

INTERNATIONAL SURFING ASSOCIATION (ISA)

**CLEAN SPORT EDUCATION PLAN – 2025
ACTIVITIES**

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a better world through surfing



ACTION PLAN

This section is the core of the International Surfing Association (ISA) Education Plan. Based on the Overview and Current Situation Assessment sections presented in the separate four-year Education Plan and the below recommendations agreed on, the Action Plan outlines different target groups that are then divided into 1) an Education Pool (the compulsory target group for 2025) and 2) Other Target Groups. Subsequently, all education activities are clearly outlined and grouped by objectives. Activities are linked to targets groups, accompanied by timelines and clear monitoring tools.

The recommendations for the agreed upon 2025 activities are based on the figures presented in the 2024 anti-doping education program evaluation and feedback from the activities from 2024 and include the following:

- ISA had education at one event in 2024 and will do so again in 2025. It is recommended that additional promotion of the education activities (both before and during the event) take place in 2025. This includes website information, and communications to National Federations, coaches and athletes. As for the location of the booth, having it in a location where there is more athlete foot traffic would be recommended. Regular collaboration with the LOC and NADO is also a way to increase the visibility of the booth and clean sport activities.
- The ITA suggests that in 2025 webinars be delivered as follows:
 - The ITA monthly webinar series – continued promotion of the monthly webinars on the ISA website, newsletter, and social media.
 - A sport-specific webinar focused on the ISA National Federation community to remind them of their role and responsibilities in anti-doping education.
 - The IF Series - promote the webinars on the website, newsletter, and social media, and include the AC in communications to more effectively reach athletes. Athletes will receive access to the recordings and will be encouraged to participate and pass the mandatory test in order to receive the certificate of completion.
- The ITA Education and the ITA Testing team recommend continuing to inform ISA RTP athletes of their education requirement to fulfil their Clean Sport education obligations. To address potential language barriers, the ITA will also write to National Federations in Portuguese, Spanish and French and also ask for their assistance in contacting athletes. The education options available to the athletes will be broadened to include the ITA IF Webinar Series in addition to ADEL ILA or NADO certificates. A new Whereabouts Guide for RTP athletes full of practical tips will also be distributed.

Target Groups

This section breaks down different stakeholders of the ISA community into distinct target groups. The primary objective of this section is to outline all groups that may be subject to clean sport education. This section also takes into consideration the athlete pathway and adapts it to the audience of the International Federation. By identifying these target groups, ISA also acknowledges that each group has different learning needs and a different level of priority in the scope of a four-year Education Plan.

Note that there may be an overlap in the population of some groups. For example, a Youth Athlete may also be considered an International-Level Athlete. However, it is important to outline all possible target groups in a manner that is consistent with the WADA Guidelines for the International Standard for Education.

It is important to note that all possible ISA target groups are outlined in this section. It is only in the next section that target groups are broken down into two categories: Education Pool and Other Target Groups.

1. **Registered Testing Pool (RTP) and other Testing Pool (TP) Athletes and Athletes returning from an ISA sanction:** athletes who are part of the surfing RTP/TP and athletes returning to competition after a period of ineligibility due to an ADRV.
2. **International-Level Athletes (ILA):** As per the 2021 ISA Anti-Doping Rules, “International-level athletes are defined as (1) athletes included in the ISA Registered Testing Pool (RTP), or (2) Athletes who compete in any of the following International Events: World Surfing Games; World Stand Up Paddle and Paddleboard Championship; World Longboard Surfing Championship; World Bodyboard Championship; World Masters Surfing Championship; World Adaptive (Para) Surfing Championship; World Kneeboard Championship; World Tandem Championship; World Junior Surfing Championship (*Athletes competing in U16 division only are not to be considered “International Athletes”).” Continental Championships organised by ISA Recognized Continental Associations in accordance with ISA Rulebook or Olympic Qualification Events, shall also be considered ISA International Events, and Athletes competing in those Events shall be considered as ILA.
3. **Talented and Youth Athletes:** Athletes training regularly and committed to sport, identified as talented through some formal mechanism such as attending talent camps, or part of a talented development program. Talented/youth athletes may compete nationally or internationally at events such as the Youth Olympic Games. While these athletes may compete nationally or internationally, they should still be considered at the Talented stage for education purposes.¹
4. **National-Level Athletes:** Typically, athletes competing nationally, which could

¹ 2021 WADA Guidelines for Education, p.30.

include those competing in national leagues, those in full-time training, and those receiving funding from sport or Governments. Most NADOs will determine who is considered a national-level athlete within their respective countries.²

5. **Athlete Support Personnel (ASP):** Any coach, trainer, manager, agent, team staff, official, medical, paramedical personnel, parent or any other Person working with, treating or assisting an athlete participating in or preparing for sports Competition.³
6. **Other Athlete Entourage:** Any individuals who are naturally associated to the athlete, beyond the sport context, such as parents, guardians and friends; people with a particularly emotional bond to and influence over athletes.
7. **Wider Surfing Audience:** Fans of the sport and the general public with a special interest or some level of involvement in surfing. This group also includes children/school sport participants and recreational athletes.

2025 Season: Education Pool and Other Target Groups

This section defines the Education Pool and Other Target Groups for 2025. The Education Pool and Other Target Groups consist of several target groups as described in the previous section. These groups are built based on the Current Situation Assessment of ISA and in accordance with the 2021 International Standard for Education (section 4.3: Establishing an Education Pool).

The most significant difference between the Education Pool and Other Target Groups is that education activities delivered to the Education Pool will be actively monitored and evaluated (for example, checking ADEL certificates and monitoring webinar attendance). Other Target Groups will also benefit from ISA efforts in education, but these groups will not be subject to the same level of monitoring and evaluation as the Education Pool.

2025 Season Education Pool

TARGET GROUP (TG)	EDUCATION POOL
TG 1: RTP Athletes returning from an ISA sanction	<ul style="list-style-type: none"> • All RTP athletes • All athletes returning from sanctions in 2025
TG 2: International-Level Athletes (ILA) competing at selected event(s)	<ul style="list-style-type: none"> • All athletes competing at the 2025 ISA World Surfing Games
TG 3: ASP of ILA competing at selected event(s)	<ul style="list-style-type: none"> • All ASP with an accreditation to the 2025 ISA World Surfing Games

² 2021 WADA Guidelines for Education, p.30.

³ ASP definition as per 2021 ISA Anti-Doping Rules.

2025 Season Other Target Groups

TARGET GROUP (TG)	OTHER TARGET GROUPS
TG 4: International-Level Athletes	<ul style="list-style-type: none"> All ISA athletes as per definition in the 2021 ISA Anti-Doping Policy and not already included in the Education Pool
TG 5: Talented and Youth Athletes	<ul style="list-style-type: none"> All Talented and Youth athletes
TG 6: National-Level Athletes	<ul style="list-style-type: none"> All National-Level Athletes
TG 7: Athlete Support Personnel	<ul style="list-style-type: none"> All ISA Athlete Support Personnel
TG 8: Other Athlete Entourage	<ul style="list-style-type: none"> All other Athlete Entourage who interact with the ISA website and social media channels
TG 9: Wider Surfing Audience	<ul style="list-style-type: none"> All members of the surfing community who interact with the ISA website and social media channels

Topics

The topics included in this Education Plan are consistent with those outlined in section 18.2 of the 2021 World Anti-Doping Code:

- Principles and values associated with clean sport
- Athletes', ASP's and other groups' rights and responsibilities under the Code
- The principle of Strict Liability
- Consequences of doping, for example, physical and mental health, social and economic effects, and sanctions
- Anti-doping rule violations
- Substances and Methods on the Prohibited List
- Risks of supplement use
- Use of medications and Therapeutic Use Exemptions
- Testing procedures, including urine, blood and the Athlete Biological Passport
- Requirements of the Registered Testing Pool, including whereabouts and the use of ADAMS
- Speaking up to share concerns about doping

Educational Components

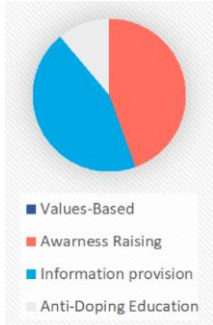
In line with the ISE, the Surfing Plan incorporates the following four components:

- **Values-Based Education:** Delivering activities that emphasise the development of an individual's personal values and principles. It builds the learner's capacity to make decisions to behave ethically.
- **Awareness Raising:** Highlighting topics and issues related to clean sport.
- **Information Provision:** Making available accurate, up to date content related to clean sport.
- **Anti-Doping Education:** Delivering training on anti-doping topics to build competencies in clean sport behaviours and make informed decisions.

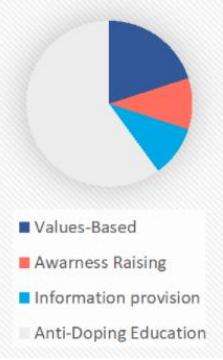
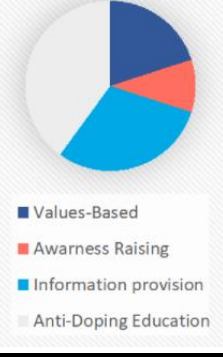
Objectives, Activities and Timelines

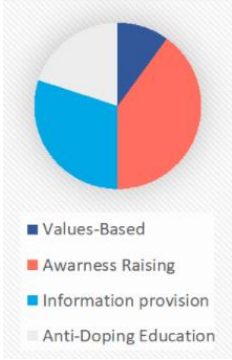
The International Surfing Association (ISA) has defined a series of objectives with the overall goal of ensuring that the ISA Education Pool and Other Target Groups receive a proportionate amount of effective high-quality anti-doping education. Under each objective is a list of specific activities that contribute to the achievement of the overall goal within a defined time frame.

A set of learning objectives will be outlined for each education activity incorporated in this plan.

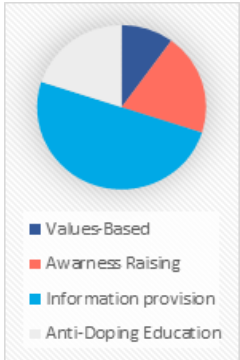
OBJECTIVE 1: To set up an effective and Code-compliant Education Program, in line with the 2021 Code and International Standard for Education.							
Target Groups	Description	Action	Ownership/ Execution	Timing	KPI, Monitoring & Evaluation	Education Components	Learning objectives
ALL	Make sure that all anti-doping information is clear and easily accessible to the ISA community.	Update the anti-doping section on the ISA website with the latest information and resources.	ISA	All of 2025	All anti-doping information is up to date and easily accessible on the ISA website.	 <ul style="list-style-type: none"> ■ Values-Based ■ Awareness Raising ■ Information provision ■ Anti-Doping Education 	ISA athletes, ASP and the wider ISA communities to be able to find relevant and up to date anti-doping information on any topics.
		Conduct year-end review of the ISA website anti-doping section to make sure that all information is up to date (including the annually updated Prohibited List).	ITA	Q4 2025	All anti-doping information is up to date and easily accessible on the ISA website for the start of the new season.		

OBJECTIVE 2: To provide anti-doping education that enables athletes to train and compete clean; to enable ASP to support this mission

Target Groups	Description	Action	Ownership/ Execution	Timing	KPI, Monitoring & Evaluation	Education Components	Learning objectives
Recommended for All One of the compulsory options for TG 1	The ITA IF series – a series of webinars covering all education topics as set out in the Code and ISE.	Actively promote the webinar series to all target groups.	ITA – delivery, evaluation ISA – promotion	Q4	Attendance rates by role (athlete, coach etc.) and country. Session evaluation and feedback report.		All participating athletes and ASP to understand the mandatory education topics set out in the Code and ISE and to know where to find more information.
		All participants to receive presentation materials and related education resources by email after the sessions.	ITA	Q4	Participant survey with questions designed to evaluate the level of knowledge and learners' experience. Certificates to be issued after mandatory test completion.		
ALL	Custom sport-specific webinars are planned and delivered for ISA NFs.	Session actively promoted to NFs and delivered by ITA, in collaboration with ISA.	ITA – delivery, evaluation ISA – promotion	Q4	Participant survey with questions designed to evaluate the level of knowledge and learners' experience.		All ISA NFs understand their role and responsibilities in anti-doping education and know where to find additional resources.
ALL	The ITA Monthly Anti-Doping Education webinar series – a different topic covered every month, free and accessible to all.	Actively promote the webinar series to all target groups.	ITA – delivery, evaluation ISA – promotion	All of 2025	Attendance rates by role (athlete, coach etc.) and country.		All those participating from the ISA community to understand the information presented in the webinars and to identify where to find additional resources as needed.
ALL	Take advantage of ADEL as a free and effective anti-doping education resource available to all members of the ISA community.	Actively promote all the courses and modules available on ADEL.	ISA	All of 2025	Monitor course completion rates for all other ADEL profiles created under ISA.		For those from the ISA community taking an ADEL course to fully understand the topics presented in the respective module and to know where to go for further information / support.
TG 1 (RTP)	Target Group 1 of the ISA Education Pool for whom anti-doping education is compulsory have options to complete this to ensure accessibility and reduce	ADEL for International Level Athletes e-learning.	ITA	After inclusion	A letter sent to all relevant athletes explaining they must complete ADEL, NADO e-learning or IF Series. A new Whereabouts Guide for RTP athletes full of practical tips will also be distributed.	N/A monitoring	All RTP/TP athletes to receive education and to understand their anti-doping rights and responsibilities.
Recognise NADO education programs.							
ITA IF Series							

	any duplication.						
TG 2 and TG 3	Event-based Education is planned and delivered at the 2025 ISA World Surfing Games	Actively promote event-based education before the event.	ITA ISA LOC	Aug – Sept 2025	Pre-event communications are sent in a timely manner.		<p>To have good knowledge of the Athlete and ASP rights and responsibilities under the Code.</p> <p>Athletes and ASP know where to find the Prohibited List and proactively check substances and methods against it.</p> <p>Athletes to know how and when to apply for TUEs.</p> <p>Athletes and ASP know the steps of the doping control process.</p> <p>To understand the requirements of the Registered Testing Pool (RTP) including Whereabouts and the use of ADAMS.</p>
		Deliver event-based education.	ITA	Sept 2025	Attendance rates by role (athlete, coach etc.) and survey results reviewed and reported.		

OBJECTIVE 3: To set up and deliver effective anti-doping communication with relevant and up-to-date information.

Target Groups	Description	Action	Ownership/ Execution	Timing	KPI, Monitoring & Evaluation	Education Components	Learning objectives
ALL	Regularly share anti-doping information, resources and anti-doping obligations (including education) with National Federations.	Update ISA National Federations on their obligations in Education and share relevant available resources.	ITA to draft ISA to send	Q4 2025	Aim to send season-end communications		<p>NFs to understand their antidoping obligations.</p> <p>Through their respective NFs, all ILAs and NLAs:</p> <ul style="list-style-type: none"> - To be familiar with the key stakeholders of the global anti-doping system. - To know where to go for more information.
		Establish regular and effective communication with National Federations.	ISA	All of 2025	A schedule of anti-doping communications and topics is made annually		

Activity	Ownership	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Objective 1													
Conduct regular reviews of the anti-doping section of the ISA website to ensure all information is up to date	ISA	M			M			M			M		
Objective 2													
Three-webinar series covering the compulsory education topics is planned and delivered	ITA										M	M	
Attendance statistics and participant survey reports are received and reviewed	ITA												M EL
A sport-specific webinars for selected ISA audiences IS planned and delivered for a key ISA audience	ITA										M		
Attendance statistics and participant survey reports are received and reviewed	ITA											M EL	
ITA monthly webinars promoted through the ISA social media channels	ISA	M	M	M	M	M	M	M	M	M	M	M	M
ITA monthly webinar series attendance statistics and participant survey reports are received and reviewed	ITA												M EL
A letter sent to all relevant athletes explaining they must complete ADEL, NADO e-learning or the ITA IF Series and provide confirmation to the ITA	ITA							M	M	M	M	M	M EL
ADEL course completion rates for all ISA profiles are downloaded and analysed	ISA												M EL
Event-based education is planned and delivered at the	ITA/ISA/LOC							M	M	M			

2025 ISA World Surfing Games													
ITA-led event-based education attendance rates and survey results are evaluated for level of knowledge and learners' experience	ITA										M EL		
Objective 3													
Regularly share anti-doping information and resources	ISA	M			M			M			M		
General													
Education activities are evaluated and an updated activity plan is prepared for the following year	ISA ITA	M											M EL PI
New education pool and Other Target groups are identified and notified of their education-related responsibilities	ISA ITA	M											EL PE DI