



Charter of the Willing

A road map for the future direction of competitive cycling

London, United Kingdom

2-3 December 2012

We have established this Charter to serve as common credo to be adopted amongst the members of the Union Cycliste Internationale (UCI), the World Anti-Doping Agency (WADA), the National Anti-Doping Authorities and the cycling community.

This Charter is our collective affirmation of the values, principles and steps that all relevant stakeholders should adopt, practice and collectively amplify for the future of competitive cycling.

We affirm the following:

Premises

- A. The sport of cycling's credibility and reputation has been harmed by the actions and inactions of the UCI, some cycling team management and staff and some of the riders.
- B. Complicit acceptance of doping practices will have no place in cycling now or in the future.
- C. For the sport of cycling to move forward from the past, it must openly discuss doping practises in an environment of truth and reconciliation. Any productive

truth and reconciliation process must promote confidence, trust, unity and transparency.

- D. In the process of discovering the truth, all parties need to look beyond the principles of 'zero tolerance'. There is a need to accept and find every means to encourage parties to be totally open and transparent about the past without fear. The practise of 'zero tolerance' will maintain the code of silence, the *omerta*, due to fear of retribution and the sanction of severe penalties. We should not be afraid of the truth.
- E. The transparency of the truth and reconciliation process will provide a sound basis upon which to learn the lessons of the past and design a fully collaborative anti-doping model with all the stakeholders.
- F. Once the sport of cycling has exposed the extent of past practises, dealt with the consequences and applied a period of amnesty, it must move on in an environment where doping practises are not tolerated.

Principles

1. Truth and Reconciliation Commission

The sport of cycling must break the *omerta* and establish an independent Truth and Reconciliation Commission (TRC). We recognise the complexity of the issues concerning the process of truth and reconciliation. We will defer to relevant authorities such as WADA regarding the process but for the purposes of this Charter, the principles set out below are ones that this Group believes in.

The TRC should receive information and testimony from riders, team staff, sporting bodies and other interested parties concerning doping practises and the administration of doping products within the professional peloton. The TRC should gather information, bear witness to, record and conduct hearings to allow recognition of the past.

The TRC must be independent. All teams, riders and staff should be directly instructed by the President of the UCI to participate in the TRC. Those parties that do not participate in the TRC and are later found to have been involved in

doping, should be subject to sanction, to the maximum extent possible. We want to encourage all interested parties to be involved and truthful in the process.

The TRC should be empowered to recommend an amnesty to those riders, team staff and administrators who committed or were involved in doping practises provided:

- a) the party provides full and candid disclosure;
- b) the party accepts full responsibility for their role in doping practises; and
- c) the doping practise engaged in was for the sole purpose of seeking sporting achievement.

Any amnesty should be granted during the operation of the TRC. Once the TRC window of availability is closed, any potential opportunity to receive the amnesty will end.

2. Independent commission to investigate the UCI and senior management

An independent commission of review (ICR) should be established to investigate the UCI and receive:

- a) a full brief of information from a source that is not in a position of conflict;
- b) investigative resources; and
- c) assistance from WADA and USADA to establish proper terms of reference.

The ICR should:

- a) be empowered to discover all documentation in the possession, power and control of the UCI;
- b) be empowered to seek documents and testimony from third parties relevant to ensure a complete investigation;
- c) have full authority to interview witnesses;
- d) request doping test data from WADA; and

- e) publish its findings two months prior to an Extraordinary Meeting of the Congress.

3. Independent doping controls

The responsibility for deciding who is tested, when they are tested, and what drugs they are tested for, must reside in an independent entity that is beyond the control of the UCI.

The creation of the independent body will:

- a) remove conflict of interest;
- b) establish integrity and faith in the process, and
- c) prevent favourable behaviour to individual parties.

4. Cultural change in the UCI

The culture and management of the UCI must change.

The UCI:

- a) must at all times act in the best interests of the riders' health and wellbeing;
- b) must change the individuals within the UCI who have acted contrary to the interests of the sport;
- c) must change the roles that have disproportionate influence in the organization;
- d) must restore faith and belief in the sport;
- e) must recognise fans as key stakeholders;
- f) must develop a cultural shift from being exclusionary and secretive to one of transparency and openness;
- g) shall develop a voice which is not dictatorial and aggressive but recognises strong leadership which promotes confidence, trust, unity and transparency;
- h) shall develop collegiate and cooperative relationships with riders, teams, members, licensees, stakeholders, anti-doping practitioners and authorities.