Bermuda
sport anti-doping
authority

2025

ANNUAL REPORT

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ABOUT US

Mission Statement

To prevent, detect and deter the use of illicit drugs and banned doping practices by delivering education and testing services to the Bermuda Sporting Community.

BOARD MEMBERS

Michael Smith-Chairman
Anthony Roberts-Vice Chairman
Dean Williams-Treasurer
Sean Tucker-Secretary
Sheila Brown
Jocene Harmon * resigned December 2024
Dr. Desiree Spriggs
David Porter
Jay Smith

DISCIPLINARY PANEL MEMBERS

Janita Burke-Chairman
Carla George-Vice Chairman
Cristen Suess-Vice Chairman
Colin Blades
Dr. Melvyn Bassett
Dr. Seb Henagulph
Dr. Mahesh Reddy
Gerry Swan
Dr. Basil Wilson

APPEALS PANEL MEMBERS

Kevin Bean-Chairman
Christopher Swan-Vice Chairman
Donna Bradshaw
Dr. Burton Butterfield
Crystal Hanna
Dr. Margot Harvey
Oscar Lightbourne
Dr. Amne Osseyran
Calvin Simons

STAFF

Deborah Hunter	**Chief Executive Officer**
Carlnika Roser	**Doping Control & Education Manager**
Duncan Barclay	**Results, Compliance, Investigations & Privacy Manager**

Message from Chairman and CEO

As Chairman of the Bermuda Sport Anti-Doping Authority (BSADA), I am proud to present this year's annual report, which reflects the tireless dedication, professionalism, and integrity of our team. In a year that brought both challenges and opportunities, BSADA has continued to uphold the highest standards in protecting clean sport in Bermuda.

There have been many challenges the industry has faced, affecting all tiers of management globally, and we must continue to ensure that all athletes voices are heard with conviction. The Cottier report is a very significant part of the future development of the upcoming 2027 World Anti-Doping Code, the International Standards and guidelines that govern anti-doping organizations as we continue to navigate the vulnerability of many who participate in sports on all levels. The future of anti-doping without a doubt, will continue to deal with complexities as competition becomes more fierce.

Performing with enhanced methods and substances must not be allowed or tolerated in sports. We must continue to be advocates for our athletes in ensuring clean sport and fair play is provided to all.

Our team has worked diligently across all areas of our mandate, from testing and education to outreach and international collaboration. Through rigorous In-Competition and Out-of-Competition testing, we have maintained our unwavering commitment to fair play. We have expanded our educational initiatives, engaging athletes, coaches, and sport organizations to ensure understanding and compliance with anti-doping regulations.

Behind every sample collected, every educational workshop delivered, and every policy reviewed, stands a team of individuals who are deeply committed to the values of fairness, integrity, and respect. Their work often goes unseen, but it is essential to the credibility of sport and the protection of athletes.

Attending both the 2025 WADA and The Institute of National Anit-Doping Organizations' Symposiums is vital to the continued best practices of the organization as many new and innovative ideas emerge along with the ever-growing influence of Artificial Intelligence.

BSADA has engaged and expanded its IT umbrella with the emergence of the Personal Information Protection Act 2016 (PIPA) .

We extend our sincere thanks to the entire BSADA staff, our Board members, and our partners locally and internationally. Their efforts continue to strengthen Bermuda's reputation as a country that champions clean sport.

Michael Smith
Chairman

Deborah Hunter
Chief Executive Officer

Standing Committees

In accordance with the Anti-Doping in Sport Act 2023, the Board shall comprise not less than seven, no more than 13 members appointed by the Minister.

COMMITTEE MEMBERS	Communications	Compliance	Education	Finance/Audit	Governance/Risk	Health & Safety	Human Resources	Results	Test Distribution
SHEILA BROWN				X			X		
JOCENE WADE						X	X		
DAVID PORTER	X		X						
ANTHONY B. ROBERTS	X	X			X		X		
JAY SMITH		X	X		X				
MICHAEL SMITH	X	X		X	X		X		
DESIREE SPRIGGS			X					X	
SEAN TUCKER		X			X			X	
DEAN WILLIAMS				X	X		X		
DEBORAH HUNTER ex-officio	X	X	X	X	X	X	X	X	X
DUNCAN BARCLAY ex-officio	X	X	X		X	X		X	X
CARLNIKA ROSER ex-officio		X	X					X	X

DOPING CONTROL

During the financial year, the 2024 Paris Summer Olympics took place, and BSADA saw several athletes advance to the higher testing pool after meeting the Olympic qualifying standards. This transition led to increased costs and compliance requirements from our international partners, which include organizations coordinating international Olympic testing and the relevant International Federations whose athletes were competing.

BSADA continued to conduct testing both locally and internationally on athletes representing Bermuda and those under Bermuda's jurisdiction. The organization actively collaborated not only with other National Anti-Doping Organizations ("NADOs)" but also with International Federations. This collaboration aims to target athletes both In- Competition and Out-of-Competition.

With a significant number of our national-level athletes living and training overseas, local testing opportunities have decreased. As a result, there are now more educational opportunities at local events where testing was once more common. Meanwhile, international testing figures and costs continue to rise as our athletes perform well on the international stage.

Following the introduction of the PIPA in Bermuda, the Doping Control team was recertified in WADA's Sample Collection Protocols in addition to the handling and gathering of information as it pertains to PIPA.

BSADA's commitment to provide a variety of sample collection kits for our athletes has resulted in the Lockcon test kits being added to our current inventory of test kits.

We are extremely proud to achieve continued Testing deliverables as mandated by WADA.

Lockcon

Berlinger

RESULTS, COMPLIANCE & INVESTIGATIONS

On the back of concluding the legislative changes to the Anti-Doping in Sport Act 2023 to ensure it's compliance, this fiscal year saw BSADA engage in the global review of the 2027 World Anti-Doping Code and the International Standards. This review is a phased approach through multiple consultations that provide each stakeholder with the opportunity to provide feedback on the individual articles of the Code and International Standards. The review takes place two (2) years prior to the changes being implemented on January 1, 2027 with the new Code due to be ratified at this year's World Conference in Busan, South Korea, in December 2025. Some main considerations during the review were the Cottier Report and recent high-profile doping cases. Some other areas of note were the changes to Operational Independence of National Anti-Doping Organizations (NADO), enhancement of the education responsibilities, and further development of the results management process. In addition, a separate International Standard for Investigations is being created, which will bring the total number of International Standards to nine (9) in total. BSADA must comply with these International Standards.

BSADA staff attended the annual WADA symposium in Lausanne, Switzerland, in March 2025, which proves to be beneficial as it provides important networking and partnership opportunities as well as an ideal platform to gain knowledge and clarity on a variety of subjects. The in-person opportunity to strengthen our partnerships with other Anti-Doping Organizations ("ADO") from various regions is critical for small NADOs such as ours, as they are a valuable resource of knowledge and expertise.

As often seen on the back of an Olympic year, there were several removals from the test pools. The 2025 Registered Test Pool (RTP) currently contains five (5) athletes, and the National Test Pool 1 (NTP1) has fifteen (15) when compared to the 2024 Registered Test Pool (RTP) that contained nine (9) athletes, and the National Test Pool 1 (NTP1) had eighteen (18). The reduction in number of athletes located in various test pool levels is largely due to either athlete retirement or reduction in competition level and activity. Athletes included in these pools are required to provide quarterly where-abouts and are the focus of our Out-of-Competition testing activity. It is important to note, however, that all athletes in Bermuda, including recreational athletes, remain subject to testing under the BSADA Anti-Doping Rules and the Anti-Doping in Sport Act 2023.

RESULTS MANAGEMENT AND SANCTIONS

Result Management and Sanctions

There were no Anti-Doping Rule Violations (ADRVs) asserted, and no Adverse Analytical Findings (AAFs) reported during the fiscal year.

Anti-Doping Tests by Sample Collection Agency April 2024—March 2025

Anti-Doping Statistics Report by Sample Collection Agency

Name	Urine In Comp	Urine Ooc	Blood OoC	Blood Passport
Bermuda Sport Anti-Doping Authority (BSADA)	8	12	-	-
Canadian Center for Ethics in Sport (CCES)	-	5	1	3
Clearidium	-	3	1	2
Professional Worldwide Controls (PWC)	-	5	2	1
Sport Integrity Australia (SIA)	-	-	-	-
United Kingdom Anti-Doping (UKAD)	-	2	1	-
United States Anti-Doping Agency (USADA)	-	14	3	3
Sub Total	**8**	**41**	**8**	**9**
Total	**49**		**17**	

LEGEND: ***In Comp:***— *In-Competition* ***OoC:***—*Out-of-Competition*

Anti-Doping Tests by Sample Collection Agency April 2023—March 2024

Anti-Doping Statistics Report by Sample Collection Agency

Name	Urine In Comp	Urine Ooc	Blood OoC	Blood Passport
Bermuda Sport Anti-Doping Authority (BSADA)	9	4	-	2
Canadian Center for Ethics in Sport (CCES)	-	5	-	4
Clearidium	-	6	1	4
Professional Worldwide Controls (PWC)	-	4	1	-
Sport Integrity Australia (SIA)	-	1	-	-
United Kingdom Anti-Doping (UKAD)	-	4	-	1
United States Anti-Doping Agency (USADA)	-	11	1	5
Sub Total	**9**	**35**	**3**	**16**
Total	**44**		**19**	

LEGEND: ***In Comp:***— *In-Competition* ***OoC:***—*Out-of-Competition*

Anti-Doping Tests by Sport
April 2024—March 2025

Anti-Doping Statistics Report by Sport

Name	Urine In Comp	Urine Ooc	Blood OoC	Blood Passport
Aquatics	-	10	-	-
Athletics	3	5	3	1
Boxing	-	1	-	-
Cycling	5	5	2	-
Paralympics	-	4	1	3
Rowing	-	1	-	-
Sailing	-	5	-	1
Triathlon	-	10	2	4
Sub Total	**8**	**41**	**8**	**9**
Total	**49**		**17**	

LEGEND: ***In Comp:***— *In-Competition* ***OoC:***—*Out-of-Competition*

Anti-Doping Tests by Sport
April 2023—March 2024

Anti-Doping Statistics Report by Sport

Name	Urine In Comp	Urine Ooc	Blood OoC	Blood Passport
Aquatics	-	1	1	-
Athletics	5	8	-	3
Boxing	-	1	-	-
Cycling	2	8	1	2
Paralympics	-	4	-	4
Rowing	-	1	-	1
Sailing	-	4	-	-
Triathlon	2	8	1	6
Sub Total	**9**	**35**	**3**	**16**
Total	**44**		**19**	

LEGEND: ***In Comp:***— *In-Competition* ***OoC:***—*Out-of-Competition*

EDUCATION

BSADA is committed to ensuring that all athletes regardless of level of play receive education concerning Anti-Doping. To ensure that a diverse group of athletes at all levels receive proper education, BSADA is enhancing its partnerships with both local and international federations, making sports-specific education more accessible. The education provided includes both face-to-face and e-learning sessions that cover one or more of the WADA's key competencies and topics. This equips athletes with practical knowledge about Anti-Doping. These partnerships benefit not only the athletes but also those who support them medically, emotionally, and financially by educating them on the significant role they play in Anti-Doping efforts.

Many sports organizations have embraced these educational opportunities, inviting BSADA to their events and training locations. As a result, BSADA has seen a steady increase in registrations under their jurisdiction for ADEL, an Anti-Doping e-learning program sponsored by WADA. This program is particularly beneficial for individuals involved in sports who are unable to attend face-to-face sessions or want to learn more about Anti-Doping. BSADA's jurisdictional registrations for ADEL increased from twenty-seven to forty-seven (47) individuals, this number includes athletes and support personnel.

Although face-to-face education remains challenging, BSADA successfully educated over ninety (90) individuals this fiscal year, covering six (6) out of seven (7) Education Pools.

Additionally, this year, we partnered with the Bermuda Olympic Association for WADA's Play True campaign, featuring two national athletes who pledged to uphold the principles of fair play.

ADEL BY WADA

The Anti-Doping Education and Learning Platform (ADEL) is the central hub for WADA's eLearning courses and education resources.

EDUCATION

WADA's Key Competencies

Values-Based Education: Activities that focus on developing individual values and principles, helping learners enhance their decision-making skills and behave ethically.

Awareness Raising Education: Activities that bring attention to topics and issues related to clean sport.

Information Provision: Accurate and up-to-date materials that have content related to clean sport.

Anti-Doping Education: Training and activities on Anti-Doping topics designed to build competencies in clean sport behaviors and help athletes in making informed decisions.

Key Topics

Anti-Doping rule violations

1. Athletes', Athlete Support Personnel's and other groups' rights and responsibilities under the Code, and the Athletes Anti-Doping Rights Act.
2. Consequences of doping, for example, physical and mental health, social and economic effects, and sanctions.
3. Governance of the Anti-Doping system; – Principles and values associated with clean sport.
4. Requirements of the Registered Testing Pool, including whereabouts and the use of ADAMS; – Risks of unintentional doping, including supplement use.

Bermuda Olympic Association Athletes' Commission

Tyler Smith
Vice Chair

BSADA welcomes partnering with the Bermuda Olympic Association and its Athletes' Commission.

Collectively supporting a mission to engage , provide solutions and champion the cause to ensure athletes concerns never go unheard.

Madelyn Moore —Swimming

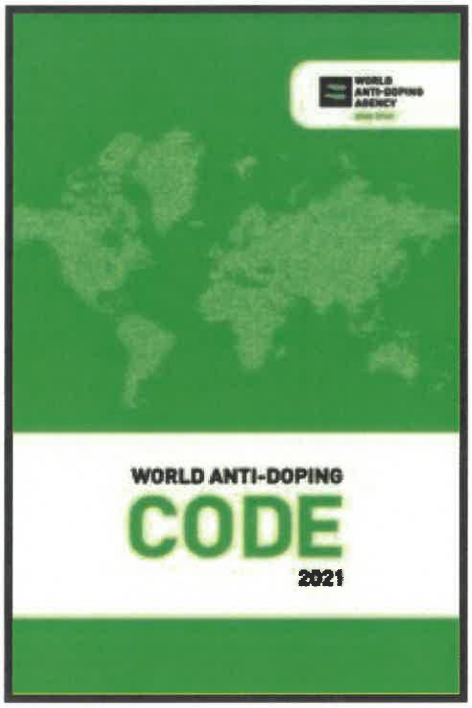
Athletes & Athlete Support Personnel

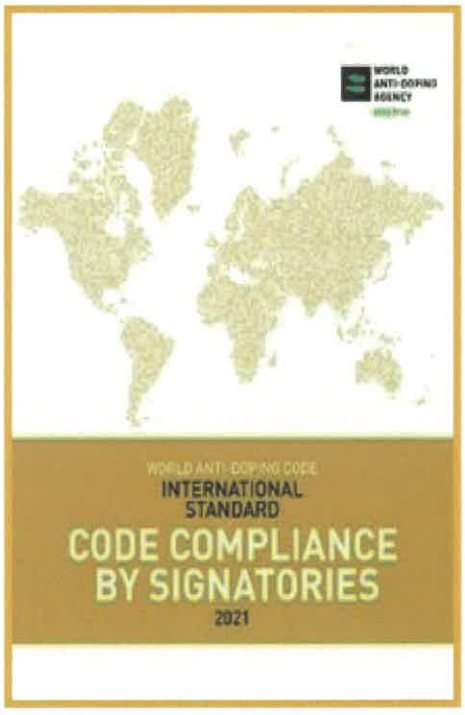
Committed to excellence, clean sport, standards and behaviours.

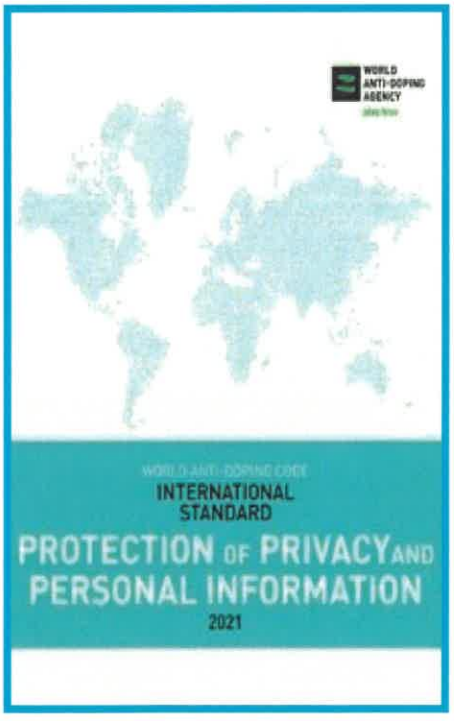
Education Session - National Archery Association

National Archery Association L-R: Coach Ross Roberts, Elektra Smith, Camerin Pickering, William Pickering, Robin Selley, Coach Trina Roberts, Carlnika Roser (BSADA) and Jaydon Roberts

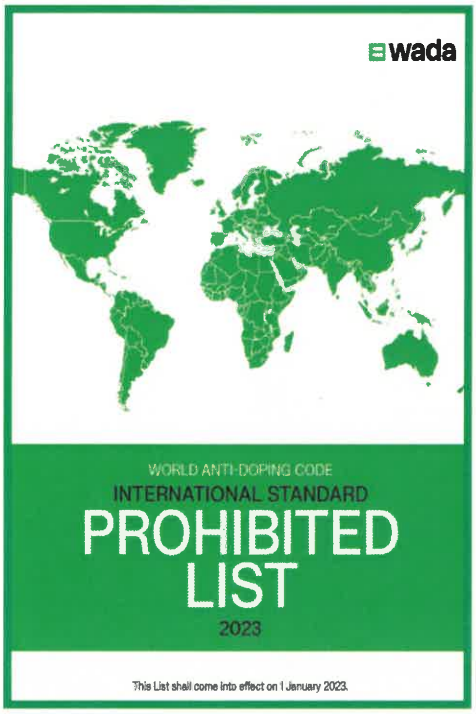
CODE & INTERNATIONAL STANDARDS

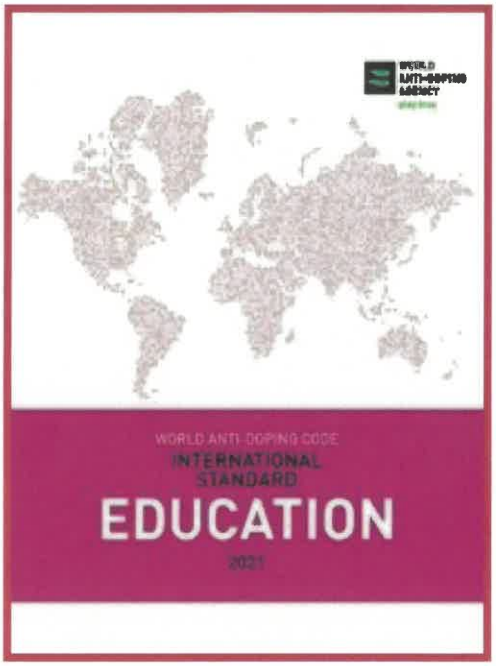


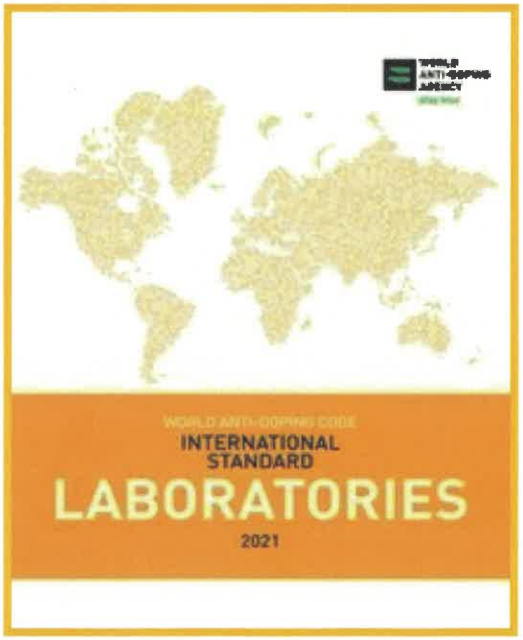




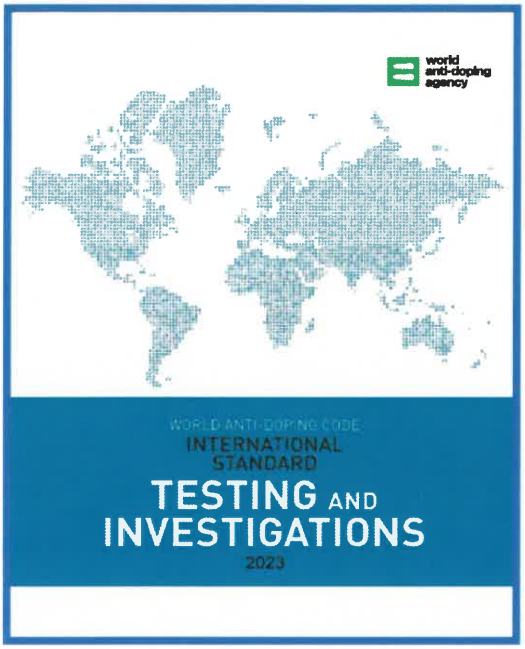
INTERNATIONAL STANDARDS

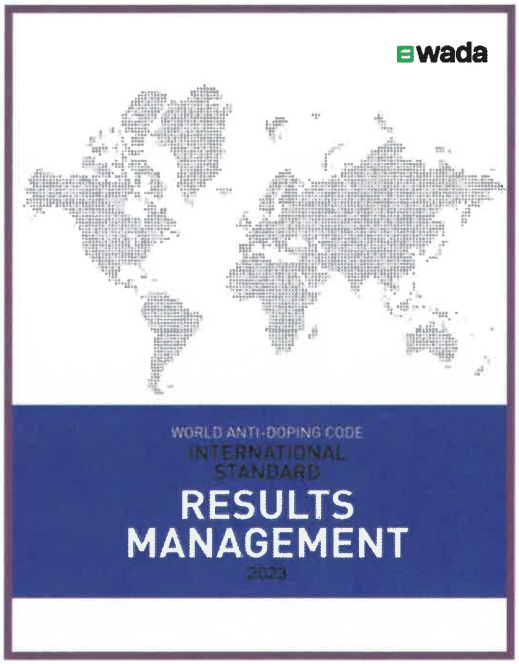


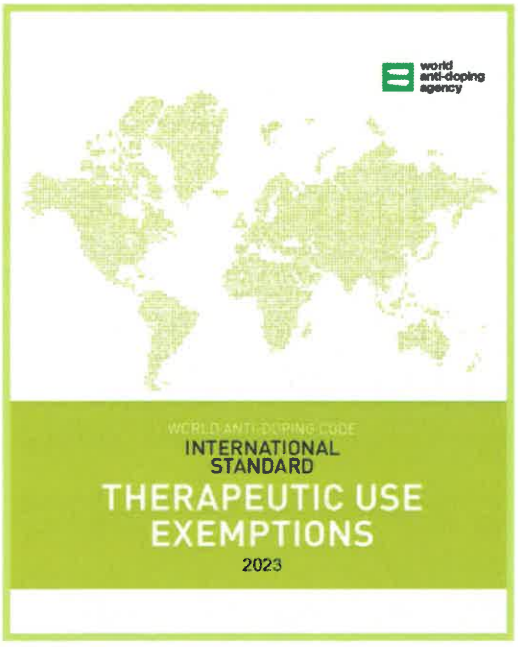




INTERNATIONAL STANDARDS







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