

FINCIS training material





Goal of education





Equality and fairness

FINCIS promotes an ethically sustainable sporting culture together with other national and international stakeholders



FINNISH SPORTS ARE
A FORERUNNER IN
ETHICAL CONDUCT



Current ethical themes
EVERYONE HAS THE RIGHT TO ETHICALLY SUSTAINABLE SPORTS
Promoting spectator safety and comfort
EVERYONE IS ENTITLED TO A SAFE SPORTS EVENT
Prevention of competition manipulation
EVERYONE IS ENTITLED TO FAIR PLAY
Anti-doping activities
EVERYONE IS ENTITLED TO CLEAN SPORTS

Together
with our partners,
we promote
ethical conduct
in sports

RELIABLY · FAIRLY · TOGETHER



www.suek.fi

Please visit FINCIS's website for comprehensive information about anti-doping activities and the prevention of manipulation of sports competitions



Is the drug you are using allowed in sports? Check online or on the application



Each stakeholder is responsible for reporting sports violations



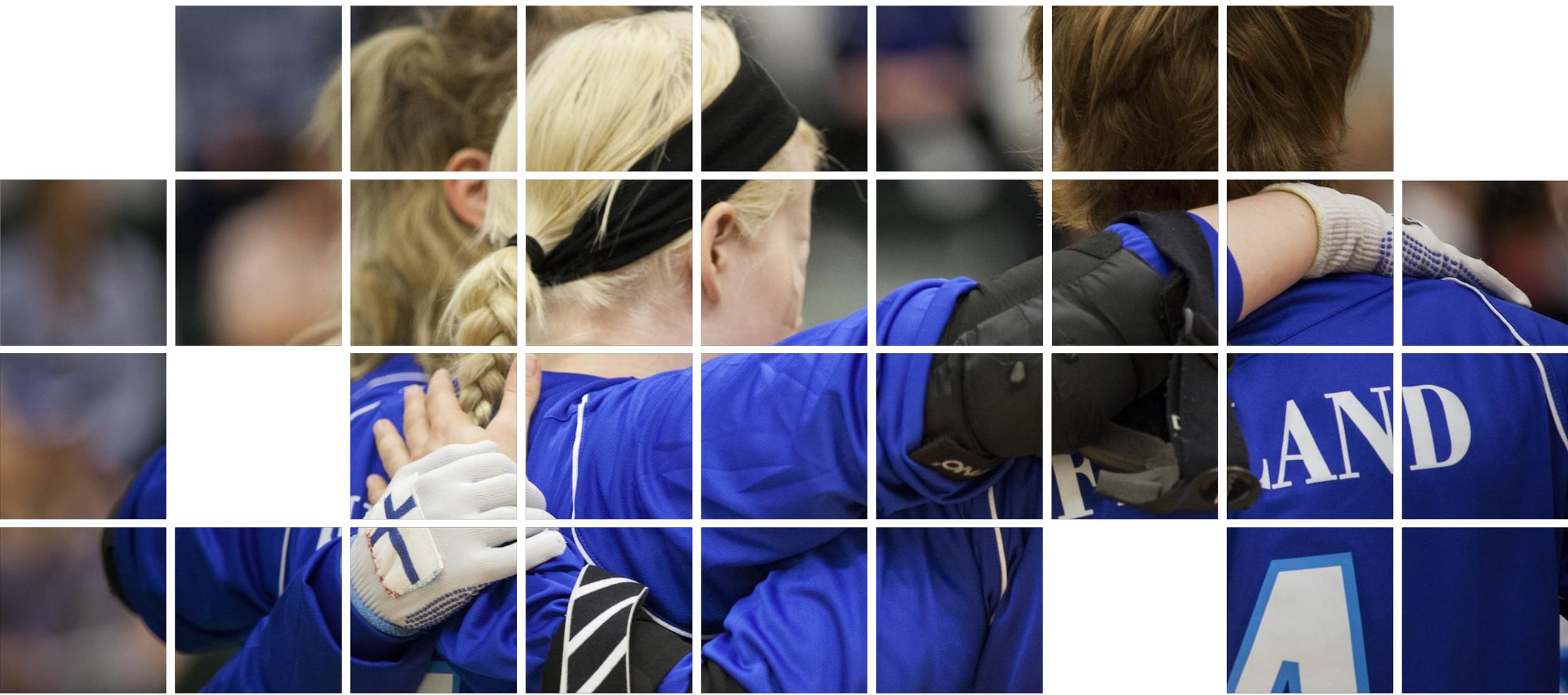
Take online training



#puhtaastiparas

@SUEK_FINCIS





FAIR PLAY





What is fair play in sports?





- Respect
- Encouragement
- Setting an example
- Responsibility
- Caring
- Equality
- Observing the common rules
- What else?





What is most important to you in sports?





- Friends and doing things together
- Developing yourself and learning new things
- Taking care of your physical condition and health
- The feeling of victory
- Something else, what?



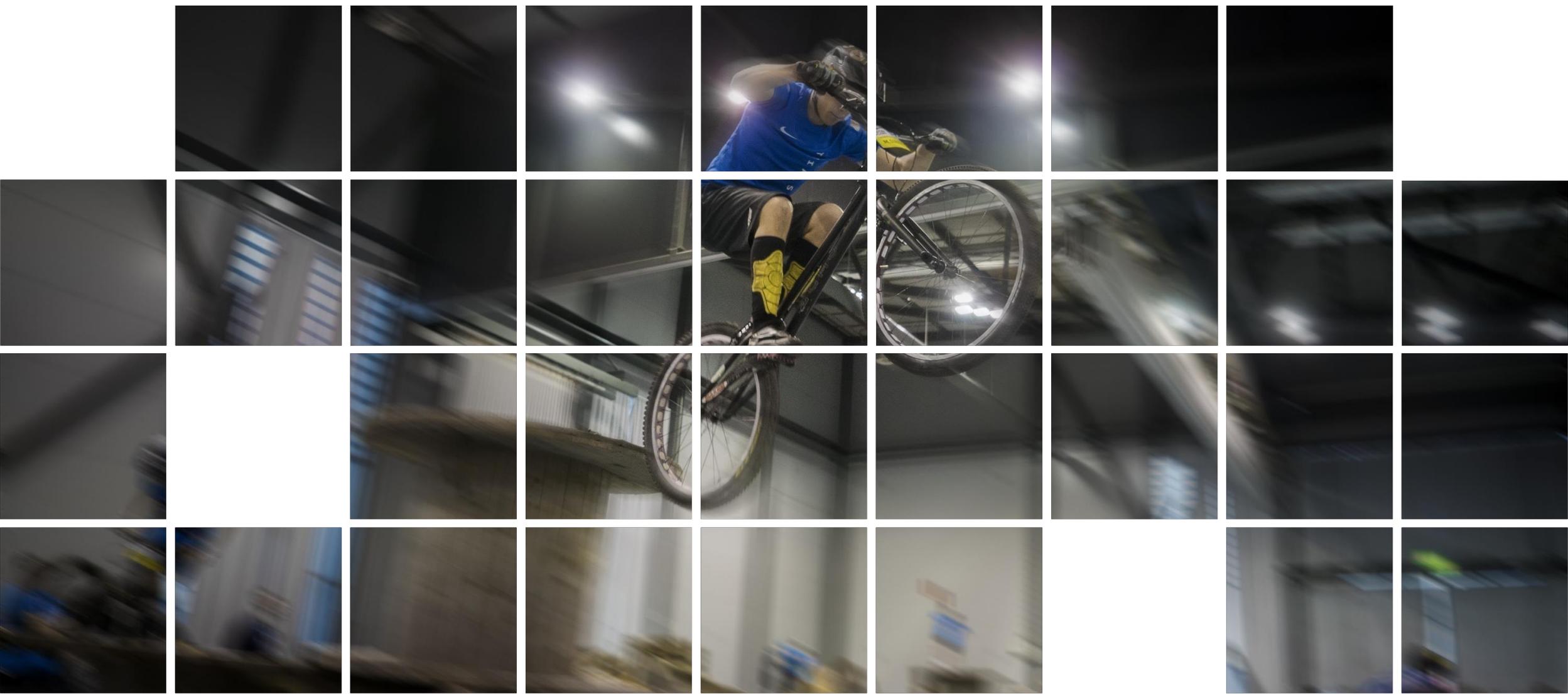
Valtteri Bottas on the Viestikapula blog

F1 driver



“I have always been a fan of fair play and clean sports. Hard work, skill and personal development are the way forward. Role models are important. When I was younger, I used to admire Mika Häkkinen. At his best, he was an unbeatable driver but by the same token, a gentleman and an honest, fair sportsman.”





ANTI-DOPING





What is doping in competitive sports?





WHAT IS DOPING?

IN COMPETITIVE SPORTS

Enhancing an athlete's performance in violation of the Anti-Doping Code such as using prohibited substances or methods

Controlled at a national and international level

A violation may lead to ineligibility

OUTSIDE COMPETITIVE SPORTS

Appearance-oriented (growth of muscle mass, fat-burning, enhanced performance)

No control

Use and possession of doping agents for personal use is not a crime



Anti-Doping

Different motives in and outside competitive sports





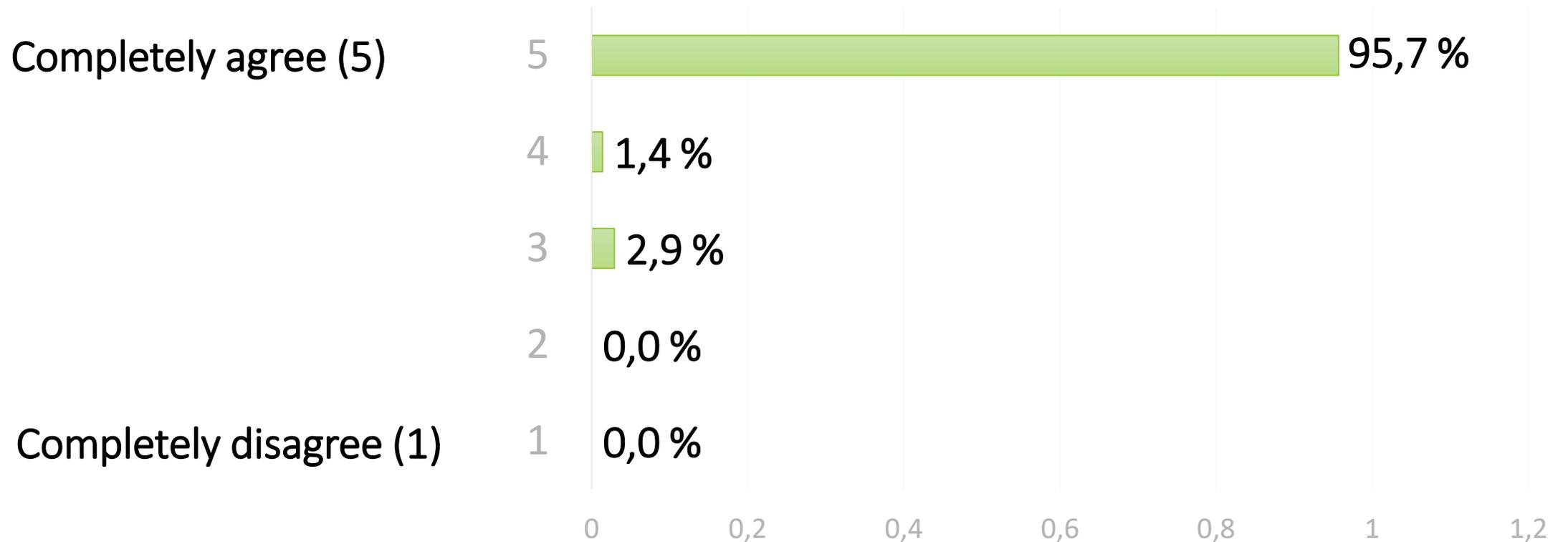
Can you reach the top cleanly?

How about in my sport?



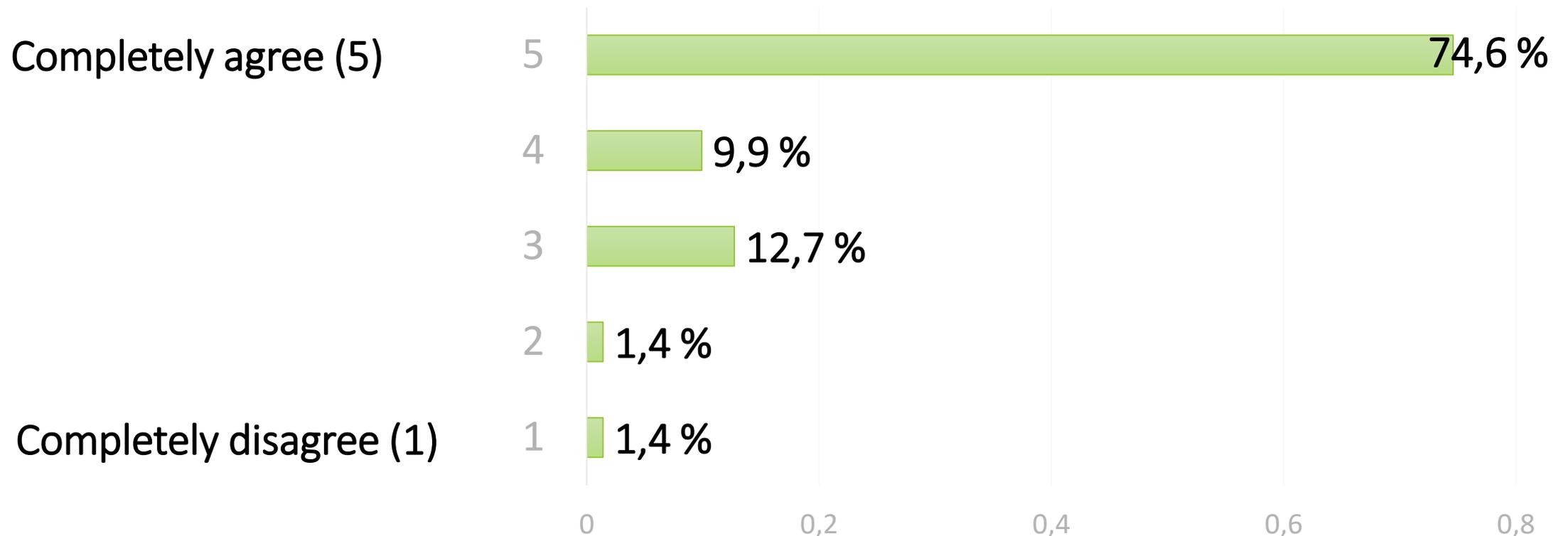
What do the top athletes think?

In my sport, you can reach the top without doping at the NATIONAL LEVEL



What do the top athletes think?

In my sport, you can reach the top without doping at the INTERNATIONAL LEVEL





Anti-Doping

WHAT AM I COMMITTED TO?



Anti-Doping

WHAT AM I COMMITTED TO?

- The World Anti-Doping Code
- Finland's Anti-Doping Code
- International Federations' anti-doping codes
- The Anti-Doping Codes of the International Olympic Committee and International Paralympic Committee
- Federations' disciplinary rules





Those involved in sports are also expected to have expert knowledge of anti-doping matters.

What you need to know?





Why is doping prohibited?

Health effects
Against fair play





Anti-Doping

PROHIBITED SUBSTANCES AND METHODS IN SPORTS



DOPING AGENT CATEGORIES

Prohibited Substances and Methods in Sports

- S** Prohibited substances
- M** Prohibited methods
- P** Substances prohibited in particular sports



Prohibited Substances and Methods in Sports 2024

PROHIBITED AT ALL TIMES

- S0. Non-Approved Substances
- S1. Anabolic agents
- S2. Peptide hormones, growth factors, related substances and mimetics
- S3. β_2 -agonists
- S4. Hormone and metabolic modulators
- S5. Diuretics and masking agents
- M1. Manipulation of blood and blood components
- M2. Chemical and physical manipulation
- M3. Gene and cell doping

PROHIBITED IN-COMPETITION

- S6. Stimulants
- S7. Narcotics
- S8. Cannabinoids
- S9. Glucocorticoids

PROHIBITED IN PARTICULAR SPORTS

- P1. Beta blockers





The term **in-competition** means the period of time that begins at 11:59 p.m. on the night before the competition in which the athlete is participating. It ends after the competition or after the related doping test process has been carried out. Please note that there might be sport-specific exceptions. For further information, contact your international sports federation.



≡ Changes in 2024

The World Anti-Doping Agency (WADA) has added **tramadol** to the 2024 List of Prohibited Substances and Methods. Used as an analgesic, tramadol is included in category S7. Narcotics of the List of Prohibited Substances and Methods by WADA. Tramadol is a substance that is prohibited in-competition. According to WADA's estimate, the washout period for tramadol is 24 hours.



Prohibited Substances and Methods in Sports

Asthma medication

β_2 -agonists (S3.)

All β_2 -agonists are prohibited.

Excluding the following when inhaled

- salbutamol (maximum dosage of 1,600 $\mu\text{g}/24$ hours and not exceeding 600 $\mu\text{g}/8$ hours) *
- salmeterol (maximum dosage of 200 $\mu\text{g}/24$ hours)
- formoterol (maximum dosage of 54 μg per 24 hours) *
- Vilanterol (maximum dosage of 25 μg per 24 hours)

For other administration methods (for instance, as tablets or mixture), a Therapeutic Use Exemption must be applied for.

* If the athlete uses/has a therapeutic use exemption for diuretic and masking agent group (S5.) substances, the use of salbutamol and formoterol is always subject to a therapeutic use exemption.

Glucocorticoids (S9.)

Inhaled glucocorticoids are permitted

Glucocorticoids are prohibited during competition when administered orally (including oral mucous membranes) as tablets, rectally and as injections regardless of the site of injection.

- only analysed in in-competition samples
- important to note washout periods



Prohibited Substances and Methods in Sports

Stimulants

PROHIBITED BECAUSE THEY

- Increase vigour and reduce feelings of fatigue
- Increase endurance and strength

ADVERSE EFFECTS ON HEALTH

- Trembling, palpitation and increased blood pressure
- In large doses, heat stroke, incoherence, paranoia and severe arrhythmia

EXAMPLES OF STIMULANT WASHOUT PERIODS:

- Pseudoephedrine approximately 24 hours *
- Ephedrine approximately 4 days *
- Methylphenidate approximately 7 days

Only analysed in in-competition samples.

* The washout period does not apply to athletes with a therapeutic use exemption for diuretics and masking agents belonging to group S5. In this case, the athlete always needs a therapeutic use exemption for the use of pseudoephedrine/ephedrine even before the competition.



Prohibited Substances and Methods in Sports

Cannabinoids

- Usually detrimental to sports performance
- Banned in all sports
- Detected in tests for several days, even after sporadic use
- Only analysed in in-competition samples

PROHIBITED BECAUSE THEY

- Are contrary to athletic ideals
- The tranquilising effect of small doses can enhance performance in sports requiring accuracy

ADVERSE EFFECTS ON HEALTH

- Interfere with the perception of time, place, speed and distance
- Grogginess, clumsiness, accidents
- Addiction



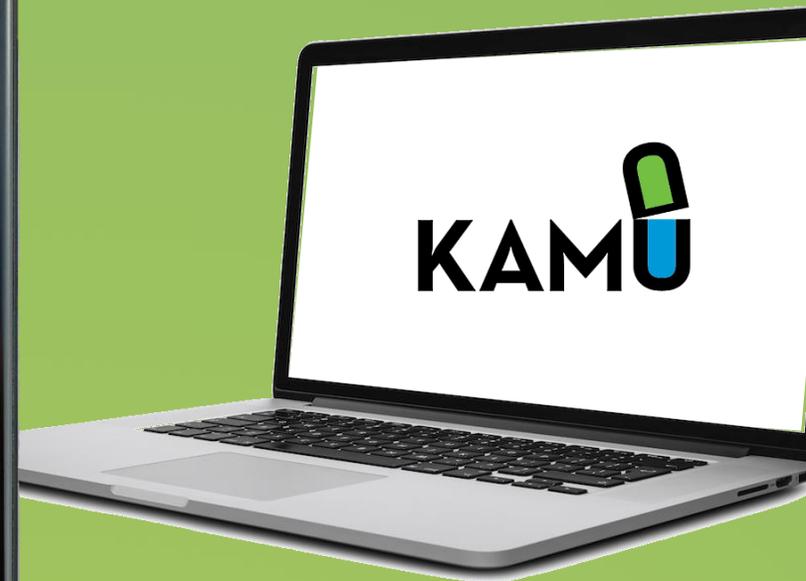
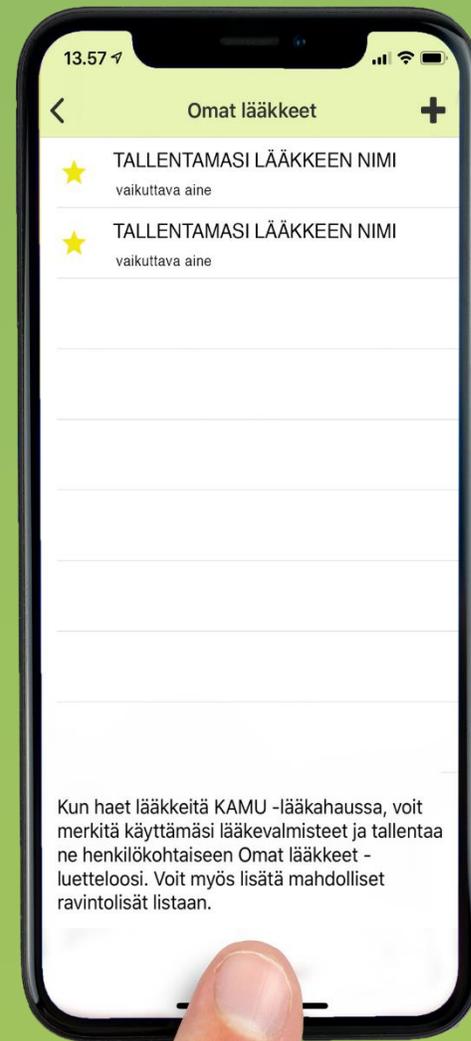
- medicine search

It is the athlete's responsibility to always check the permissibility of medications and methods against an up-to-date list

- Only prescription medication and over-the-counter medicines available in Finland
- Updated regularly
- Download the mobile app

Based on the list of Prohibited Substances and Methods in Sports published annually by WADA

Check the prohibited status of medications sold in different countries at e.g. [Global DRO](#)



Complete and updated lists
www.suek.fi

Prohibited Substances and Methods in Sports

BURANA?

Prohibited

Permitted



BURANA



Permitted

-  Prohibited
-  Prohibited under certain conditions
-  Permitted
-  Not determined

Information on medicinal product:

Marketing authorisation holder:	ORION CORPORATION
Dosage form:	film-coated tablet
Strength:	800.0 mg
Routes of administration:	Oral use

[Further information on the medicinal product in the lääkeinfo.fi service \(in Finnish\)](#)

Active substances:

ibuprofen



Permitted

Prohibited Substances and Methods in Sports

DUACT?

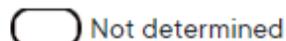


Prohibited



Permitted





Information on medicinal product:

Marketing authorisation holder:	GLAXOSMITHKLINE
Dosage form:	capsule, hard
Strength:	8/60 mg
Routes of administration:	Oral use

Active substances:

acrivastine
pseudoephedrine

Permitted
 Prohibited

[18](#) [S6.b.](#)

[18](#) Pseudoephedrine is prohibited in-competition, and it is monitored only in samples collected in-competition. The In-competition period starts on the day before the competition at 11:59 p.m., unless otherwise specified. The concentration of pseudoephedrine in urine must not exceed 150 micrograms/ml. According to studies performed by WADA, this limit will not be exceeded with the normal therapeutic dosage of pseudoephedrine (e.g. when taking one 60 mg capsule 1–3 times/day, one 120 mg depot tablet twice/day, or one 240 mg depot tablet once/day) if an athlete stops taking pseudoephedrine 24 hours before competition. In other words, the washout time for pseudoephedrine is 24 hours. The washout period is not valid if the athlete has a TUE for S5 category diuretics (for example, furosemide, hydrochlorothiazide, spironolactone) or masking agents. In this case, the athlete must also have a TUE for pseudoephedrine when it is used before competition. Rhinitis or nasal congestion due to allergies is not alone sufficient grounds for granting a therapeutic use exemption for the use of pseudoephedrine, since permitted nasal sprays as well as permitted antihistamines may be used during the 24-hour period preceding a competition.

Doping agent categories

[S6.b.](#) [read description of category S6.b., on page Doping agent classes and substances 2024](#)

Prohibited Substances and Methods in Sports

BRICANYL?



Prohibited



Permitted



BRICANYL TURBUHALER



 Prohibited

 Prohibited under certain conditions

 Permitted

 Not determined

Information on medicinal product:

Marketing authorisation holder:	ASTRAZENECA
Dosage form:	inhalation powder
Strength:	0.25 mg/annos
Routes of administration:	Inhalation use

Active substances:

terbutaline

[S3.](#)  Prohibited

The preparation always contains a prohibited active ingredient/ingredients: terbutaliinisulfaatti

Doping agent categories

[S3.](#) [read description of category S3., on page Doping agent classes and substances 2024](#)

[Further information on the medicinal product in the lääkeinfo.fi service \(in Finnish\)](#)



Anti-Doping

NUTRITIONAL SUPPLEMENTS



NUTRITIONAL SUPPLEMENTS

- Food products intended to **supplement** the normal diet of a healthy person
- Pure nutritional supplements do not typically enhance performance or speed up recovery any more than food products
- Think carefully whether you need the nutritional supplement – is it worth the risk?
- **Use of nutritional supplements involves a risk of an anti-doping rule violation**
 - May contain substances that are prohibited in sports
 - Have led to anti-doping rule violations



NUTRITIONAL SUPPLEMENTS

When nutritional supplements are used, the following things should be considered:

- Prohibited substances may be listed on the labelling
- The product may contain prohibited substances not listed on the labelling
- The products may include prohibited substances as impurities
- Only a small amount of the ingredients of products that contain plant extracts are known

FINCIS does not categorise nutritional supplements as prohibited or permitted.



NUTRITIONAL SUPPLEMENTS

Be extra careful with nutritional supplements if

- the product is advertised to improve performance, increase muscle strength or the effects of training, accelerate recovery or boost the body's ability to burn fat
- the product is acquired from a foreign supplier online or
- the composition of the product is not fully known.

The athlete is always personally responsible for an adverse analytical finding.

If you require vitamin or micronutrient products to supplement your diet, use the products of a reliable Finnish manufacturer sold at a pharmacy

- The safest option is to use products sold as medicinal products whenever available. Use the KAMU medicine search to find products sold as medicational products.



Prohibited Substances and Methods in Sports

ATHLETE'S THERAPEUTIC USE EXEMPTION



Prohibited Substances and Methods in Sports

ATHLETE'S THERAPEUTIC USE EXEMPTION

If an athlete has an illness, the treatment of which requires them to take a medicine or use a method which falls under the Prohibited List, they may apply for a Therapeutic Use Exemption (TUE).

National-level athletes can apply for the exemption from the Therapeutic Use Exemption Committee of FINCIS

TUE matters concerning athletes participating in **international** sporting events are handled by international sports federations or major event organisations

Applications are made by submitting an application form
(Detailed instructions: www.suek.fi/)

Add the medical records and the results of medical examinations that confirm the diagnosis as appendices

Prohibited Substances and Methods in Sports

AT WHAT LEVEL DOES AN ATHLETE NEED TO APPLY FOR A TUE IN ADVANCE?

Athletes subject to national sport-specific level determination should apply for the TUE in advance (excluding urgent medical treatment, including emergency situations)

FINCIS' sport-specific level determination

Football

- Veikkausliiga • Ykkönen • Kansallinen liiga

Skiing (alpine skiing, freestyle, cross-country skiing, ski jumping and Nordic combined)

- Athletes participating in the Finnish Championships in one of the following categories: open class for men and women

Prohibited Substances and Methods in Sports

ATHLETE'S THERAPEUTIC USE EXEMPTION

Some anti-doping rule violations are caused by carelessness, when the athlete has forgotten to apply for a TUE



“I was named in the line-up for the next game, but I was still feeling ill and didn't play. After the match, I heard that my name been drawn for the doping test. That's when it struck me: I hadn't checked if my medication was permitted in sports.”



Anti-Doping

DOPING CONTROL



Doping control

WHAT IS DOPING CONTROL?

- Urine and blood samples in and out of competitions
- Long-term monitoring of the athlete: Biological Passport and the whereabouts system
- Cooperation and information exchange: customs and police, investigations made in connection with anti-doping rule violations
- Long-term storage of samples (10 years) and re-analysis

[Urine test instructions](#)

[Blood test instructions](#)



Doping control TEST TYPES

URINE TESTS

Analysis of substances in accordance with the list of prohibited substances

Acquiring an endocrinological passport for long-term monitoring

DRIED BLOOD SPOT TESTING

DBS, or dry blood spot, is a new sample type that complements urine and blood testing

BLOOD TESTS

A **doping test** to detect growth hormone and methods based on the tampering of blood

Long-term monitoring for the individual profiling of the athlete, i.e. the athlete's Biological Passport

Several blood samples collected over a long time interval

Not a doping test per se, but it can be used to prove that the athlete has used prohibited substances or methods

All samples can be stored for 10 years and re-analysed



must wait after exertion



must wait after exertion



Doping control

ATHLETE BIOLOGICAL PASSPORT

Athlete Biological Passport (ABP)

- Long-term monitoring for the individual profiling of the athlete
- Steroidal module (urine and blood), blood passport and endocrinological passport
- Improves and guides doping control
- Can be used to indicate a potential anti-doping rule violation



≡ Doping control

Doping test equipment available on the market



Versapak



Berlinger



Innovero



Lockcon

Doping control

TESTING POOL AND THE ADAMS SYSTEM

Obligation to provide whereabouts information

Registered Testing Pool

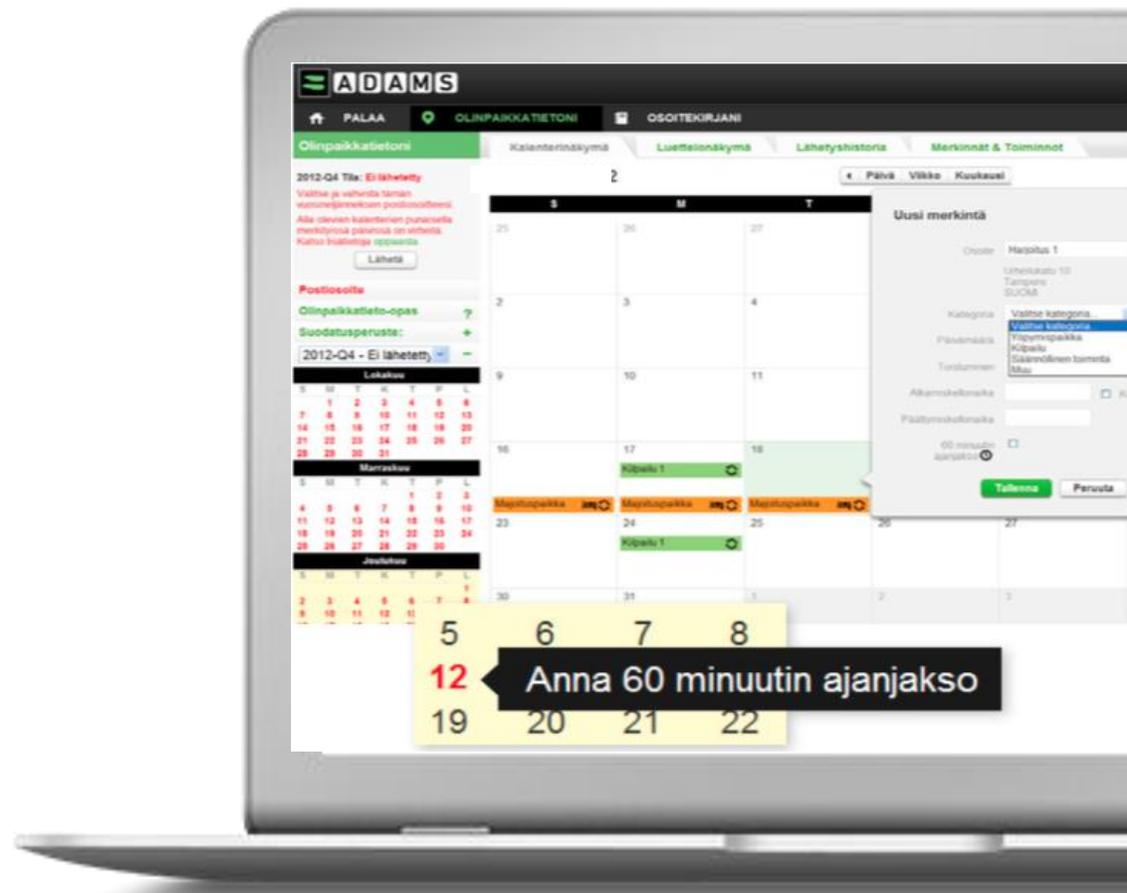
(RTP for athletes of individual sports/team pool)

A group of top-ranked athletes selected by an anti-doping organisation who are especially targeted for doping control

Athletes included in a testing pool are obligated to provide information on their whereabouts

[Quick start guide for testing pool athletes](#)

[Quick help for the ADAMS system](#)



ADAMS – BIOLOGICAL PASSPORT RESULTS

- Athletes are longer able to see their blood values automatically from ADAMS
- Athletes can request the blood values of the biological passport from the FINCIS office by email or submit a request during testing
- The athlete will receive the blood values by email about 2 weeks after the test



Doping control

In which situations is a whereabouts failure recorded?

FINCIS's Registered Testing Pool and whereabouts failures

Whereabouts failure:

- **Missed Test: Athlete failed to be available for a test during the 60-minute period reported**
- **Filing failure: Whereabouts filing failure or incorrect information**

All whereabouts failures will be reported to the Federation

A possible anti-doping rule violation will take place,
if an athlete included in the registered testing pool has a total of
3 whereabouts failures within a 12-month period



Anti-Doping

ANTI-DOPING RULE VIOLATIONS



≡ Anti-doping rule violations

Other than an adverse analytical finding

- Prohibited substances or evidence of the use of a prohibited method in a sample collected from the athlete's body
- Use or attempted use of a prohibited substance or a prohibited method
- Refusing sample collection or avoiding sample collection
- Whereabouts failure
- Tampering with doping control or a doping test
- Possession of doping agents
- Distribution of doping agents and methods
- Promotion of doping
- Complicity
- Prohibited association
- Intimidation of a person submitting a report or reprisals targeted at such persons





Anti-doping rule violations

DISCIPLINARY MEASURES FOR ANTI-DOPING RULE VIOLATIONS

The sanctions in accordance with the Anti-Doping Code vary between a warning and a lifetime suspension

The basic punishment for an intentional anti-doping rule violation is a four-year suspension

- Public image
- Financial losses
- Personal relationships
- Number of recreational athletes





If you saw your friend using doping agents,
would you report it?

How about if it was your fiercest rival?

Who would you report it to?



≡ Anti-doping rule violations

How do I report an anti-doping rule violation?

- Submitting a report is easy online
- You can submit the report anonymously or using your name
- The report will be processed confidentially





Top athlete

What would it feel like to live in fear of getting caught?

Tyler Hamilton, cyclist (in “The Secret Race”)

Here’s what I was learning: secrets are poison. They suck the life out of you, they steal your ability to live in the present, they build walls between you and the people you love. Now that I’d told the truth, I was tuning in to life again.





Anti-Doping

DOPING TEST STATISTICS





Doping test statistics

HOW MUCH DOES FINCIS TEST?

2023

2,410

Samples (urine & blood/dry blood)

5

Anti-doping rule violations
(2 in process)



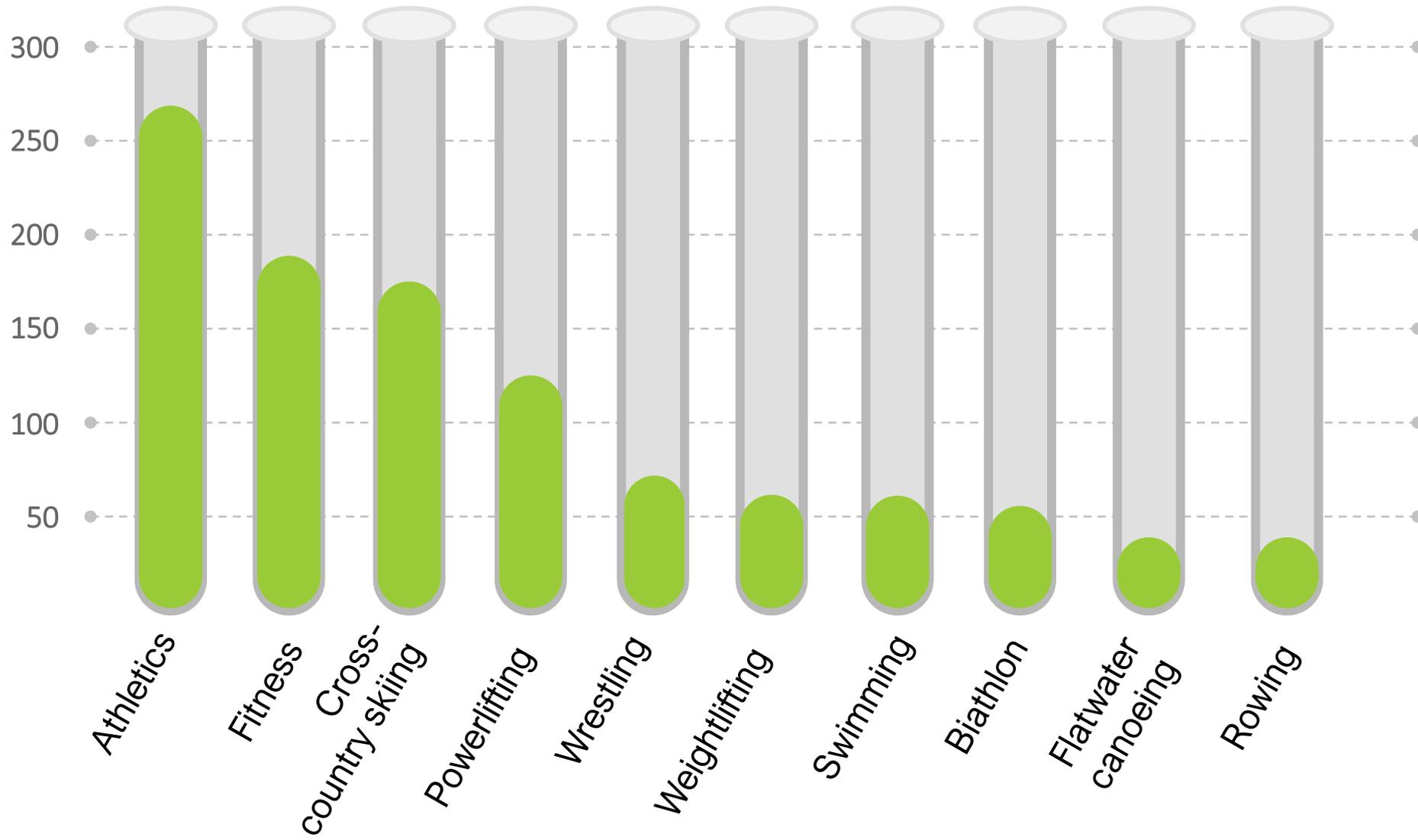
≡ HOW MUCH DOES FINCIS TEST?

Most frequently tested individual sports



HOW MUCH DOES FINCIS TEST?

Most frequently tested individual sports in 2023



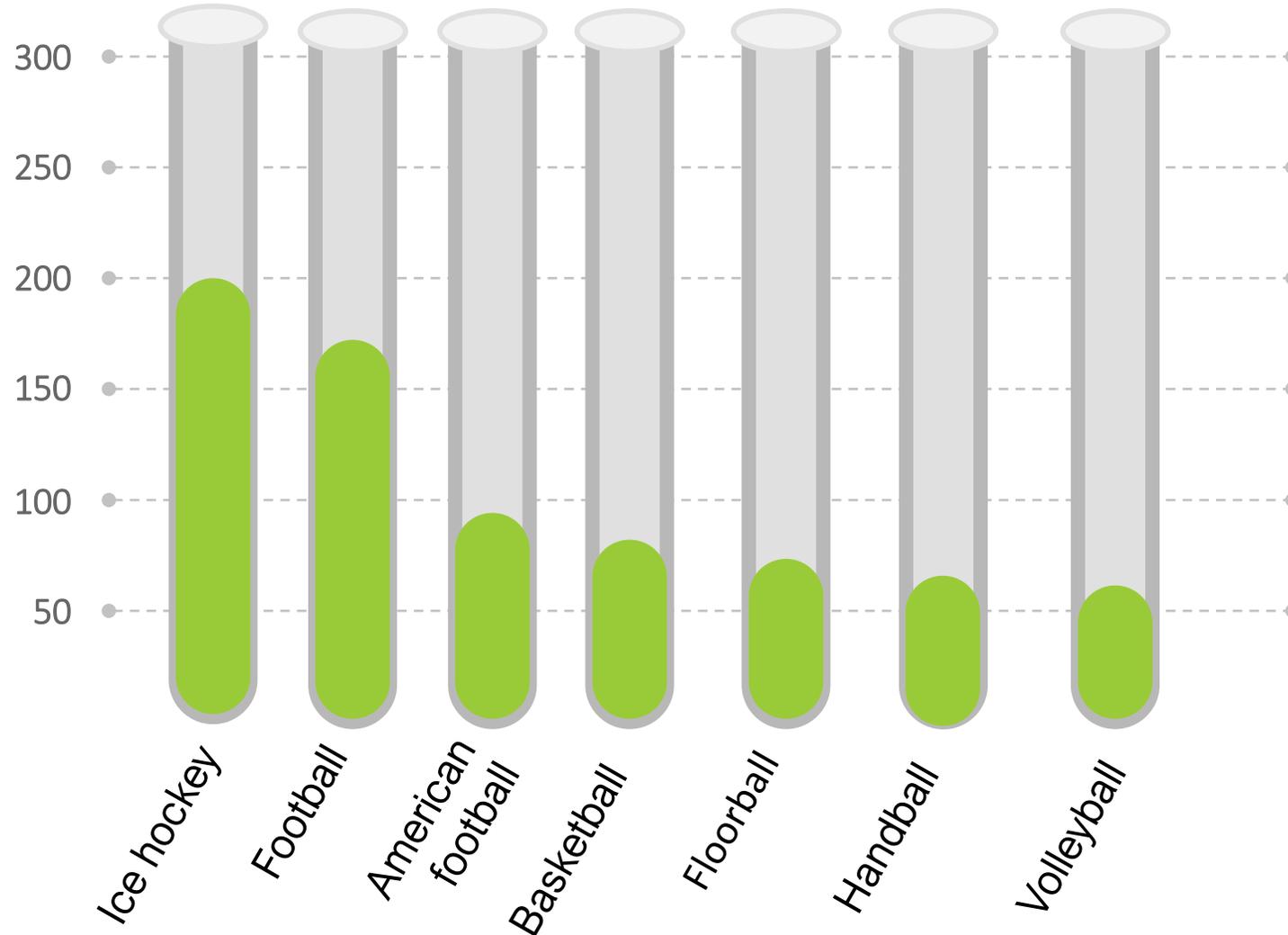
≡ HOW MUCH DOES FINCIS TEST?

Most frequently tested team sports



HOW MUCH DOES FINCIS TEST?

Most frequently tested team sports in 2023





Anti-Doping

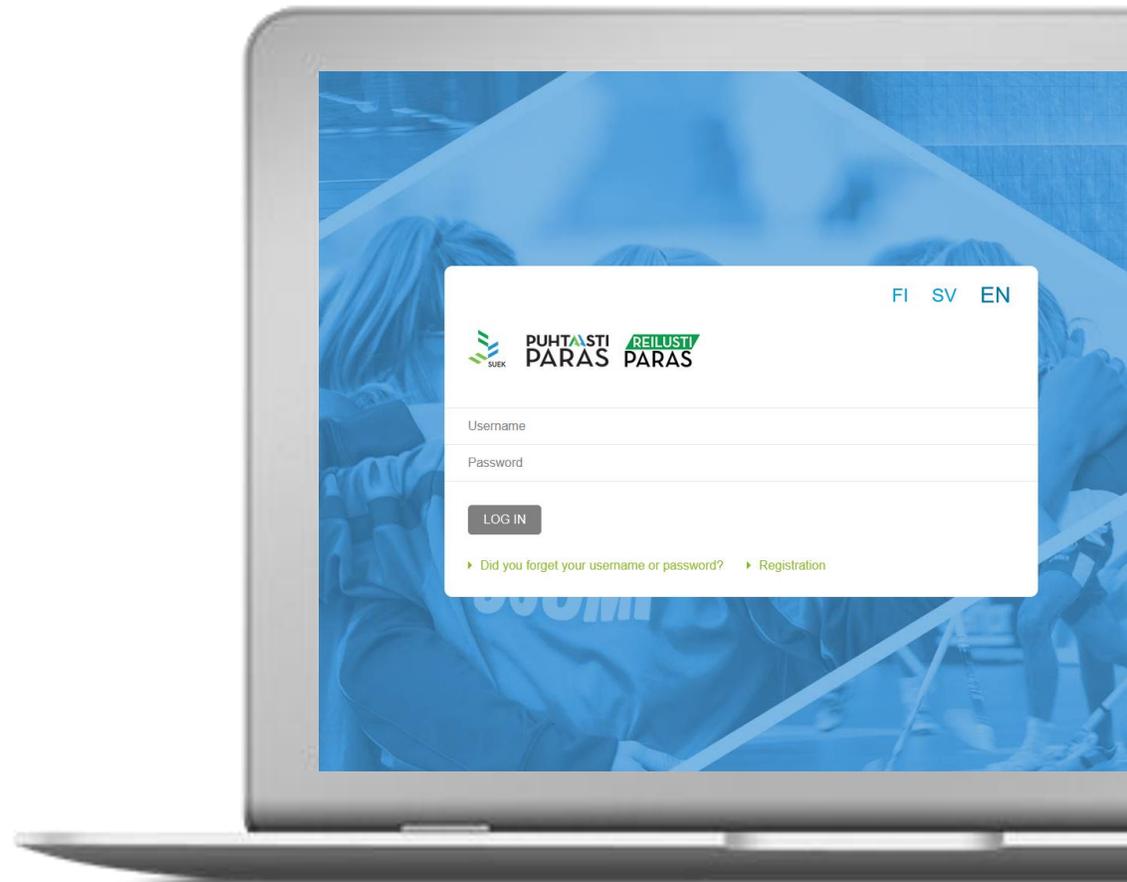
CLEAN WIN ONLINE TRAINING



CLEAN WIN

Refresh your skills by online training

- Clean Win is an online training for athletes and their supporters
- An easy-to-learn information package about anti-doping issues
- A diploma is awarded for completing and passing the training



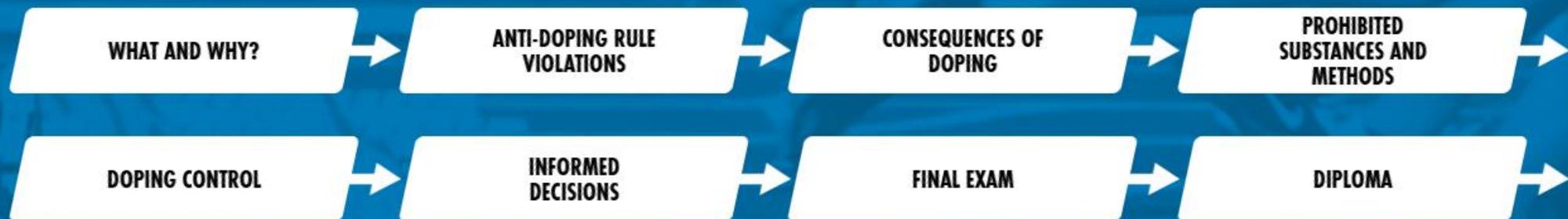
Welcome

In sports, as in life, we all achieve goals and face disappointments. Great success gives meaning to our actions. You can overcome disappointments by believing in yourself, trusting others, and remembering what is most important.

Fair play is essential in sports. It is based on respect for both competitors and common rules.

The Anti-Doping Code gives everyone equal rights to fair play and clean sport.

Everyone has the right to be informed about anti-doping matters. By completing this Clean Win training you will gain information to support your choices and decisions.





Anti-Doping

WHAT CAN I DO?



My role

What is expected of me?

- Do not accept the 'everyone is using anyway' attitude
- Know the Anti-Doping Codes and the agreements you have signed
- Know your rights and obligations
- Spread the message of fair play and clean sports



Teemu Ramstedt, ice hockey player

Take a stand



“The responsibility of athletes and the example set by them send a clear message to society. Athletes have a great opportunity to express their attitudes and views. Nowadays, social media provide us with the chance to influence everyday issues. I want athletes to take a stand on various issues, including clean sports.”

Take a stand

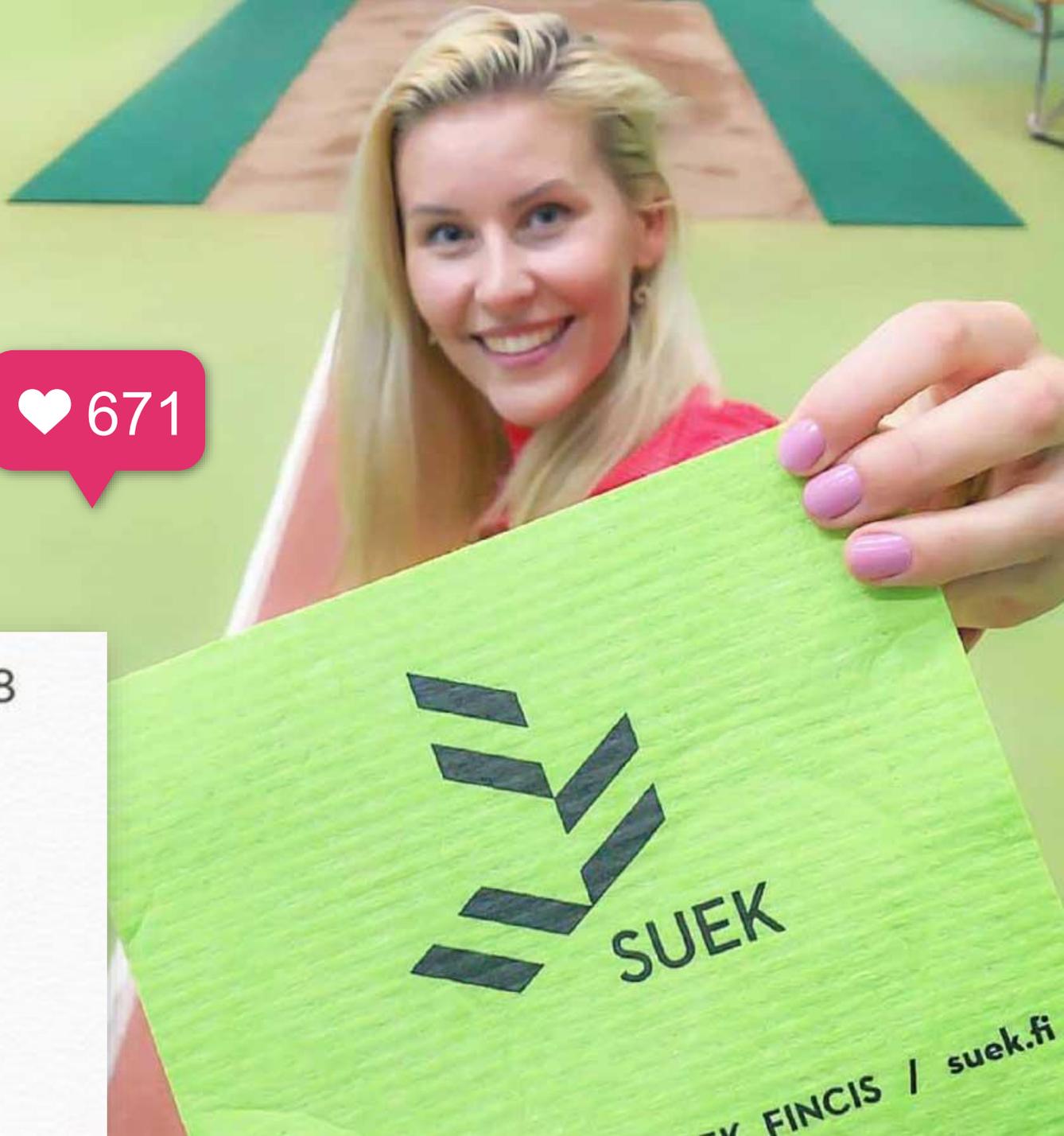
How can I promote fair play and clean sports?

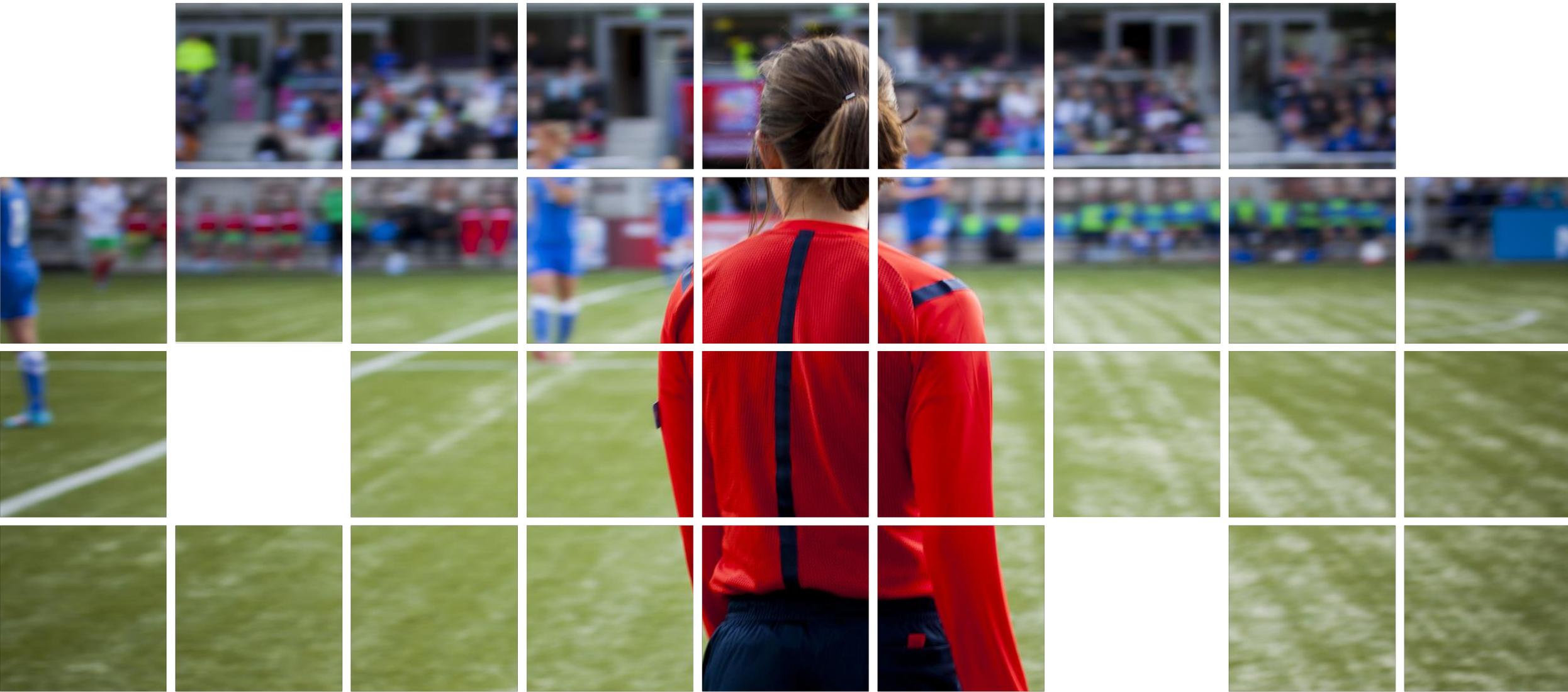
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Dopingtestit 2018

- 15.1.
- 1.2.
- 16.4
- 2.5.
- 10.5...





MANIPULATION OF SPORTS COMPETITIONS



What is manipulation of sports competitions?

“Manipulation of sport competitions means an intentional arrangement, act or omission aimed at an improper alteration of the result or the course of a sport competition in order to remove all or part of the unpredictable nature of the aforementioned sport competition with a view to obtaining an undue advantage for oneself or for others.”

(Council of Europe 2014)



Manipulation of sports competitions

Sports-based manipulation

Aimed at gaining a competitive advantage, for example:

- Winning a crucial match
- Avoiding relegation or gaining promotion
- Improving future prospects



Manipulation of sports competitions

Types of manipulation of a sports competition

- Direct interference with the natural course of a sports event or competition, i.e. intentional manipulation by persons participating in the event
- Changing the identity or personal data of an athlete in order to influence the natural course or outcome of a sports competition
- Change not in accordance with criminal law or competition rules:
 - competition platform
 - sports equipment
 - athlete's physiological information
 - competition venues



≡ Manipulation of sports competitions

Betting-related manipulation

The goal is to gain a financial advantage by influencing matches or competitions.

Financial advantage can be direct or indirect:

- **Direct advantage** refers to a sum of money won through betting
- **Indirect advantage** refers to criminal advantage gained through money laundering



≡ Manipulation of sports competitions

Use of inside information

Information relating to any competition that a person possesses by virtue of his or her position in relation to a sport or competition, excluding any information already published or common knowledge, easily accessible to interested members of the public or disclosed in accordance with the rules and regulations governing the relevant Competition.

(IOC & Interpol 2016)

Inside information can be, for example:

- Lineups not yet published
- Health of athletes
- Tactics and formations



≡ Manipulation of sports competitions

Manipulation of sports competitions or not?

Team orders

Tactics

Premeditated result or event

Sports with judges giving scores

Injury classifications





Does manipulation of sports competitions happen in Finland?

How about in my sport?



≡ Manipulation of sports competitions

Negative effects of manipulation of sports competitions

Direct effect on the basic values of sports, such as unpredictability and unexpectedness

Concrete consequences:

- Internal sanctions from sports federations
- Criminal sanctions
- Loss of reputation
- Financial consequences, such as terminated sponsorship deals and loss of advertisement and ticket revenue



If you knew your opponent accepted bribes,
what would you do?

And what if your teammates accepted bribes?



Manipulation of sports competitions

WHAT CAN I DO?

You can be banned from sports or suffer legal consequences, so

1. Never bet on your own matches or ask others to do it on your behalf
2. Always do your best
3. Never disclose insider information about your own team or yourself
4. Report anything suspicious

ILM 





Reporting manipulation of sports competitions to FINCIS

- Submitting a report is easy online
- You can submit the report anonymously or using your name
- The report will be processed confidentially



Everyone is responsible for protecting sports and athletes





“Sport has always been an important part of my life. When you play sports, you forget everything else and feel present in a way that is difficult to find elsewhere. This is a result of the sport being pure and competing with a certain set of rules. A match or a competition must be won on the pitch instead of agreeing on the result on the sidelines. In sports, everything is possible and the underdog can sometimes win and succeed. If the result is determined in advance, the beauty of sports all but vanishes. Identify, object and report is a simple way to approach foul play. If it is suggested to you to take part in foul play or you notice foul play, report it. Sport is dear to us, so let’s keep it pure and as beautiful as possible.”

Rasmus Schüller, football player

Photo: Juha
Tamminen/Football
Association of Finland





Manipulation of sports competitions

FAIR WIN ONLINE TRAINING



≡ FAIR WIN

Refresh your skills by online training

- Fair Win is an online training for athletes and their supporters
- An easy-to-learn information package about manipulation of sports competitions as a phenomenon
- A diploma is awarded for completing and passing the training



Väestöliitto, the Family Federation of Finland

- Trainings for sports stakeholders
- Chat and telephone service
- Material bank
- Online training



Et ole
yksin

Väestöliitto

**ET OLE YKSIN -
CHAT- JA PUHELINPÄIVYSTYS**

**SOITA / MA 12-14.00
CHATTAA / TI-KE 15-17.30
TO 14-16**

WWW.ETOLEYKSIN.FI

PUH. 050 302 5942

The Finnish Olympic Committee

- Lupa välittää, lupa puuttua (*'Permission to care, permission to intervene'*) guidebook (link)
- Material bank
- Pending: Turvallinen toimintaympäristö urheilussa (*Safe operating environment in sports*) online training





Dopinglinkki

The Dopinglinkki online service offers information and health advice regarding doping outside elite sports, in other words, doping outside of competitive and top-level sports.

www.dopinglinkki.fi

Dopinglinkki



Management of sport ethics in Finland

Finnish Center for Integrity in Sports (FINCIS)

MEMBERS

The Olympic Committee, the Paralympic Committee, the Finnish Society of Sports Medicine, the State of Finland (Ministry of Education and Culture)

BOARD

OFFICE

Anti-doping Supervisory Board

THERAPEUTIC USE EXEMPTION COMMITTEE

The Finnish Ministry of Education and Culture

Finnish Advisory Board for Ethics in Sport

National platform against the manipulation of sports competitions

ETHICAL SPORTS CULTURE

TASKS

ANTI-DOPING ACTIVITIES

PROMOTING SPECTATOR COMFORT AND SAFETY

PREVENTION OF MANIPULATION OF SPORTS COMPETITIONS

SELECTED TOPICAL FOCUS AREAS - HARASSMENT-FREE SPORTS

EDUCATION

RESEARCH

INVESTIGATION

COMMUNICATIONS