INVESTIGATING DETERMINANTS OF WHISTLEBLOWING ON DOPING IN SPORT

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SUBMIT A REPORT
301 athletes from 54 sports
(US = 267, UK = 32)

139 coaches from 26 sports
(US = 118, UK = 30)
TDF
(Cane, 2012)

COM-B
(Michie et al., 2011)

Capability
PSYCHOLOGICAL | PHYSICAL

Motivation
REFLECTIVE | AUTOMATIC

Opportunity
PHYSICAL | SOCIAL

(Whistleblowing)

Behaviour(s)

• Knowledge
• Memory, attention & decision processes
• Behavioural regulation
• Skills

• Social/profess. role/identity
• Beliefs about consequences
• Beliefs about capabilities
• Environmental context & resource
• Social influences

• Goals
• Intentions
• Optimism
• Reinforcement
• Emotion

• Knowledge
• Memory, attention & decision processes
• Behavioural regulation
• Skills

• Social/profess. role/identity
• Beliefs about consequences
• Beliefs about capabilities

• Environmental context & resource
• Social influences

53 items (statements)
Rated 1-5
CAPABILITY

- (A) ~50% do not know how to report
- (A) ~65% do not know what to report
- 30-40% do not know what safeguards are in place for those who report

- >70% know their responsibilities
- (C) >60% know what info is required and how to report
- >60% are able to follow policies and procedures for reporting, and ~80% can access a platform

Note: (A) = Athlete, (C) = Coach, percentages represent agree/strongly agree ratings combined
• 65-75% aware of whistleblowing channels

• ~40% feel their sport actively encourages whistleblowing

• ~20-30% feel reaction in sport and public reaction to whistleblowers is not encouraging them to report
Wishlist:

1. ~90% would like protection from retaliation
2. ~85% would like legal advice/support
3. ~70% would like media training
4. 50-60% would like aftercare for those reporting
5. Wanted multiple channels, inc.
   - Anonymous hotline (80-85%)
   - Online portal (75-80%)
   - Calling a personal number (70-80%)
6. ~90% would like a step-by-step guide
7. 60-70% would like ongoing communication
OPPORTUNITY

• >80% believe people important to them would advise/encourage them to report doping

• >90% feel people close to them will support their decision to report doping
• ~90% stated reporting is consistent with their personal beliefs, and is important to their personal integrity
• ~80-90% feel it is their responsibility
• ~75-95% feel confident to report
• 95% (C) and 85% (A) have a strong intention to report doping
MOTIVATION

- Protecting athletes’ right to clean sport: ~90%
- Thorough investigation will be conducted: ~70%
- Sanctions will be imposed: 60-70%
- Being negatively labelled: ~20%
- Damaging relationships in sport
- Damaging relationships out of sport
- Harming reputation of sport
- Jeopardize their future careers
- Damaging their future earnings

Sanctions will be imposed: 5-10%
• >50% (C) and ~80% (A) more likely to report if assured that identity is protected
• 80-95% do not need to be celebrated and thanked for reporting or receive financial rewards
• ~90% would not regret reporting
• 80-90% do not anticipate feeling fear or guilt

• ~50% would feel proud of reporting
• ~45% might feel anxious if they reported
SUMMARY

- Knowledge
- Memory, attention & decision processes
- Behavioural regulation
- Skills
- Social/profess. role/identity
- Beliefs about consequences
- Beliefs about capabilities
- Environmental context & resource
- Social influences

Capability

Motivation

Opportunity

Whistleblowing Behaviour(s)
### IMPLICATIONS

- **Knowledge** (what is required (A) and safeguards in place for whistleblowers)
- **Skills** (how to report)
- **Reinforcement** (assurance of anonymity/confidentiality, as well as related to reactions in and out of sport)
- **Emotion** (anxiety)
- **Environmental context & resource** (greater provisions in place to support whistleblowers before, during and after)

### INTERVENTION FUNCTIONS

- Education
- Training
- Persuasion
- Environmental restructuring

### POLICY CATEGORIES

- Guidelines
- Service provision
- Communication & marketing
- Environmental /social planning

**BCW (Michie et al., 2011)**

**INTERVENTION FUNCTIONS**

**POLICY CATEGORIES**
THANK YOU!

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# SUB-SCALE SCORES

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<th>M</th>
<th>SD</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
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<tbody>
<tr>
<td>1. Commitment to reporting (F1)</td>
<td>4.11</td>
<td>0.64</td>
<td>(.90)</td>
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<td>2. Beliefs about adverse consequences from reporting (F2)</td>
<td>2.38</td>
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<td>3. Psychological capability (F3)</td>
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<td>4. Optimism (F4)</td>
<td>4.10</td>
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<td>.19**</td>
<td>-.14*</td>
<td>.20**</td>
<td>(.70)</td>
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<td>5. Reinforcement (F5)</td>
<td>2.80</td>
<td>1.02</td>
<td>-.07</td>
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<td>(.72)</td>
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<td>6. Negative emotions from reporting (F6)</td>
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<td>-.32***</td>
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<td>-.25***</td>
<td>-.06</td>
<td>.19**</td>
<td>(.73)</td>
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<td>7. Beliefs about capability (F8)</td>
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<td>.60***</td>
<td>-.32***</td>
<td>.50***</td>
<td>.25***</td>
<td>-.08</td>
<td>-.37***</td>
<td>(.81)</td>
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<td>8. Gender</td>
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<td>.24***</td>
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<td>.02</td>
<td>.14*</td>
<td>-.13*</td>
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*Note: All measured on a 1-5 scale. * p < .05, ** p < .01, *** p < .001*
CROSS-COUNTRY COMPARISONS
IMPLICATIONS

Figure 2: The Behaviour Change Wheel. Taken from Michie et al. (2011)[1].
<table>
<thead>
<tr>
<th>COM-B components</th>
<th>Education</th>
<th>Persuasion</th>
<th>Incentivisation</th>
<th>Coercion</th>
<th>Training</th>
<th>Restriction</th>
<th>Environmental restructuring</th>
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<td>Reflective motivation</td>
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MOTIVATION

- ~90% stated reporting is consistent with their personal beliefs, and is important to their personal integrity
- ~80-90% feel it is their responsibility
MOTIVATION

Even if...

- My sport doesn’t encourage me to report
  
  (A) = 79%, (C) = 94%

- Others are not willing to report
  
  (A) = 85%, (C) = 92%

- Someone I know well is encouraging the behavior I am reporting
  
  (A) = 81%, (C) = 88%

- Someone I know well is engaging in the behavior I am reporting
  
  (A) = 75%, (C) = 86%
MOTIVATION

- 95% (C) and 85% (A) have a strong intention to report doping if they become aware of the behavior.
- 80-90% would definitely report if they had evidence that it was happening in and outside their training group.
- 80-90% would report if the confronted the doper and they did not stop.