BSADA Anti-Doping Privacy Notice

Anti-Doping Privacy Notice

The Bermuda Sport Anti-Doping Authority (BSADA) is a signatory to the World Anti-Doping Code (the Code) and is responsible for implementing an Anti-Doping program in Bermuda. This privacy notice describes how we will collect, use and share personal information about you to run our Anti-Doping program and create a clean sport environment for all athletes. If we make material changes to this policy that impacts how we process your personal information, we will amend the date of the document, publish on our website and where possible, notify individuals directly of the changes.

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Fair & Lawful Processing

We process your personal information where necessary and proportionate to our Anti-Doping program. Under data protection laws, we rely on the following “legal grounds” or “basis” to process personal information for Anti-Doping activities:

- To comply with the Anti-Doping in Sport Act 2023.
- Personal Information Protection Act 2016 (PIPA).
- To serve the substantial public interest of eliminating doping in sport.
- With your consent, for instance when you apply for a TUE.

Types of Personal Information

The types of personal information we collect depend on your level as an athlete or your role in sport. It will also depend on how the Anti-Doping rules apply to you.

For example, if you need a Therapeutic Use Exemption (TUE), you will need to provide us with medical information. If you are charged with an Anti-Doping rule violation, you may need to provide us with evidence in your defense. If you are not an athlete, we still may need to collect personal information about you, like education data and identifiers, but we will not ask you for whereabouts or need you to participate in Anti-Doping testing.

Information that identifies or is identifiable to you, like your name, contact information, date of birth, gender, sport nationality, and the sports you participate in.

Education data we need to make sure you are receiving Anti-Doping education, like the courses you complete, the dates you took them, and your assessment scores.

Whereabouts information that indicates where you can be found for Anti-Doping testing (for example, addresses for regular activities like training, work or school and for the location(s) where you will be available for testing during a daily one-hour time slot). We will tell you if you need to provide us with this information.

Testing data that is created when we collect samples from you for an Anti-Doping test. (for example, doping control forms, type of test, sample code numbers, responses and information provided by you during a sample collection session) and the laboratory results from the analysis of your samples.

Athlete Biological Passport (ABP) data, for example, biological passport ID, blood and steroid biological marker values and ratios, and expert recommendations and assessments. The ABP is another tool to identify doping based on the analysis of laboratory results obtained from Anti-Doping samples.

Medical information, if you need to apply for a **Therapeutic Use Exemption** because you have a medical condition and need to use a substance or a method that is normally not allowed to be used.

Results management information, if we believe you have broken Anti-Doping rules. This includes information about the **Anti-Doping rule violation** you are charged with, evidence you provide in defense of a charge, and the decision on whether or not you will receive a sanction.

Investigations information if we suspect you may have broken Anti-Doping rules. This can include information or evidence obtained from open source searches, from witnesses and other confidential sources, or through cooperation with law enforcement agencies.

How and Why We Use Personal Information

Our role as an Anti-Doping Organization (ADO) is to detect, deter and prevent doping in sport, in accordance with the Code, the International Standards (IS), our BSADA Anti-Doping Rules (ADR) and the Anti-Doping in Sport Act 2023. This involves using personal information to carry out the Anti-Doping activities listed below.

We also maintain records to improve, monitor and report on our Anti-Doping activities. This can include creating statistics by aggregating personal information. For example, we create statistics about Anti-Doping tests we conduct and Anti-Doping rule violations for which we are the results management authority.

Anti-Doping Activities	Main Personal Information Types Used for Each Activity							
Providing Anti-Doping education to you.								
Planning and conducting Anti-Doping tests, and locating you for these tests using the whereabouts information you submit.								
Analyzing the results from your biological samples.								
Analyzing and following up on the recommendations and results of your passport (Athlete Biological Passport or ABP).								
Enforcing our ADR by identifying Anti-Doping rule violations, issuing charges, and managing related proceedings.								
Processing requests to grant or recognize any therapeutic use exemptions (TUE) you apply for.								
Gathering intelligence and conducting investigations to better target testing activities and identify Anti-Doping rule violations, including cooperating with law enforcement.								
Communicating with you for the purposes described above.								
Coordinating and collaborating with other ADOs, for example, by sharing intelligence to better target our testing activities or by sharing information about our education program to avoid duplication.								
Reporting on our Anti-Doping activities to WADA to demonstrate our compliance with the Code and International Standards								

Who We Share Personal Information With

We many need to share your personal information with the following individuals and organizations to run our Anti-Doping program and respect the Code:

- **Individuals you authorize** to receive or share your personal information, like an agent, coach, doctor, or a parent or guardian.
- **Code Signatories** that have testing authority, sample collection authority, or results management authority over you, like a National Anti-Doping Organization, International Federation, or Major Event Organizers.
- **WADA** (the World Anti-Doping Agency), that ensures all Code Signatories respect the rules of the Code. WADA also operates and manages **ADAMS***, a platform hosted in Canada to which we will upload your personal information. Using ADAMS facilitates the collaboration and sharing of information needed to run our Anti-Doping program.
- **Laboratories and Athlete Passport Management Units** that analyze Anti-Doping samples and the Athlete Biological Passport. They are subject to the International Standard for Laboratories, and only have access to coded data (based on sample codes or passport IDs).
- **Delegated third parties and other service providers** that we hire to help us carry out Anti-Doping activities and maintain our operations. We require delegated third parties and service providers to agree to strict contractual controls designed to protect your personal information. We work with private sample collection agencies (which include Clearidium and PWC) to conduct Anti-Doping tests on our behalf. In addition, we use other services to maintain our operations, including Bermuda Microsystems Group Ltd as our IT service provider.
- **Public authorities** responsible for enforcing sport and Anti-Doping laws and for investigating offences tied to doping in sport.

If you are found to have committed an Anti-Doping rule violation and receive a sanction as a result, then we may need to publish your name, sport, the Anti-Doping rule violated and why it was violated, as well as the consequences for you.

*For details about **ADAMS**, associated mobile apps like Athlete Central, and how WADA will process your personal information, review the ADAMS Privacy Policy (https://adams-help.wada-ama.org/hc/en-us/articles/360012071820-ADAMS-Privacy-Policy) or contact WADA at privacy@wada-ama.org.

We share personal information with Code Signatories, WADA, and public authorities in accordance with the rules of the Code, the International Standards and the Bermuda Anti-Doping in Sport Act 2023. This international cooperation is needed to achieve the strong public interests served by eliminating doping in sport. Code signatories that we share personal information with may be located outside of your country of residence, and the data protection and privacy laws in these destination countries may not always be equivalent to those in your own country. Regardless of the destination country of any such transfers, Code Signatories must always comply with the International Standard for Protection of Privacy and Personal Information (ISPPPI). Such transfers are a necessary consequence of participation in organized sport and facilitate the strong public interests served by eliminating doping in sport. **WADA**'s main offices are in Canada and Switzerland, and ADAMS is hosted

by WADA in Canada. Both countries have been deemed to provide adequate protection for personal information by several regional and national data protection agencies, as well as the European Commission in the EU. When we share personal information with **delegated third parties** or other **service providers**, we ensure they are operating in a location that has been deemed to provide adequate protection for personal information or that they are subject to appropriate contractual controls or other safeguards to protect your personal information.

Your Rights

You have rights with respect to your personal information under the International Standard for the Protection of Privacy and Personal Information and the Personal Information Protection Act 2016 (PIPA), including the right to a copy of your personal information and to have it corrected, blocked or deleted in certain circumstances. You also have the right to lodge a complaint with us. You also have the right to file a complaint and can do so by contacting the BSADA Privacy Officer or the Privacy Commissioner.

Because Anti-Doping is a mandatory feature of organized sport, it still may be necessary for us, WADA, and other ADOs and organizations to continue to process your personal information to fulfill obligations under the Code, the International Standards, or national Anti-Doping or sport laws such as the Anti-Doping in Sport Act 2024, despite your objection to such processing or withdrawal of consent (where applicable). This includes processing for investigations or proceedings related to possible ADRVs, as well as processing to establish, exercise or defend against legal claims involving you, WADA and/or an ADO. Objecting or withdrawing consent could also have consequences for you, such as triggering your non-compliance with the Code and IS, as well as our BSADA Anti-Doping Rules (ADR); producing an ADRV (e.g., under Article 2.3 of the Code – Evasion, Refusal or Failure to Submit to Sample Collection); or preventing you from participating in sporting events.

Please contact us at results@bsada.org to exercise your rights or if you have questions or complaints about how we handle personal information.

Safeguards & Retention

We have adopted measures, including administrative, technical, physical and contractual measures, to protect personal information in our custody and control against theft, loss and unauthorized access, use, modification or disclosure.

We restrict access to personal information on a need-to-know basis to employees and authorize delegated third parties and service providers who require access to fulfill their designated functions. The Anti-Doping organizations we share personal information with are bound by the same standards as BSADA when they handle your personal information. These standards are described in the International Standard for the Protection of Privacy and Personal Information. They include protecting your personal information, deleting it when no longer needed, being transparent, and

allowing you to exercise rights like the right to access your personal information.

Your personal information will be kept in accordance with the criteria and retention periods set out in **Annex A of the ISPPPI**. Retention periods in Annex A can be extended where required by law or for the purpose of conducting an Anti-Doping investigation or proceeding.

Contact Us

If you have any questions about how we handle personal information, or have any complaints, please contact us at results@bsada.org . If you are not satisfied with how we have handled your complaint, you may notify the Office of the Privacy Commissioner privcom@privacy.bm or WADA at **compliance@wada-ama.org** or **privacy@wada-ama.org**. WADA will handle the notice in accordance with the International Standard for Compliance by Signatories.