

Esports Wales

Anti Doping Policy

Status: Board approved policy

Applies to: Directors, Staff, Volunteers, Players, Officials, Clubs, Members, Partners

Owner: Board of Directors

Integrity & Ethics Lead: Board appointed Director / Senior Officer

Safeguarding Lead: Designated Safeguarding Lead (DSL)

Review cycle: Annual

Next review due: 12 months from adoption

1. Purpose

1.1 This policy sets out **Esports Wales CIC's** ("the Company") commitment to **clean, fair, and healthy participation** by preventing the misuse of **performance enhancing substances or methods** within esports activity.

1.2 It exists to:

- protect the **integrity and fairness** of competition
 - safeguard the **health and wellbeing** of participants
 - provide clarity on prohibited conduct in an esports context
 - discourage substance misuse and associated harms
 - align with integrity, safeguarding, and governance expectations
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2. Scope

2.1 This policy applies to:

- all Esports Wales sanctioned or recognised competitions, events, and programmes
- online, offline, and hybrid esports environments

Policy Number: P0406

Version Number: 001



Esports Wales CIC: 12372413

2.2 It applies to all individuals involved, including:

- players and participants
- coaches, managers, and team staff
- officials and referees
- staff and volunteers
- Board members and contractors

2.3 This policy applies regardless of:

- level of competition
 - age of participant
 - whether participation is recreational or competitive
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3. Core Principles

Esports Wales is guided by the following principles:

- **Fair Play** – success should be based on skill, preparation, and effort
 - **Health & Welfare** – participant wellbeing comes first
 - **Integrity** – competition must be honest and credible
 - **Education & Prevention** – awareness is key to reducing harm
 - **Proportionality** – responses are appropriate to context and risk
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4. What Is Doping in Esports?

4.1 In an esports context, **doping** refers to the **misuse of substances or methods** to gain an **unfair competitive advantage** or to enhance performance beyond normal physiological or cognitive limits.



4.2 This may include (not exhaustive):

- misuse of prescription medication (e.g. stimulants)
 - use of illegal or controlled substances
 - excessive or unsafe use of substances intended to enhance alertness, focus, or reaction time
 - sharing or supplying substances for performance enhancement
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5. Prohibited Conduct

The following behaviours are **not permitted**:

- using prohibited or controlled substances to enhance esports performance
 - misusing prescription medication not prescribed to the individual
 - sharing, supplying, or encouraging others to use performance-enhancing substances
 - coercing or pressuring others to use substances
 - concealing or failing to report doping-related concerns
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6. Medication & Legitimate Use

6.1 Esports Wales recognises that some individuals may:

- take prescribed medication for legitimate medical reasons
- have conditions requiring ongoing treatment

6.2 Participants are **not penalised** for legitimate medical use of prescribed medication.

6.3 However:

- medication must be used **as prescribed**



- misuse or sharing of prescription medication is prohibited
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7. Young People & Safeguarding Considerations

7.1 Esports Wales recognises that young people may be:

- particularly vulnerable to pressure around performance
- at increased risk of harm from substance misuse

7.2 Where doping concerns involve:

- children or young people
- adults at risk

the matter may also be treated as a **safeguarding concern** and managed under safeguarding procedures.

8. Education & Prevention

8.1 Esports Wales will:

- promote awareness of the risks associated with doping and substance misuse
- encourage healthy preparation, rest, nutrition, and wellbeing
- challenge myths around “performance shortcuts”

8.2 Clubs, coaches, and partners are expected to support a **clean-play culture**.

9. Duty to Report

9.1 All individuals covered by this policy have a responsibility to:

- act honestly and responsibly
- discourage doping or substance misuse



- report concerns or suspicions relating to doping

9.2 Failure to report concerns may itself constitute a breach of this policy.

10. Reporting Doping Concerns

10.1 Concerns relating to doping or substance misuse may be reported via:

- the Integrity & Ethics Lead
- safeguarding reporting routes (where welfare is impacted)
- complaints procedures
- whistleblowing routes

10.2 Reports may be made:

- confidentially
- in good faith

10.3 No individual will be disadvantaged for raising concerns responsibly.

11. Responding to Allegations

11.1 Allegations of doping will be:

- taken seriously
- assessed proportionately
- handled fairly and confidentially

11.2 Esports Wales may:

- investigate allegations
- impose interim measures where necessary
- refer individuals to welfare or safeguarding support



- take disciplinary or governance action
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12. Sanctions

12.1 Confirmed breaches of this policy may result in:

- warnings or education requirements
- suspension or disqualification from competition
- removal from roles or accreditation
- referral to safeguarding or welfare services
- termination of involvement with Esports Wales

12.2 Sanctions will be:

- proportionate
 - consistent
 - focused on integrity and wellbeing
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13. Confidentiality & Information Handling

13.1 Doping related information will be:

- handled sensitively
- shared only on a need to know basis

13.2 Information may be shared where:

- safeguarding or welfare requires it
 - legal or regulatory obligations apply
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14. Roles & Responsibilities

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14.1 Board of Directors

- holds ultimate responsibility for clean sport principles
- ensures appropriate oversight and resources

14.2 Integrity & Ethics Lead

- oversees implementation of this policy
- manages reports and investigations
- reports trends and issues to the Board

14.3 All Participants

- must comply with this policy
 - must act in a way that protects integrity and wellbeing
 - must report concerns
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15. Linked Policies & Procedures

This policy must be read alongside:

- **P0401 Integrity & Ethics Policy**
- **P0402 Match Fixing & Competition Manipulation Policy**
- **P0403 Betting & Gambling Policy**
- **P0404 Antibribery & Corruption Policy**
- **P0405 Use of Inside Information Policy**
- **P0201 Safeguarding Policy Statement**
- **P0204 Duty of Care Policy**
- **P0116 Whistleblowing Policy**



16. Monitoring & Review


16.1 Esports Wales will:

- monitor doping related concerns and trends
 - review this policy annually
 - update it in response to emerging risks or guidance
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17. Adoption

This Antidoping Policy was approved by the Board of Directors of **Esports Wales CIC**.

Date approved: ___02/03/2026___

Signed (Chair):___  ___

