

Questions related to the process and scope of the independent investigation into allegations of improper conduct by members of WADA Executive Committee

What was the scope of the investigation?

Covington and Burling LLP was retained by WADA in December 2018 to independently investigate allegations of bullying and harassment in connection with the September 2018 Executive Committee (ExCo) meeting, and any other specific allegations of bullying and harassment.

What were the findings of the investigation?

Covington's review of the available facts led investigators to the conclusion that Ms. Scott was not bullied or harassed at the September 2018 meeting.

What recommendations were made in the report?

In the report, Covington makes four recommendations that seek to improve internal communication within the Agency by making improvements to the Agency's policies, training and protocols. Specifically, the four recommendations are: (1) Adopt a code of conduct and complaint policy for the ExCo, Foundation Board, and Standing Committees; (2) Conduct training for ExCo members on best practices for boardroom dialogue; (3) Resolve any remaining uncertainties over the role of standing committee members at ExCo meetings; and (4) Clarify the role of the WADA Athlete Committee.

Why was Covington and Burling selected to conduct the investigation?

Covington was selected because it is a leading law firm with an impressive track record of conducting and reporting on high-profile investigations consistent with the highest standards of integrity and independence. Covington's experience includes investigations involving organizational governance and individual conduct in a range of settings, including for Uber, Starbucks, and the US television network, CBS, in addition to a number of public and private educational institutions.

How did Covington conduct its investigation?

According to the report, the five-month investigation included witness interviews; a review of over 1,000 documents, including meeting minutes, emails and other electronic messages, memoranda and governance policies, and transcripts and audio recordings of the September 2018 meeting at issue and previous WADA meetings.

How many people did Covington interview?

According to the report, Covington interviewed 32 witnesses, 29 of whom participated in WADA's September 2018 ExCo meeting.

What sort of control did WADA exercise over the investigation?

None. Covington's work was conducted with complete independence. No one at WADA supervised or had influence over the individuals interviewed, questions asked, documents reviewed, or the findings made.