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Recruiting and Training of Doping Control Personnel for Major Events



Japan Anti-Doping Agency

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1 Background on the Recruiting and Training of DCP for Major Events

Japan Anti-Doping Agency (JADA) has worked to train doping control personnel (DCP)* since it was established in 2001. Many of the DCP are now actively serving in Japan and around the world.

However, various international events are being planned for Japan, and this means that JADA will be required even more to secure enough DCP to be able to handle doping control at major events. The situation when the Tokyo 2020 Olympic and Paralympic Games were awarded was that the number of DCP that had already been performing doping control in Japan, even with DCP that would be invited from other countries and regions for the event, would be insufficient for the events.

Therefore, to train DCP with the language skills to be able to serve at major events, JADA started the project to train DCP for major events in the 2017 fiscal year. With the goal to make a success of anti-doping at Rugby World Cup 2019, Tokyo 2020 Olympic and Paralympic Games, and other major events to be held in Japan, JADA embarked on the project of recruiting and training.

Context and issues

International events in Japan have increased

Rugby World Cup, Tokyo 2020, Asian Games Aichi-Nagoya, etc.



DCP available in Japan is insufficient

Shortage of personnel, language skill, and international experience



Train DCP that can serve at international events

To serve at Tokyo 2020 and other international events

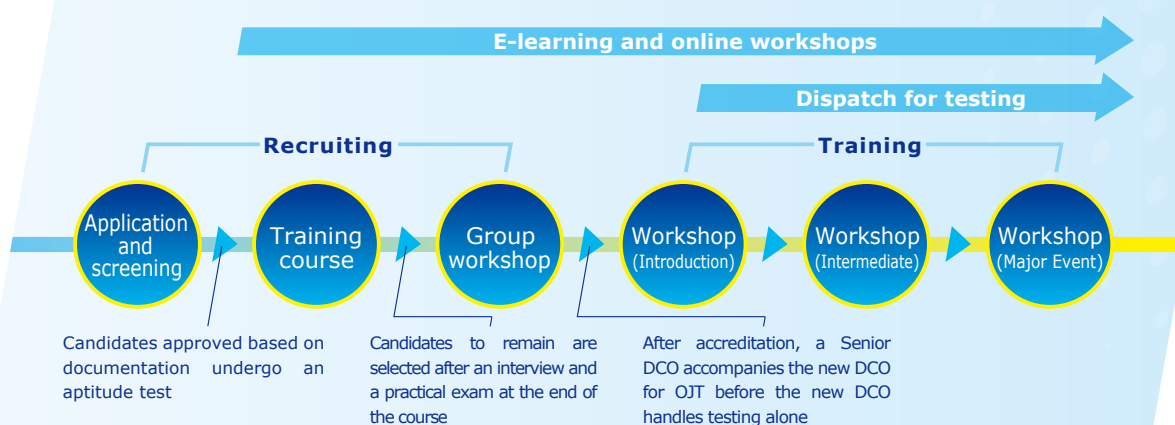
* DCP : Doping Control Personnel

A collective term for control personnel accredited by JADA to collect samples from athletes for doping control. It includes Doping Control Officers (DCOs) who carry out sample collection procedures, Senior DCOs who instruct DCOs and take on the tasks of the lead DCO, Blood Collection Officers (BCOs) who carry out blood collection, and Sample Collection Officers (SCOs) capable of tasks from notification of athletes to witnessing of urine sample collection.

2. Accrediting DCP for Major Events

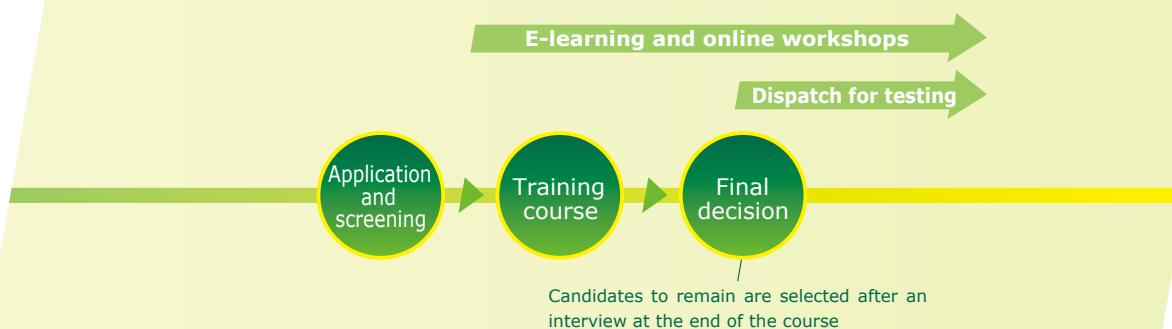
To train DCP who are able to serve at the coming major events, JADA created new training curricula based on its existing courses. For DCOs in particular, they had been accredited after a training course and several on-site training sessions (accompanied by a Senior DCO). Instead of the on-site training, the new curriculum called for a venue mimicking in-competition testing to be set up where trainees are gathered for a group workshop. This enabled accreditation and training on a greater scale with greater efficiency. The flow from call for applications to accreditation and training for DCOs and BCOs are as shown below.

The flow of accrediting Doping Control Officers (DCOs) for major events



All applicants are screened based on the prescribed application form, and approved candidates attend a training course and a group workshop. Persons deemed suitable after completing the process are accredited as DCOs. Accredited DCOs gain experience at actual sites and attend various workshops to further their knowledge of anti-doping and to improve their on-site decisions and teamwork with the aim of becoming DCOs that can serve at major events.

The flow of accrediting Blood Collection Officers (BCOs) for major events



Since a BCO applicant is required to be a holder of a medical doctor or nursing license, course attendees (doctors or nurses) are accredited as BCOs once they have learned the basic procedure and some other information. After accreditation, they serve at actual sites to gain sufficient experience before major events.

3. Recruiting DCOs for Major Events

I. Application and screening

Application and screening

Training course

Group workshop

Workshop (Introduction)

Workshop (Intermediate)

Workshop (Major Event)

Point

*Screening for
DCO requirements
and aptitude*



Call for applicants on the JADA website (top page)

The call for new applicants to become accredited as DCOs for major events was announced by several means such as the official websites of JADA and Tokyo 2020 Organising Committee.

JADA performed the screening based on documentation considering whether the applicant met the requirements and the applicant's aptitude for being a DCO.

Requirements for applicants had already included points such as "can comply with confidentiality requirements" to respect the privacy of athletes. In preparation for major events, "Can communicate in English" was added because the language is used as a lingua franca.

Application requirements (excerpt)

- Is 20 to 66 years of age
- Can comply with confidentiality requirements
- Can do tasks that requires walking for a long period (two to three hours)
- Has an academic ability of graduation from secondary school, or higher
- Can communicate in Japanese (because the course, materials, etc. are in Japanese)
- Can build favorable interpersonal relationships (can facilitate smooth communication, etc.)
- Can communicate in English with foreign nationals (a TOEIC score of 550 or equivalent, or higher)
- Can comply with the principles and the codes of conduct of JADA and the organising committee of the event

3. Recruiting DCOs for Major Events

II. Training course

Application
and
screening

Training
course

Group
workshop

Workshop
(Introduction)

Workshop
(Intermediate)

Workshop
(Major Event)

Point

*Gaining basic
knowledge and skills
for doping control
based on a textbook*



Lecture by a member of the JADA Athlete Committee

Ahead of the training course, trainees were given an opportunity through e-learning to study the basics of doping control and the flow of the testing procedure.

The program was structured so that attendees learn the basic doping control procedures based on a textbook (course material on page 24) (according to the curriculum below). Specifically, the doping control procedures were broken up into settings, and each setting was developed into a set of explanation of the procedure by a lecturer, a video of the procedure (course material on page 24), and practical training. In the practical training, attendees used the kits used in real testing. In pairs, they took turns playing the role of the DCO and the athlete. One currently active DCO was assigned to two pairs during the practical training to advise and instruct the trainees.

On the second day of the course, a member of the JADA Athlete Committee gave a presentation on doping control from the standpoint of an athlete and told trainees the importance of the DCO role.

Course overview

Dates	FY2017: Two days in November 2017 (in Minato City, Tokyo)
	FY2018: Schedule A: Two days in June 2018 (in Minato City, Tokyo)
	Schedule B: Two days in July 2018 (in Minato City, Tokyo)

Curriculum

Day 1

- Anti-doping overview
- Doping Control overview
- Advance preparation, notification
- Arriving at the doping control station to filling in the notification form
- Witnessing urine sample collection
- Sealing the sample
- Tasks after sealing the sample

Day 2

- Lecture by a member of the JADA Athlete Committee
- Partial sample collection procedure
- Additional sample collection procedure
- Modifications for testing athletes with an impairment
- Sample transportation

The curriculum is of FY2018 Schedule A.



Practical training: learning the procedure with advice from a currently active DCO



Practical exam

After finishing the curriculum, trainees were subjected to a practical exam and an interview to select trainees for the next step, the group workshop. The practical exam was to confirm whether the candidate could carry out the entire test flow within the allotted time and how much of the two-day course the candidate understood. The one-on-one interview was conducted by JADA staff, and questions to candidates included what motivated them to apply, how often they would be able to serve, and how enthusiastic they were. Witnessing urine sample collection is a task specific to doping control, and it was confirmed that candidates understood what the task entails and that they wish to be accredited as a DCO.

Interview

I want to be one of them

I attended the DCO training course in 2017. I applied because I am a licensed pharmacist and sports pharmacist, and I wanted to be involved in some way with Tokyo 2020.

At the course, in part because I had repeatedly viewed the videos that had been made available in advance, I was able to complete the doping control procedure. But what left the strongest impression on me wasn't what I learned. It was the refreshing atmosphere. The Olympian who gave us a lecture, the already-accredited DCOs that taught me kindly in my inexperience, the JADA staff who were working hard to run the course, and others—the ambience created by the people working to safeguard the cleanness of sport was something that I hadn't experienced before in the many settings I have been in as a working person. I remember that, by the time I had finished the course, I had renewed my desire that I want to be one of them and join in their activity.

My testing experience has exceeded 100 since I went to my first site in February 2018. In the beginning, I was overseen by a lead DCO and carried out tests nervously, but now, I am trying to create a setting where the athlete can be relaxed as I test. Maybe this is because I am old enough to be their parent, but often, an athlete is nervous and cannot pass urine, but it works if I am witnessing. I am happy for that.

SHIGETA Toshiko

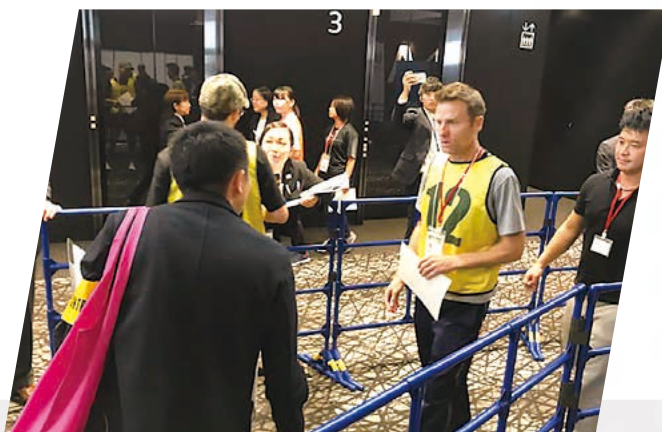
3. Recruiting DCOs for Major Events

III. Group workshop



Point

*Practical training
simulating
the actual setting*



The stage for the simulation workshop was set to imitate in-competition testing as much as possible, including mixed zones

Three group workshops were held over FY2017 and FY2018.

The focus of the group workshops was to set up the site to imitate the setting of actual doping control as much as possible—including the facilities, the program, and the staff—so that trainees would experience the tense atmosphere in the simulation workshop.

As to facilities, in addition to four doping control stations, a waiting room for athletes and eight processing rooms were recreated. In the competition site area, traffic flow was regulated as at a real site, with mixed zones and areas DCOs cannot enter, so that trainees could experience all settings from notification of athletes to completion of testing.

As to the program, three sports with different criteria for selecting athletes for doping control were prepared.

Athletics (sprint)

Athletes are selected for doping control by the place of finish

Weightlifting

Athletes are selected for doping control by the total points and place of finish after all athletes have competed

Rugby

Athletes are selected for doping control randomly from both teams

Course overview

Dates	FY2017: Two days in January 2018 (in Minato City, Tokyo)
	FY2018: Schedule A: Two days in July 2018 (in Minato City, Tokyo)
	Schedule B: Two days in August 2018 (in Minato City, Tokyo)

Curriculum	Day 1
	• Interview of IDCs ¹
	• DCO group discussion with currently active DCOs
	• Preparation for testing, demonstration of opening packaging, and instruction of chaperones ²
	• Simulation workshop: Normal sample
	• Simulation workshop: Partial sample
	• Simulation workshop: Additional sample

Day 2
• Simulation workshop: Foreign athlete
• Simulation workshop: Minor athlete
• Simulation workshop: Partial sample
• Demonstration of sample transportation

The curriculum is of Schedule A.

¹ IDC: International DCO. The qualification held by DCOs dispatched to international events held overseas.

² Chaperone: A person who carries out notification of athletes and accompanies athletes to a doping control station (DCS) under instructions of a lead DCO or a DCO. Many are event volunteers.



Group discussion with currently active DCOs



Staff in athlete roles were assembled for the simulation workshop to anticipate settings of various sports with different criteria for selecting athletes for doping control, including athletics (above) and weightlifting (below)

In addition to normal sample, partial sample, and additional sample, the scenarios included when the athlete selected for doping control is a foreign athlete and when it is a minor athlete, for a total of five scenarios. It was arranged so that trainees would not know which scenario was assigned until they notified the athlete.

Volunteers with no knowledge of anti-doping were purposely assigned as staff in athlete roles so that trainees could experience accompanying athletes who do not know the procedure. Foreign volunteers were assigned to foreign athlete roles so that trainees could experience performing doping control in English. Many currently active DCOs also attended to instruct and check the skills of lead DCOs and trainees.

After the conclusion of the group workshop, decisions as to whether each trainee passed were made based on the result of the skill check by currently active DCOs. Those that passed were accredited as DCOs. These accredited DCOs were given on-the-job training at one or two actual sites accompanied by a Senior DCO.

Interview

JADA is serious about this

The two days of the group workshop totaled 680 minutes of practical training simulation. I felt almost dizzy when I first saw the curriculum. However, now that I am at sites as a DCO, I see that the content had been very elaborately thought out. One aspect was that many competition scenarios had been prepared. Situations we are likely to encounter in actual testing sites were skillfully woven into scenarios, like a staff playing the role of an athlete voicing a complaint during doping control. I can definitely say that not a second was wasted in that gem of time that showed how serious JADA is about this.

What left an impression on me at the group workshop was the words of someone who was already a DCO: "Doping control is not just about collecting urine. We need to have the attitude that our job is to protect athletes." This made me realize that, though I feel the heavy responsibility that I may change the course of an athlete's life, I can contribute to the worth of an athlete, which could lead to raising the worth of sports and the world. This motivated me. Even today, I always bring my textbook from the workshop with me to testing sites. One reason is to remind me not to forget the basics, and another is to warn myself that the most dangerous time is when I've become familiar with it. It's like a protective charm for me.

KURAMOCHI Kota

4. Training DCOs for Major Events

Workshops were held between February 2019 and January 2020 to train DCOs that can serve at major events—for DCOs that were newly accredited in FY2017 or FY2018 and for DCOs that had been accredited in FY2016 or earlier and were already serving. Workshops were held in three levels—Introduction, Intermediate, and Major Event—and aimed to build competencies required for the upcoming major events: autonomy, skill, and teamwork.

IV. Workshop (Introduction)



Point

Building DCO skills and teamwork, practical training in out-of-competition testing at a hotel



English workshop with trainees divided into two groups

The workshop for DCOs for major events (Introduction) was held with participating DCOs divided into three groups, with each scheduled over two days. Trainees at this workshop were new DCOs trained in FY2017 and later, joined by DCOs who had been accredited in FY2016 or earlier and expressed the desire to serve as DCOs for major events.

English workshop Skill

Trainees were divided into the two groups Beginner and Advanced depending on their English competency, and English conversation instructors who are native English speakers were invited for the workshop. In the Beginner class, for trainees who did not necessarily have enough English skills, the focus was ways to communicate—such as “Could you speak a little slower?” and phrases to ask the other person to bring the English level down—instead of learning technical terms used in doping control.

JADA Q&A Teamwork

The goal was to build the relationship that JADA and DCOs are a team working toward the same goal. To answer all questions concerning anti-doping, not just those about doping control procedure, it was attended by the person at the Tokyo 2020 Organising Committee responsible for anti-doping, the JADA CEO, and persons from JADA’s Testing, Education, and Results Management & Science departments.

JADA's ideal DCO

JADA defined the competencies required of DCOs for major events as the following three elements.

Skill

A DCO will be able to serve actively at major events by having **an English competency** to communicate with athletes and DCOs from other countries for doping control and by improving **doping control skills** to respond appropriately to various conditions.

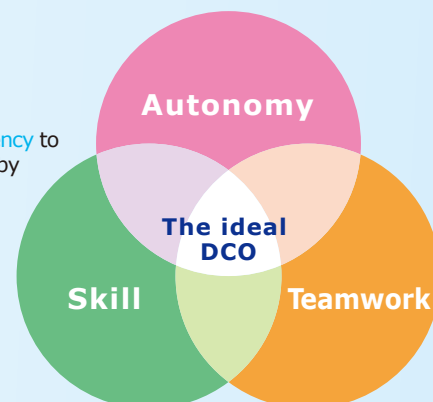
Teamwork

Doping control will proceed more smoothly when it is undertaken with **the understanding that JADA and a DCO, and DCOs with each other, are working together on the same team.**

Autonomy

Each DCO is to understand the World Anti-Doping Code—the basic rules of doping control—the international standard, and other resources and be able to make **decisions autonomously.**

All workshops, from Introduction to Major Event, were organized to improve these three elements.



Course overview

Dates	Schedule A: Two days in February 2019 (in Chiyoda City, Tokyo) Schedule B: Two days in April 2019 (in Chiyoda City, Tokyo) Schedule C: Two days in May 2019 (in Chiyoda City, Tokyo)
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Curriculum

Day 1

- Lecture by a member of the JADA Athlete Committee
- The trend toward Tokyo 2020
- Workshop: English workshop
- Workshop: JADA Q&A
- Workshop: Team building

Day 2

- Out-of-competition testing simulation workshop
- Blood sample collection procedure lecture
- Blood sample collection procedure training

The curriculum is of Schedule A (with out-of-competition testing).

Team building Teamwork

Doping control is conducted with DCOs from various regions assembled on testing day, and at times, DCOs are placed in a team with someone they just met that day. This is similar to the team formation of airline cabin crew. Because of this and because the company has a rich store of hospitality know-how, instructors were invited from ANA Systems Co., Ltd. to teach how to unite a team, including the importance of people to an organization and the importance of communication to an organization.

Out-of-competition testing simulation workshop Skill Autonomy

At the out-of-competition testing simulation workshop, with the cooperation of the hotel being used as the venue, the rooms the trainees were staying in were used. Trainees learned how to conduct tests with limited facilities in a limited environment, unlike in-competition testing. Trainees were paired up, and one played the athlete, and the other played the DCO. A Senior DCO served as the instructor and offered advice.



Practical training in out-of-competition testing (Jiji Press)

4. Training DCOs for Major Events

V. Workshop (Intermediate)

Application
and
screening

Training
course

Group
workshop

Workshop
(Introduction)

Workshop
(Intermediate)

Workshop
(Major Event)

Point

Learning a paperless system and sharing information through group work



Practical training in MODOC use

The workshop for DCOs for major events (Intermediate) was held in two groups, in November and December 2019 as Schedule A and Schedule B.

Paperless training Skill

The Tokyo 2020 Olympic and Paralympic Games will be the first Olympic and Paralympic Games to adopt paperless documents for record-keeping. Paperless testing is also expected to increase for upcoming major events. For this reason, this workshop included an introduction to a paperless system (MODOC) for future international events, which was held in English.

The training kicked off with an explanation of how to use the system by instructors invited from PWC (Professional Worldwide Controls), the system developer. It was followed by practical training, with a tablet issued to each person. Since the entire training was in English, DCOs confident in English were paired up with DCOs with much doping control experience. They checked that they understood how to operate the system and the procedure for input, supporting each other in English and testing experience.

Course overview

Dates Schedule A: Two days in November 2019 (in Chiyoda City, Tokyo)
Schedule B: Two days in December 2019 (in Chiyoda City, Tokyo)

Curriculum

Day 1
•Sharing information ahead of Tokyo 2020
•Paperless training

Day 2
•Paperless training
•Group work

The curriculum is of Schedule A.



Ahead of the group work, DCOs with more experience shared their stories



DCOs debated among themselves on case studies in the group work

Group work Teamwork Autonomy

On the second day of the workshop, group work of case studies was held as a part of training DCOs to think autonomously. To carry out doping control procedures smoothly in circumstances and environments that vary completely, DCOs must increase their own experience, but it is also important to learn the experiences of other DCOs to prepare for situations that can be anticipated. Therefore, at the start of the group work, DCOs with much experience shared some rare cases they had experienced. Then, for case studies, seven based on actual cases were considered, including what to do when an athlete feels he or she cannot urinate. Each case was discussed as a group for about 10 minutes, then was debated by everyone as to what would be the best response.

Interview

I was impressed by the frankness of an experienced DCO

When I attended the training course and the group workshop in 2018, that was before we were accredited as DCOs, and our relationship with JADA staff and instructors was that of student and teacher. What impressed me about the three workshops that started with Introduction was the atmosphere there: all of us, including DCOs who had been accredited before us, were one team working toward the same objective. There were DCOs who had already been serving a lot and those who had been accredited just a few years earlier, and I think I learned a lot from even the off-topic chats.

The person I especially remember is one of the more experienced DCOs who related to us, at the beginning of the group work, a time she made a mistake. She was younger than me, but she was always kind to us newer DCOs and answered all our questions carefully in a way that was easy to understand. I listened to her share her failure—candidly and not overly dramatically—in front of so many people, and I felt that if I were an athlete, I would want her to perform my test.

Testing is done by humans, and anyone can make a mistake. What is important is how we fix it. Through the workshop, I was able to learn how to deal with different accidents and the code that is the basis for the answers. In this way, I feel that I made progress as a DCO.

KOBAYASHI Akemi

4. Training DCOs for Major Events

VI. Workshop (Major Event)

Application and screening

Training course

Group workshop

Workshop (Introduction)

Workshop (Intermediate)

Workshop (Major Event)

Point

Increasing understanding of parasports, confirming procedures for Tokyo 2020, and mastering the paperless system



Panel discussion of instructors who are involved with parasports

The workshop for DCOs for major events (Major Event) was held in two groups, in January and February 2020. DCOs who had the desire to serve at the Tokyo 2020 Olympic and Paralympic Games and had the suitable skills participated in this workshop.

▀▀ About parasports **Autonomy**

On the first day of the workshop was a panel discussion to adapt to doping control for the Paralympics. Persons involved with impairment sports associations were invited as panelists, and they used cases to show that the type of impairment—quadriplegia, vision impairment, or cerebral palsy, for example—has a bearing on anticipated adaptation in doping control and what DCP need to be careful of in doping control. DCOs reaffirmed the need to understand each athlete's circumstances and adapt to the individual.

Course overview

Dates

Schedule A: Two days in January 2020 (in Chiyoda City, Tokyo)
Schedule B: Two days in February 2020 (in Chiyoda City, Tokyo)

Curriculum

Day 1

- About parasports
- Managing a doping control station
- Doping control procedures unique to the event
- Out-of-competition testing at the athletes' village
- Adapting to irregular circumstances
- Coordinating with medical departments

Day 2

- Interacting with volunteers
- DCSM*¹/CC*² session
- Practical training on the paperless system

*¹ DCSM: Doping Control Station Manager.
The person responsible for a doping control station.

*² CC: Chaperone Coordinator.
The person who manages and directs chaperones.



The DCO uniform for Tokyo 2020 was displayed at the venue



Practical training on the paperless system to be used at Tokyo 2020



Lecture on the doping control system to be used at Tokyo 2020

▀▀▀ Serving at Tokyo 2020 Skill

On days 1 and 2, the Tokyo 2020 Organising Committee presented lectures on serving at the Games. It included matters connected directly to doping control, including how to run a doping control station, doping control procedures unique to the Games, and coordinating with medical departments and volunteers. Other information concerning the Games were related, including when and where uniforms would be distributed and how to sort trash at the Games. An actual sample of the uniform to be worn by DCOs at the Games was displayed at the entrance of the workshop venue to raise the attendees' anticipation and awareness.

▀▀▀ Practical training on the paperless system Teamwork Autonomy

The second day of the workshop was practical training on the paperless system. DCOs had learned the basics of its operation in the Intermediate workshop in pairs, and this workshop presented a more realistic situation, with groups of about nine members working together to confirm the flow of the entire doping control process from notification of athletes to sample transportation.

Interview

Another aspect of the legacy

When I was accredited as a DCO in 2016, most of the applicants had been involved in sports. I attended this workshop with DCOs accredited in 2018, and I was surprised that they come from diverse backgrounds—even employees of non-sport companies and housewives. We often hear of the "Olympic legacy," and I think this expansion of the human resources involved in anti-doping is one aspect.

It's been a little over four years since I started. I still have much to learn, so when I meet people, I tell them, "I look like a senior, but I'm still a junior inside." I'm not good with English, and in the Introduction workshop, I was extremely thankful to learn phrases such as those I could use when the athlete is in a bad mood after a loss. I also struggled with using the paperless system that I experienced for the first time in the Intermediate workshop. In the Major Event workshop, I gained precious insight into interacting with athletes with visual or intellectual impairments, which I had not experienced.

I tend to worry, so I always prepare thoroughly. I will repeatedly recall what I noticed and learned at the workshop and digest it for myself, and I hope to play a part in the Games so that athletes from abroad can have a pleasant experience and go home afterward with a "Thank you!"

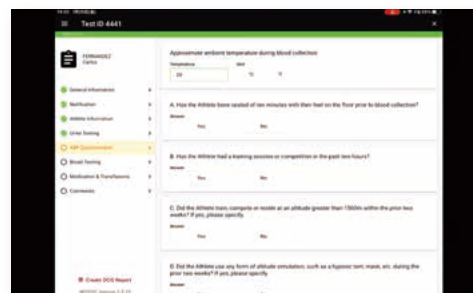
OGAWA Atsushi

5. Initiatives Immediately Preceding Tokyo 2020

I. Paperless system online workshop

Point

*Improving skills further
with a DCO-DCO
support system*



An input screen on the paperless system

The Tokyo 2020 Olympic and Paralympic Games were delayed due to the spread of COVID-19, and the workshop on the paperless system that had been planned in person was held online.

Details

A tablet and a mobile Wi-Fi router were lent to each DCO scheduled to serve at the Games. Each week, one assignment assuming a case of testing to be performed at the Games was released (a total of eight assignments), and each DCO worked on it. Station Manager (DCSM) candidates were also given assignments of sample transportation using the paperless system. Each assignment was accompanied by an explanation video. DCOs learned the correct procedures in using the system and the basics of how to use a tablet, and answers to DCO questions were shared with everyone. Such features were designed to allow DCOs to master the use of the system, even in an online setting. Further, a DCO-DCO support system was established, in which a DCO familiar with using a tablet is paired up with one who is not and teaches the partner the procedure for using the paperless system. This opportunity was established for DCOs to learn more deeply, online and in other settings, about the procedure for using the paperless system and how to use a tablet. In the end, 25 pairs used this system.

Course overview

Dates December 2020 to February 2021

Curriculum	•[Assignment 1] In-competition testing of triathlon (urine test, normal sample)
	•[Assignment 2] In-competition testing of artistic gymnastics (urine test, partial sample)
	•[Assignment 3] Out-of-competition testing (urine test, additional sample)
	•[Assignment 4] In-competition testing of wrestling (urine test, additional and partial sample)
	•[Assignment 5] Out-of-competition testing (urine and blood test, normal sample)
	•[Assignment 6] A separate test detail for each DCO
	•[Assignment 7] Out-of-competition testing (urine and blood test, partial sample)
	•[Assignment 8] Out-of-competition testing (urine and blood test, additional sample)

Voice: DCO-DCO support

- I was able to learn in detail what to pay attention to in a blood test, including questions that may arise and how to answer them. I was able to check my understanding of the flow of testing and when to input things into the system.
- In addition to the basic use of the paperless system, I was able to learn how to make better use of the tablet and shorten the time it takes to conduct a test.

II. Paperless system workshop

Point

Rehearsal at the event venue



Simulated testing led by a person in the DCSM role, as at the actual event

A month ahead of the Games, a simulation workshop was held at the doping control station in the athletes' village. Due to the coronavirus pandemic, this workshop was held with infection prevention measures in place. Attendees were assigned to one of 10 sessions, each attended by a small group of about 20 to 25 persons. Attendees used the actual notification forms and sample collection equipment to be used for the Games and used a tablet to practice the flow from notification to input of athlete information to the doping control procedure at the processing room.

Details

Attendees were divided into two groups. One group played the DCO members participating in one in-competition testing. As at the actual event, they were assigned the roles of DCSM, CC, DCO, and athlete and learned the actions and use of the paperless system assigned to each role.

Attendees in athlete roles were given about 10 prepared scenarios (such as the urine collected the first time being not enough and blood collection not being completed after three needle insertions) to give DCOs the opportunity to experience advanced procedures in addition to reviewing the assignments of the online workshop.

Course overview

Dates June 2021 (in Chuo City, Tokyo)

Curriculum

- Workshop overview
- Simulated mission (first half)
- Q&A
- Simulated mission (second half)
- Q&A



DCOs who attended took turns playing the role of the athlete and the DCO

Test supplies used were the same as the actual event

6. Recruiting and Training BCOs for Major Events

I.II. Application and screening

Application and screening

Training course

Final decision

Point

Training BCOs with SCO qualification



The training course for BCOs for major events was held in two groups, in June and July 2019. Tokyo 2020 requires persons who can serve as SCOs, including notification and urine sample collection, not just perform the tasks of BCOs. For this reason, in addition to new applicants, persons who have already qualified as BCOs were accepted as trainees to learn notification and witnessing urine sample collection. The call for new applicants was announced with the cooperation of Tokyo Nursing Association. Persons who were accredited immediately started on-site testing, and opportunities for continued learning were provided through e-learning.

Training course overview

Dates	Schedule A: June 2019 (in Chuo City, Tokyo) Schedule B: July 2019 (in Chuo City, Tokyo)	
Curriculum	•Difference from medical settings	•Coordination between BCOs and doctors
	•Blood collection complications and countermeasures	•Blood sample collection demonstration
	•Filling in documents	•Workshop

Interview

The joy of being involved in sport, which I love

What I noticed from attending the training course is that the procedure is very finely set. The blood collection itself is the same as the usual nursing work, but the minute details in the procedure that needs to be followed before and after that emphasized to me the responsibility of safeguarding the cleanness of sport. Athletes are asked to read their rights and responsibilities at notification, but I feel that, as a BCO, I bear part of that responsibility.

Since I am a parent, I serve mostly for out-of-competition testing, which does not require me to stay long-term. Often, I need to collect blood where there are no tables or chairs, and I constantly have in mind to do what is basic to nursing—to create an environment where I feel comfortable performing my tasks. I participated in the Rugby World Cup in 2019 with out-of-competition testing. I would like to serve at for Tokyo 2020 as much as possible, as well. The BCO's role carries a heavy responsibility, but the joy that I can be useful for clean sport is what drives me.

OTANI Yumi

7. Experiences at Major Events

JADA has dispatched DCP to major events and other events, held both in Japan and in other countries (see table below). This is to raise the skills of JADA-trained DCP and for them to accumulate international experience. It is also a way for JADA to contribute internationally. JADA interviewed some DCP who participated in events in FY2017 or more recently. Here are their experiences (what they learned and noticed).

List of events dispatched to (FY2017 and later)

Event	Dispatch period*	Interview/Discussion
29th Summer Universiade (Taipei 2017)	August 2017	—
5th Asian Indoor and Martial Arts Game (Ashgabat 2017)	September 2017	—
23rd Olympic Winter Games (PyeongChang 2018)	February 2018	—
PyeongChang 2018 Paralympic Winter Games	March 2018	P.15
18th Asian Games (Jakarta - Palembang 2018)	Aug. to Sep. 2018	P.16
9th Rugby World Cup (Japan)	Sep. to Nov. 2019	P.16
17th World Athletics Championships (Doha)	Sep. to Oct. 2019	P.17
30th Southeast Asian Games (Philippines)	Nov. to Dec. 2019	P.17
32nd Olympic Games (Tokyo 2020)	July to Aug. 2021	P.20-23
Tokyo 2020 Paralympic Games	Aug. to Sep. 2021	P.20-23

* The dispatch period was different for each DCP.

PyeongChang 2018 Paralympic Winter Games

► Event dates: Mar. 9–18, 2018 / Participating athletes: 569 (from 48 countries and regions)

Interview

It reaffirmed for me the social grace of Paralympians



ISHIDA Yuko

This was my third time participating in the Paralympics, following the Vancouver Winter Games in 2010 and the London Games in 2012. I had always felt that Paralympians excel in social grace, and I felt this even more strongly at the PyeongChang Winter Games.

Athletes selected for doping control are not necessarily medalists. There are those full of anguish at a loss, and many are utterly exhausted, but everyone enthusiastically submitted to doping control. All the Paralympians had surmounted their impairment, had won domestic competitions with hard work upon hard work, and had made it to this world stage. With their curious looks about the waiting room, their entire being was testifying to their joy of becoming someone worthy of being tested. It was such an honor for me as a DCO to be able to test such athletes.

At the accommodations for DCP, my roommates were from South Africa and Ukraine. I fondly remember having inconsequential chats with them and making snowmen with the South African DCO who had never seen snow before.

For the Olympics and the Paralympics, the many who come from overseas include DCOs, not just athletes. I'd like to support Tokyo 2020 with all I have so that they will be able to remember it as a good event.



Photo: AP/Aflo

7. Experiences at Major Events

18th Asian Games (Jakarta - Palembang 2018)

► Event dates: Aug. 18–Sep. 2, 2018 / Participating athletes: 11,300 (from 45 countries and regions)

Interview



Photo: Reuters/Aflo

The earnestness I want to imitate



KOKUBU Yuji

I had been a DCO for 13 years, but this was my first time serving overseas. I can speak only a little English, but I think I was chosen to be among the dispatched because there will be more major events in Japan.

At this event, I served for in-competition and out-of-competition testing for three sports, mostly bicycle events. The team I was assigned to, though it went through some member changes, was a very international one: a German cluster manager, an American lead DCO, local DCOs and chaperones, and me and another DCO. At the first meeting, I tried to participate as much as possible, though clumsily. This had the effect of making everyone aware of my English level, and I think it made communication afterward easier.

What I strongly noticed in my experience there was the earnestness toward doping control demonstrated by the cluster manager and the lead DCO. As expected, things were carried out rigorously according to the World Anti-Doping Code, and we were thorough in double-checking. Of course, it is not that the doping control system in Japan is not good. Several days after doping control started, the work of us JADA DCOs was recognized, and we were trusted to serve somewhat independently. But I really felt the rigor unique to an international event, and since my return, I am conscious of the "major event standard" as I conduct doping control.

9th Rugby World Cup (Japan)

► Event dates: Sep. 20–Nov. 2, 2019 / Participating athletes: 620 (from 20 countries and regions)

Interview



Photo: Yohei Osada/AfloSport

My fond memory is that nothing happened



AOKI Tetsuya

For this event, each venue had two fixed DCOs, and the other DCOs were assigned in rotation to the venues. Three chaperones were assigned to each match. I was a fixed DCO assigned to a venue.

My personal memory of the event was that it ended without any incidents worthy of mentioning. Only the lead DCO was a non-Japanese person—dispatched from World Rugby, the governing body—and communicating well with this person was the only thing that made this different from our usual domestic events. I heard that, after the event, World Rugby said that JADA's DCOs are great because they are meticulous, and I felt that we were indeed able to carry out doping control without a hitch.

When I started to serve as Senior DCO about two years ago, I became more conscious of team management. I'm especially mindful of the fact that a team doesn't work when the person responsible is too elevated. I'm always working to create an atmosphere and system that would enable all members of the team to give their honest opinions. Many persons involved in doping control will come from overseas for Tokyo 2020, so some things will probably be different from this event. I want to make sure we keep our feet on the ground, make "stick to the basics" our motto, and serve so that the Games can end without incident.

17th World Athletics Championships (Doha)

► Event dates: Sep. 27–Oct. 6, 2019 / Participating athletes: 1,772 (from 206 countries and regions)

Interview



Photo: AP/Aflo

My first experience with paperless



SHIMADA Mikako

The doping control system at this event was paperless. JADA DCOs, including me, received their first instruction on how to use the system on a tablet. In actual use, I heard that there were some incidents: a sudden transmission error prevented information from being updated, and the first sample data of an athlete who had an additional sample taken had disappeared. But I felt that it would be a very useful system once people are used to it. After I returned, I reported this to JADA and shared the information I had. I think we will be using it in more settings, so this was a precious experience for me.

Everyone else on the team I was assigned to were local DCOs and chaperones. Briefings would, you'd expect, be easier in Arabic, but everything was done in English.

What I learned from those local DCOs and chaperones throughout the event was the strong will that we're all going to make the event successful. The team used WhatsApp to exchange ideas, and the page was filled with thoughts of appreciation for each other, not just specific points to pay attention to. When mistakes and incidents happened on site, many times, I saw the team backing each other up, and it affirmed to me the importance of teamwork.

At large events like the Olympics and Paralympics, it's expected that DCP will come under a lot of stress, so I would like us, as a team, to help each other out.

30th Southeast Asian Games (Philippines)

► Event dates: Nov. 30–Dec. 11, 2019 / Participating athletes: 5,630 (from 11 countries and regions)

Interview



Photo: AP/Aflo

Learning the desire to learn



OCHIAI Takashi

I think the mission for me and the other DCOs dispatched to this event was, of course, to increase our own international experience, but also to enlighten the local doping control staff on education. When we got there, the DCOs, BCOs, chaperones, and even the person responsible for doping control were young, with insufficient experience. Further, the doping control station we were led to was not prepared at all. We had to start at setting up tables and partitions, something we would not have experienced in Japan.

What touched me the most was their desire to learn and their attitude. Perhaps it's true that right now, Japan's knowledge and experience are more advanced, but I wouldn't be surprised if 10 or 20 years from now, we are the ones learning from them. The DCOs that were so nervously stiff in the beginning were behaving very like doping control personnel by the final day, and the team was also functioning well.

It has been just a few years since I started serving as Senior DCO. This event was my first time acting as a lead DCO. I would like to experience more international events and learn the knowledge and experience of countries more advanced in doping control, then relay them to Japan and Asian countries. This event was a good impetus for me to resolve to do this.

7. Experiences at Major Events



SAITO Naoto

A Senior DCO accredited in 2011. Served as a DCSM for in-competition testing at both the Olympic and Paralympic Games.



KOMATSU Miho

A DCO accredited in 2017. Served as a CC at both the Olympic and Paralympic Games.



MIYATAKE Hiromitsu

A DCO accredited in 2018. Served as a DCO at eight venues for the Olympic Games and four venues for the Paralympic Games.



YONEKURA Yuka

A BCO/SCO accredited in 2019. Served as a BCO at many venues for both the Olympic and Paralympic Games.

Having Served at
Tokyo 2020

A DCP Discussion

At Tokyo 2020 Olympic and Paralympic Games, many DCP trained by JADA performed doping control alongside DCOs from other countries and contributed to the realization of a clean Games. DCP who were involved in various roles—DCSM, CC, DCO, and BCO—were invited to discuss what happened at the Games and what they gained from serving at the Games.

Topic

Preparing for Tokyo 2020

How did you prepare to attend Tokyo 2020?

SAITO▶ In doping control, if you follow a procedure that is not the usual one, the details must be recorded on the report. So, I prepared numerous template reporting phrases for special cases that I could anticipate, both in Japanese and in English. Also, the sport that I was assigned to for in-competition testing for at the Paralympics had athletes with vision impairment. I therefore told the DCOs on my team to learn to use the “Invert Colors” feature on the iPad for

vision impaired persons, though it ended up not being necessary.

Athletes arrive at the doping control station tired after competing, and as the DCSM, the manager of the doping control station, I want to lessen the burden on them and get them out of the station as quickly as possible. I tried to prepare as much as possible to do so.

KOMATSU▶ I was able to participate in international events like Asian Games Jakarta - Palembang 2018 and Rugby World Cup 2019. The Asian Games that I was dispatched to right after being accredited as DCO left a strong



▲Origami crafts placed at the entrance to the DCS to try to lessen athletes' nervousness

impression. The experience of doping control as a team as I communicated with DCOs from various countries and with local chaperones gave me confidence for Tokyo 2020.

As for parasports, however, I had little testing experience, and I felt unsure. I was thankful for the JADA workshop that gave me an opportunity to learn about parasports (editor's note: see page 12). A DCO with more experience mentioned that most Paralympians can take care of themselves, so we don't need to feel like we always must help. This helped relieve my tension.

YONEKURA▶ I had just been accredited as a BCO in 2019, and Tokyo 2020 was my first major event. Perhaps it was a good thing that I had more time off work because of the coronavirus pandemic. I had more opportunities to experience various testing before Tokyo 2020. In some settings, I felt that doping control in such a circumstance would be impossible, but we got through it with the brilliant support of veteran DCOs. I felt confident for Tokyo 2020, more because I felt assured things would turn out OK thanks to such company than because I was confident in myself.

MIYATAKE▶ I was accredited as a DCO in 2018, but before the Games started, I had more worries than confidence. That was because I had made a big mistake at the training course, making me afraid that I wouldn't even be accredited. Even after I was accredited, I felt conflicted, doubting whether I qualified to carry out doping control that could change the course of an athlete's life. But once I found out that I would be participating in Tokyo 2020, I made a firm decision to not make the same mistake again, and I reviewed all my notes on what to improve on and what to watch out for to prepare for the Games.



▲DCP supported the success of Tokyo 2020 behind the scenes

SAITO▶ I really empathize with Mr. Miyatake. But mistakes are bound to happen. When an error is encountered, how do we fix it? I think it is the responsibility of the DCSM, the leader, to create an atmosphere for team members to feel that a mistake is not the end of everything.

Topic

Something experienced only at the Olympic and Paralympic Games

Mr. Saito, you've experienced many international events, but is it true that this was your first time to serve at the Olympic and Paralympic Games?

SAITO▶ Yes. The scale was very different from other events. For example, for doping control management, a normal event would require talking to one person who oversees the venue. However, at Tokyo 2020, we had to also negotiate with members of very numerous departments. This included those involved in venue management and the medal ceremony, and medical personnel. At the beginning of the Games, I was anxious with the volume of tasks.

What helped in efficient management was the use of the whiteboard in the DCSM office. We listed the name and nationality of the athlete selected for doping control, along with the DCO and chaperone handling testing, and other information such as the progress of testing. This helped manage things smoothly. We even listed detailed information such as chaperone shifts and whether each one had taken their meal break. By writing this out on the board, each chaperone was able to understand what needed to be done now and act on it.

This was a suggestion by an IDCO who had experienced the previous Games in Rio de Janeiro. There was an IDCO from France on the team, so this know-how is likely to be carried forward to the next Games in Paris. I think such proactive exchange of ideas between DCOs was facilitated because it was the Olympic and Paralympic Games.

Mr. Miyatake, you served at numerous sports and venues.

MIYATAKE▶ Yes, I did. The venues I served at did not make use of a whiteboard, but the DCSM had

7. Experiences at Major Events

thought of many things for management. It would be nice if such know-how could benefit the whole organization, not just individuals or specific teams. I spent 32 days total for the Olympics and Paralympics doping control at 12 venues, including the athletes' village. What I focused on throughout the Games was to stay calm. About two days into the Games, I realized that I was conducting tests more excitedly than I usually had. It's understandable that athletes would be worked up on this grand stage, but we mustn't be caught up by it. At a workshop ahead of the event, we were instructed to follow the process with the aim of completing the normal urine sample collection procedure within 20 minutes and the urine and blood sample collection procedure within 30 minutes. However, if the athlete was not in a hurry and the doping control station was not full, I made it a point to stay calm and be sure in my doping control procedure, even if it took a bit of time.

Ms. Komatsu, could you tell us of something that left an impression on you?

KOMATSU ▶ The in-competition testing for the Olympics where I served as CC had a DCSM who was not from Japan, and this meant that being positioned between this DCSM and Japanese chaperones and ensuring communication was more difficult than I had anticipated. Chaperones are volunteers, and we don't know how many will come or until what time they can serve until the time comes. We also need to ensure that chaperones would be able to get home on public transportation. I had to coordinate and coordinate every day, without letup. I even have dreams about it, though it's been a month since the Games have finished! There's not likely to be anything more frantic than the Olympics, so I think I will be able to respond flexibly to anything I may face in the future.

SAITO ▶ At the venue I was assigned to, we also sent chaperones home in time for the last train, so there was a time when all the DCP were notifying the athletes. Chaperones are very important in doping control. Since there were so many chaperones who did not know where the doping control station was, I made many copies of a hand-drawn map, gave them to the check-in staff, and asked them to distribute them to lost chaperones. I think that helped our work go more smoothly.



▲Preparing to carry out doping control smoothly through in-depth meetings with the DCSM at its center

Ms. Yonekura, you participated in both the Olympics and the Paralympics as a BCO/SCO.

YONEKURA ▶ Yes. The Paralympics helped me notice many new things.

For example, a question for blood testing was "Has the Athlete been seated for ten minutes with their feet on the floor prior to blood collection?" The only options were "Yes" and "No." For athletes with one or no legs, they don't know which they should select. Also, two types of needles were available for blood sample collection, but there were cases in which blood sample collection was difficult without a smaller needle. I felt that we would need to consider situations unique to parasports and change operations based on the rules.

What we worked on for the Paralympics was to cooperate with other BCOs. Depending on the athlete, minute adjustments—the angle of the needle or how the body is placed—may be necessary for successful blood sample collection. Blood sample collection is usually done by one BCO, but in such cases, the cooperation of two to three BCOs can make blood sample collection go smoothly. A system of such cooperation was established, and it was followed by the creation of mechanisms such as ways to mark rooms so that a glance can identify which rooms need blood sample collection and which rooms have BCOs inside.

SAITO ▶ That is very interesting to hear. I think it is difficult to arrange for multiple BCOs in usual domestic testing, so perhaps if you could tell us DCOs how we can support you, such as requests to "please do this far," maybe we can run testing more smoothly.

Topic

Lessons to apply in future doping control

To conclude, please tell us what you gained from the Games and what you would like to apply in your future.

SAITO ▶ Personally, I feel that with preparation before the Games and previewing the venue, there was more that I could have done in advance.

As a DCSM, I wish I could have conveyed more passionately my hopes that each DCP serves with the pride of a professional, certain that we are going to accomplish our mission. I think that being unafraid of failure and fully fulfilling the role assigned to us culminates in the success of an event.

YONEKURA ▶ As I served with different DCP at different venues, I came to realize that there is no "perfect score." Even when I feel I had done perfectly, it is not necessarily so, depending on the culture or the viewpoint. There is no need to feel down that I did not do a perfect job, but I still need to work toward perfection. That is what I realized at the Games.

MIYATAKE ▶ I had not been someone who shows my feelings, and neither did I have many opportunities to take the initiative to speak out. But at the Games, as I interacted with DCP and athletes from around the world, I acutely realized the importance of communication. I would like to express my thoughts and emotions a little more from now on.

KOMATSU ▶ I feel this at our usual JADA testing, as well, but the people filling leader roles are very aware of the whole picture. From their every word, I could feel that they were observing all the movement, including CCs, DCOs, and BCOs, and that they were ready to take the final responsibility for whatever happened. It drove home to me that I still have much work to do before I can become a DCSM, but I would like to continue to watch them and learn.



A framed photo and a letter Mr. Saito's team gave to an IDC0 after the end of testing

Pick Up!

DCOs from other countries also served at Tokyo 2020

Since 2013, JADA has worked on a project to invite IDC0s to participate in doping control in Japan, mainly as a part of training DCOs in the countries and regions of Asia. Two such DCOs from Southeast Asia who participated in Tokyo 2020 were TAN EU LIN EVELYN (Malaysia; invited 2017) and TANG KWAI FONG (Singapore; invited 2019).

Voice

TAN EU LIN EVELYN (left)

Doping control at Tokyo 2020 was on a scale I had never experienced, and each day was stimulating.

TANG KWAI FONG (right)

I reconnected with a JADA DCO that I had performed doping control with in 2019, and it was a joy that we could test together again.



8. Course materials

The following are the main teaching materials and tools created for and used in training DCP for major events.

Textbooks

Textbook for the DCO training course Introduction to Doping Control

The textbook was created in 2018 with the goal of training new DCOs for major events and was used mainly as the teaching material for the training course. Centered around explaining the procedures that serve as the basis for DCO tasks, it explains, sometimes using diagrams, what trainees should know surrounding anti-doping such as anti-doping systems around the world.



•Textbook contents

Chapter 1 Overview of Anti-Doping
Chapter 2 Overview of Doping Control
Chapter 3 Notification
Chapter 4 Arriving at the DCS to Filling in the Notification Form
Chapter 5 Witnessing Urine Sample Collection
Chapter 6 Sealing the Sample

Chapter 7 Administrative Tasks after Sealing the Sample
Chapter 8 Partial Sample Collection
Chapter 9 Additional Sample Collection
Chapter 10 Sample Transportation
Chapter 11 Blood Sample Collection
Chapter 12 Modifications for Testing Athletes with an Impairment

Textbook for the BCO training course Introduction to Doping Control

The textbook was created in 2019 with the goal of having BCOs gain fundamental knowledge on anti-doping and BCO tasks and increase their understanding of procedures common to DCP. Centered around explaining the procedures that serve as the basis for BCO tasks, it explains, sometimes using diagrams, what trainees should know surrounding anti-doping.



•Textbook contents

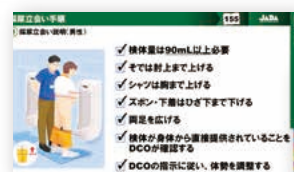
Chapter 1 Overview of Anti-Doping
Chapter 2 Overview of Doping Control
Chapter 3 Notification
Chapter 4 Arriving at the DCS to Filling in the Notification Form

Chapter 5 Witnessing Urine Sample Collection
Chapter 6 Modifications for Testing Athletes with an Impairment
Chapter 7 Blood Sample Collection

Slides

Slides for the DCO training course and for the BCO training course

The slides were used by instructors at the DCO training course and the BCO training course. The contents of the textbooks were reorganized in a compact manner and distilled into major points.



Slides for the DCO training course (Diagram of the procedure of witnessing urine sample collection)



Slides for the BCO training course (Diagram of blood sample collection)

Videos

Videos of doping control procedures

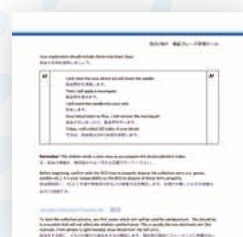
The videos were used in the course and in e-learning. They explain the flow of the doping control procedure from notification of athletes to sample transportation so that it is easy to understand. Chapter numbers were coordinated with the textbook so that they would be easy to reference when studying at home.



Online teaching materials

English learning tool for BCOs

The tool lists phrases often used when a BCO tests a foreign athlete in English, accompanied by the Japanese translation. Phrases for unforeseeable accidents, such as when the volume of blood sample collected is insufficient, are also listed.



Sample Collection at Major Events

The e-learning course is for learning in English about doping control at major events. In addition to improving English skills, trainees can also learn about teambuilding at international events.



9. History of Training DCP for Major Events

History of Training DCP for Major Events

Dates	Recruiting and training	Dispatch to major events
2017		
August	—	29th Summer Universiade (Taipei 2017)
September	—	5th Asian Indoor and Martial Arts Games (Ashgabat 2017)
Sep. to Oct.	Call for DCO applicants	—
November	DCO training course held	—
2018		
January	DCO group workshop held	—
February	—	23rd Olympic Winter Games (PyeongChang 2018)
Feb. to Mar.	First call for DCO applicants	—
March	—	PyeongChang 2018 Paralympic Winter Games
April	Second call for DCO applicants	—
June to July	DCO training course held	—
July to Aug.	DCO group workshop held	—
August	—	18th Asian Games (Jakarta - Palembang 2018)
2019		
Feb. to May	DCO workshop (Introduction) held	—
May	Call for BCO applicants	—
June to July	BCO training course held	—
Sep. to Nov.	—	9th Rugby World Cup (Japan)
Sep. to Oct.	—	17th World Athletics Championships (Doha)
Nov. to Dec.	DCO workshop (Intermediate) held	—
Nov. to Dec.	—	30th Southeast Asian Games (Philippines)
2020		
Jan. to Feb.	DCO workshop (Major Event) held	—
Dec. to following Feb.	Paperless system online workshop held	—
2021		
June	Paperless system simulation workshop held	—
July to Aug.	—	32nd Olympic Games (Tokyo 2020)
Aug. to Sep.	—	Tokyo 2020 Paralympic Games

*Blue text indicates activities for DCOs, green text for BCOs.

2017 2018 2019

