

# WORLD TRIATHLON ANTI-DOPING EDUCATION PLAN 2022

21 March 2022

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#### 1. Introduction

World Triathlon is a not-for-profit corporation incorporated under the laws of Switzerland, domiciled and residing at Avenue de Rhodamine 54, Lausanne CH-1007, Switzerland. World Triathlon is the worldwide governing body of international triathlon and is recognised as such by the International Olympic Committee and the International Paralympic Committee. World Triathlon is responsible for Triathlon and Para Triathlon and its Related Multi Sport (such as, but not limited to duathlon, aquathlon, aquabike, winter triathlon).

The World Triathlon Anti-Doping Education program is a priority for World Triathlon to promote positive values and ethical behaviors, and to protect clean athletes and preserve the spirit of sport and in particular of Triathlon.

The World Triathlon Anti-Doping Education Plan complies with the World Anti-Doping Code (Code) and other applicable International Standards, in particular the 2021 International Standard for Education.

World Triathlon endeavours through its Education Plan that the first experience with Anti-Doping is with education rather than sample collection in doping control.

## 2. Fight against Doping

The World Triathlon's Anti-Doping Program is founded on the intrinsic value of sport, which is often defined as the spirit of sport. The spirit of sport is the celebration of the human spirit, body and mind, which is the essence of Olympism.

World Triathlon seeks to protect the health of Athletes and wishes to provide them the opportunity to pursue excellence without the use of doping.

# 3. Anti-Doping Education Assessment

Education has always been the cornerstone to the World Triathlon's Anti-Doping Program.

We have a strong Development department which has always included Anti-Doping values-based education into their courses for Athletes, Coaches and Technical Officials at all levels. These have been included in person-classes, online course as well as webinars. These courses have focussed on junior and emerging athletes and coaches.

One of World Triathlon's most important coach education projects since 2018 is taking place in Korea every year, where the Korea Anti-Doping Agency joins in by running practical anti-doping education sessions. Participating coaches can get hands-on experience regarding protocols and can ask their questions from experts.

In addition, World Triathlon has included Anti-Doping educational outreach booths at its World Championships for over the past decade. These have usually been manned in conjunction with the host NADO, WADA and/or trained volunteers from other International Federations. Due to covid. no outreach booths were exposed since 2020.

With one exception, these booths have been placed in public areas so that they have been accessible to the general public as well as all of the Triathlon stakeholders, including all levels of athletes, athlete support personnel, spectators, technical officials, World Triathlon Executive Board members and members of National Federations.

In addition, a specific training session was held with the Juniors and their coaches competing in the World Championships as part of their athlete briefing. Although this was considered successful in reaching a great number of people at the event, it did not necessarily reach the athletes prior to needing a TUE or having a test.



In 2021, World Triathlon requested from its Stakeholders to complete an online education course directly on the WADA e-learning platform (ADEL):

- 89% of the RTP/TP athletes completed courses in ADEL: RTP athletes completed the course "ADEL for Registered Testing Pool Athletes", and the TP athletes completed the course "ADEL International-Level Athletes Education Program".
- 95% of the athletes participating in the 2020 Tokyo Olympic and Paralympic Games completed the special course dedicated in ADEL: "ADEL for Tokyo 2020 Olympics and ADEL for 2020 Tokyo Paralympics".
- Around 150 coaches completed an education course in ADEL who were targeted by the Education pool in 2021, and thanks to the communication we have in place (newsletters, emails, etc.), we received approximatively 200 coaches' certificates who did the course on a voluntary basis. They completed mainly two ADEL courses: "High Performance Coaches' Education Program" and the "2020 Tokyo Olympic/Paralympics Games".

2021 gave World Triathlon data to see the need to target more educational activities for its Stakeholders for the 2022 season. In 2021, the analysis data revealed that substances like EPO, GHRF/GHRP, Anabolic Androgenic Steroids are likely to be used in Triathlon. As well, the Blood Transfusion method is also likely to be used by athletes to improve performance. It appears also that substances were detected such as clenbuterol and zilpaterol in sample where after investigation, was clear that these findings were due to meat contamination.

## 4. World Triathlon Education Pools and Target Group

#### 4.1 Education Pools Identification Process

The Education Pool has been defined following a thorough risk assessment process following the Code and the International Standard for Education requirements. World Triathlon is therefore targeting a large panel of its Stakeholders:

#### 4.2 World Triathlon Education Pools for 2022

#### A. Education Pool A

This Education Pool includes the high-priority athletes established at the international level and the athletes sanctioned returning into competition. This represents all Athletes in the World Triathlon's Registered Testing Pool (RTP) and Testing Pool (TP), who are subject to in and out of competition testing. This Education Pool represents 163 athletes in total. No athlete currently sanctioned is returning to competition in 2022.

#### B. Education Pool B

This Education Pool includes international Athletes ranked in the different World Triathlon Rankings (as of January 1st, 2022) but who are not in the World Triathlon RTP/TP (if the athlete is already in the RTP/TP, the next athlete in the ranking would be then selected). This pool also contains the ASICS World Triathlon Team. Athletes who are part of this Group come from different disciplines sanctioned by World Triathlon:

- World Triathlon Rankings (Top 20 per gender)
- World Triathlon Duathlon Rankings (Top 10 per gender)
- World Triathlon Long Distance Triathlon Rankings (Top 10 per gender)
- World Triathlon Winter Triathlon Rankings (Top 10 per gender)



- World Triathlon Para Rankings (5 athletes per gender and per category)
- ASICS World Triathlon Team (30 athletes in total)

This Education Pool represents 190 athletes in total.

#### C. Education Pool C

This Education Pool includes Junior and U23 (Youth) Athletes who will compete in the 2022 World Triathlon Championships Grand Final and/or the 2022 World Triathlon Sprint and Relay Championships in 2022.

The numbers of athletes of this Education Pool will be known at a later stage, as it is linked with a participation to Events.

#### D. Education Pool D

This Education Pool includes Coaches accredited in World Triathlon's Events. The number of coaches of this Education Pool cannot be known at a prior stage.

In 2022, World Triathlon will be pushing all Coaches who are willing to obtain an accreditation at World Triathlon's Events to complete the relevant course. In 2023, this course will be mandatory to obtain an accreditation to any World Triathlon's Events.

#### E. Education Pool D

This Education Pool includes the National Federation and its Members which has been sanctioned by World Triathlon.

List of National Federation sanctioned:

Russian Triathlon Federation until 9<sup>th</sup> of December 2022.

#### 4.3 World Triathlon Target Groups

World Triathlon is also planning to develop in the coming years activities and content for other targeted Stakeholders.

For this reason, we have decided not to include these Target Groups in our Education Pools for now, because either these courses/activities are on voluntary basis, or the project is only in the development phase. Indeed, no obligation will come out for these Target Group.

#### A. Target Group 1

This Target Group includes Age Group athletes. World Triathlon wishes to develop activities and to share anti-doping information to the Age-Group Athletes worldwide by taking into consideration the particularity of this Group (communication, not many events, resources available.)

#### B. Target Group 2

This Target Group includes Development Coaches Level 1 and 2. This course is done on a voluntary basis. To pass the certification, the candidates have to complete different module, including an Anti-Doping one, and to keep up to date the certificate, they have to validate the revalidation course (again, including Anti-Doping).

#### C. Target Group 3

This Target Group includes the National Federation. World Triathlon wishes to develop in 2022-2023 education activities to their National Federation including an anti-doping module.



#### D. Target Group 4

This Target Group includes the Technical Official of World Triathlon.

# **5.** World Triathlon Education Program

#### 5.1 Objectives

World Triathlon seeks through its Education Program to give an Anti-Doping Education by raising awareness, information provision, values-based education and anti-doping education through the delivery of online activities and trainings that develop the values and principles of clean sport to its Stakeholders and build them to make decisions to behave ethically (*Anti-Doping Education* and *Values-based Education*).

With the courses developed and the content shared on the website, World Triathlon shares accurate and up-to-date information about anti-doping to its Triathlon Community. Using these different resources, World Triathlon reminds its Stakeholders of the rules and regulations in force as well as the good habits and behaviors regarding clean sport.

World Triathlon educational resources on the website can be consulted by anyone seeking to learn about anti-doping or to strengthen his/her accurate knowledge: <u>Education — World Triathlon</u> (Awareness *Raising and Information Provision*).

# What World Triathlon wants its Stakeholders to be aware of via the diverse Anti-Doping Education activities?

With the implementation of its Anti-Doping Education Program, World Triathlon's Stakeholders will:

- Know and understand the principles and values associated with clean sport.
- Know and understand the Anti-Doping Charter of Athlete Rights.
- Know and understand what the principle of Strict Liability is.
- Know and understand the consequences of doping, for example, physical and mental health, social and economic effects, and sanctions.
- Know and understand the eleven (11) Anti-Doping Rule Violations (ADRVs).
- Know and understand the purpose, structure and substances/methods listed in the Prohibited List.
- Know and understand the risks of supplement use and how to select the safest supplement.
- Know and understand how to check the status of their medications.
- Know and understand the use of medications.
- Know and understand how to apply for a Therapeutic Use Exemptions (TUE).
- Know and understand the requirements of the Registered Testing Pool (RTP) and Testing Pool (TP) including whereabouts and the use of ADAMS.
- Know and understand how and where they can speak up to share concerns about doping.
- Know and understand the key steps of Doping Control and the rights and responsibilities of the Athlete during this process and the Athlete Biological Passport.



#### 5.2 Education Tools available and Activities

#### A. Education Tools available

World Triathlon uses different tools to deliver its Education Program. World Triathlon publishes educational documents in its website (<u>Education — World Triathlon</u>) and has its own platform where Development courses are available for its Stakeholders (upon registration). A guideline is available in Annex 1 of this document where the learner will be able to follow the step to connect to the platform and how to find the module to complete.

World Triathlon is also using ITA resources in the Education & Knowledge Hub to implement its Education Program for its Stakeholders. Furthermore, World Triathlon encourages its Stakeholders to consult the WADA and ITA websites and the e-learning platform ADEL.

Before starting the course in the World Triathlon Education Platform, the learner will be requested to upload any anti-doping education certificate completion done with any other Anti-Doping Organiser (for instance, NADO, another International Federation) or any course via ADEL. Then, World Triathlon might recognise this certificate if the course completed cover the same topics as the ones developed in the World Triathlon Anti-Doping Education Program.

This recognition will not be automatic. If not, the learner might be requested to complete part of the course or the entire course to obtain his/her Education Certificate. The recognition will be approved by the World Triathlon Anti-Doping Manager.

#### **B.** Education Activities

To seek a better understanding of the following activities, World Triathlon prefers to clarify the following:

- <u>Education Platform</u>: to complete the online course, the learner will have to go through all the documents and slide of the module (lessons and activity). If not, the learner will not obtain the certificate of the full completion of the course.
- Webinars: if there is resource available towards the end of the year or if it becomes clear there is a gap in knowledge of target groups.

#### a) Education Pool A

#### • Online Education:

Athletes who are part of the Registered Testing Pool (RTP) and Testing Pool (TP), and Athletes sanctioned returning to competition will have to complete the following activities in the World Triathlon Education & Knowledge Hub (ITA resources) before **31 July 2022:** 

Course "<u>International Athlete Anti-Doping Education 2022</u>" to be completed will contain the following items:

- Anti-Doping Rule Violations (ADRVs) and the Consequences + Strict Liability.
- Prohibited List 2022.
- Doping Control Process.
- RTP/TP and Whereabouts/ADAMS/Athlete Biological Passport.
- Therapeutic Use Exemption (TUE) and medications.
- The use of supplements.
- Quiz (15 questions) available in English, French and Spanish (verified translation for Spanish and French) to be completed. To pass the quiz, a minimum score of 80% must be reached. Multiple attempts are possible.
- The Quiz is available in 120 languages via the google translation function available



#### • Events-Based:

At the World Triathlon World Championships, an Anti-Doping booth should be held at the expo area for activities on site (optional due to Covid circumstances).

#### Webinars:

Webinars could be organised throughout the year if World Triathlon thinks that could be needed (optional).

#### b) Education Pool B

#### • Online Education:

International Athletes from different Sport Categories of World Triathlon Events selected in their respective rankings (rankings of January 2022) will have to complete the following activities in the World Triathlon Education & Knowledge Hub (ITA resources) before **31 of July 2022**:

Course "<u>International Athlete Anti-Doping Education 2022</u>" to be completed will contain the following items:

- Anti-Doping Rule Violations (ADRVs) and the Consequences + Strict Liability.
- Prohibited List 2022.
- Doping Control Process.
- RTP/TP and Whereabouts/ADAMS/Athlete Biological Passport.
- Therapeutic Use Exemption (TUE) and medications.
- The use of supplements.
- Quiz (15 questions) available in English, French and Spanish (verified translation for Spanish and French) to be completed. To pass the quiz, a minimum score of 80% must be reached. Multiple attempts are possible.
- The Quiz is available in 120 languages via the google translation function available.

#### • Events-Based:

At the World Triathlon World Championships, an Anti-Doping booth should be held at the expo area for activities on site (optional due to Covid circumstances).

#### • Webinars:

Webinars could be organised throughout the year if World Triathlon thinks that could be needed (optional).

#### c) Education Pool C

#### • Online Education:

U23 and Junior (Youth) Athletes who will compete in the World Triathlon Junior and U23 Championships will have to complete the following activities in the World Triathlon Education & Knowledge Hub one (1) month prior to the Event: (2022 World Triathlon Championships Grand Final and/or the 2022 World Triathlon Sprint and Relay Championships in 2022).

Course "<u>Youth Athlete Anti-Doping Education 2022</u>" to be completed with contain the following items: This course is available in 120 languages via the google translation function available.

- Anti-Doping Rule Violations (ADRVs) and the consequences + Strict Liability.
- Prohibited List 2022.
- Doping Control Process.
- Whereabouts.



- Therapeutic Use Exemption (TUE) and medications.
- Dietary Supplements.
- Athlete's Right and Responsibilities
- Report Concerns
- Quiz (8 questions) available in English, French and Spanish to be completed (verified translation for Spanish and French). To pass the quiz, a minimum score of 75% must be reached. Multiple attempts are possible.
- Bonus Quiz: 2 questions from the Quiz "International Athlete Anti-Doping Education 2022" will need to be completed without being scored.
- The Quiz is available in 120 languages via the google translation function available.

#### Events-based:

At the World Triathlon World Championships, an Anti-Doping booth should be held at the expo area for activities on site (optional due to Covid circumstances).

#### • Webinars:

Webinars could be organised throughout the year if World Triathlon thinks that could be needed (optional).

#### d) Education Pool D

#### • Online Education:

Coaches accredited to World Triathlon's Events are strongly recommended to complete the High-Performance Coach Course in 2022:

Course "<u>High-Performance Anti-Doping Education 2022</u>" to be completed with contain the following items: This course is available in 120 languages via the google translation function available.

- Prohibited List 2022.
- ADRVs
- Quiz (10 questions) available in English, French and Spanish to be completed (verified translation for Spanish and French). To pass the quiz, a minimum score of 90% must be reached. Multiple attempts are possible.
- The Quiz is available in 120 languages via the google translation function available

#### • Events-based:

At the World Triathlon World Championships, an Anti-Doping booth should be held at the expo area for activities on site (optional due to Covid circumstances).

#### Webinars:

Webinars could be organised throughout the year if World Triathlon thinks that could be needed (optional).

#### e) Education Pool E

For the Sanctioned National Federation, and Education Plan has been provided by the Federation to World Triathlon for cooperation and monitoring will be organise throughout the year.



#### f) Target Group 1

World Triathlon has decided to limit this pool as a Target Group and try to develop education at Events-based.

#### g) Target Group 2

The Development Coach Level 1 and 2 have to complete a course that contains an anti-doping module. This has to be done through the World Triathlon Education Hub Platform.

#### h) Target Group 3

World Triathlon is willing to develop in 2022-2023 an education program for its National Federation. An Anti-Doping module will be creating for this purpose.

#### i) Target Group 4

Education will be provided to the World Triathlon Technical Officials throughout the year.

#### 5.3 Monitoring and Evaluation of the Education Program

#### A- Monitoring

World Triathlon has created a Monitoring Document based on the specificities of each of the World Triathlon Education Pools and Target Groups. This document is annexed in Annexe 2 of the document.

This Monitoring document will be reviewed with the Evaluation Document in order to improve the World Triathlon Education Plan in the future.

#### **B-** Evaluation

World Triathlon has also created an Evaluation Document (in Annexe 3), that is based on the delivery of the Program in 2022.

The evaluation of the implementation of the World Triathlon Anti-Doping Program will be carried out annually in December. This evaluation will allow World Triathlon to assess the execution of the Program and see how World Triathlon's Plan should be modified for the next season to improve the education of its Stakeholders.

#### 5.4 Cooperation with ADO

As cooperation between the Anti-Doping Organisation (ADO) is the key to reach the effectiveness of the education in Anti-Doping, World Triathlon reserves its rights to recognise the awareness and education activities carried out on the national level by the National Anti-Doping Organisation (NADO) or international level by another International Federation, if they cover the same topics as the World Triathlon's Program.

The recognition of the accomplishment of any other Education Program from another ADO will not be automatic and a certificate will need to be shown to World Triathlon before mutual recognition may be granted.



## **6.** Communication

To promote its Education Plan World Triathlon will be using different tools to target a large audience within its Stakeholders to spread the message of clean sport.

The communication strategy of World Triathlon includes the following tools:

- Newsletters to Stakeholders which can be specific for Anti-Doping;
- Social media;
- Mailing list;
- Event-based;
- Training camps of Athlete Development Team;
- Virtual Open Hours with the National Federations.

# 7. Resources and Contact

#### 7.1 Resources

A- World Anti-Doping Agency (WADA)

WADA is providing and regularly updating relevant resources:

- World Anti-Doping Code (2021 wada code.pdf (wada-ama.org))
- List of Prohibited Substances and Methods (<u>Prohibited List Documents | World Anti-Doping Agency (wada-ama.org)</u>)
- International Standards (<u>International Standards | World Anti-Doping Agency</u> (<u>wada-ama.org</u>))
- · Toolkits and Guidelines

#### C. World Triathlon

The World Triathlon website in the Anti-Doping section provides information about its Rules, Education, and Doping Violations. Anti-Doping — World Triathlon

D. International Testing Agency (ITA)

Home - International Testing Agency International Testing Agency (ita.sport)

#### 7.2 Contact

#### **World Triathlon Anti-Doping Contact:**

Jeanne Courbe, World Triathlon Anti-Doping Manager jeanne.courbe@triathlon.org

Eriketti Margari, World Triathlon Anti-Doping Manager eriketti.margari@triathlon.org

For any requests regarding Whereabouts, Testing, Intelligence and Investigation, please contact ITA at worldtriathlon@ita.sport.

For any requests regarding Education, Results Management and TUE, please contact Jeanne Courbe at <a href="mailto:jeanne.courbe@triathlon.org">jeanne.courbe@triathlon.org</a>.



#### Annex 1 - How to use the World Triathlon Education & Knowledge HUB

# If you already have an account on the World Triathlon Education and Knowledge Hub:

If you already have an account on the Hub, then you will need to login to the hub first at <a href="https://education.triathlon.org/">https://education.triathlon.org/</a> (If you have forgotten your password, there is a forgotten password link you can use)

You can then access the Anti-doping modules via the button that appears on the frontpage or you can go directly to: https://education.triathlon.org/mod/page/view.php?id=9745

When you click on the desired module you may be asked for an enrolment key (password) for that module, which will have been provided to you.

# If you don't have an account on the World Triathlon Education and Knowledge Hub:

The first step is to create an account, via <a href="https://education.triathlon.org/login/signup.php">https://education.triathlon.org/login/signup.php</a> you will have to agree to the Cookies policy, after which you will come to a screen where you can enter your information and create an account. This will send you an email, which contains a link you have to click on in order to complete the account creation process. Once you have done this, follow the instructions above for people that already have an account on the Hub.

If there is a problem creating your account (which is possible if there are any special characters or numbers in your email) then please contact <a href="mailto:development@triathlon.org">development@triathlon.org</a> and an account can be created for you.

### **Education Courses:**

> High Performance Coach Anti-Doping Education 2022.

https://education.triathlon.org/course/view.php?id=156 Enrolment Key: CoachCleanSport2022

Youth Athlete Anti-Doping Education 2022.

https://education.triathlon.org/course/view.php?id=155 Enrolment Key: CleanSport2022Youth

International Athletes Anti-Doping Education 2022.

https://education.triathlon.org/course/view.php?id=154 Enrolment Key: *EliteCleanSport2022* 



### **Annexe 2 – Monitoring**







# World Triathlon Anti-Doping Education Program Evaluation

World Triathlon Activities Evaluation

As set out in the World Triathlon Anti-Doping Education Program, activities were delivered in 2022 via different sources. As the evaluation is the key to improve the Anti-Doping Education Program for the further season, it is important to first evaluate the World Triathlon Activities proposed.

#### 1. Evaluation of the World Triathlon Online-Activities

Pools A, B and C.

Pools	% Course Completion	% Average Score Quiz	% ADO Certificate	% TRI Certificate	% Course done in time	Numbers ADRVs	Type of ADRVs
Α							
В							
С							
TOTAL							

Pool D.

Pool	Numbers of	% Average	% ADO	% TRI	<b>Numbers of Coach</b>	Numbers ADRVs
	<b>Participants</b>	Score Quiz	Certificate	Certificate	accredited without	
					certificate	

In order to have a full evaluation, other questions must be answered by the Education Manager: Was the platform easily used by the learner? Did the Education Manager receive questions about the access in the platform? ..... ..... Was the deadline imposed to complete the course respected by the Education Pools? ..... Were the reminders communicated every month to the Education Pool useful? Were the numbers of completion increasing after the communication? Other observations: **Evaluation of the World Triathlon Event-Based** 2. World Triathlon planed in 2022 to have in its main Events an Anti-Doping Booth for Educational purposes. As the restrictions and conditions in the countries can change suddenly due to Covid-19, World Triathlon decided to have this option but without imposing any mandatory activities. Were Anti-Doping Booth present in World Triathlon's Events? Which Events? How many days were hold this booth? Who held the booth? 

 What activities were delivered at the Events? Who was delivering the activities? Which category were the most represented?



•	Some numbers about the Anti-Doping Booth at Events:
	Other observations:
•	
_	
3.	Evaluation of the World Triathlon Webinars
•	nked the resources available to World Triathlon.  Were any webinars organised in 2022 to treat only about Anti-Doping matter? If yes, who
	was attending these webinars? What were the topics developed during these webinars' sessions? In which languages? Were any activities to be done during the webinars?
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Other observations:



4.	Evaluation of the World Triathlon Target Group Activities
Anti-Do	forld Triathlon Education Pools were not the only group of Stakeholders targeted by this oping. As detailed in the World Triathlon Education Program, education activities were not alsory for the Target Group 1 to 4. However, evaluate what was done in 2022 for this a Group will help the Federation to build a more targeted program.
	a. Target Group 1
•	Were activities delivered to the Age Group Athletes? If not, why? If yes, explain what was done.
	b. Target Group 2
•	What activities were delivered to the Development Coach Level 1 and Level 2? Explain
	what was done.
	c. Target Group 3
•	Were activities delivered for the National Federation? If no, why? If yes, explain what was done.



	d. Target Group 4
•	Were activities delivered for the Technical Official? If no, why? If yes, explain what was done.
	Evaluation of the World Triathlon Objectives

### 5.

Did World Triathlon achieve the learning objectives set up in the World Triathlon Anti-Doping **Education Program?** 

The learning objectives were the following:

Learning Objectives	Objectif Achieved	Objectif Not Achieved	Observations
Know and understand the principles and values associated with clean sport			
Know and understand their rights and responsibilities under the Code			
Know and understand what the principle of Strict Liability is			
Know and understand the consequences of doping, for example, physical and mental health, social and economic effects, and sanctions			
Know and understand the eleven (11) Anti-Doping Rule Violations (ADRVs)			
Know and understand the purpose, structure and substances/methods listed in the Prohibited List			



Know and understand the risks of supplement use and how to select the safest supplement			
Know and understand how to check the status of their medications			
Know and understand the use of medications			
Know and understand how to apply for a Therapeutic Use Exemptions (TUE)			
Know and understand the requirements of the Registered Testing Pool (RTP), including whereabouts and the use of ADAMS			
Know and understand how and where they can speak up to share concerns about doping			
Know and understand the key steps of Doping Control and the rights and responsibilities of the Athlete during this process			
Was there a decrease in the number of the state of t	mber of AAF/A	TF in 2022?	
Were athletes submitting their w			
Was the communication strong education activities? Was the communication strong	•		
Was there any reported issue definition	uring the Anti-D	Ooping Control	Process?



### 6. Conclusion of the Evaluation

To conclude with the Evaluation of the World Triathlon Anti-Doping Education Program, some general comments/observations must be included to see how the Program could be improved.

•	Where were the difficulties in the implementation of the Program?
•	Did the platform meet the expectation of the Education Manager? If not, how should had been done differently?
•	Was the platform "user friendly" for the Stakeholders? If not, why?
•	Should the Program be open to more athletes in different disciplines?
•	Other observations:

