



Annex C

Doping Control Officer Agreement – Template

This agreement is entered into between NADO Moldova and, an individual serving the NADO Moldova at its discretion as a NADO Moldova Doping Control Officer (DCO). In consideration of the payment for services by the NADO Moldova and the covenants herein contained and other goods and valuables consideration the DCO agrees as follows:

1. Relationship

I understand that I am not an employee of NADO Moldova My relationship with the NADO Moldova is as a contracted DCO. I agree not to represent myself as a DCO or purport to represent the NADO Moldova unless authorized to do so by the NADO Moldova. I understand that I will not receive any other benefits outside of the compensation and reimbursement for expenses specified for my services.

2. Term

I understand that the use of my services as a DCO is at the sole discretion of the NADO Moldova I acknowledge that my accreditation as a DCO for the NADO Moldova is issued at the sole discretion of the NADO Moldova and may be revoked at any time by NADO Moldova for cause or no cause I will return my DCO credentials issued by NADO Moldova and any other NADO Moldova property (sample collection equipment, manual, etc.) to the NADO Moldova immediately upon request by the NADO Moldova.

3. Confidentiality

I understand as a NADO Moldova DCO that NADO Moldova will disclose to me sensitive and confidential information necessary for the performance of my duties. I agree to keep any such information strictly confidential and will only disclose such information at the request of or with permission from NADO Moldova or when

legally compelled to do so. This confidential information may include but is not limited to: athlete names, athlete residence and training addresses, athlete telephone numbers, athlete testing information and athlete test result information.

4. Conflict of Interest

I understand that while representing NADO Moldova I assume an obligation to subordinate my individual interests to the interests of NADO Moldova and its mission.

I have read and understand NADO Moldova Statement of Principles on Ethical Behavior and Conflict of Interest attached to this Agreement (see below). I will complete and return to NADO Moldova the NADO Moldova Conflict of Interest Disclosure Statement attached to this Agreement (see below). I pledge my full support of the spirit and letter of the requirements as applicable to my duties as a DCO. I agree to serve NADO Moldova without an interest in personal gain, to avoid any institutional loss or embarrassment to the NADO Moldova and to behave in such a way that NADO Moldova's trust and public confidence are enhanced. I will avoid any real or apparent conflict of interest in my role as a DCO for NADO Moldova.

5. Duties

I AGREE to use my best efforts in all duties directly or indirectly relating to my role as NADO Moldova DCO. I agree to use my best efforts in complying with the NADO Moldova's protocol and procedures. I agree to ensure that the ownership, security and chain of custody of samples are maintained at all times.

I AGREE to maintain the highest standard of professional and personal conduct in all activities associated with NADO Moldova While my primary duties involve sample collection, other functions may include: testimony at hearings, educational presentations, collecting intelligence and other activities whereby I will be representing NADO Moldova at NADO Moldova's request. I agree to refrain



from soliciting autographs, photographs, gifts or souvenirs from any Athlete, coach or official when representing NADO Moldova.

I AGREE to refrain from discussing issues outside of my role as a DCO, such as medical advice, NADO Moldova policies, or confidential information regarding Athletes tested or future testing missions, with athletes or their support personnel.

I AGREE to maintain a professional appearance and demeanor while conducting NADO Moldova activities or while representing the NADO Moldova.

I AGREE to ensure my DCO credentials are kept current as long as I am an active NADO Moldova DCO, and that a photo will be on file with NADO Moldova for such uses as accrediting or providing identification as needed to an outside entity where I may conduct testing.

6. Miscellaneous

Any dispute not otherwise resolved by the parties arising out of or related to this Doping Control Officer Agreement shall be resolved through non-binding, good-faith mediation. In the event the mediation is unsuccessful, the parties agree to resolve the dispute in binding arbitration before an agreed upon dispute panel, or if not available, the Court of Arbitration for Sport.

This Agreement is intended solely for the benefit of NADO Moldova and DCO. No other party shall be entitled to claim in any way that it is a third-party beneficiary of this Agreement.



Please print and sign your name and date this document in the spaces provided indicating that you have read and agree to the NADO Moldova Doping Control Officer Agreement. The original will be kept in the NADO Moldova offices. A signed copy of this document will be mailed to you.

<p>DCO Name: _____</p> <p>Signature: _____</p> <p>Date: _____</p>	<p>NADO Moldova Name: _____</p> <p>Signature: _____</p> <p>Date: _____</p>
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NADO MOLDOVA DOPING CONTROL OFFICER AGREEMENT

STATEMENT OF PRINCIPLES ON ETHICAL BEHAVIOR AND CONFLICT OF INTEREST

Those who choose to serve NADO Moldova whether as volunteers or paid professionals, are held to the highest standards of conduct. As guardians of the ideals of sport, they assume an obligation to subordinate individual interests to the interests of the NADO Moldova and its mission.

Those who serve NADO Moldova must do so without personal gain, to avoid any institutional loss or embarrassment and to behave in such a way that the organization's trust and public confidence are enhanced. It is important to avoid any real conflict of interest as well as to avoid even the appearance of a conflict of interest.

It is important to keep in mind that the principles which guide behavior in this area are disclosure, physical absence and non-participation in the decision making process where personal or family gain is a possibility, and a commitment to honor the confidentiality of organizational information. This means you must (i) disclose conflicting interests when they arise, (ii) remain absent from the evaluation process, (iii) not participate in, or be present at, any decision-making process relating to the matter in question, and (iv) maintain the confidentiality of NADO Moldova deliberations and information. All conduct is founded on the individual's own sense of integrity. Any individual accepting the honor of serving the NADO Moldova must also accept the burdens of public disclosure and public scrutiny.

The following guidelines are considered minimum standards in service to the NADO Moldova. Each individual's values undoubtedly lead to additional, self-imposed guidelines:



1. The business of NADO Moldova is to be conducted in observance of both the spirit and letter of applicable local laws.
2. Properties, services, opportunities, authority, and influence of NADO Moldova are not to be used for private benefit.
3. All NADO Moldova Doping Control Officers will be required to complete a conflict of interest form. All such individuals will make full disclosure of the nature and extent of any actual or potential conflict of interest. In the consideration of an issue, where possible conflicts exist, such individuals will avoid evaluating, or in any other way influencing, directly or indirectly, or voting on the matter involved, and will be physically absent during the evaluation and vote. No DCO or any immediate family member of a DCO will:
 - a. Serve in any capacity, paid or unpaid, for a National Federation (NF) in a sport in which the DCO conducts testing for NADO Moldova;
 - b. Have a business or commercial relationship with an NF in a sport in which the DCO conducts testing for the NADO Moldova
 - c. A DCO will not accept gifts, souvenirs, cash, travel, hotel accommodations, entertainment or favors from an NF in a sport in which the DCO conducts testing for NADO Moldova
 - d. An immediate family member under this Paragraph 3 is defined as any spouse, parent, sibling or child of the DCO.
4. Expenses incurred in the furtherance of NADO Moldova business are to be reasonable, necessary and substantiated, in accordance with NADO Moldova payment structure.
5. All are expected to respect honesty, loyalty, candor and professional competence in their relationships with NADO Moldova and with each other.
6. Each individual has the responsibility to maintain the confidentiality of NADO Moldova information. This includes both proprietary and sensitive information.
7. Each individual agrees not to use tobacco in or around a doping control station or to consume alcohol beverages while acting as a representative of NADO Moldova.
8. Each individual agrees not to gamble or bet to any extent, on any event in which they are acting as a representative of NADO Moldova.



NADO MOLDOVA DOPING CONTROL OFFICER AGREEMENT

CONFLICT OF INTEREST DISCLOSURE STATEMENT (Use additional sheets if necessary)

1. If you or any member of your immediate family is an officer, director, employee, member, volunteer of the National Olympic Committee (NOC), a National Federation (NF) or an International Federation (IF), please list the name and address of the entity(ies), the nature of your relationship with entity(ies), and describe the dealings, specifying the level at which your involvement is taking place (i.e., community, provincial, national, international level). If none, please state *NONE*.

2. If you have reason to believe that you or any immediate members of your family may be affiliated or have business dealings with an athlete, an athlete support personnel, the NOC, a NF or an IF, in the future, please list those entities and the nature of such dealings, specifying at which level this involvement may take place (i.e., community, provincial, national, international level). If none, please state *NONE*.



3. If there is any relationship or matter not disclosed above which might be perceived to compromise your obligations to the NADO Moldova under the NADO Moldova's Statement of Principles or which may raise questions of a conflict between your duty and loyalty to the NADO Moldova and your economic self-interest, please indicate here what that relationship or matter is. This could also include any relationship with an athlete, a member of the athlete's family, or an athlete support personnel. If none, please state *NONE*.

DCO Name _____

DCO Signature _____

Date: _____

