

# **HUNADO Education Program**

## **Vision, Objectives and Delivery Framework**

### **Vision**

HUNADO's vision is to foster a strong culture of clean sport in Hungary by providing athletes, athlete support personnel (ASP), parents and other members of the sporting community with timely, relevant and values-based anti-doping education throughout the entire athlete pathway.

Our education programme is built on the principle that athletes should start sport clean and remain clean throughout their sporting careers. Education is therefore viewed as a continuous process rather than a single activity and is designed to support informed decision-making, personal responsibility and long-term clean sport behaviours.

### **Programme Objectives**

The objectives of the HUNADO Education Programme are to:

- promote the values of fair play, integrity and respect through sport;
- ensure athletes receive education before they are subject to doping control and continue learning throughout their sporting careers;
- provide age-appropriate and role-specific education for all target groups;
- support Athlete Support Personnel in fulfilling their responsibilities under the World Anti-Doping Code;
- encourage informed decision-making and reduce the risk of inadvertent doping;
- contribute to the development of a positive clean sport culture in Hungary.

The programme follows the prevention model described in the International Standard for Education (ISE) and combines values-based education with practical anti-doping education appropriate to the learner's stage of development.

### **Programme Governance and Review**

The HUNADO Education Programme is managed by the Education Manager, who is responsible for the planning, development, implementation and continuous improvement of all education activities. The Education Manager reports directly to the Chief Executive Officer (CEO) of HUNADO.

All education materials are formally reviewed at least once a year to ensure they remain consistent with the World Anti-Doping Code, the International Standards, the annual Prohibited List and current scientific and regulatory developments. Whenever significant changes occur during the year, HUNADO updates the relevant educational materials without waiting for the annual review cycle, ensuring that athletes and Athlete Support Personnel always have access to accurate and up-to-date information.

# **Timing and Availability of Education Activities**

HUNADO education activities are delivered with flexible timing, taking into account the nature of each education activity and the needs of the relevant target groups. The e-learning programmes available to the different age groups and target groups are continuously accessible throughout the year, seven days a week, allowing participants to complete the programmes according to their own schedule. Face-to-face education, online presentations, webinars and other education activities are generally organised upon request from the relevant national sports federation, sports club, institution or other organisation and following prior consultation. These education opportunities are available throughout the year, with the specific date, duration, format and target group of each activity agreed between HUNADO and the requesting organisation. Education activities related to major international events are scheduled in accordance with the timing of the respective event and the preparation period of the participating athletes and support personnel. Therefore, the annual education plan does not rely exclusively on fixed education dates determined in advance, but also documents the planned implementation periods, continuous availability and the framework for organising and delivering education activities upon request.

## **Education Across the Athlete Pathway**

### **Values-Based Education (approximately 10–13 years)**

HUNADO delivers a dedicated values-based education programme for young athletes attending sports schools and sports clubs.

The programme focuses on the core values of sport, including fairness, respect, honesty, teamwork and responsibility, while introducing the concept of clean sport in an age-appropriate manner.

Upon request, HUNADO educators deliver these sessions free of charge at schools, sports clubs and youth sporting events.

For larger national and international sporting events, organisers may also request either a values-based education programme or a traditional Clean Sport Outreach programme.

### **Young Athletes (14–16 years)**

For athletes aged approximately 14 to 16 years, HUNADO provides several education opportunities, including:

- face-to-face presentations;
- online presentations and webinars;
- an age-appropriate e-learning programme.

Successful completion of the e-learning course results in an education certificate valid for two years.

The programme introduces all mandatory topics required by the International Standard for Education at a basic level, using language and examples appropriate for young athletes.

Before the certificate expires, participants automatically receive a reminder and are invited to complete the adult e-learning programme as the next stage of their education pathway.

## **National- and International-Level Athletes**

National- and international-level athletes have access to:

- face-to-face education sessions;
- online presentations and webinars;
- a comprehensive e-learning programme leading to a certificate valid for two years;
- a refresher e-learning course following completion of the main programme.

These education activities address all mandatory ISE topics in greater depth, reflecting the higher responsibilities and risks associated with elite sport.

In addition, athletes who commit a whereabouts failure and/or an anti-doping rule violation receive an individual notification from HUNADO encouraging them to complete the appropriate anti-doping education programme.

## **Education for Major Games and International Events**

HUNADO develops dedicated education programmes for athletes and Athlete Support Personnel participating in major international events, as the Olympic Games, Paralympic Games, Youth Olympic Games, European Youth Olympic Festival (EYOF), World Games, etc.

The content and delivery of these programmes are tailored to the education requirements of each event and are implemented in cooperation with the Hungarian Olympic Committee, the Hungarian Paralympic Committee, National Federations and other relevant organisations.

## **Education for Athlete Support Personnel**

Recognising the critical influence of Athlete Support Personnel on athletes' decisions and behaviours, HUNADO provides dedicated education opportunities for coaches, physicians, physiotherapists, team managers and other ASP.

These include:

- an ASP-specific e-learning programme;
- face-to-face presentations;
- online seminars and webinars.

Parents also play an important role in supporting young athletes. HUNADO therefore provides a dedicated parent education resource through its website. Parents may also complete the Athlete Support Personnel e-learning programme if they wish to gain a more comprehensive understanding of anti-doping.

## **Education Beyond Elite Sport**

Education opportunities remain available throughout and beyond an athlete's sporting career.

Retired athletes, recreational athletes and members of the wider sporting community can access extensive anti-doping information through the HUNADO website, including a dedicated section developed specifically for recreational athletes.

## **Delivering Education and Achieving Learning Outcomes in Line with the ISE**

The HUNADO education programme reflects the principles and requirements of the International Standard for Education (ISE). Education begins at an early stage through a values-based approach and continues throughout the athlete's sporting career. Education for different target groups is adapted to their age, sporting level, role and responsibilities, ensuring that the content and depth of education are appropriate to the needs of the participants.

The purpose of education is not limited to the transfer of anti-doping knowledge, but also to developing the knowledge, awareness and behaviours that support participants in making appropriate decisions in relation to clean sport. For young athletes, education establishes an understanding of the values of clean sport and provides a basic knowledge of the key anti-doping topics identified in the ISE. As athletes progress in their sporting careers, education provides increasingly comprehensive and practical knowledge, including an understanding of athletes' rights and responsibilities and the ability to apply this knowledge confidently in their sporting environment. For athletes included in a testing pool, this includes, among other things, the knowledge and practical confidence required to meet their whereabouts requirements appropriately.

Education is based on positive messages that emphasise the values and benefits of clean sport, while also addressing the risks and consequences of doping. Learning activities are adapted to the needs of different target groups and are delivered through a combination of face-to-face education, online learning, webinars, outreach activities and digital tools. In designing and delivering its education activities, HUNADO aims to ensure that the intended learning outcomes are clear, relevant to the target group and appropriate to the participants' stage of development and level of responsibility.

## **Educators Delivering the Education Activities**

All HUNADO education activities are delivered by HUNADO-appointed and trained educators with appropriate professional experience. The educators receive training developed in accordance with the International Standard for Education (ISE 2027), ensuring that they have the knowledge and competencies necessary to deliver anti-doping education in a professional and consistent manner. Education activities are delivered by educators with several years of teaching and presentation experience, who have appropriate knowledge of anti-doping rules, the principles of the ISE, and educational methodologies suited to the age, role and specific learning needs of different target groups. The educators are responsible for delivering the

education programmes in accordance with the professional and methodological framework established by HUNADO, maintaining a consistent standard of delivery while adapting the content and educational approach to the needs of the participants.

## **Methods to Assess Learning**

Learning is formally assessed following completion of each HUNADO e-learning programme through a knowledge assessment. Participants are required to achieve a score of at least 80% to successfully complete the assessment and fulfil the learning requirement. Face-to-face presentations, online presentations, webinars and outreach activities are not subject to individual examinations or formal knowledge testing; in these formats, learning is supported through the structured delivery of the relevant educational content and participant interaction.

## **Monitoring and Evaluation**

HUNADO regularly evaluates the quality and effectiveness of its education activities through participant feedback and continuous monitoring.

At the end of each e-learning course, participants are invited to complete a satisfaction survey. Following face-to-face or online education sessions, the requesting organisation receives a Google Forms evaluation questionnaire to provide structured feedback on the educational content, the presenter and the organisation of the event.

In addition, participants and stakeholders are encouraged to provide feedback directly by email or personally to HUNADO educators.

Based on the feedback received to date, participants consistently report high levels of satisfaction with the educational materials, the quality of the presentations and the organisation of the events. HUNADO uses this feedback, together with participation statistics and completion rates, to continuously review and improve its education programme and to ensure that it continues to meet the needs of athletes, Athlete Support Personnel and other stakeholders.