*

Notice to *Athletes* or other *Persons* of anti-doping policy violations asserted against them shall occur as provided under Articles 7 and 14 of this Anti-Doping Policy.

14.1.2 *Notice of Anti-Doping Policy Violations to other Anti-Doping Organizations*

Notice of the assertion of an anti-doping policy violation may be given to any relevant *Sports Organization* or *Anti-Doping Organization,* simultaneously with, or after, notice to the *Athlete* or other *Person*.

14.1.3 *Content of an Anti-Doping Policy Violation Notice*

Notification of an anti-doping policy violation under Article 2.1 shall include, at a minimum: the *Athlete's* name and country, whether the violation was in connection with a particular *Competition*, whether the test was *In-Competition* or *Out-of-Competition*, the date of *Sample* collection, the analytical result reported by the laboratory, and other information as required by the *International Standard* for *Testing*.

Notice of anti-doping policy violations other than under Article 2.1 shall include, at a minimum: the policy violated, the basis of the asserted violation, and whether the violation was in connection with a particular *Competition*. The failure to properly identify the *Competition[s]*, if any, with which a violation may be connected shall not invalidate the notice or affect the *Disqualification* of results under this Policy.

14.2 [INTENTIONALLY OMITTED]

14.3 *Public Disclosure*

14.3.1 The identity of any *Athlete* or other *Person* who is asserted by *USADA* to have committed an anti-doping policy violation, as well as the factual basis of the assertion, may be *Publicly Disclosed* by *USADA* after notice to the *Athlete* or other *Person* has been provided in accordance with Article 7.

14.3.2 No later than twenty days after a decision has been rendered in a hearing in accordance with Article 8 or the right to a hearing has been waived, or the assertion of an anti-doping policy violation has not been timely challenged, *USADA* shall *Publicly Disclose* the disposition of the matter, including the Anti-Doping Policy violated, the name of the *Athlete* or other *Person* committing the violation, the *Prohibited Substance* or *Prohibited Method* involved (if any), and the *Consequences* imposed. Publication shall include any reasoned award by an arbitrator finding an anti-doping policy violation.

14.3.3 In any case where it is determined, after a hearing, that the *Athlete* or other *Person* did not commit an anti-doping policy violation, the decision may, unless the anti-doping policy violation has previously been *Publicly Disclosed*, only be *Publicly Disclosed* with the consent of the *Athlete* or other *Person* who is the subject of the decision.

14.3.4 Publication shall be accomplished at a minimum by placing the required information on *USADA's* anti-doping website for at least ten years after the conclusion of any period of *Ineligibility*.

14.3.5 Neither *USADA* nor any *WADA*-accredited laboratory, or official of either, shall publicly comment on the specific facts of any pending case (as opposed to general description of process and science) except to respond proportionally to public comments attributed to the *Athlete*, other *Person*, or their representatives or a *Sports Organization* that also has jurisdiction over the *Athlete* or other *Person's* alleged anti-doping policy violation.

14.3.6 The mandatory *Public Disclosure* required in Article 14.3.2 shall not be required where the *Athlete* or other *Person* who has been found to have committed an anti-doping policy violation is a *Minor*. Any optional *Public Disclosure* in a case involving a *Minor* shall be proportionate to the facts and circumstances of the case and in *USADA's* sole discretion.

14.4 Statistical Reporting

USADA may publish general statistical reports of its *Doping Control* activities. *USADA may* also publish reports showing the name of any *Athletes* tested and the date of each *Testing*.

14.5 Data Privacy

14.5.1 *Athletes* and other *Persons* bound to this Anti-Doping Policy agree to the Processing, including collection, use, storage, and disclosure of Personal Information by *USADA*, including but not limited to the disclosure of Personal Information to *WADA*, other anti-doping organizations, *Sport Organizations*, and third parties (as applicable) in accordance with the *USADA* Privacy Policy (https://www.usada.org/privacy-statement) and/or the privacy policy of the relevant *Testing* authority/*Results Management* authority.

14.5.2 Any *Athlete* who submits information including personal data to *USADA*, or any *Person* in accordance with this Anti-Doping Policy shall be deemed to have agreed, pursuant to applicable data protection laws and otherwise, that such information may be collected, processed, disclosed and used by *USADA* or such *Person* for the purposes of the implementation of this Anti-Doping Policy, in accordance with the policies described above and otherwise as required to implement this Anti-Doping Policy.

14.5.3 No data submitted or acquired as a result of any application for a *TUE*, *Sample* collection, or analysis or anti-doping investigation shall be considered medical information or health care information.

14.6 Sharing of Information in Connection with an Investigation

USADA may share confidential information with any *Code Signatory Anti-Doping Organization*, law enforcement, *Sports Organization*, or regulatory or governmental agency in connection with an investigation being conducted by *USADA*, law enforcement, *Sports Organization*, or that other *Anti-Doping Organization* in each case.

ARTICLE 15: APPLICATION AND RECOGNITION OF DECISIONS

15.1 *Testing*, hearing results, or other final adjudications of any other *Sports Organization* or other *Anti-Doping Organization* which are consistent with this Anti-Doping Policy and are within that party's authority shall be recognized and respected by *USADA* and *Athletes*.

15.2 It is the expectation of *Athletes*, *Athlete Support Personnel*, and other *Persons* subject to this Anti-Doping Policy that any decision of *USADA* regarding a violation of this Anti-Doping Policy will be recognized by all other *Anti-Doping Organizations*, *Sports Organizations*, and other promoters whose competitions are approved or licensed by *Sports Organizations*, which shall take all necessary action to render *USADA's* decision effective.

ARTICLE 16: [INTENTIONALLY OMITTED]

ARTICLE 17: STATUTE OF LIMITATIONS

No anti-doping policy violation proceeding may be commenced against an *Athlete* or other *Person* unless they have been notified of the anti-doping policy violation as provided in Article 7, or notification has been reasonably attempted, within ten years from the date the violation is asserted to have occurred.

ARTICLE 18: EDUCATION

USADA shall plan, implement, evaluate and monitor information, education, and prevention programs for doping-free sport and shall support active participation by *Athletes* and *Athlete Support Personnel* in such programs.

ARTICLE 19: [INTENTIONALLY OMITTED]

ARTICLE 20: AMENDMENT AND INTERPRETATION OF THESE ANTI-DOPING POLICIES

20.1 This Anti-Doping Policy may be amended from time to time by *USADA*. Unless otherwise indicated, any amendments shall go into effect 30 days after publication on the *USADA* anti-doping website.

20.2 This Anti-Doping Policy shall be interpreted as an independent and autonomous text and not by reference to existing law or statutes.

20.3 The headings used for the various Parts and Articles of this Anti-Doping Policy are for convenience only and shall not be deemed part of the substance of this Anti-Doping Policy or to affect in any way the language of the provisions to which they refer.

20.4 The *Code*, the comments annotating various provisions of the *Code,* and the *International Standards* may be used to interpret this Anti-Doping Policy, unless there is a conflict, in which case this Anti-Doping Policy shall prevail.

20.5 Except as provided in the "Scope and Application of the Policy" this Anti-Doping Policy shall not apply retroactively to matters pending before an *Athlete* comes under *USADA's* jurisdiction; provided, however, that conduct disclosed pursuant to Article 2.5.2 and anti-doping policy violations established by other *Anti-Doping Organizations* or *Sports Organizations* prior to the *Program* Effective Date may count as "first violations" or "second violations" for purposes of determining sanctions under Article 10 for violations taking place after an *Athlete* comes under *USADA's* jurisdiction.

20.6 The official text of this Anti-Doping Policy shall be English. In the event of a conflict between the English and any other translation, the English version shall prevail.

ARTICLE 21: ADDITIONAL ROLES AND RESPONSIBILITIES OF *ATHLETES* AND OTHER *PERSONS*

21.1 *Roles and Responsibilities of Athletes*

21.1.1 To be knowledgeable of and comply with this Anti-Doping Policy.

21.1.2 To be available for *Sample* collection at all times.

21.1.3 To take responsibility, in the context of anti-doping, for what they ingest and *Use*.

21.1.4 To inform medical personnel of the *Athlete's* obligation not to *Use Prohibited Substances* and *Prohibited Methods* and to take responsibility to make sure that any medical treatment received does not violate this Anti-Doping Policy.

21.1.5 To disclose to *USADA* any decision by a *Sports Organization* or any non-*Signatory* finding that the *Athlete* committed a doping violation within the previous ten years.

21.1.6 To cooperate with *USADA's* investigation of one or more anti-doping policy violations, which includes but is not limited to sitting for an interview conducted by *USADA*. Failure by any *Athlete* to cooperate in-full with a *USADA* investigation of one or more anti-doping policy violations may result in a hearing panel making an adverse inference and a charge of misconduct under any applicable Codes of Conduct or other disciplinary rules.

21.2 *Roles and Responsibilities of Athlete Support Personnel*

21.2.1 To be knowledgeable of and comply with this Anti-Doping Policy.

21.2.2 To cooperate with the *Athlete Testing* program.

21.2.3 To use their influence on *Athlete* values and behavior to foster positive anti-doping attitudes.

21.2.4 To disclose to *USADA* any decision by a *Sport Organization* or any non-*Signatory* finding that they committed a doping violation within the previous ten years.

21.2.5 To cooperate with *USADA's* investigation of one or more anti-doping policy violations, which includes but is not limited to sitting for an interview conducted by *USADA*. Failure by any *Athlete Support Personnel* to cooperate in-full with a *USADA* investigation of one or more anti-doping policy violations may result in a hearing panel making an adverse inference and a charge of misconduct under any applicable Codes of Conduct or other disciplinary rules.

21.2.6 *Athlete Support Personnel* shall not *Use* or *Possess* any *Prohibited Substance* or *Prohibited Method* without valid justification. *Use* or *Possession* of a *Prohibited Substance* or *Prohibited Method* by *Athlete Support Personnel* without valid justification may result in a charge of misconduct under any applicable disciplinary rules.

ARTICLE 22: WAIVER AND RELEASE

As a condition of participating in or preparing for a *Competition*, having publicly announced their intent to enter a Competition, or working with an *Athlete* who is participating in or preparing for a *Competition*, *Athletes*, *Athlete Support Personnel*, and other *Persons* agree to release and hold harmless *USADA* and their designees from any claim, demand, or cause of action, known or unknown, now or hereafter arising, including attorney's fees, resulting from acts or omissions which occurred in good faith.

ARTICLE 23: TRANSITIONAL PROVISIONS

23.1 General Application of this Anti-Doping Policy

This Anti-Doping Policy shall apply in full as of the date an *Athlete* or other *Person* agrees to be bound by it (the "Effective Date").

23.2 Non-Retroactive Unless Principle of *Lex Mitior* Applies

With respect to any anti-doping policy violation case which is pending as of the Effective Date and any anti-doping policy violation case brought after the Effective Date based on an anti-doping policy violation which occurred prior to the Effective Date, the case shall be governed by the substantive anti-doping rules in effect at the time the alleged anti-doping policy violation occurred unless the current rules would be more beneficial to the *Athlete* or other *Person* and the panel hearing the case determines that the circumstances of the case warrant the application of those rules.

23.3 Additional Anti-Doping Policy Amendments

Any additional Anti-Doping Policy Amendments shall go into effect as provided in Article 20.1.

APPENDIX 1: DEFINITIONS

***Administration*:** Providing, supplying, supervising, facilitating, or otherwise participating in the *Use* or *Attempted Use* by another *Person* of a *Prohibited Substance* or *Prohibited Method*. However, this definition shall not include the actions of bona fide medical personnel involving a *Prohibited Substance* or *Prohibited Method Used* for genuine and legal therapeutic purposes or other acceptable justification and shall not include actions involving *Prohibited Substances* which are not prohibited in *Out-of-Competition Testing* unless the circumstances as a whole demonstrate that such *Prohibited Substances* are not intended for genuine and legal therapeutic purposes or are intended to enhance sport performance.

Adverse Analytical Finding: A report from a *WADA*-accredited laboratory or other *WADA*-approved laboratory that, consistent with the *International Standard* for Laboratories and related *Technical Documents*, establishes in a *Sample* the presence of a *Prohibited Substance* or its *Metabolites* or *Markers* (including elevated quantities of endogenous substances) or evidence of the *Use* of a *Prohibited Method*.

Adverse Passport Finding: A report identified as an *Adverse Passport Finding* as described in the applicable *International Standards*.

Aggravating Circumstances: *Aggravating Circumstances* exist where the anti-doping policy violation was intentional, the anti-doping policy violation had significant potential to enhance an *Athlete's Competition* performance, and one of the following additional factors is present: the *Athlete* or other *Person* committed the anti-doping policy violation as part of a doping plan or scheme, either individually or involving a conspiracy or common enterprise to commit an anti-doping policy violation; a normal person would be likely to enjoy the performance-enhancing effects of the anti-doping policy violation(s) beyond the otherwise applicable period of *Ineligibility*; the *Athlete* or other *Person Used* or *Possessed* multiple *Prohibited Substances* or *Prohibited Methods* or *Used* or *Possessed* a *Prohibited Substance* or *Prohibited Method* on multiple occasions; or the *Athlete* or other *Person* engaged in deceptive or obstructing conduct to avoid the detection or adjudication of an anti-doping policy violation.

Anti-Doping Organization: *USADA*, *WADA*, a *Code Signatory*, or other organization that is responsible for conducting an anti-doping program.

Athlete: Any *Person* who falls under the jurisdiction of *USADA* and agreed to be bound by this Anti-Doping Policy.

Athlete Biological Passport: The program and methods of gathering and collating data as described in the *International Standard* for *Testing* and *International Standard* for Laboratories.

Athlete Support Personnel: Any *Person* directly working with, treating, or assisting an *Athlete* in a *Professional or Sport Related Capacity*.

Attempt: Purposely engaging in conduct that constitutes a substantial step in a course of conduct planned to culminate in the commission of an anti-doping policy violation. Provided, however, there shall be no anti-doping policy violation based solely on an *Attempt* to commit a violation if the *Person* renounces the *Attempt* prior to it being discovered by a third party not involved in the *Attempt*.

Atypical Finding: A report from a *WADA*-accredited laboratory or other *WADA*-approved laboratory which requires further investigation as provided by the *International Standard* for Laboratories, related *Technical Documents*, or *Premier Sports Prohibited List* prior to the determination of an *Adverse Analytical Finding*.

Atypical Passport Finding: A report described as an *Atypical Passport Finding* as described in the applicable *International Standards*.

Bout: A contest or exhibition between two or more *Athletes*.

Certified Supplement: See *Premier Sports Prohibited List*.

Code: The World Anti-Doping *Code*.

Competition or Event: A single race, match, game or singular sport contest. For example, a basketball game or the finals of the Olympic 100-meter race in athletics.

Consequences of Anti-Doping Policy Violations ("Consequences"): An *Athlete's* or other *Person's* violation of an Anti-Doping Policy may result in one or more of the following: (a) *Disqualification* means the *Athlete's* results in a particular *Competition* are invalidated, with all resulting *Consequences* including, without limitation, potential forfeiture of title, ranking, purse, or other compensation; (b) *Ineligibility* means the *Athlete* or other *Person* is barred on account of an anti-doping policy violation for a specified period of time from participating in connection with any *Competition* or competition as provided in Article 10.12.1; (c) *Provisional Suspension* means the *Athlete* or other *Person* is barred temporarily from participating in connection with any *Competition* or activity prior to the final decision at a hearing conducted under Article 8; (d) *Financial Consequences* means a financial sanction imposed for an anti-doping policy violation; and (e) *Public Disclosure or Publicly Disclose* means the dissemination or distribution of information to the general public.

Contaminated Product: A product (other than a supplement) that either (a) contains a *Prohibited Substance* due to environmental or other innocent contamination, such as the contamination of water, food, or prescription medication or (b) contains a *Prohibited Substance* that is not disclosed on the product label and all circumstances considered, a reasonable person using due care would not have suspected that there is a material risk that the product contains a *Prohibited Substance*.

Contaminated Supplement: A food supplement that contains a *Prohibited Substance* that is not disclosed on the product label or in information available in a reasonable Internet search.

Decision Concentration Level: As provided in the *Premier Sports Prohibited List*, the *Decision Concentration Level* is the detected quantity of the *Prohibited Substance* below which a reported *Adverse Analytical Finding* shall be administered by *USADA* as an *Atypical Finding*.

Disqualification: See *Consequences of anti-doping policy violations* above.

Doping Control: All steps and processes from test distribution planning through to ultimate disposition of any hearing and the enforcement of *Consequences* including all steps and processes in between, including but not limited to *Testing*, investigations, whereabouts, *TUEs*, *Sample* collection and handling, laboratory analysis, *Results Management* and investigations or proceedings relating to violations of Article 10.12.

Fault: *Fault* is any breach of duty or any lack of care appropriate to a particular situation. Factors to be taken into consideration in assessing an *Athlete* or other *Person*'s degree of *Fault* include, for example, the *Athlete*'s or other *Person*'s experience, whether the *Athlete* or other *Person* is a *Minor*, special considerations such as impairment, the degree of risk that should have been perceived by the *Athlete*, and the level of care and investigation exercised by the *Athlete* in relation to what should have been the perceived level of risk. In assessing the *Athlete's* or other *Person's* degree of *Fault*, the circumstances considered must be specific and relevant to explain the *Athlete's* or other *Person's* departure from the expected standard of behavior. Thus, for example, the fact that the *Athlete* would lose the opportunity to earn large sums of money during a period of *Ineligibility*, or the fact that the *Athlete* only has a short time left in a career, or the timing of the sporting calendar, would not be relevant factors to be considered in reducing the period of *Ineligibility*. If the *Athlete* or other *Person* can establish that the violation was not intended to, and did not, enhance an *Athlete's* performance, that factor may also be considered in assessing the *Athlete's* or other *Person's* degree of *Fault*.

Financial Consequences: See *Consequences of Anti-Doping Policy Violations*, above.

Full and Complete Cooperation: Where an *Athlete* demonstrates, as determined by *USADA* in its sole discretion, that they did not intend to commit the anti-doping policy violation to enhance their performance and has provided full, prompt, and truthful responses and information (in each case, in all material respects) to all reasonable inquiries and requests for information regarding the applicable subject matter. *Full and Complete Cooperation* shall in no case require an *Athlete* to, or consider whether an *Athlete* did, provide *Substantial Assistance*.

In-Competition: For purposes of this Anti-Doping Policy, *In-competition* means the period commencing at noon on the day prior to the scheduled start of the *Event* during which the *Athlete* is scheduled to compete in a *Competition* and ending upon the completion of the post-*Competition Sample* collection. If a post-*Competition Sample* collection is not initiated by *USADA* within a reasonable time, which will not exceed one hour following an *Athlete's* post-*Competition* medical clearance, then the *In-competition* period shall expire at that time.

Ineligibility: See *Consequences of Anti-Doping Policy Violations* above.

International Standard: A standard adopted by *WADA* in support of the *Code*. Compliance with an *International Standard* (as opposed to another alternative standard, practice, or procedure) shall be sufficient to conclude that the procedures addressed by the *International Standard* were performed properly. *International Standards* shall include any *Technical Documents* issued pursuant to the *International Standard*.

Marker: A compound, group of compounds, or biological variable(s) that indicates the *Use* of a *Prohibited Substance* or *Prohibited Method*.

Metabolite: Any substance produced by a biotransformation process.

Minor: A natural *Person* who has not reached the age of eighteen years.

No Fault or Negligence: The *Athlete* or other *Person* establishing that they did not know or suspect and could not reasonably have known or suspected even with the exercise of utmost caution, that they had *Used* or been administered the *Prohibited Substance* or *Prohibited Method* or otherwise violated an Anti-Doping Policy. Except in the case of a *Minor*, for any violation of Article 2.1, the *Athlete* must also establish how the *Prohibited Substance* entered their system.

Non-Specified Method: See Article 4.2.2.

Non-Specified Substance: See Article 4.2.2.

Out-of-Competition: Any period which is not *In-Competition*.

Participant: Any *Athlete* or *Athlete Support Person*.

Person: A natural *Person*, including but not limited to an *Athlete* or *Athlete Support Person*, or an organization or other entity.

Possession: The actual, physical *Possession*, or the constructive *Possession* (which shall be found only if the *Person* has exclusive control or intends to exercise control over the *Prohibited Substance* or *Prohibited Method* or the premises in which a *Prohibited Substance* or *Prohibited Method* exists); provided, however, that if the *Person* does not have exclusive control over the *Prohibited Substance* or *Prohibited Method* or the premises in which a *Prohibited Substance* or *Prohibited Method* exists, constructive *Possession* shall only be found if the *Person* knew about the presence of the *Prohibited Substance* or *Prohibited Method* and intended to exercise control over it. Provided, however, there shall be no anti-doping policy violation based solely on *Possession* if, prior to receiving notification of any kind that the *Person* has committed an anti-doping policy violation, the *Person* has taken concrete action demonstrating that the *Person* never intended to have *Possession* and has renounced *Possession* by explicitly declaring it to an *Anti-Doping Organization*. Notwithstanding anything to the contrary in this definition, the purchase (including by any electronic or other means) of a *Prohibited Substance* or *Prohibited Method* constitutes *Possession* by the *Person* who makes the purchase.

Premier Sports Therapeutic Use Exemption Policy or TUE Policy: The policy published by *USADA* that outlines the process and requirements for receiving a *TUE* under this Anti-Doping Policy.

Premier Sports Whereabouts Policy: The policy published by *USADA* outlining *Athletes'* obligations with respect to filing whereabouts information with *USADA*.

Professional- or Sport-Related Capacity: Acting in a *Professional or Sport Related Capacity* shall include, without limitation, acting as a manager, coach, trainer, second, corner man, agent, official, medical or paramedical personnel. For purposes of this Anti-Doping Policy, it shall not include indirect or peripheral involvement in an *Athlete's* training or acting as an *Athlete's* training partner.

Program: The anti-doping program described in this Anti-Doping Policy.

Prohibited List or ***Premier Sports Prohibited List:*** The list published by *USADA* identifying the *Prohibited Substances* and *Prohibited Methods* under this Anti-Doping Policy.

Prohibited Method: Any method so described on the *Prohibited List*.

Prohibited Substance: Any substance, or class of substances, so described on the *Prohibited List*.

Provisional Hearing: For purposes of Article 7.7, an expedited abbreviated hearing occurring prior to a hearing under Article 8 that provides the *Athlete* with notice and an opportunity to be heard in either written or oral form.

Provisional Suspension: See *Consequences of Anti-Doping Policy Violations* above.

Publicly Disclose or Public Disclosure: See *Consequences of Anti-Doping Policy Violations* above.

Results Management: The process encompassing the timeframe between notification as per Article 7 of this Anti-Doping Policy, or in certain cases (*e.g.*, *Atypical Finding*, *Athlete Biological Passport*, *Whereabouts Failure*) such pre-notification steps expressly provided for in Article 5 of the *International Standard for Results Management*, through the charge until the final resolution of the matter, including the end of the hearing process.

Sample or Specimen: Any biological material collected for the purposes of *Doping Control*.

Signatories: Those entities accepting the *Code* and agreeing to implement the *Code*.

Specified Method: See Article 4.2.2.

Specified Substance: See Article 4.2.2.

Sports Organization: Any organization that promotes sport or any regulatory body established or recognized by a state or other governmental entity with authority to regulate, approve, sanction, or license *Competitions* or the *Participants* in those *Competitions*.

Substance of Abuse: A *Prohibited Substance* identified as a *Substance of Abuse* on the *Prohibited List*.

Substantial Assistance: For purposes of Article 10.6.1, a *Person* providing *Substantial Assistance* must: (1) fully disclose in a signed written statement all information they possess in relation to anti-doping policy violations, and (2) fully cooperate with the investigation and adjudication of any case related to that information, including, for example, presenting testimony at a hearing if requested to do so by *USADA* or a hearing panel. Further, the information provided must be credible and must comprise an important part of any case which is initiated or, if no case is initiated, must have provided a sufficient basis on which a case could have been brought.

Tampering: See Article 2.5.

Target Testing: Selection of specific *Athletes* for *Testing* based on criteria set forth in the *International Standard* for *Testing*.

Technical Document: A document adopted and published by *WADA* from time to time containing mandatory technical requirements on specific anti-doping topics as set forth in an *International Standard*. The *Technical Document* for EPO is modified such that only one second opinion is required to report an *Adverse Analytical Finding*, and the EPO c.577del variant analysis will only be done at the *Athlete's* request.

Testing: The parts of the *Doping Control* process involving test distribution planning, *Sample* collection, *Sample* handling, and *Sample* transport to the laboratory.

Trafficking: Selling, giving, transporting, sending, delivering, or distributing (or *Possessing* for any such purpose) a *Prohibited Substance* or *Prohibited Method* (either physically or by any electronic or other means) by an *Athlete*, *Athlete Support Person*, or any other *Person* subject to this Anti-Doping Policy to any third party; provided, however, this definition shall not include the actions of "bona fide" medical personnel involving a *Prohibited Substance Used* for genuine and legal therapeutic purposes or other acceptable justification, and shall not include actions involving *Prohibited Substances* which are not prohibited in *Out-of-Competition Testing* unless the circumstances as a whole demonstrate such *Prohibited Substances* are not intended for genuine and legal therapeutic purposes or are intended to enhance sport performance.

TUE: Therapeutic Use Exemption, as described in Article 4.4.

USADA: United States Anti-Doping Agency or any entity contracted by *Athletes* to fulfill the responsibilities under this Anti-Doping Policy.

USADA Protocol: The U.S. Anti-Doping Agency Protocol for Olympic and Paralympic Movement Testing.

Use: The utilization, application, ingestion, injection, or consumption by any means whatsoever of any *Prohibited Substance* or *Prohibited Method*.

WADA: The World Anti-Doping Agency.

Whereabouts Failure: The failure by any *Athlete* to comply with the *Premier Sports Whereabouts Policy* by failing to timely, accurately, and completely provide required whereabouts information and/or for being unavailable for *Testing* due to inaccurate information provided on the whereabouts filing.

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