SPP 12.25: Anti-Doping Sport Policy	26-02-02
Purpose	The Statement of Policy and Procedure confirms PHE Canada's commitment to anti-doping and dope-free sport, and adopts the 2021 Canadian Anti-Doping Program (2021 CADP) as the anti-doping policy for the organization. PHE Canada will adopt the principles of the anti-doping policy in the delivery of its core services and programs where applicable.
Scope	The Statement of Policy and Procedure applies to organizational representatives: employees, volunteers, Board of Directors, and participants.

1. POLICY

1.1. PHE Canada is committed to anti-doping and dope-free sport in developing and implementing programs and services for all individuals, where appropriate and feasible.

1.2. PHE Canada will respect any penalty enacted pursuant to the breach of the Canadian Anti-Doping Program, whether imposed by World Anti-Doping Code (WADA) or the Canadian Centre for Ethics in Sport (CCES).

1.3. It is the responsibility of the President to ensure that each Board Director and the Executive Director & Chief Executive Officer are aware of this policy and adhere to it in their respective roles, duties, decision-making, and conduct.

1.4. PHE Canada will adopt the principles of WADA in the delivery of its core services and programs, and will work with the CCES, WADA, and other anti-doping experts to ensure the application of the policy within its core services and programs to ensure that they take a proactive stance against anti-doping in Canada, where appropriate and feasible.

1.5. PHE Canada will respect the sanctions applicable due to anti-doping rule violations, whether imposed by WADA, the CCES, or any national or provincial sport organization.

1.6. PHE Canada will comply with the Canadian Anti-Doping Program with respect to public announcements of positive test results.

1.7. All Individuals and persons sanctioned by virtue of the Canadian Anti-Doping Program will be ineligible to participate in any sport organized, convened, held, or sanctioned by PHE Canada as per the penalties imposed.

1.8. In the event of a conflict between other anti-doping policies established by PHE Canada and the 2021 CADP, the 2021 Canadian Anti-Doping Program shall prevail.

2. PROCEDURES (how we do it)

2.1. It is the responsibility of the President to ensure that all Board Directors are aware of this policy and adhere to it in their respective roles, duties, decision-making, and conduct.

2.2. It is the responsibility of the Executive Director & Chief Executive Officer to ensure that all employees are aware of this policy and adhere to it in their respective roles, duties, decision-making, and conduct.

2.3. It is the responsibility of all employees to identify and implement instances for this policy in their roles and responsibilities, and to bring opportunities for the implementation of this policy to the attention of the Executive Director & Chief Executive Officer.

3. DEFINITIONS

- Doping

4 RELATED FORMS / RESOURCES

- None

Key Terms	Definition	SPP usage
Doping	The use of substances or methods used to affect performance which are prohibited by the World Anti-Doping Code (Code, 2021). Specifically, World Anti-Doping Agency (WADA) states that doping is defined as the occurrence of one or more of the anti-doping rule violations set forth in Article 2.1 through Article 2.11 of the Code.	SPP 12.25