



JADCO
JAMAICA ANTI-DOPING COMMISSION

Celebrating
15 YEARS



Jamaica Anti-Doping Commission

***Committed to the Fight Against
Doping in Sport***

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Editorial

As we mark the 15th anniversary of the Jamaica Anti-Doping Commission (JADCO) under the theme “Protecting Brand Jamaica Through Clean Sport”, it is a momentous occasion to reflect on the strides we have made and the impact we have had in preserving the essence of fair and clean sport.

Over the years, we have stood as staunch guardians of integrity in the world of sports. Our commitment to upholding the principles of fair play, honesty and equality has been at the forefront of our mission. Since 2008, JADCO has been working assiduously to fulfil our core function to test athletes and educate them and their support personnel about anti-doping, in accordance with the standards stipulated by the international governing body, the World Anti-Doping Agency (WADA).

The Commission strives to protect the rights of athletes through our communication and education initiatives as well as our testing activities and investigations. However, this cannot be accomplished without the support of athletes and athlete support personnel. We rely on our stakeholders to embrace anti-doping responsibilities to ensure we keep sport clean.

As we reminisce on our success over the years, we are grateful for the support we have received from our local and international partners. This collaborative effort has enabled our national anti-doping programme to grow from strength to strength. Our hard work has not gone unnoticed by international organisations such as WADA. In fact, during his visit to Jamaica in January 2023, Witold Bańka, President of WADA described Jamaica’s anti-doping programme as a standard-bearer for the region.

As we celebrate this milestone, we also look to the future with a renewed commitment, where our dedication to excellence, innovation and integrity remains steadfast. We are confident that our stakeholders will continue to partner with us to keep sport clean in Jamaica. Their dedication fuels our mission and together we will continue to defend the spirit of clean competition for years to come.

Cheers to 15 years of making an impact and to countless victories for clean sport that await us in the future!





MESSAGE

His Excellency The Most Honourable Sir Patrick Allen, ON, GCMG, CD, KSt.J Governor General

Since its establishment 15 years ago, the Jamaica Anti-Doping Commission (JADCO) has consistently demonstrated its commitment to maintaining the highest standards of clean sport. This has protected the integrity of our athletes and safeguarded the reputation of Brand Jamaica and for this we are grateful.

It is, therefore, fitting that the theme of this 15th Anniversary celebration is ***“Protecting Brand Jamaica Through Clean Sport.”*** Your tireless efforts as a regulatory body have played an instrumental role in nurturing and sustaining the success of Jamaican athletes, who have brought pride and glory to our nation on the international stage. Your unwavering commitment to the anti-doping measures has helped to instil confidence in the fairness and transparency of Jamaican sports,

ensuring that our athletes can compete on a level playing field and showcase their exceptional talents.

I commend the JADCO for the emphasis you have on education, communication, rigorous testing, and robust enforcement of anti-doping rules. Your expertise, professionalism, and uncompromising adherence to the rule of law have earned the Commission the trust and respect of athletes, sporting bodies, and international organizations.

You have also in the process protected the legacy of our athletes and enhanced Jamaica’s reputation as a nation that values fair play and clean competition.

Congratulations. I trust you will continue to inspire generations of athletes to strive for high moral standards and excellence.



MESSAGE

The Most Honourable Andrew Holness, ON, PC, MP Prime Minister

Jamaica is committed to quality, drug-free sports. Our nation's robust structures, natural talent, and prowess in athletics and all forms of sports are testament to this commitment. I am therefore pleased to acknowledge and commend the work of the Jamaica Anti-Doping Commission (JADCO) on the occasion of its 15th anniversary. This remarkable milestone bears testimony to the unwavering dedication, integrity, and profound commitment that have guided JADCO's journey in upholding the values of clean and fair sport.

Established in 2008 with a resolute mission, JADCO has diligently executed the national anti-doping programme in accordance with the exacting standards set forth by the World Anti-Doping Agency (WADA), the international governing body of anti-doping regulations. Through its vigilant efforts, JADCO has played a pivotal role in ensuring that our nation's athletes adhere to the tenets of the World Anti-Doping Code, a document that harmonizes regulations and principles across a diverse spectrum of sports and countries.

Central to JADCO's mandate is the deterrence of doping through insightful communication and comprehensive education initiatives. It is through these proactive measures that the Commission has been able to cultivate a culture of integrity and responsibility among our athletes. Additionally, JADCO's commitment to the detection of doping through meticulous testing activities

and thorough investigations underscores its dedication to safeguarding the principles of fair play.

Certainly, the enforcement of anti-doping rules, administered by presenting cases of possible Anti-Doping Rule Violations (ADRs) to the Independent Anti-Doping Disciplinary Panel, further solidifies JADCO's commitment to upholding the sanctity of sport and the values it represents.

The theme chosen for your 15th anniversary, ***"Protecting Brand Jamaica Through Clean Sport,"*** is indicative of your enduring dedication to both the spirit of sport and the reputation of our nation. The commemoration of this milestone is not only a celebration of achievements but also a reaffirmation of your mission to inspire and empower athletes to rise to new heights while upholding the highest standards of sportsmanship.

As you embark on this celebratory journey throughout the 2023/24 period, know that the Government and people of Jamaica stand with you. Your tireless dedication to fostering an environment of integrity and authenticity in the realm of sports is a source of inspiration for us all.

Once again, I extend my sincere congratulations to the Jamaica Anti-Doping Commission on your 15th anniversary. May the light of your achievements continue to shine brightly, serving as a beacon of ethical excellence for generations to come.



MESSAGE

Mark Golding, MP *Leader of the Opposition*

Since its inception in 2008, the Jamaica Anti-Doping Commission (JADCO) has been a beacon of excellence, ensuring fair play, transparency, and adherence to the principles of clean sport and the standards established by the World Anti-Doping Agency (WADA). As we reflect on the past 15 years, we recognize the unwavering dedication and commitment of JADCO's leadership, staff, and stakeholders. Your tireless efforts have not only safeguarded the credibility of Jamaican sports but have also contributed significantly to the global fight against doping in athletics.

Jamaica's reputation as a powerhouse in the world of sports is built on the sweat, determination, and passion of our athletes. However, it is equally built on the foundation of integrity and clean competition that JADCO advocates for. As we look ahead to the future, I am confident that JADCO will continue to be a pivotal force in preserving Brand Jamaica's reputation as a symbol of excellence and honesty in the sporting arena.

This anniversary is not just a celebration of the past, but also a reaffirmation of our commitment to a future where the pursuit of athletic greatness is rooted in fairness, ethics, and respect for the rules. Let us all join hands and redouble our efforts to ensure that our athletes compete on a level playing field, free from the shadow of doping and performance-enhancing substances.

I commend JADCO for its steadfast dedication to promoting clean sport and enforcement of anti-doping rules and procedures. May this anniversary serve as a reminder of our shared responsibility to nurture a culture of integrity, unity, and excellence within our sporting community.

Congratulations once again to JADCO on this remarkable milestone. May your efforts continue to inspire us all and propel Jamaican sports to even greater heights.



MESSAGE

The Honourable Olivia Grange, OJ, CD, MP

Minister of Culture, Gender, Entertainment and Sport

I am pleased to join the 15th anniversary celebration of the Jamaica Anti-Doping Commission (JADCO). As the Minister who was there at its birth, I was able to lead the passage of the first Anti-Doping in Sport Act in Jamaica in 2008 and have been able to watch and contribute to the strengthening of JADCO and Jamaica's anti-doping in sports programme over time.

We began our anti-doping programme with a single determination to give our athletes a fair shot at competing and winning through their natural talent, commitment, dedication and hard work — and not cheated by others who made a deliberate decision to get an unfair advantage. That was a natural decision considering our country's position in sports. In many ways, sports define us as a nation. We are a competitive people; a naturally athletic people who love to win on our own merits. In many cases, we have been the underdogs competing against much more resourced opponents who are

expecting a walkover. However, when it's clean competition, we get a fair chance to compete and in those circumstances we can, and sometimes we do win.

It is in our interest to keep sports clean everywhere and since its inception 15 years ago, JADCO has been leading our efforts to fight doping in sports. Over the years, JADCO has built a great reputation in the field of anti-doping in sports. It has been commended on several occasions for its performance by the World Anti-Doping Agency and has become a model for other countries.

I offer heartiest congratulations to the entire JADCO team including its current Board and management as well as former members of the team who have contributed to shaping the organisation that we have today.

All Jamaicans can be proud of the work that JADCO continues to do to keep sports clean.



MESSAGE

Debby-Ann Brown Salmon
Chairperson, JADCO

This year marks a momentous occasion – the 15th anniversary of the Jamaica Anti-Doping Commission (JADCO). Having been recently appointed chairman of the Commission, I am filled with immense pride as we celebrate this noteworthy milestone, reflecting on our journey and the significant strides we have made together in safeguarding the integrity of Jamaican sport.

Since its inception in 2008, JADCO has relentlessly pursued its mission of fostering a dope-free environment in Jamaica and I want to assure you, we remain on a steady trajectory. Underpinning our efforts are a robust Anti-Doping programme, rigorous testing protocols, and educational initiatives for athletes and support personnel. This dedication is a testament to the unfaltering commitment of our Staff the backbone of JADCO's success. Our dedicated team embodies the spirit of excellence, with everyone playing a vital role in upholding the highest standards of ethical conduct in sport.

Over the past 15 years, we encountered and overcame challenges, emerging stronger and

more resilient. We have adapted to evolving trends, embraced cutting-edge technologies, and cultivated a collaborative spirit with local and international stakeholders which have all been pivotal in our journey. As we look towards the future, this organization remains resolute in its commitment to promoting clean sport. We will continue to empower athletes, inspire future generations, and ensure that Jamaica's sporting achievements uphold the highest standards of fairness and ethics.

I extend my heartfelt gratitude to everyone who has contributed to JADCO's remarkable progress. To athletes, support personnel and other stakeholders, I urge continued collaboration as we strive toward our vision of becoming the premier world class Anti-Doping organization.

Here's to another 15 years, and beyond, dedicated to a future where integrity and fair play defines Jamaican sport, filled with unwavering dedication to a dope-free sporting nation!



MESSAGE

Alexander Williams **Past Chairman, JADCO**

July 25, 2023 marked the Jamaica Anti-Doping Commission (JADCO's) 15th anniversary. This milestone is being celebrated under the theme, ***"Protecting Brand Jamaica Through Clean Sport"***. As Chairman of JADCO, I am proud to be associated with the organisation that has been working diligently over the years to keep sport clean, by testing our athletes and educating them and their support personnel, in accordance with the standards stipulated by the international governing body, the World Anti-Doping Agency (WADA). It is no secret that JADCO has made an integral contribution to the field of sport over the years and played a vital role in the protection of Jamaica's sporting legacy.

Jamaica's anti-doping journey began when the Government of Jamaica adopted the World Anti-Doping Programme and the World Anti-Doping Code on November 17, 2003. Following this, Jamaica became the 97th signatory state to the Copenhagen Declaration on Anti-Doping in Sport on February 10, 2004. In 2008, the Jamaica Anti-Doping Commission was formally established to execute the national

anti-doping programme, in accordance with the standards stipulated by WADA.

Since its inception, JADCO has come a long way. In the beginning, JADCO employed mainly doctors as Doping Control Officers (DCOs). Today, the Commission employs 16 Doping Control Officers, seven Blood Collection Officers and 17 Chaperones. Additionally, JADCO's staff complement has doubled from a total of 18 in 2018 to 36 in 2023. Initially, the Commission conducted over 100 urine tests per year. Prior to 2015, blood collection was not a part of the sample collection process; however, today the Commission carries out blood collection sessions in collaboration with a reputable phlebotomy company in Jamaica. Presently, our target is 550 tests per year, 430 urine and 120 blood. During the 2022/2023 financial year, the Commission conducted 430 urine tests, 140 blood tests and 27 contract tests.

We are especially proud of our public education programme which includes workshops with athletes and support personnel from various institutions, federations/associations, and professional groups.

We also share information with our stakeholders on television, radio, our website, social media pages and in our True Spirit newsletter. Our advertisements can also be seen on buses in the corporate area and on billboards and bus shelters which have been strategically placed across the island.

JADCO's success over the years has occurred as a result of strong partnerships. This anniversary is not only a celebration for JADCO, but all our stakeholders. I use this opportunity to thank international partners such as WADA and the Canadian Centre for Ethics in Sport (CCES) which have assisted us in strengthening our operating procedures. We have benefitted extensively from their anti-doping knowledge and expertise over the years. I also thank the United Nations Educational, Scientific and Cultural Organization (UNESCO) and the CHASE Fund for providing us with funding over the years. Stakeholders such as the Jamaica Medical Doctors' Association (JMDA) have also played an integral role in strengthening the work of the Commission. Thank you for your contribution to the development of the national anti-doping programme.

I express my deepest appreciation to the Minister of Culture, Gender, Entertainment and Sport, The Honourable Olivia Grange, for her commitment to JADCO's growth. I also use this opportunity to extend my heartfelt gratitude to the Board of Directors, the Executive Director, Mrs. June Spence-Jarrett and staff at JADCO. We could not achieve success without your hard work and dedication. I also thank the athletes and support personnel for their continued support over the years.

We have accomplished so much and we will continue to work together to fulfil our vision of becoming the premier world class anti-doping organisation.



MESSAGE

June Spence Jarrett, JP
Executive Director, JADCO

“Without continual growth and progress, such words as improvement, achievement and success have no meaning.”

-Benjamin Franklin

The Jamaica Anti-Doping Commission (JADCO) remains on a steady trajectory of becoming the premier world class anti-doping organisation. As Executive Director of the Commission, I am proud to lead a team whose sole aim is to foster a dope-free environment in Jamaica. As we celebrate 15 years, I acknowledge that the journey has not been void of challenges, but it is with great pride that I can affirm that we were able to circumvent each obstacle with much vigour and determination.

In recognition of our 15-year milestone, we have been hosting a year-long series of activities under the theme, “Protecting Brand Jamaica Through Clean Sport.” On July 25, 2023 we hosted our Crystal Gala at the Terra Nova All-Suite Hotel in Kingston. In an effort to increase public awareness about the national

anti-doping programme, we held our first roadshow on Thursday, August 3, 2023 in Ocho Rios, St. Ann and Montego Bay, St. James. The event was a success. People were receptive and the talents emerged. Over 400 JADCO-branded back-to-school supplies and memorabilia were handed out at both locations. We will host another roadshow in April 2024, this time, along the South Coast.

As we continue to emphasise the importance of fair play in sport, we must acknowledge that the nutrition of an athlete is critical to their success. For this reason, we hosted our first Health and Wellness Fair on Friday, September 22, 2023 on the grounds of the Commission—another successful initiative. Among the partners at the event were the Ministry of Culture, Gender, Entertainment and Sport - Jamaica Athletes’ Insurance Plan (JAIP), Ministry of Health and Wellness - Jamaica Moves, Jamaica Medical Doctors’ Association (JMDA), Jamaica Association of Sports Medicine (JASM), Sagicor Life Jamaica, KG Wellness Clinic, Heart Foundation of Jamaica, National Health Fund (NHF), The Foundation for International Self Help Development (F.I.S.H.) Clinic, Centre for HIV/AIDS Research and Education Services

(C.H.A.R.E.S), University Hospital of the West Indies, Maranatha Health Food Store and Pure Smiles Jamaica. JADCO also received sponsorship from Grace Foods and Caribbean Producers Jamaica Limited (CPJ). The event was also supported by many schools and colleges. I use this opportunity to once more express my gratitude to all sponsors, partners and participants for their tremendous support.

I wish to highlight that we have embarked on several initiatives to strengthen our internal processes, thereby better serving our stakeholders. These include:

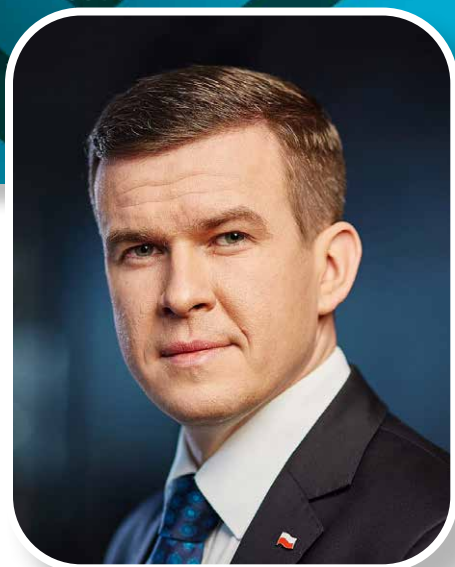
- The consultation and implementation process for ISO 9001 Quality Management System Certification to meet international standards- we have developed our Quality Policy Statement and are at the certification stage
- Launching our Report Doping Programme in 2021/2022 to encourage fair play in sport
- Increasing our testing capacity in 2022/2023 - the Commission conducted 430 urine tests, 120 blood tests and 27 contract tests
- Commencing training in 2022/2023 to implement the paperless anti-doping sample collection process
- Engaging in further research to improve existing programmes and design new ones
- Improving our information and communication technology infrastructure and
- Redesigning our website to facilitate better access to anti-doping information

This year we also continued our outreach programme by awarding desktop computers to secondary schools with outstanding participation in our 2022 Virtual Junior Athletes Anti-Doping Education Workshops held for four regions across the island. The school with the most athletes and support personnel online from each region, received five desktop computers. In previous years, they received Samsung tablets and laptops. Over 1000 athletes and support personnel participated in the workshops.

I am also happy to announce that the Commission has adopted a primary school in St. Catherine and in 2024, we will establish a JADCO-branded computer lab which will be equipped with 20 desktop computers.

Lastly, I must mention that the recent commendation from the president of the World Anti-Doping Agency (WADA), Mr. Witold Bańka, lauding us as “a leader in the region” has been received with much gratitude and pride. It certainly is a testament to our commitment to the fight against doping in sport. The Commission also extends gratitude to the Ministry of Culture, Gender, Entertainment and Sport (MGES), JADCO’s chairman, Mr. Alexander Williams and Board of Directors, members of the Therapeutic Use Exemption Committee (TUEC), members of staff, athletes, support personnel and the public. We could not have accomplished our goals over the past 15 years without your continued support.

I wish to reaffirm that the onus is on JADCO as well as athletes and support personnel to protect the integrity of sport and the health and rights of our athletes. It was Maya Angelou who posited, “We may encounter many defeats but we must not be defeated.” Let us continue to work together to keep sport clean.



MESSAGE

Witold Bańka *President, WADA*

As the President of the World Anti-Doping Agency (WADA), it gives me great pleasure to provide this message of support for the work of the Jamaican Anti-Doping Commission (JADCO), on the occasion of its 15-year anniversary.

Jamaica is a proud sporting nation. It can boast the fastest man in history, Usain Bolt, many of the fastest women, like Shelly-Ann Fraser Pryce and Elaine Thompson. And it is not just sprinters. Although cricket is not big in my native Poland, even I have heard of Chris Gayle, Michael Holding and Courtney Walsh. Another big man, Patrick Ewing, will always be remembered as a basketball great, while Jamaica also punches above its weight in netball, hockey and even... bobsleigh! I could go on – for a relatively small population, the list of Jamaica's great sporting achievements is long indeed. The effect that these sporting heroes have on the nation is profound. Their performances boost morale and raise the profile of Jamaica around the world.

That is the power of sport, whatever country we are from. With its ability to bring people and nations together, I believe it is a force for good in the world. But only clean sport. That is where organisations like WADA and JADCO come in. It is our job to protect great sporting nations and athletes from those who would cheat the system and, in the process, threaten reputations. We must do everything we can to promote clean sport and healthy competition so that future generations of Jamaican athletes have real role models to look up to, and continue to produce genuinely great performances to celebrate.

On this its 15th anniversary, I wish to congratulate JADCO for all the work it has done, and continues to do, to protect athletes in Jamaica and, by extension, throughout the Caribbean and the world. In January 2023, I was lucky enough to attend a meeting of Sports Ministers from Governments from the Caribbean region and I am grateful for how welcome my colleagues and I were made to feel in Kingston.

Governments and National Anti-Doping Organizations, such as JADCO, are vital to ensuring that the best possible safeguards are provided for the well-being of athletes. This begins with having the right legal framework in place alongside strong anti-doping programmes that comply with the World Anti-Doping Code, which can produce effective values-based education, quality testing regimes and intelligence-led investigations.

At WADA, we know it is crucial that we put athletes at the centre of the mission, listening to what they are saying and ensuring they are part of the decision-making process. Collaboration is key to ensure a harmonized, strong and effective World Anti-Doping Programme. Through partnership with public authorities, sports federations and other anti-doping organisations, JADCO's vision and leadership are key to the success of clean sport in this region. And WADA is here to help. Yes, the challenges we face are significant. They are daunting. But together we can accomplish so much for the benefit of athletes worldwide.

Thank you, JADCO, and I wish you all the best for the next 15 years and beyond.



MESSAGE

Jorge Leyva
CEO, iNADO

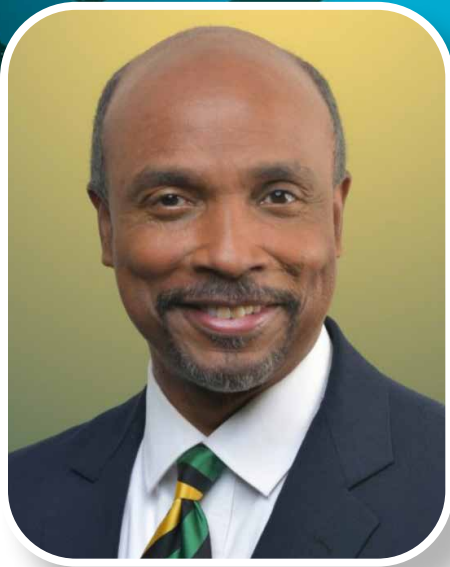
Congratulations to the Jamaica Anti-Doping Commission on 15 Years of Excellence

On behalf of the Institute of National Anti-Doping Organisations (iNADO), the largest international network of anti-doping experts, I extend my heartfelt congratulations to the Jamaica Anti-Doping Commission, its Board of Directors, staff members, and to the Jamaican Government for reaching the significant milestone of 15 years of service in the fight against doping in sports. Your efforts to Protect Brand Jamaica through Clean Sport have left a profound impact, not only in Jamaica but also on the international stage.

Jamaica's exceptional achievements in sport have captivated the world and for this reason, your organisation plays a pivotal role in safeguarding

the integrity of sport competitions in and outside Jamaica. This role cannot be overstated. Despite the challenges that National Anti-Doping Organisations worldwide face to protect clean competitions and the complex nature of anti-doping, JADCO has demonstrated remarkable determination and growth.

Thanks to its commitment to clean sport throughout these years, the Jamaica Anti-Doping Commission is an internationally recognized NADO with growing influence. I am convinced that other anti-doping organisations worldwide, but particularly from this region, will benefit from its leadership in the years to come. Your dedication to integrity, now serving the purpose to **Protect Brand Jamaica Through Clean Sport** is setting a benchmark for robust anti-doping programmes. Congratulations and all the best for the next 15 years!



MESSAGE

Christopher L. Samuda
*President, Jamaica Olympic Association
 Jamaica Paralympic Association*

Clean sport is not only an imperative of competitive and recreational human endeavour but the very DNA of the sporting body politic, for it is rooted in a deep theology of simply understanding right from wrong.

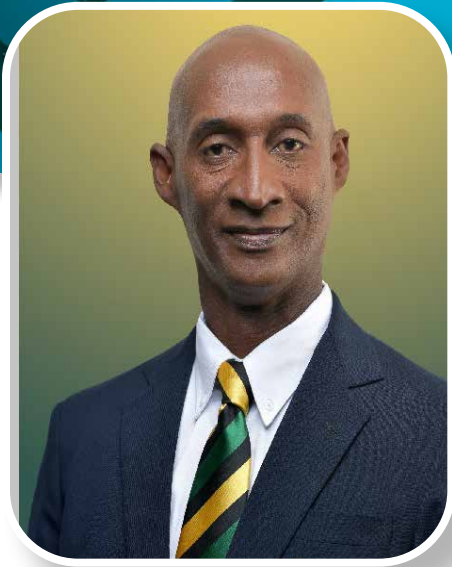
The Jamaica Anti-Doping Commission (JADCO), in celebrating 15 years of admirable public service, must therefore be conscious of this genetic particularly in delivering your educational agenda.

The Jamaica Olympic Association (JOA) exhorts the commission to continue investing in the quality of life and lives being lived in sport, and the health and wealth of our nation. The dividends will be measureless and priceless.

The protection of the integrity and reputation of Brand Jamaica is the business of the citizenry, and safeguarding the human capital of successive generations of youth against self-abuse, craft or coercion is a compelling mandate.

The mission of the Commission is immutable, as if your conviction to enable and empower and, for this and your achieving a milestone, the JOA applauds you.

The alliteration “safe, secure, sure” must constantly inform your vision, guide your steps, and light your paths in your onwards journey. Well done! You have earned your spurs.



MESSAGE

Garth Gayle

President,

Jamaica Athletic Administrative Association (JAAA)

On this the 15th anniversary of the Jamaica Anti-Doping Commission (JADCO), we stand at the forefront of global athletics, it is our responsibility to uphold the integrity of our sport and ensure that Jamaican athletes continue to excel on the world stage with honour and pride. The Jamaica Athletics Administrative Association (JAAA) and JADCO are committed to promoting clean sport and ensuring that Jamaican athletes have access to the resources and support they need to compete fairly.

In the pursuit of sporting excellence, it is easy to be tempted to take shortcuts or seek an unfair advantage. However, we must never forget that the true essence of sports lies in fairplay, integrity, and respect for the rules. Doping not only undermines the spirit of competition but also jeopardizes the health and well-being of our athletes.

JADCO plays a crucial role in fostering the integrity of Jamaican athletics. The commission is responsible for conducting anti-doping tests, educating athletes about doping prevention, and enforcing anti-doping regulations. JADCO's unwavering commitment to clean sports has been instrumental in maintaining Jamaica's reputation as a nation that values fairplay and sportsmanship.

The JAAA, as the governing body for athletics in Jamaica, fully supports JADCO's efforts to promote clean sport. We believe every athlete has the right to compete in a fair and drug-free environment. We are committed to working closely with JADCO to educate our athlete about the dangers of doping and to ensure they have access to the resources to make informed decisions.

As a nation, we have a deep-rooted passion for sports. We take pride in our athletes' achievements and celebrate their successes. However, we must remember that these achievements are only meaningful if they are earned through hard work, dedication, and a commitment to fair play.

We urge all Jamaican athletes to embrace the principles of clean sports. Let us strive for excellence not through the use of prohibited substances but through our unwavering commitment to training, discipline, and perseverance. Let us continue to inspire the world with our talent, sportsmanship, and unwavering dedication to fairplay.

Together, we can ensure that Jamaica remains a beacon of clean sports, a nation that celebrates athletic excellence and upholds the highest standards of integrity and sportsmanship.

History of JADCO

Development and Reform of Legislation

November 17, 2003, the Jamaican government ratified the World Anti-Doping Programme and the World Anti-Doping Code. On February 10, 2004, Jamaica became the 97th nation to ratify the Copenhagen Declaration on Anti-Doping in Sport. Following the signing, a temporary committee was set up, and the anti-doping programme was established as a project under the Ministry of Sport. The committee's main duties were to create a framework for anti-doping policy in sport and to see that the Anti-Doping in Sport Act was established.

The Government of Jamaica passed the first Anti-Doping in Sport Act on July 25, 2008. The Act created four independent bodies: the Jamaica Anti-Doping Commission (JADCO), the Therapeutic Use Exemption Committee (TUEC), who are selected by the Commissioners (currently the Board of Directors), the Jamaica Independent Anti-Doping Disciplinary Panel (IADP), and the Jamaica Anti-Doping Appeals Tribunal (ADAT), who are appointed by the Minister of Sport.

The Anti-Doping in Sport Act of 2014 was passed by the Jamaican Government on December 23, 2014, and became effective on January 1, 2015. The Disciplinary Panel and Appeal and Appeals Tribunal were renamed the Independent Anti-Doping Disciplinary Panel and the Anti-Doping Appeal Tribunal, respectively, as part of the Anti-Doping in Sport Act modification in 2014.

The Independent Anti-Doping Disciplinary Panel have nine members, while the Anti-Doping Appeals Tribunal has seven members, according to the Anti-Doping in Sport Act (2014). The Minister in charge of Sport appoints both committees.

Establishment of Jamaica Anti-Doping Commission as an Independent Body

To carry out the country's anti-doping programme in compliance with the guidelines provided by the World Anti-Doping Agency (WADA), the Jamaica Anti-Doping Commission was formally founded in 2008. The Jamaica Anti-Doping Commission is responsible for ensuring that all athletes comply with the World Anti-Doping Code, which is the document that harmonises regulations regarding anti-doping across all sport and all countries of the world.

The main function of the Jamaica Anti-Doping Commission includes:

- Deterrence of doping through communication and education initiatives
- Detection of doping through testing activities and investigations
- Enforcement of anti-doping rules, by presenting cases of possible Anti-Doping Rule Violations (ADRVs) to the Independent Anti-Doping Disciplinary Panel

The Anti-Doping in Sport Act of 2014, the World Anti-Doping Agency Code, and the 2015 JADCO Rules, serve as the foundation for the Jamaica Anti-Doping Commission, which is funded by the Jamaican government. The Jamaica Anti-Doping Commission has experienced numerous modifications since its beginnings, evolving from a temporary group to a fully functional organization with direct control over anti-doping in sport.

The Executive Team

The Minister of Sport appoints the Board of Directors, which oversees the policy and strategic direction, and administration of the Commission, subject to the provisions of the Anti-Doping in Sport Act. The Board of Directors is responsible for appointing the Executive Director, who plans, organises, directs and coordinates the programme of the Jamaica Anti-Doping Commission which includes: Human Resource Management and Administration, Finance and Accounts, Technical Services, Communication and Education.

Below are the names of the Chairmen of the Board since inception:

- Prof. The Hon. Errol Morrison – 2008 - 2009
- Mr. Alexander Williams, Attorney-at-Law – 2009 - 2011
- Dr. Herbert G. Elliot, CD, MD, MPH, BSC – 2011 - 2013
- The Hon. R. Danny Williams, CD, OJ – 2014 - 2016
- Mr. Alexander Williams, Attorney-at-Law – 2016 - 2023
- Mrs. Debby-Ann Brown Salmon, Attorney-at-Law – 2023 - present

The Commission has had several Executive Directors since its establishment. The forerunner was former Project Director, Dr. Patrece Charles Freeman. Dr. Freeman was selected to head the project committee out of the Ministry of Information, Youth and Culture in February 2008 and later transitioned to the position of Executive Director with a cadre of 11 officers to execute the mandate of the organisation.

These are the names of past and present executive directors:

- Dr. Patrece Charles Freeman – 2008 – 2011
- Mrs. Florette Blackwood (interim) – 2011 – 2012
- Ms. Renee-Anne Shirley – 2012 – 2013
- Mrs. Cathy Rattray Samuels (interim) – 2013
- Mr. Carey Brown – 2013 – 2017
- Mrs. June Spence Jarrett, JP – 2018 – present

JADCO Moves into the 21st Century

The Commission's primary duties include testing and educating athletes and athlete support personnel. Initially, the Commission performed more than 100 tests annually. Initially, the Commission performed more than 100 tests annually. Doping Control Officers (DCO), who were primarily doctors, performed these examinations. Blood collection was not a component of the sample collection process prior to 2015, but it was included to ensure compliance with WADA's International Standards. Today, the Commission works with Central Medical Laboratories Limited, a respected phlebotomy business in Jamaica, to conduct blood collection.

Presently our target is 550 tests per year, 430 urine and 120 blood.

Workshops were initially held on a limited scale, but over time, they have grown to encompass sessions with sporting associations, federations, professional organisations, secondary and tertiary institutions. The expansion of Communication and Education initiatives began in 2018 with outreach activities including branding technological devices for use in primary and secondary programme rebranding.

As the mandate of the Commission evolves the organisational structure was reviewed to facilitate effective and efficient service delivery. Nine existing posts were reclassified and given new titles, and new posts were added. The Commission now has a cadre of 36 professional staff working diligently to achieve the mandate of the organisation.

Operational Plan for the Jamaica Anti-Doping Commission



VISION

To become the premier world class anti-doping organization.

MISSION

To foster a dope free environment in Jamaica that promotes the ethics and spirit of sport through education, testing, advocacy and coordination of an effective anti-doping programme in Jamaica.

QUALITY POLICY STATEMENT

The management and staff of the Jamaica Anti-Doping Commission (JADCO) are committed to fulfilling its mandate in keeping sport clean and protecting Brand Jamaica. To maintain and improve this, the Commission commits to:

- Deliver quality, effective and efficient services which will meet and exceed the expectations of customers through improved testing, education and training programmes. This will be driven by the intelligence and investigative process.
- Promote and protect the integrity of sport as well as the health and rights of our athletes.
- Develop employees' competencies, creativity and accountability through innovative programmes, strong leadership engagement and commitment.
- Achieve a high level of customer satisfaction while conforming to the requirements of ISO 9001 Quality Management System Standard and relevant Statutory and Regulatory requirements.

N. JUNE SPENCE JARRETT, J.P.
EXECUTIVE DIRECTOR

MARCH 31, 2022

Our Core Values

- Professionalism
- Accountability
- Integrity
- Respect

Core Responsibilities of the Commission

- Education
- Doping Control
- Monitoring and Compliance

In keeping with the vision, mission, values, core responsibilities and quality policy statement of the Commission, the organisation will be pursuing the following strategies:

- Expanding the doping control services being offered using the mobile doping control unit
- Use intelligence-based data to inform our test distribution plan according to international standards and to conduct testing accordingly.
- ISO-9001 Quality Management Systems management process, to meet international requirements
- Review of the Sample Collection Personnel Training in keeping with WADA and JADCO regulations.

Operational Plan for the Jamaica Anti-Doping Commission (cont'd)

- To establish and implement an internal database to generate reports and for better records management.
 - Establish memoranda of understanding with law enforcement and border protection agencies
 - Develop a second impact study to evaluate the education programmes of the Commission
 - Rebranding of the education programme:
 - Placing advertisements on JUTC buses
 - Increased advertising on digital billboards in major towns
 - Increase the organisation's visibility through the use of electronic and print media
 - Conducting JADCO school tours within St. Ann
 - Conducting anti-doping education workshops with the different federations/associations/clubs and professional groups.
 - Visiting secondary schools to actively engage in dialogue with parents at parent-teachers association meetings
 - Launching of the JADCO Dub Poetry Competition for secondary schools.
 - Align strategic objectives with staffing needs of the Commission
 - Develop and administer staff welfare policies.
 - Implement policies that will ensure good corporate governance
 - Maintaining of standards in JADCO:
 - Developing and reviewing standard operational procedures
 - Developing and maintaining an accountability framework
 - Develop and maintain an active Records Management Policy to protect the Commission's records
 - Review of the organisational structure
 - Relocation of the Commission's office to improve service to our stakeholders and staff
 - Increase knowledge in anti-doping measures and practices through continued international exposure at conferences and workshops
 - Upgrading of Information Technology infrastructure to enhance the Commission's ability to protect its data.
 - Capacity building through attendance at anti-doping conferences, workshops, symposia and training sessions such as:
 - iNADO Annual Conference
 - WADA Symposium
 - Canadian Centre for Ethics in Sport (CCES) Annual Doping Conference
 - WADA International Education Conference
 - WADA Therapeutic Use Exemption Conference
 - Continuation of local training of staff members
 - Provide Sample Collection Personnel with tertiary level sample collection personnel through ongoing quarterly training and attending international events.
 - Development of Human Resource and Administration Policies (HR manual/policy, HR operational procedures, disciplinary procedures etc.)
 - Establishment of a Compliance and Risk Management Unit
- Quarterly reviews will be done to assess success and make informed decisions.

Introduction to Anti-Doping and the JADCO Testing Programme

The establishment of the World Anti-Doping Agency (WADA) in 1999, and particularly the implementation of the first World Anti-Doping Code in 2004 marked the beginning of a process of strengthening, harmonizing, and standardizing anti-doping laws and efforts worldwide. The WADA Code outlined the mutual responsibilities of national and international sports federations and national governments, and thus provided a comprehensive basis for joint efforts against prohibited substances and methods in elite sport worldwide. Testing and Investigations is one of the main strategies that operate in conjunction with the WADA Code and is a key component of current anti-doping strategies to detect and deter doping in sport.

The Code provides the framework for harmonising anti-doping policies, rules and regulations within sports organisations and public authorities. It operates in conjunction with eight International Standards documents, which deal with:

- Code Compliance by Signatories
- Education
- Prohibited List
- Therapeutic Use Exemptions (TUEs)
- Testing and Investigations
- Laboratories
- Results Management
- Protection of Privacy and Personal Information

The World Anti-Doping Code lists eleven Anti-Doping Rule Violations (ADRV) that may result in a sanction against an athlete:

1. Presence of a prohibited substance or its metabolites or markers in an athlete's sample.
2. Use or attempted use by an athlete of a prohibited substance or a prohibited method

3. Evading, refusing or failing to submit to sample collection by an athlete
4. Whereabouts failures (any combination of three missed tests and/or filing failures within a 12-month period by an athlete)
5. Tampering or attempted tampering with any part of doping control by an athlete or other persons
6. Possession of a prohibited substance or a prohibited method by an athlete or athlete support personnel
7. Trafficking or attempted trafficking in any prohibited substance or prohibited method by an athlete or other person
8. Administration or attempted administration by an athlete or other person to an 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
9. Complicity or attempted complicity by an athlete or other person (assisting, encouraging, aiding, abetting, conspiring, covering up or any other type of intentional or attempted complicity by an athlete or other person involving an Anti-Doping Rule Violation)
10. Prohibited Association
11. Acts by an Athlete or Other Person to Discourage or Retaliate Against Reporting to Authorities

The first of these ADRV is based on laboratory analytical results. The remainder are referred to as non-analytical findings. An athlete can be sanctioned for violating any one (or more) of these ADRV.

PROCEDURES FOR DRUG TESTING OF ATHLETES

The Jamaica Anti-Doping Commission (JADCO) is the national anti-doping organisation responsible for testing in Jamaica. An important role of JADCO is to develop a plan for the efficient and effective allocation of its testing resources across the different sports and disciplines under its authority.

The procedure for drug testing can be broadly divided into the following stages:

- Selection of athletes
- Athlete notification for testing
- Sample collection
- Transfer of the sample to the WADA accredited laboratory
- Sample Analysis
- Reporting of results

During the results reporting stage, where an ADRV has occurred, there are precise rules concerning the imposition of sanctions.

SELECTION OF ATHLETES FOR TESTING

All athletes competing at the national, international and recreational levels are subject to testing both 'in-competition' and 'out-of-competition'. The WADA Prohibited List differentiates between these circumstances. Some classes of prohibited substances are tested for at all times, both 'in-competition' and 'out-of-competition'. These include anabolic agents, peptide hormones, beta-2 agonists and diuretics and other masking agents. During 'in-competition' periods, additional classes of prohibited substances are tested for. These include stimulants, narcotics, cannabinoids and glucocorticosteroids.

SELECTION OF ATHLETES FOR 'IN-COMPETITION' TESTING

During national and international sporting events, 'in-competition' testing is the period commencing at 11:59 p.m. on the day before competition in which the athlete is scheduled to participate through to the end of such completion. However, this period may vary, the World Anti-Doping Agency (WADA) may approve, for a particular sport, an alternative definition if an international federation provides compelling justification that a different definition is necessary for its sport; upon such approval by WADA, the alternative definition shall be followed by all major event organisations for that sport.

Within competition, athletes are normally selected for testing because of their placement in an event, however random and targeted selected of athletes is also undertaken.

SELECTION OF ATHLETES FOR 'OUT-OF-COMPETITION' TESTING

'Out-of-competition' testing may be initiated and directed by:

1. JADCO
2. WADA
3. The International Olympic Committee (IOC) or International Paralympic Committee in connection with the Olympic or Paralympic Games
4. The athlete's International Federation (IF)
5. Any other Anti-Doping Organisation that has testing jurisdiction over the athlete

Athletes subjected to 'out-of-competition' testing are principally, though not exclusively, those who are a part of the national testing pools. These pools are established by JADCO, as a general principle and include athletes who are part of national teams or are up-and-coming athletes.

In addition to the random selection of athletes for testing, JADCO selects athletes for sample collection using target testing methods. Target testing is based on the intelligent assessment of the risks of doping and the most effective use of resources to ensure optimum detection and deterrence. The factors used to determine who should be made the subject of target testing vary between different sports but include some or all of the following:

- Abnormal biological parameters
- Injury
- Withdrawal or absence from expected competition
- Going into or coming out of retirement.
- Behaviour indicating doping
- Sudden major improvements in performance.
- Repeated failure to provide Whereabouts Filings.
- Athlete sport performance history
- Athlete age (e.g. approaching retirement, move from junior to senior level)
- Athlete test history
- Athlete reinstatement after a period of ineligibility
- Financial incentives for improved performance
- Athlete association with a third party such as coach or doctor with a history of involvement in doping
- Reliable information from a third party

Testing of athletes may be conducted at any time, in any place and with no prior notice. To facilitate this process, athletes in JADCO's Testing Pools are subjected to Whereabouts Filings.

Whereabouts Information is submitted to JADCO and made available through the web-based Anti-Doping Administration and Management System (ADAMS), which is used by all anti-doping organisations.

ATHLETE NOTIFICATION FOR TESTING

Sample Collection Personnel such as a Chaperone or Doping Control Officer (DCO) locate the athlete and confirm his/her identity. The athlete is then informed that he/she has been selected to provide a sample and of his/her rights and responsibilities. The Chaperone or DCO requires the athlete to sign a form to acknowledge and accept the notification.

Athletes are continuously chaperoned from the time of notification to the arrival at the designated Doping Control Station. The DCO/Chaperone may at their discretion consider any reasonable request by the athlete to delay reporting to the Doping Control Station. Delayed reporting to or temporary departure from the Doping Control Station may be permitted for the following activities:

- Participation in a presentation ceremony
- Fulfilment of media commitments
- Competing in further competitions
- Performing a warm down
- Obtaining medical treatment
- Locating a representative and/ or interpreter
- Obtaining photo identification; or
- Any other reasonable circumstances, as determined by the DCO, taking into account any instructions given by JADCO

SAMPLE COLLECTION

For urine samples, the DCO must ensure an unobstructed view of the sample leaving the athletes body. The athlete must provide a minimum of 90 ml, which the athlete divides into tamper-proof sample bottles, labelled 'A' and 'B', which are then sealed. The athlete always has control of their own sample.

Blood testing generally follows the same procedures as urine testing except that the sample is taken by a Blood Collection Officer. Blood samples are stored and transported at controlled temperatures between 2 and 12 °C.

DECLARATION AND CERTIFICATION

Detailed information is documented at the time of testing. This includes what medications and supplements were taken by the athlete within the previous seven days. At the end of the sample collection session the athlete and the DCO sign the appropriate documentation to indicate the session was conducted to the satisfaction of both parties.

TRANSFER OF THE SAMPLE TO THE LABORATORY

When the sample and accompanying documents are taken from the Doping Control Station, each transfer of custody from one person to another is documented, up until the sample arrives at the WADA Accredited Laboratory for Analysis. A Chain of Custody form is used to document this procedure.

LABORATORY TESTING

For urine, the 'A' sample is subject to laboratory analysis, using a range of procedures. The analytical tests employed will be appropriate to the prohibited substances that apply to the athlete's sport and whether the testing is conducted 'in-competition' or 'out-of-competition'.

Blood testing is used to detect the manipulation of blood through transfusion, to identify biomarkers for human growth hormone and to quantify endogenous blood parameters (haemoglobin, haematocrit and reticulocytes).

Regular and frequent monitoring of athletes' blood parameters facilitates indirect detection of doping substances and methods on a longitudinal basis. These parameters are recorded on Athlete Biological Passports (ABP). Through the use of ABPs, athletes become their own reference.

REPORTING RESULTS

The results of laboratory analyses are reported to JADCO if we are the Result Management Authority for the sample. If the analysis did not detect a prohibited substance or method, the results are routinely recorded on ADAMS. JADCO retain some samples for up to ten years in order to undertake retrospective analysis.

For samples showing an ADRV, the Anti-Doping Organisation notifies the athlete of:

1. The adverse analytical finding
2. The anti-doping rule violated, and
3. The athlete's right to request the analysis of the 'B' sample with the opportunity for the athlete and/or the athlete's representative to attend the 'B' sample opening and analysis

SANCTIONS

In Jamaica, sanctions for ADRV involve disqualification and ineligibility, according to the nature of the violation. If an ADRV occurs in connection with a competitive event, this may lead to disqualification of the athlete's individual results obtained in that event, including forfeiture of all medals, points and prizes.

Whether in- or out-of-competition, the athlete would also normally serve a period of ineligibility to compete, as determined by the Independent Anti-Doping Disciplinary Panel. For a first violation, this would routinely be a two-year period. However, the period of ineligibility may vary. This could depend upon the ADRV(s) and whether any other circumstances pertained. A reduced period may be applied in the case of Specified Substances, which are prohibited substances susceptible to unintentional use, provided the athlete can establish that the use was not intended to enhance performance.

Sample Collection Personnel Recertification Training

The Jamaica Anti-Doping Commission (JADCO) conducted its Biennial Certification Recertification Workshop on January 15-17, 2023. The Biennial Workshop was conducted to train Sample Collection Personnel (SCP) on the new International Standard for Testing and Investigation (ISTI) 2023, as the Commission continues its drive to build capacity and strengthen operations. A total of 26 Doping Control Officers (DCOs), seven Blood Collection Officers (BCOs) and 23 Chaperones were certified.

The trainees were exposed to in-depth training, focusing on:

- Theoretical and practical sessions on the sample collection procedures for urine and blood
- The role of Doping Control Officers (DCO), Chaperones and Blood Collection Officers (BCO)
- The athlete notification process
- The sample collection process
- Customer service and leadership
- Demonstration of the testing process
- Practical evaluation of sample collection in or out of competition under the supervision of member of the Technical Division.

During the training revised manuals were distributed to the Sample Collection Personnel (SCP). The manuals focused on the following areas:

- Technical procedures for notification of athletes
- Sample collection in accordance with the WADA ISTI 2023
- Outline roles of Sample Collection Personnel (SCP)
- Outline roles of Athlete Representatives
- How to conduct 'In-Competition Tests' and 'Out of Competition Tests'
- Best practices and standards

After completing the training, the Sample Collection Personnel (SCP) were given a written examination and practical session evaluation. Subsequently, they will undergo field training, additional training if necessary, and evaluation prior to becoming qualified Doping Control Officers.

Upon certification, the Sample Collection Personnel can carry out doping control missions on JADCO's behalf for two years, after which they will need to be reevaluated and recertified.

JADCO is recognized as a regional leader in the field of anti-doping. Certified sample collection personnel are at the centre of any anti-doping programme. As such, JADCO trains and certifies Sample Collection Personnel to perform at the highest level, in compliance with the World Anti-Doping Code and international testing standards. JADCO embodies quality assurance at the centre of our operation and in the services we provide to event organizers, sport federations and teams. Our certified Sample Collection Personnel conduct code-compliant sample collection during missions executed throughout the year. Our 15 years of experience in managing Jamaica's anti-doping programme and conducting contracted doping control missions, helps to distinguish proficiency in the field of anti-doping. We approach testing with a high degree of pedagogical rigour, technical knowledge, creativity, and attention to detail to ensure code compliance. JADCO assures all stakeholders that we remain committed to the fight against doping in sport and to protect Brand Jamaica.

Education Programmes

An essential component of JADCO's functions and responsibilities involves public education. JADCO plays an integral role in educating athletes, athlete support personnel and the public through a variety of education programmes.

The information shared, enables athletes and support personnel to increase their knowledge of JADCO's role, the Jamaica Anti-Doping Programme, the World Anti-Doping Agency, and the doping control process.

The education programmes target a wide cross-section of athletes and support personnel in sport. JADCO's annual initiatives include:

- The JADCO Symposium which is held in January. This initiative targets athlete support personnel across all sporting disciplines and is open to members of sporting associations/ federations, professional groups, tertiary institutions and secondary schools
- The JADCO School Tour which is held for junior athletes during February and March. The Commission visits secondary schools across the island to share information about fair play and the doping control process
- The Junior Athletes Anti-Doping Education Workshops which are held in October in four regions across the island. The first of the series is held in Kingston for secondary schools in Kingston and St. Andrew, St. Thomas and St. Catherine. The second is held in Manchester for secondary schools

in Clarendon, Manchester and St. Elizabeth. The third is held in St. James for secondary schools in Westmoreland, Hanover, St. James and sections of Trelawny and the final in the series is held in St. Ann for secondary schools within St. Ann, St. Mary, Portland and sections of Trelawny. The workshops target junior athletes and their support personnel

- The Senior Athletes Anti-Doping Education Workshop is held in November. This initiative targets senior athletes and their support personnel within the federations/associations, professional groups, tertiary institutions and secondary schools

JADCO's ongoing outreach initiatives include:

- Workshops with athletes and support personnel
- Workshops with sporting associations, federations and professional groups
- Workshops with athletes competing in major games
- A JADCO information booth is set up at sporting events

The success of JADCO's education programmes would not have been possible without the involvement of athletes, athlete support personnel and the general public. The Commission looks forward to continuous dialogue with these stakeholders in the future.



JADCO SYMPOSIUM



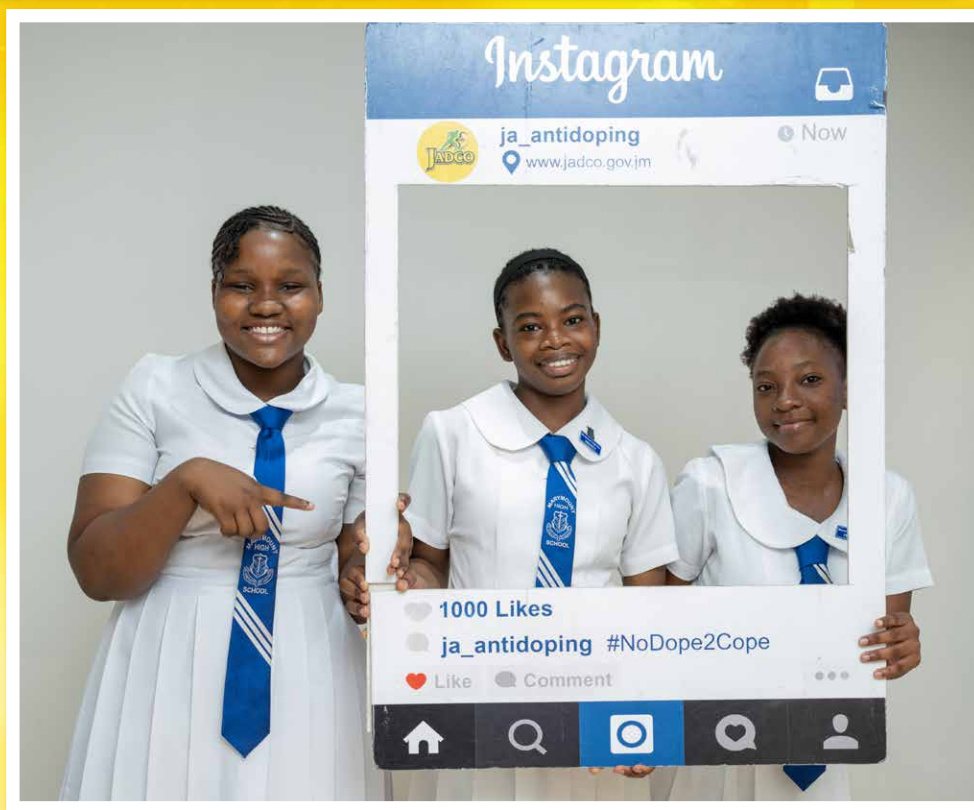
The Hon. Olivia Grange (centre), Minister of Culture, Gender, Entertainment and Sport and The Hon. Alando Terrelonge (3rd left), former Minister of State in the Ministry and Witold Bańka (3rd right), President, World Anti-Doping Agency (WADA) engage in dialogue with Matthew Dawson (left), coach, Jamaica Table Tennis Association and Trudeau Francis (2nd left), Coach, Jamaica Amateur Softball Association. Sharing in the moment are Alexander Williams (2nd right), chairman and June Spence Jarrett (right), executive director, both of the Jamaica Anti-Doping Commission (JADCO). The occasion was the ninth annual staging of the JADCO Symposium held at the Terra Nova All-Suite Hotel in Kingston on Thursday, January 26, 2023.

JADCO SCHOOL TOUR

Students of Cross Keys High endorse the 'Say No To Doping' campaign on Wednesday, October 11, 2023 at the Tropics View Hotel in Mandeville.



JUNIOR ATHLETES ANTI-DOPING EDUCATION WORKSHOP



Students of Maymount High pose for our lens on October 25, 2023 at the Sago Palm Hotel in St. Ann.

SENIOR ATHLETES ANTI-DOPING EDUCATION WORKSHOP

June Spence Jarrett (left), executive director, JADCO engages in a discussion about WADA's Anti-Doping Education and Learning Platform (ADEL) with Patrick Dawson (2nd left), coach, Jodean Williams (2nd right), athlete and Orlando Bennett (right), athlete, all of Racers Track Club. The occasion was the ninth annual staging of the Senior Athletes Anti-Doping Education Workshop held at the Terra Nova All-Suite Hotel in Kingston on Saturday, November 19, 2022.



JADCO ATTENDS 2024 GEC IN FRANCE



June Spence Jarrett, executive director, JADCO, shares lens with Witold Bańka, president, World Anti-Doping Agency (WADA) at the Global Education Conference in Cannes, France.



June Spence Jarrett, executive director and Chevauni Blair, public relations and education officer pose on day one of the Global Education Conference on Tuesday, February 27, 2024.

2024 JADCO Symposium



The Hon. Olivia Grange (centre), Minister of Culture, Gender, Entertainment, and Sport, arrives at the 2024 JADCO Symposium on Thursday, January 25, where she is greeted by Debby-Ann Brown Salmon (left), Chairperson, and June Spence Jarrett, Executive Director, both of JADCO.

JADCO Participates in Panel Discussion at WADA's 2024 Symposium



June Spence Jarrett (right), Executive Director, JADCO, takes part in a discussion at the 2024 WADA Symposium under the theme, "Benchmarking in the (N)ADO Community." Joining in the discussion is Eimear O'Leary-Barrett of the World Anti-Doping Agency. The symposium was held from March 12-13 at the SwissTech Convention Center in Lausanne, Switzerland.

ADEL is a global platform created by the World Anti-Doping Agency (WADA) that provides 24 hour access to education and learning opportunities for those who wish to learn about anti-doping.

If you are an athlete or support personnel with the desire to learn about anti-doping, ADEL is the ideal platform for you.

ADEL offers a range of educational courses and resources that can be used to support the delivery of an education programme.

On ADEL you can find:

- eLearning
- Resources for athletes
- Quizzes
- Videos
- Webinars



Athletes who complete the courses will receive a certificate from WADA

FOR ATHLETES:

ADEL has education programmes for international and national athletes of all levels to help them play their part in keeping sport clean.



To complete the courses offered online, simply register on ADEL or log in to your existing account and scroll to the library section.

The courses are mobile-friendly and can be easily accessed through smart phones or tablets.

Register at adel.wada-ama.org/learn

COURSES MAY BE COMPLETED WHEN YOUR SCHEDULE ALLOWS AND INCLUDE:

- Education Programmes for International Level Athletes
- Education Programmes for National Level Athletes
- Education Programmes for Talented Athletes



IF YOU PREFER TO LEARN ON THE GO, YOU MAY DOWNLOAD THE MOBILE APP 'ADEL BY WADA' WHICH IS AVAILABLE ON THE APPLE OR GOOGLE PLAY STORES.



JADCO'S OUTREACH PROGRAMMES

Since 2021, JADCO has embarked on outreach activities to distribute technological devices to schools, as we continue to spread the anti-doping message across the island. As a result, in 2021 JADCO presented 250 Samsung Galaxy tablets to student athletes from secondary and primary schools islandwide. A total of 130 Samsung Galaxy tablets were presented to several primary schools as part of JADCO's outreach activities. The remaining tablets were presented to secondary schools across the island for outstanding participation in the 2020 series of Junior Athletes Anti-Doping Education Workshops which was held virtually. The secondary schools which received Samsung Galaxy tablets included Guy's Hill, Foga Road High, Holland High, Montego Bay High and Ocho Rios High.

This initiative continued in 2022, when JADCO presented 23 laptops to six secondary schools and two laptops to two primary schools. The secondary schools

were presented with the laptops for outstanding participation in the 2021 series of Junior Athletes Anti-Doping Education Workshops which was held virtually. The schools which were presented with laptops were Guy's Hill High, Glenmuir High, Foga Road High, Alphansus Davis High, Petersfield High and Ocho Rios High. The laptops were presented to the primary schools as part of JADCO's outreach programme.

In 2023, 20 desktop computers were presented to four secondary schools. The secondary schools were presented with the computers for outstanding participation in the 2022 series of Junior Athletes Anti-Doping Education Workshops which was held virtually. The schools which were presented with the computers were Guy's Hill High, Foga Road High, Petersfield High and Ocho Rios High.



The Hon. Olivia Grange (2nd left) Minister of Culture, Gender, Entertainment and Sport, hands over Samsung tablet devices to Shayanique Neil (2nd right), student athlete, Guy's Hill High School. Looking on are Oswald Williams (right), chairman and Joan Davis (left), principal, both of Guy's Hill High School. The occasion was the handing over of Samsung tablet devices at the JADCO office on Wednesday, January 6, 2021.



June Spence Jarrett (left), executive director, JADCO hands over laptops to Roan Green (2nd left), principal, Petersfield High School. Sharing in the moment are Balvin Leslie (centre) chairman, Felesha Swaby (2nd right) and Farel Lewis (right), students of Petersfield High School. The occasion was the handing over of laptops to Petersfield High School on Monday, May 2, 2022. The institution was awarded five laptops for having the most participants for Region 3 in the 2021 series of Junior Athletes Anti-Doping Education Workshops.



June Spence Jarrett (right), executive director, JADCO presents five desktop computers to Marvin Clowson (2nd right), principal of Ocho Rios High School. Sharing in the moment are Rev. Father Richard Tucker (left), chairman, Davado Campbell (2nd left) and Niessia Henry (centre), students of Ocho Rios High School. The occasion was the handover of desktop computers to the school, on Monday, May 29, 2023. For the third consecutive year, the institution received the top prize for Region 4 for having the most participants online.



The Hon. Olivia Grange (centre), Minister of Culture, Gender, Entertainment and Sport, hands over laptops to Cecil Donald (3rd left) principal; Oswald Williams, chairman (background), Carvill Walters (right) and Shayanique Neil (2nd right), all of Guy's Hill High School on behalf of JADCO. Sharing in the moment are Alexander Williams, chairman (2nd left) and June Spence Jarrett (left), executive director, both of JADCO.



June Spence Jarrett (right), executive director, JADCO hands over laptops to Orrett Wallace (2nd right), principal, Foga Road High School. Sharing in the moment are Kevaunna Tulloch (left) and Kranklyn Tayloe (2nd left), students. The occasion was the handing over of laptops to Foga Road High School on Tuesday, April 12, 2022. The institution was awarded three laptops for being one of the schools with the most participants for Region 2 in the 2021 series of Junior Athletes Anti-Doping Education Workshops.



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REPORT ANONYMOUSLY

Testimonials

Guy's Hill High School is extremely grateful to JADCO



The Guy's Hill High School family has greatly benefited from its ongoing association with JADCO's yearly Junior Athletes Anti-Doping Education Workshops and symposia. Through these events, our school community, including teachers, students, and student athletes, have gained comprehensive knowledge based on the crucial aspects of drug use and misuse, fair play, and taking responsibility for their actions regarding banned substances or prohibited methods that may enhance performance. The workshops have played a pivotal role in educating our students about the do's and don'ts of drug usage, emphasizing the importance of maintaining integrity in sports and the potential consequences of doping. As a result, our student athletes have become more aware and informed about the ethical principles that govern their participation in competitive events. This knowledge has not only shaped their attitudes toward fair play but has also fostered a sense of personal responsibility and accountability among our young athletes.

The symposia and workshops organized by JADCO have provided valuable opportunities for our students to interact with children from other schools and learn from them. These events serve as platforms for meaningful

discussions, cultural exchange, and mutual learning. By engaging with peers from different educational institutions, our students gain insights into the challenges and triumphs faced by athletes from various sporting disciplines. This exposure broadens their perspectives and fosters a sense of camaraderie and collaboration.

Additionally, the symposia and workshops offer our students the opportunity to hear presentations from successful athletes and other professionals in the athletic arena. These accomplished individuals share their stories of dedication, perseverance, and ethical conduct, providing inspiration and motivation for our students. By listening to these role models, our students understand the importance of discipline, hard work, and maintaining integrity in both sports and life.

In addition to the benefits garnered through workshops and symposia, the fabric girding teaching and learning at Guy's Hill High School has been reinforced by the technological devices provided by JADCO. We are extremely grateful for the tablets and laptops we have received as part of the awards. These devices came at a critical time when our school was in dire need of updated equipment to support our students' online examinations and research activities. The timely provision of these devices has significantly improved our students' learning experience and enabled them to access vital educational resources effectively.

The Guy's Hill High School family has also experienced significant benefits from the technological gadgets provided by JADCO. With the provision of tablets and laptops, our students now have access to more technological gadgets that greatly assist them in their research and homework. These devices have expanded their horizons and empowered them to explore a wealth

of information and resources at their fingertips. The availability of more gadgets has also positively impacted the teaching and learning process at Guy's Hill High School, as teachers now have access to a wider array of tools and resources to support their instructional strategies. This dynamic approach to education has undoubtedly sparked greater interest and enthusiasm among our students, fostering a more interactive and immersive learning environment.

Moreover, the provision of gadgets has been instrumental in facilitating online assessments, both internally and externally. As the digital landscape continues to evolve,

online assessments have become an integral part of the educational landscape. The availability of more gadgets has ensured that our students can comfortably and conveniently complete online assessments, keeping up with the demands of modern education. These devices have provided the necessary platforms for our students to showcase their knowledge and skills effectively.

Regards,

Cecil Donald
Principal
Guy's Hill High School

Ocho Rios High School looks towards working with JADCO in the future

First, I would like to thank the Jamaica Anti-Doping Commission for hosting the Junior Athletes Anti-Doping Education Workshops. It was a tremendous experience as I witnessed members of the different sporting areas at the Ocho Rios High School integrated at a single location. It was very educational as students became more aware of how athletes are affected from engaging in doping activities and the consequences that they face if they are caught in the act.

The workshops have reached out to the minds of the students which in my opinion is the root from which a doping-free environment may blossom from. Also, JADCO gave the students the knowledge of how these doping activities affect their health and how long these medical conditions last. Promoting fair play is one of my main takeaways whereas it goes hand in hand with good sportsmanship to create a safe sporting environment.

It is without a doubt that technological devices are instrumental in the education process. The technological devices given to us from the Jamaica Anti-Doping Commission have been used to improve areas such as Technical Drawing, Information Technology and Electronic Document Preparation and Management (EDPM).



Students from Ocho Rios High School endorse the Say No To Doping campaign.

They have also helped the school to economise where these areas are concerned. It is without a doubt, that the work done by JADCO is beneficial to students and staff at the Ocho Rios High School as we look forward to working with JADCO in the future.

Robhino Barnett
Ocho Rios High School
Student



JADCO Celebrates *Crystal Anniversary*



(L-R): Dean-Roy Bernard, permanent secretary, Ministry of Culture, Gender, Entertainment and Sport; Dr. Warren Blake, past-president of the Jamaica Athletics Administrative Association (JAAA); June Spence Jarrett, executive director, JADCO and Alexander Williams chairman, JADCO; the Hon. Olivia Grange, Minister of Culture, Gender, Entertainment and Sport; Denzil Thorpe, permanent secretary, Ministry of Culture, Gender, Entertainment and Sport; Christopher Samuda, president, Jamaica Olympic Association. The occasion was the Commission's Crystal Gala held at the Terra Nova All-Suite Hotel in Kingston on Tuesday, July 25, 2023.

The Jamaica Anti-Doping Commission (JADCO) celebrated its 15th anniversary on Tuesday, July 25, 2023, by hosting a Crystal Gala at the Terra Nova All-Suite Hotel in Kingston under the theme, ***"Protecting Brand Jamaica Through Clean Sport"***.

Speaking at the Gala, Minister of Culture, Gender Entertainment and Sport, The Honourable Oliva Grange said, "So tonight I wish to include the Jamaica Anti-Doping Commission on the list of Jamaican sports people that are doing very well and of whom I

am justly proud. So, Mr. Chairman and members of the board, Madam Executive Director and your team, you can take a bow. My congratulations also extends to former members of collaborative effort between all the stakeholder groups in ensuring the success of clean sport being a part of our culture and I must commend JADCO for being a world-class organisation," she added.

Chairman of JADCO, Alexander Williams said, "The theme is protecting brand Jamaica through clean sport. We do that everyday. Everything that we do, we have as our central focus protecting Jamaica's reputation. It is crystal clear that we are doing everything to protect our athletes and to protect clean sport." He added, "Way back in 2008, the Jamaica Anti-Doping Commission had one Doping Control Officer to service the entire pool of athletes in the Registered Testing Pool. Today we have over 30 Doping Control Officers, as well as Chaperones. This is where we have come from. The Jamaica Anti-Doping Commission is supported by legislation in doing what we do. There are a number of things I want to get crystal clear on our crystal anniversary. Most national anti-doping organisations across the world do not even have legislative support. The Jamaica Anti-Doping Commission is one of those national anti-doping organisations that has legislative authority to do what it is doing and I think we deserve a round of applause for that."

Also speaking at the event, President of the Jamaica Olympic Association (JOA), Christopher Samuda said, "The work of the Jamaica Anti-Doping Commission, is foundational and your mission purposed as you continue commendably to inform, educate, and enlighten. As you journey to age 16 and beyond adolescence, the Jamaica Olympic Association has every confidence that with maturity, greater wisdom and a deeper understanding of your mandate and reason for being will be achieved."

Past President of the Jamaica Athletics Administrative Association (JAAA), Dr. Warren Blake said, "JADCO now works hand in hand with JAAA to ensure that our athletes remain drug free. We work together to educate our athletes on ways of keeping them drug free and competing clean. We recently collaborated to ensure that all our athletes going to Budapest are adequately tested. We have developed a healthy relationship with JADCO and we hope this relationship continues for many years to come."

Manager of Sporting Activities at Ocho Rios High School, Eyan Kean said, "The Junior Athletes Anti-Doping Education Workshops have impacted the school over the years. The workshops have increased the student's awareness of doping in sport, the consequences of doping and the role of the Jamaica Anti-Doping Commission (JADCO) and the World Anti-Doping Agency. Samsung tablets were presented to students during the coronavirus pandemic to assist them with online learning. Desktop computers and laptops were also presented to the school." He added, "Beyond a shadow of a doubt, the student's participation in JADCO workshops have a domino effect on our school, as information learned is shared among the larger school population. Likewise, the technological devices received from JADCO continue to serve an integral role in sharing information among the school constituents, hence making the educational landscape more secure and robust."

JADCO's *Crystal Gala*



The Hon. Olivia Grange, (2nd right) Minister of Culture, Gender, Entertainment and Sport, cuts JADCO's 15th anniversary cake at its Crystal Gala on Tuesday, July 25, 2023. Sharing in the moment are June Spence Jarrett (left), executive director and Alexander Williams, (right), chairman, both of JADCO, Denzil Thorpe (2nd left) and Dean-Roy Bernard (centre), both permanent secretaries in the Ministry.

Janel Walker-Alexander accompanied by Kenton Green on keyboard entertains guests at the JADCO Crystal Gala.



Mario Evon, provides entertainment at the Crystal Gala.



Daniel-John Jackson, Saxophonist provides entertainment for the audience at the Crystal Gala.





Alexander Williams (left), Chairman JADCO poses at the Crystal Gala.



Staff members of JADCO pose following the Crystal Gala.



June Spence Jarrett (right), Executive Director, JADCO, the Hon. Ian Forbes (left), Custos Rotulorum of St. Andrew and his wife share a light moment at the Crystal Gala.

15th Anniversary Church Service



Alexander Williams (left), chairman and June Spence Jarrett (2nd right), executive director, both of JADCO engage in conversation with Bishop Herro Blair (2nd left) senior pastor, Faith Cathedral Deliverance Centre. Sharing in the moment is Dean-Roy Bernard (right), permanent secretary, Ministry of Culture, Gender, Entertainment and Sport.



June Spence Jarrett, Executive Director, JADCO, reads the scripture during the 15th anniversary church service.



Alexander Williams, Chairman of JADCO, offers greetings at the 15th anniversary service.



The Hon. Ian Forbes CD, JP, Custos Rotulorum, St. Andrew, brings greetings at the 15th anniversary service.



Dean-Roy Bernard, Permanent Secretary, Ministry of Culture, Gender, Entertainment and Sport, brings greetings at JADCO's 15th anniversary service.



Team members from JADCO gathered for prayer at the anniversary service.



Members of the JADCO board and its partner organisations pose for our camera after the 15th anniversary church service.



The JADCO choir pose for our camera after the 15th anniversary church service.



Staff members of JADCO pose following the 15th anniversary church service.

JADCO's 15th Anniversary Road Show



June Spence Jarrett (left), executive director, JADCO, presents back-to-school supplies to a student in the Ocho Rios Town Centre on Thursday, August 31, 2023. Sharing in the moment are residents of Ocho Rios, St Ann. The occasion was JADCO's first road show.

The Jamaica Anti-Doping Commission hosted its first road show on Thursday, August 31, 2023, under the theme, ***"Protecting Brand Jamaica Through Clean Sport"***. The event took place in the Ocho Rios Town Centre, St. Ann and Sam Sharpe Square, Montego Bay, St. James.

Over 400 back-to-school supplies and JADCO-branded memorabilia were handed out at both locations. Additionally, one participant in Ocho Rios, Orlando Watson, was awarded \$10,000 for winning the "No Dope To Cope" jingle competition. Executive Director of JADCO, June Spence Jarrett deemed the road show a success. "It was

great; from we started out in Ocho Rios to here (Sam Sharpe Square). The highlight of it in Montego Bay was the appearance of Agent Sasco and it was just awesome. People were receptive and I saw talent coming out. I was really touched by this and I am happy JADCO was able to host this event," she said.

Meanwhile, Agent Sasco also came on board not only to entertain, but to spread the anti-doping message. "Anything promoting integrity and honesty are just some of the values and principles that I hold dear and that I feel like serves everyone, is a good initiative and I'm happy to be part of it," he said. "I will have the ultimate respect and the world does, for an athlete who, even if he only wins bronze medals, is clean. We do not subscribe to this idea of winning by any means necessary. When you play fair and you win fair, it is more valuable that way," he added. Agent Sasco also commended JADCO for its efforts in keeping sport clean. "Everybody is working hard and so it should be a level playing field, so good job to the Commission."

Orlando Watson, winner of the JADCO Jingle Competition held in Ocho Rios said, "I think the JADCO Road Show is a positive initiative because it is not only that you are educating athletes, but you are also educating the regular layman that may actually be using drugs. It may not be performance altering drugs but there are also other drugs that alter personal behaviour."

Hopeton Lewis, a resident from St. James said, "JADCO is great for the sport. Athletes can take simple things like medication for their flu, or headache and test positive. So, it is time JADCO come out and start testing athletes and telling them, if you do not know what is on the label, go to your coach, go to your doctor, or go to somebody that will have the knowledge. It is a great thing to educate people."



June Spence Jarrett (right), executive director presents a cheque to Orland Watson (right), winner of the JADCO jingle competition in Ocho Rios, St. Ann. Sharing in the moment are Jervis Neita and Dawn Henry, both members of staff.



Jerry 'Jerry D' Davy shares a light moment with Leo, the mascot. The occasion was JADCO's first road show held on Thursday, August 31, 2023 in the Ocho Rios Town Centre.



Dawn Henry (left), executive secretary, engages in dialogue with residents of St. James. The occasion was JADCO's first road show held in Sam Sharpe Square.



Michelle Napier (left), administrator, Jamaica Athletes' Insurance Plan speaks with members of the public at JADCO's first road show held in Sam Sharpe Square, Montego Bay, St. James.



June Spence Jarrett (centre), executive director, JADCO, shares a light moment on stage with Jeffrey 'Agent Sasco' Campbell (left), and Jerry 'Jerry D' Davy.

JADCO | *Celebrating*
JAMAICA ANTI-DOPING COMMISSION | **15 YEARS**

JADCO Partnership with UNESCO

The Jamaica Anti-Doping Commission (JADCO) is the agency responsible for administering the Anti-Doping in Sport Programme in Jamaica. The Commission's mandate is to conduct testing on all athletes, manage the result and execute education and public awareness programmes which will enable athletes, their support personnel, members of sporting associations and federations as well as the general public to acquire information about anti-doping in an effort to eliminate doping in sport in Jamaica.

Jamaica has throughout the years enjoyed a rich sporting heritage especially in the area of track and field and JADCO is committed to protecting the integrity of the country's sporting programme.

Similarly, the United Nations Educational, Scientific and Cultural Organization (UNESCO) promotes the educational, cultural and social dimensions of sport and physical education. The organisation provides assistance, advisory services and guidance to the Member States wishing to elaborate or strengthen their sports policies. UNESCO is actively involved in the anti-doping fight through its normative work, notably the International Convention against Doping in Sport, as well as through international cooperation, preventive education and capacity building.

JADCO is a proud recipient of funds made available through UNESCO which has since 2008 assisted with four projects all geared towards fair play and the elimination of doping in sport.

1. Play True, Say No to Doping - The goal of this project was to promote the spirit of sport by establishing an anti-doping environment which would ultimately lead to positive behaviour change among junior athletes. This was a success as JADCO reaped tremendous benefits where over

2,300 persons benefited from the workshops and several thousand from the outreach activities. A wide range of educational booklets and brochures was produced and to date are still being used in workshops.

2. Preserving the Spirit of Sport – With the support of the fund for the elimination of Doping in Sport, for this project JADCO was able to implement six cross-island Anti-Doping Workshops in Kingston, Manchester, St. Elizabeth, St. Mary and St. Ann. The workshops covered the Prohibited List, Biological Passport, Managing Medication and Medicine and the Doping Control Process. The workshops were attended by top representatives of National Sport Federations and their affiliates, medical practitioners, student athletes and administrators. Over 650 people were reached at these workshops.

3. Sample Collection Officers Training – JADCO again sought UNESCO's support for the recruitment and training of sample collection personnel, to include Doping Control Officers, Blood Collection Officers and Chaperones. Through this project, JADCO partnered with the Canadian Centre for Ethics in Sport (CCES), developed job descriptions for the officers, completed a needs assessment regarding the number of sample collection personnel needed and where they would be placed, developed training resources and plans and then finally trained the officers.

4. With the support received from UNESCO and its collaboration with CCES, JADCO was able to achieve the objectives of the project. To date, the Commission has over 22 Doping Control Officers, seven Blood Collection Officers and 19 Chaperones professionally trained in executing the doping control process.

5. Preventing Doping: “Parent Reach One, Teach One” – For this project, JADCO partnered with the National Parenting Teachers Association of Jamaica to organize a series of anti-doping education workshops. The aim was to educate and inform parents of junior athletes about JADCO, the doping control process and the health consequences of doping. Awareness was also raised through the dissemination of anti-doping materials.

A five-minute animation feature was created on Fair Play and the Spirit of Sport. This was shared on the Commission’s website and social media platforms.

Presently the video is displayed in our lobby area educating our visitors/customers on anti-doping.

This programme is being sustained as the Commission continues to educate parents by organizing workshops with the Parent-Teacher Associations in secondary schools.

JADCO is tremendously grateful to UNESCO for its continued support over the years and as we look forward to future projects, we encourage UNESCO to continue to partner with us as we work together in the fight against doping in sport.



Executive Office



(L-R): Alexandria Burnett, systems administrator; Sueann Miller, executive secretary; June Spence Jarrett, executive director; Everton Millwood, director – intelligence & investigations; Peta-Gaye Rookwood, senior legal officer; and Deanna Phillips, project officer. Missing from photo is Audley Ffolkes, manager – information communication technology.

Senior Management Team



Seated (L-R): Yanique Dunn, acting director, technical services; Sueann Miller, executive secretary; June Spence Jarrett, executive director; Peta-Gaye Rookwood, senior legal officer; and Vanessa Reid-Ledford, director, communication and education.

Standing (L-R): Everton Millwood, director, intelligence and investigations; Delgado Smith, director, Finance and Accounts; Jervis Neita, acting sample collections and testing manager; Ric St. Clair Clarke, senior public procurement officer; and Donovan Martin, director, public procurement; and Everton Hesson, office manager.

Staff Divisions and Units

Communication and Education Division



(L-R): Chevauni Blair, public relations and education officer; Vanessa Reid-Ledford, director, communication and education; and Aladden Love, public relations and education officer.

Technical Services Division



(L-R): Kasheika Powell, sample and testing coordinator; Yanique Dunn, actg director, technical services; Jervis Neita, actg sample collections and testing manager; and Patrece Fagan, results manager.

Public Procurement Unit



(L-R): Clinton Clarke, public procurement officer; Tricia Smith, public procurement administrator; Ric St Clair Clarke, senior public procurement officer; and Donovan Martin, director, public procurement.

Doping Control Officers and Chaperones



(LR): Keisha Carlyle, Lorraine Ferguson, Sasha-Gaye Fraser, Xavier Gordon-Cameron, Tajay Smith, Maxine Gayle Everton Dawkins and Novette Christan.

Information, Communication Technology Unit



(L-R): Alexandria Burnett, system administrator, and Audley Ffolkes, manager, information, communication technology.

Finance and Accounts Division



(L-R): Jheanell White, budget and payment officer; Delgado Smith, director, finance and accounts; and Jheanelle Johnson, accounting technician.

Office Management Unit



(L-R): Elvis Robinson, driver, Everton Hesson, office manager, Michael Brown, driver; and Karine McDove, office attendant. Missing from the photo is Roxanne Goldson, office attendant.

Human Resource Management and Development Unit





(L-R): Sonia Vickers, customer service officer; Doreen Forrester, records information manager; and Nicole Chambers, senior secretary. Missing from the photo: Deborah Warren, director – human resource management and administration.





**Prepared by the Communication and Education Department of JADCO.
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