مختبر مكافحة المنشطات قطر
Anti Doping Lab Qatar

ADLQ NEWSLETTER

SEPTEMBER - DECEMBER 2025

FEATURING NEW SECTIONS

SCIENCE & FAIR PLAY
RESEARCH SPOTLIGHT

CONTENTS

EDITION 4

Board of Trustees (BOT) Meeting Highlights

The Board of Trustees (BOT) recently convened for its latest session, held in person at the ADLQ headquarters. This meeting served as a critical touchpoint for the Board to engage directly with the Lab's leadership and witness firsthand the operational advancements within the facility.

The Board expressed its deep appreciation for the management team's unwavering dedication. **The BOT emphasized that maintaining high standards of operational excellence is vital to ensuring that ADLQ continues to deliver the exceptional services required to safeguard the integrity of sports globally.**

ADLQ Participates in the 6th International Conference on Toxicology and Pharmacy (KSAPT 2025)

For the second consecutive year, the Anti-Doping Laboratory Qatar (ADLQ) took part in the 6th International Conference, Workshops, and Exhibition on Toxicology and Pharmacy (KSAPT), held from October 27–29, 2025, in Riyadh. The event took place under the umbrella of the **Global Forensic Excellence Summit (GFEX)** and was organized by the Saudi Pharmaceutical Society in collaboration with the Ministry of Health.

The Chairman of the Board of Trustees delivered a keynote panel discussion highlighting ADLQ's expanding role in scientific collaboration across the Gulf region. The panel featured distinguished insights from Prof. Al-Maadheed, who addressed emerging developments in novel psychoactive substances and the latest advances in anti-doping science.

In addition, Dr. Maneera Aljaber delivered a presentation titled **"Clinical presentation, detection and analysis of NPS in Qatar"** on the collaborative research between ADLQ and Naufar. This contribution encouraged productive discussions and further strengthened ties between participating institutions.
ADLQ's involvement in KSAPT 2025 reinforced its commitment to scientific excellence and paved the way for future joint research and training initiatives in Saudi and across the region.

ADLQ Explores Research Collaboration with Saudi Anti-Doping Laboratory at KSAPT 2025

During ADLQ's participation in KSAPT 2025, Prof. Mohamed Al-Maadheed and Dr. Maneera AL-Jaber, held a productive side meeting with Dr. Khalid Alzahrani, Laboratory Operations Director at the Ministry of National Guard Health Affairs (MNGHA).

The discussion focused on opportunities for research collaboration and knowledge transfer between ADLQ and the Saudi Anti-Doping Laboratory, reinforcing our shared commitment to advancing Anti-Doping science in the region.

ADLQ Shares Expertise at Aspetar World Conference 2025

ADLQ was honored to take part in the Aspetar World Conference 2025. Invitation was extended to the lab director to present in the session Navigating the Dilemmas in Sports Medicine – The Ethical Challenge, chaired by Nohad Al Malak and co-chaired by Olaf Schumacher of Aspetar.

Presentation was on gene doping titled “Altering the Game: The Science and Ethical Implications of Gene Doping in Sports” .

The session highlighted key outcomes, including strengthened understanding of gene doping, clearer insights into medication misuse in sports, and a focused discussion on ethical considerations in treatment practices and supplement use. ADLQ was pleased to contribute to this important dialogue shaping the future of sports medicine

Pursuing Organizational Brilliance: ADLQ's Journey Toward the Qatar Excellence Award

Pursuing Organizational Brilliance: ADLQ's Journey Toward the Qatar Excellence Award
In alignment with Qatar National Vision 2030, the Anti-Doping Lab Qatar (ADLQ) has embarked on a rigorous strategic journey to achieve institutional distinction through the Qatar Government Excellence Award. This initiative represents more than a competition; it is a comprehensive evaluation of our analytical, research, and organizational frameworks to ensure we deliver world-class services with integrity and innovation.

Renewed Partnership with KADA

We were pleased to welcome a delegation from Kuwait Anti-Doping Agency (KADA) during a recent visit that marked an important milestone in our ongoing collaboration. The visit provided an opportunity for productive discussions, exchange of ideas, and strengthening of professional ties in the fight against doping.

During the visit, our partnership with Kuwait was formally renewed, reaffirming a shared commitment to continued cooperation and mutual development. The renewed partnership builds on past achievements and sets the foundation for future initiatives and collaborative efforts.

Knowledge Exchange! Training of Scientists from Belarus

We recently had the pleasure of hosting two colleagues from the Republic of Belarus who joined us for a week as a visiting expert.

During the visit, Raman Puzanau and Viktoriya Puzanava engaged closely with the Doping Analysis team, exchanging valuable expertise, insights, and practical knowledge related to our work. The sessions and interactions provided a meaningful opportunity for open discussions, and exchange of ideas.

WADA World Conference – 1-5 December 2025 Busan, South Korea

Busan Declaration!

At the 2025 World Anti-Doping Agency (WADA) World Conference on Doping in Sport, global stakeholders reaffirmed their collective commitment to protecting clean sport through the adoption of the Busan Declaration.

This landmark document emphasizes strengthening the global anti-doping system, advancing scientific innovation, enhancing collaboration between governments and the sporting movement, and ensuring that athletes remain at the heart of every anti-doping initiative. The declaration also highlights the importance of equitable access to testing and laboratory services worldwide, capacity-building in developing regions, and transparent governance practices.

The Busan Declaration ultimately reflects a unified pledge to reinforce integrity in sport and safeguard the rights of clean athletes across all nations.

ADLQ Participation & Networking

The Anti-Doping Laboratory Qatar (ADLQ) had a strong and visible presence throughout the WADA World Conference, engaging with key partners and stakeholders.

ADLQ representatives held productive discussions with WADA officials and forged meaningful connections with fellow accredited laboratories, including colleagues from the Paris and Ghent labs, exploring opportunities for scientific collaboration, knowledge exchange, and harmonization of testing methodologies. The team also met with major stakeholders such as NADOs, International Testing Agency (ITA), and several of ADLQ's existing client organizations.

In addition, ADLQ advanced promising discussions with potential new partners, including Uganda's national Anti-Doping program, reinforcing ADLQ's commitment to supporting emerging Anti-Doping systems and broadening access to reliable laboratory services across the region.

Engagement with QADA

ADLQ also held a focused and constructive meeting with Dr. Abdulwahab Al-Musleh, Chairman of the Qatar Anti-Doping Agency (QADA). The discussion centered on strengthening national cooperation in the fight against doping and exploring new avenues for partnership between ADLQ and QADA.

Both parties emphasized the importance of aligning strategies, enhancing information exchange, and reinforcing Qatar's leadership in clean sport. The meeting marked a positive step toward deeper collaboration and shared commitment to safeguarding athlete integrity across the country.

Enhancing Quality and Compliance: ISO 17020 Training for Qatar APMU

As part of ADLQ's commitment to strengthening its quality and compliance framework, the ORQM and TMD units, in collaboration with Intertek, organized a specialized 3 days training session on ISO/IEC 17020: Conformity Assessment – Requirements for the Operation of Various Types of Inspection Bodies for Qatar APMU staff on 16th to 18th November 2025.

The training was delivered by Dr. Hamza from Intertek, who provided an in-depth understanding of the standard's core requirements, including inspection competence, impartiality, documentation management, and operational controls.

This initiative supports APMU's strategic plan to achieve certification under ISO 17020 and ensures our inspection-related activities align with international best practices. The interactive session also equipped staff with practical insights to support implementation and future accreditation readiness.

This training reflects ADLQ's continued commitment to capacity building, operational excellence, and adherence to globally recognized quality standards.

ISO 27001 Information Security Training Held at ADLQ

ADLQ hosted a comprehensive ISO/IEC 27001 – Information Security Management Systems (ISMS) training on **14th – 15th September 2025, delivered by IQS Qatar.** The two-day program focused on strengthening staff awareness of information security principles, risk management practices, and the controls required to safeguard sensitive laboratory data.

Participants received practical insights into ISMS requirements, documentation, and their roles in maintaining a secure, compliant, and resilient operational environment.
This initiative reinforces ADLQ's ongoing commitment to excellence and alignment with internationally recognized information security standards.

Epitope Mapping of Nanobodies: Advancing Drug Discovery through Research and Training:

At the Anti-Doping Laboratory Qatar (ADLQ), we place strong emphasis not only on cutting-edge scientific research but also on training and capacity building of the next generation of scientists.

This month, we are proud to highlight the achievements of three of our colleagues who successfully completed research projects as part of their Master of Research (M.Res) degree program with University College London (UCL). These projects were carried out at the ADLQ Research Department and represent an important milestone in advancing both nanobody science and the professional growth of our staff.

Congratulations to Bibi Fatima, Hadeel, and Sofia on successfully completing their Master's program at UCL!

You have made everyone at ADLQ proud with your dedication, hard work, and excellent achievements. All students graduated with Merit, and Fatima earned a Distinction- an outstanding accomplishment!

The focus of these projects was the epitope mapping of in-house generated nanobodies (also called VHH fragments)against three distinct but highly relevant biological targets: **Connective Tissue Growth Factor (CTGF), Neuropilin-1 (NRP1), and Cytochrome P450 17A1 (CYP17A1)**. Each of these molecules has emerged in recent years as a druggable target, meaning they can potentially be modulated by therapeutics to treat or manage disease.

- CTGF plays a pivotal role in tissue remodeling, fibrosis, and inflammation. Aberrant regulation of CTGF has been linked to chronic inflammatory disorders, fibrosis of major organs, and even tumor progression.

- NRP1 is a multifunctional receptor involved in angiogenesis, axonal guidance, and tumor growth. It has gained increasing attention as a therapeutic target in oncology and vascular diseases.

- CYP17A1, a member of the cytochrome P450 enzyme family, is crucial in steroid biosynthesis and is directly implicated in endocrine disorders and hormone-dependent cancers such as prostate cancer.

The projects undertaken by our staff explored how nanobodies generated in-house recognize and interact with these targets. Using a combination of experimental laboratory techniques and computational in silico molecular docking approaches, the students were able to identify and characterize the specific epitopes-the regions of the target proteins where nanobodies bind.

This dual approach provided robust and complementary insights: while experimental data validated nanobody-antigen interactions, computational docking offered structural models that helped explain the binding specificity and potential mechanisms of action.

The outcomes of these projects are significant on several levels. Scientifically, the findings provide a clearer understanding of how nanobodies engage with complex protein targets, which is a **critical step in the design of next-generation diagnostics and therapeutics.**

Strategically, this work reinforces ADLQ's vision of integrating basic research with translational applications. **Nanobody-based diagnostics/therapeutics are increasingly recognized for their small size, high stability, and excellent binding specificity, making them highly attractive for drug discovery, particularly in the areas of cancer, inflammation, and metabolic diseases as well as for ani doping applications.**

From a training perspective, these projects highlight the value of academic collaboration with globally recognized institutions such as UCL. They provided our staff with the opportunity to engage in rigorous, research-driven learning while contributing to ADLQ's scientific portfolio. The successful completion of these projects is a testament to their dedication, the mentorship provided within ADLQ, and the importance of creating a research culture that nurtures talent.

In summary, the epitope mapping of nanobodies against CTGF, NRP1, and CYP17A1 represents a meaningful advancement in our understanding of nanobody–antigen interactions and their therapeutic potential. It also reflects ADLQ's commitment to both scientific innovation and the professional development of our researchers. These achievements will not only enrich our research pipeline but also strengthen ADLQ's role as a hub for excellence in both anti-doping science and biomedical research.

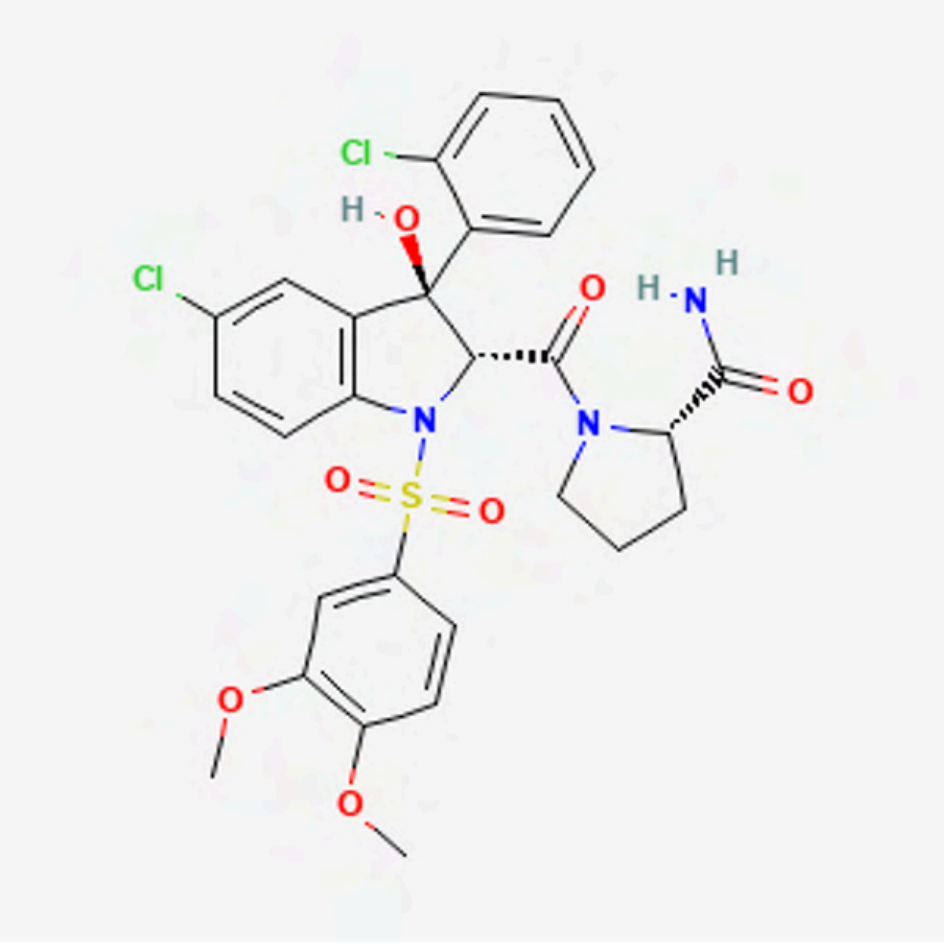
Vaptans: From Clinical Use to Prohibition in Sport

INTRODUCTION

Vaptans are a class of medications known as **vasopressin receptor antagonists**, clinically used to treat hyponatremia (low blood sodium levels) in conditions such as heart failure, liver cirrhosis, and the Syndrome of Inappropriate AntiDiuretic Hormone secretion (SIADH).

In recent years, vaptans have drawn growing attention from researchers in anti-doping laboratories due to their pharmacological potential for misuse and the analytical challenges they pose. As non-peptide vasopressin receptor antagonists, vaptans such as tolvaptan and conivaptan—exert potent aquaretic effects, leading to increased free-water excretion without altering electrolyte balance. This property makes them attractive as potential masking agents for prohibited substances, enabling athletes to manipulate urine dilution or body weight.

Since 2014, the World Anti-Doping Agency (WADA) has classified vaptans under Section S5: **Diuretics and Masking Agents**, recognizing their capacity to alter analytical findings in urine testing. data on prevalence in sport misuse are limited, partly due to their relatively recent clinical introduction. For these reasons, the incorporation of vaptans into routine anti-doping screening panels are increasingly vital. Expanding research in this area will not only strengthen analytical coverage but also ensure early identification of emerging misuse trends before they gain ground sport competitions.



RELCOVAPTAN
($C_{28}H_{27}Cl_2N_3O_7S$) ; M: 620.5 g/mol

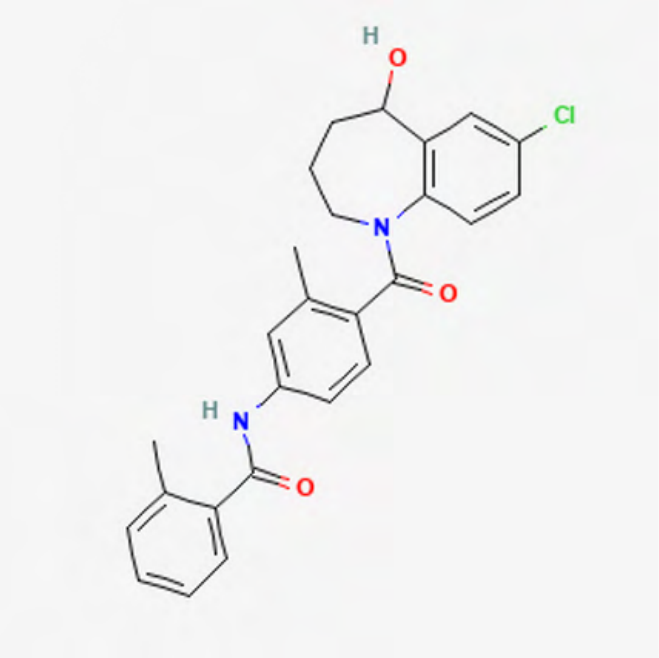
Vaptans: From Clinical Use to Prohibition in Sport

ROLE OF DIFFERENT VAPTANS

Drugs like Tolvaptan and similar work by blocking the V2 receptors in the kidney, which are responsible for water reabsorption.

This causes aquaresis (excretion of water without electrolytes). Tolvaptan is approved for short-term use in these conditions.

Despite Relcovaptan targets V1A receptors, which are found on vascular smooth muscle and cause vasoconstriction, among other effects. It does not directly affect kidney water channels.



TOLVAPTAN
($C_{26}H_{25}ClN_2O_3$) ; M: 448.94 g/mol

Conclusion

Basically, vaptans are used in medicine to treat serious fluid and salt problems, which can be lifesaving. However, some people might try to cheat in sports by using them to hide other drugs. The main difference between legitimate use and doping is whether the drug makes you urine excretion more or just changes how your blood vessels work. That's why only the vaptans that make you loosing water more are banned by sports authorities.

The challenging problem for Antidoping Laboratories is how long they can find these drugs in the body and how well their tests work.

Another challenge isn't finding the drugs themselves but finding what they break down into (metabolites). This is important because athletes might try to use these drugs in a way that only the broken-down parts are detectable, letting them get away with cheating. If laboratories can find these longer-lasting broken-down molecules, and start looking for them in regular tests, they can catch more cheaters.

Harnessing Artificial Intelligence to Strengthen the Fight Against Doping

Artificial Intelligence (AI) is rapidly transforming industries worldwide and anti-doping is no exception. As sport continues to evolve, so do the methods used to ensure fairness, integrity, and athlete welfare. Over the last few years, AI has emerged as one of the most promising tools to support anti-doping scientists, sporting authorities, and laboratories.

WHY AI MATTERS IN ANTI-DOPING

Traditional anti-doping programs rely on expert judgment, targeted testing, and sophisticated laboratory analysis. While these are essential, they also face practical challenges - **huge athlete populations, limited testing resources, and increasingly complex substances and methods of doping.**
AI offers a powerful solution by helping us see patterns that humans cannot, analyze huge volumes of data quickly, and guide smarter, more effective decisions.

Key Areas Where AI Is Making an Impact

1. Smarter Test Planning
AI systems can help identify athletes who may require closer monitoring by analyzing patterns in performance data, biological markers, competition schedules, and other risk indicators. This supports more targeted and efficient testing, ensuring resources are used where they matter most.
2. Enhancing the Athlete Biological Passport (ABP)
ABP is one of the strongest tools in modern anti-doping, tracking an athlete's biological values over time. AI models can detect subtle, unusual variations that may be overlooked in traditional statistical approaches. This strengthens the passport's ability to flag potential doping while also reducing false alarms.
3. Quality Assurance and Laboratory Efficiency
AI-powered tools support laboratories by improving data review, instrument monitoring, workflow optimization, and even early warning systems for technical anomalies. This contributes to faster turnaround times and consistent scientific quality.
Global Progress -and WADA's Role

The World Anti-Doping Agency (WADA) has demonstrated strong commitment to innovation. In recent years, WADA has funded several AI-driven research projects aimed at:

- ·improving ABP intelligence,
- ·identifying abnormal analytical patterns,
- ·integrating AI into testing strategy, and
- ·strengthening global data-sharing platforms.

WADA's emphasis on digital transformation signals that AI will be a core component of anti-doping science in the years ahead.

The Future?

AI will never replace human expertise in anti-doping- but it will make it stronger. By combining advanced algorithms with scientific knowledge and ethical oversight, the global anti-doping community is building a smarter, more proactive, and more resilient system to protect clean sport.

Recommended Reading on AI in Anti-Doping

1.Ryoo, H., Cho, S., Oh, T., Kim, Y., & Suh, S.-H. (2024). Identification of doping suspicions through artificial intelligence-powered analysis on athlete's Performance Passport in female weightlifting. Frontiers in Physiology, 15, 1344340.

2.Eleftheriou, D., Piper, T., Thevis, M., & Neocleous, T. (2025).A multivariate Bayesian learning approach for improved detection of doping in athletes using urinary steroid profiles. International Journal of Biostatistics, 21(1), 165–181.

3.Deliu, N., & Liseo, B. (2024). A multivariate Copula-based Bayesian Framework for Doping Detection. arXiv.

4.Rahman, M. R., Liu, R., & Maass, W. (2024). Incorporating Metabolic Information into LLMs for Anomaly Detection in Clinical Time-Series. NeurIPS Workshop on Time Series in the Age of Large Models.

5.Rahman, M. R., & Maaß, W. (2024). Generative AI in Anti-Doping Analysis in Sports. In Artificial Intelligence in Sports, Movement, and Health (pp. 81–95). Springer.

6.Rahman, M. R., et al. (2024).3S-II: AI-based detection of steroid sample swapping & decision process analysis. DFKI Project Report.

7.Eleftheriou, D. (2022). Bayesian Hierarchical Modelling for Biomarkers: Applications to Doping Detection and Prostate Cancer Prediction. PhD thesis, University of Glasgow.

8.Thevis, M. (2024). MARVIN Project – AI-based screening tool to detect identical urine samples in the Athlete Biological Passport. DFKI / German Sport University Cologne.

Breaking Records, Facing Consequences: What the Chepngetich Case Teaches Us About Clean Sport

In sport, some moments feel unforgettable. In October 2024, Kenyan athlete **Ruth Chepngetich** crossed the finish line in Chicago with a world-record time of 2:09:56, she made history- **becoming the first woman ever to break 2 hours and 10 minutes in a marathon.**

That race was her third victory in the Chicago Marathon. Her performance shattered the previous record of 2:11:53, cutting nearly two full minutes off.
But only a few months later, in July 2025, headlines told a very different story: Chepngetich was provisionally suspended after testing positive for a banned diuretic. She later accepted the violation and was handed a three-year ban.

Her world record still stands — she was not disqualified from that race — because the positive test was collected after the marathon. Anti-doping rules apply from the date the sample is collected, so performances before that date are not annulled.

For the public, this kind of news can feel confusing or disappointing. For athletes, it's a reminder of how fragile a legacy can be. For Anti-doping labs, it's a real example of why our work matters.
What makes this case important is not just the positive test itself, but what it represents: that no athlete - not even a world-record breaker- is above the rules. It shows that the system can catch violations even when they involve elite performers. And it also shows that explanations are judged carefully: in this case, the claim of accidentally taking someone else's medication was considered reckless rather than convincing.

The lesson is simple but powerful: great performances deserve great responsibility.
In our lab, we rarely see the cheers, the finish lines, or the medals. But every day, we play an important role in protecting the integrity of sport. Every sample, every check, and every review ensure that athletes' achievements are meaningful and fair.

Cases like Chepngetich's remind the world that clean sport is not guaranteed - it is protected. Quietly. Carefully. Consistently. This is the impact our work has every day.

Building the Future: Weekly Seminar Series!

Throughout the final quarter of the year, ADLQ continued its commitment to intellectual growth through our Weekly Seminar Series. A cornerstone of this period was the session dedicated to the Qatar National Vision 2030 and the ADLQ Core Value of Collaboration.

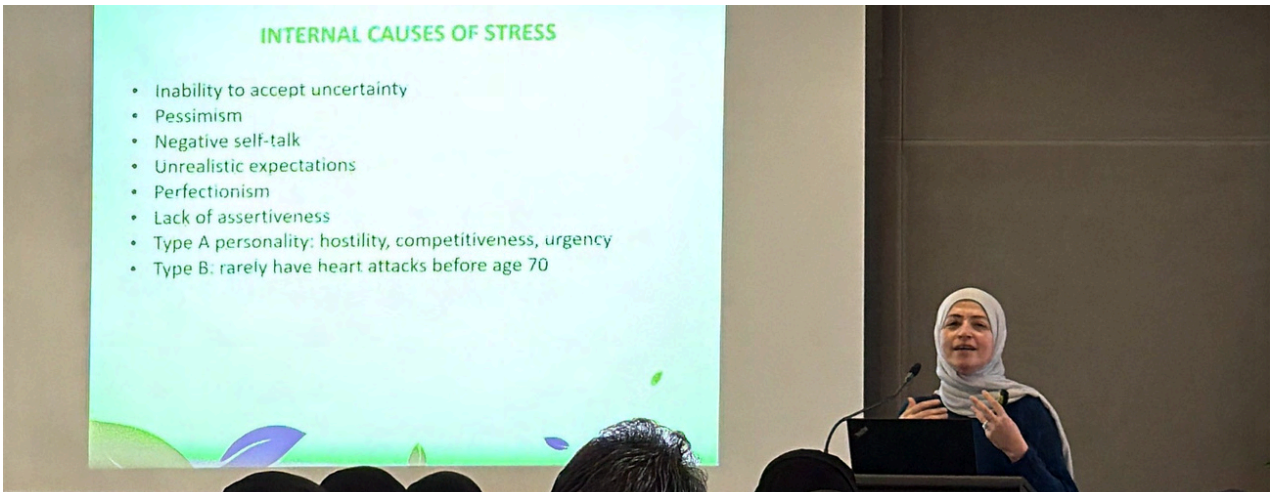
Collaboration Seminar!

Qatar 2030 Vision Seminar!

Building the Future: Weekly Seminar Series!

CPR Seminar

Mental Health Seminar!

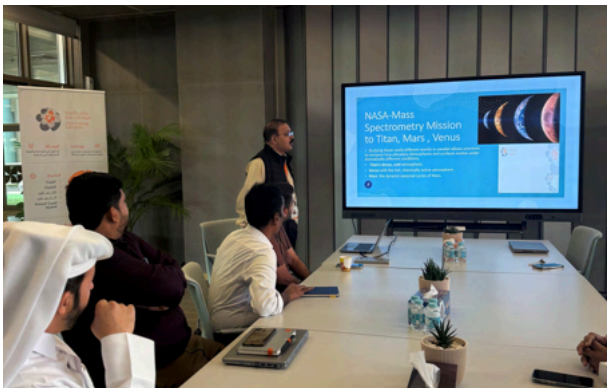


Empowering Our Peers: Employee-to-Employee Knowledge Transfer

Talent Management plays a key role in organizing impactful seminars that support employee growth and organizational excellence. Through initiatives aligned with the forward-looking vision of Qatar National Vision 2030, these seminars promote topics such as balanced nutrition to enhance employee wellbeing, performance, and mental health, as well as essential skills like CPR first aid and effective collaboration.

In addition, Talent Management supports structured knowledge-transfer programs that encourage learning from employee to employee and from manager to manager, strengthening capabilities, sharing best practices, and building a sustainable, high-performing workforce.

Knowledge Transfer Hosted by Engineering Department



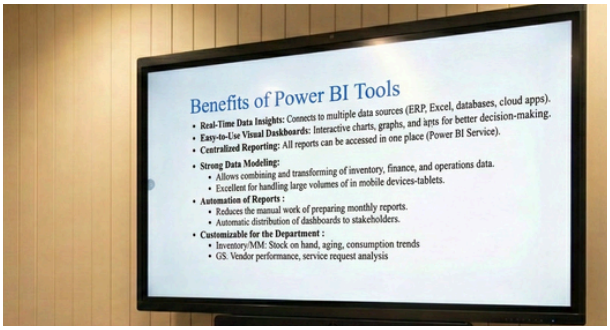
Knowledge Transfer Hosted by Employee Services Department

Knowledge Transfer Hosted by Procurement Department

Empowering Our Peers: Employee-to-Employee Knowledge Transfer

Knowledge Transfer Hosted by Finance Department

Knowledge Transfer Hosted by General Services Department

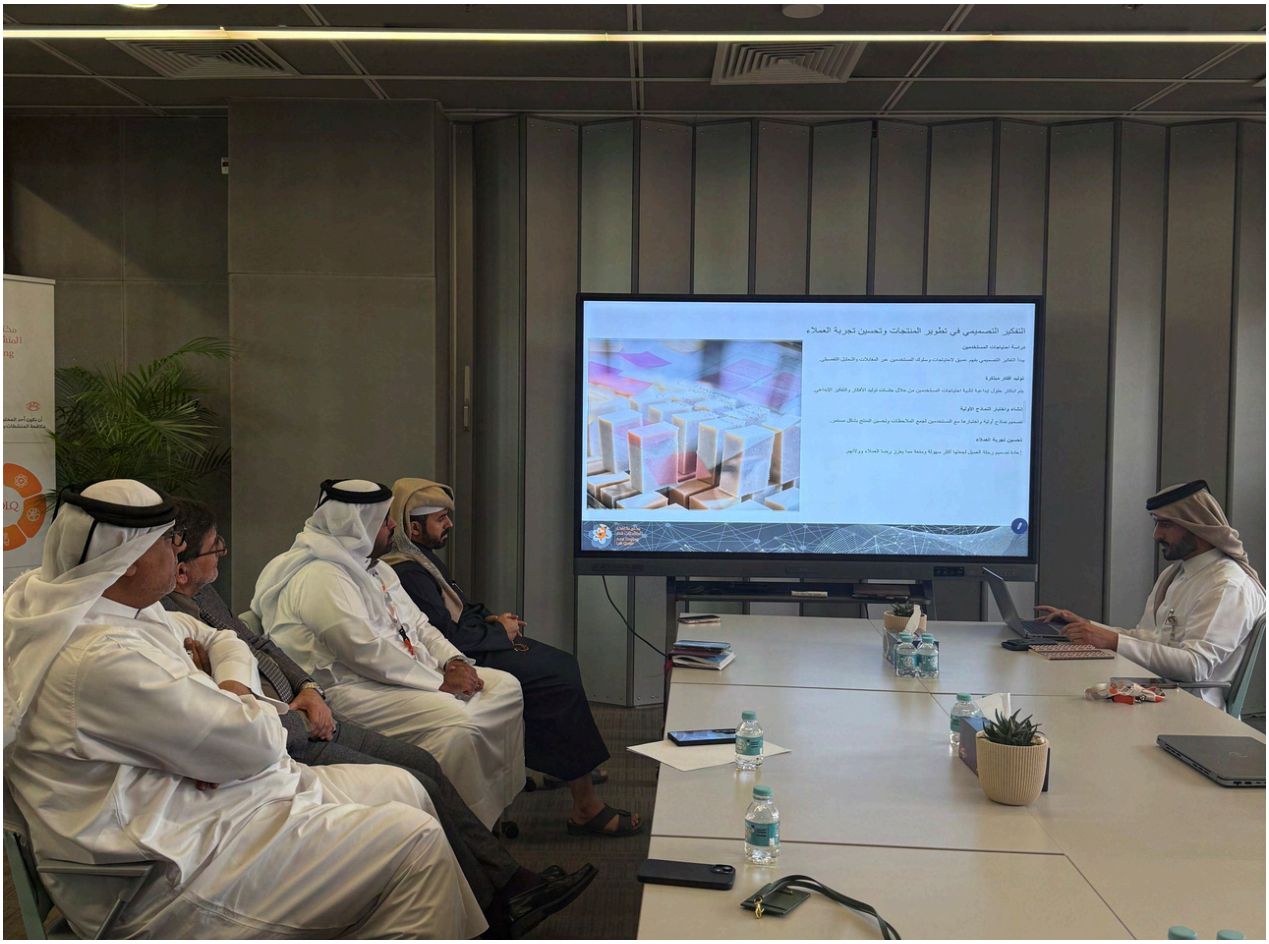


Knowledge Transfer Hosted by HR Department

Knowledge Transfer Hosted by IT Department

Strategic Leadership: Manager-to-Manager Knowledge Transfer

To ensure organizational brilliance, ADLQ facilitates dedicated Manager-to-Manager Knowledge Transfer sessions. These high-level exchanges focus on strategic capabilities, institutional leadership, and the complexities of change management.



ADLQ Value Program – Collaboration Value

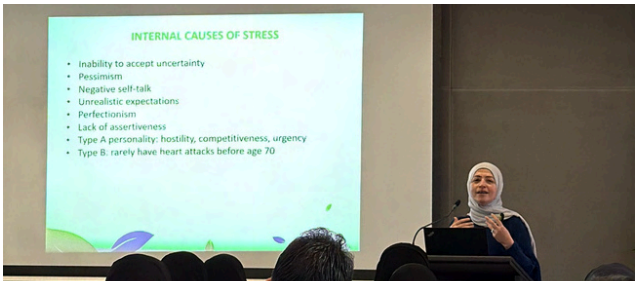
Strengthening Success Through Collaboration

As part of our ongoing commitment to organizational excellence, ADLQ dedicated the month of October to one of our most fundamental core pillars: **The Collaboration Value.**

To bring this value to life, the laboratory hosted an impactful and highly engaging workshop delivered by **Mr. Khalid Yasin**. Known for his insightful sessions on professional development, Mr. Yasin provided our team with the tools to further bridge departmental gaps and enhance our collective synergy

Mental Health Week at ADLQ

To support our staff, ADLQ dedicated a week in October to Mental Health awareness. These initiatives are part of our ongoing efforts to enhance workplace development and foster a supportive environment for our entire team.



Educational Wellness Seminar: The week began with an insightful seminar focused on mental wellbeing. The session provided staff with practical strategies for managing stress and maintaining a healthy work-life balance. By focusing on these core social and moral initiatives, ADLQ continues to support the professional and personal growth of its employees.

Wellbeing, Breast Cancer Awareness: During this week, ADLQ hosted a combined awareness event focusing on the critical connection between physical and mental health. This initiative, encouraged open conversations, emotional care, and proactive health management for all staff members.

Creative Expression: Stone Coloring Activity: To encourage mindfulness and creative expression, ADLQ organized a stone coloring activity held in the cafeteria. This hands-on session offered a welcome break from routine, allowing team members to connect through art and shared experience. The activity highlighted the importance of creativity and team-building in ensuring a sustainable and vibrant organizational culture.

International Men's Day!

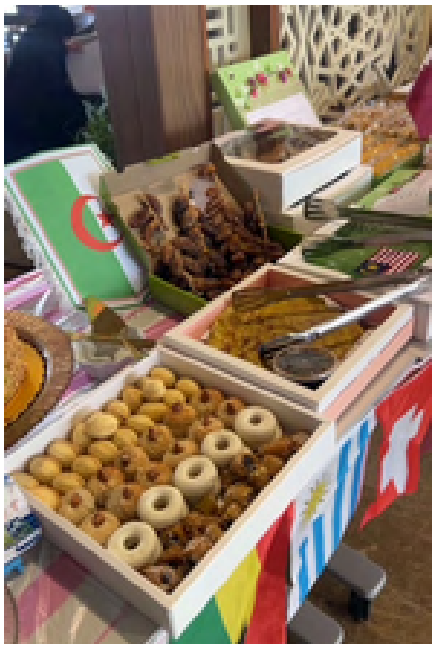
ADLQ celebrated International Men's Day to honor the dedication of our male colleagues.

To show appreciation, phone stands were distributed to the team. This gesture reinforces our commitment to a supportive workplace where every member's contribution is recognized and valued.

International Lunch Day! : A Celebration of Global Flavors

In October, the ADLQ family gathered for an amazing **International Lunch day!** A highly anticipated event designed to celebrate the flavors of the world. This gathering provided a wonderful opportunity for staff to connect and share their unique cultural backgrounds while enjoying a diverse array of global cuisines.

The event successfully fostered a sense of community, allowing team members to strengthen their bonds outside of the work environment.



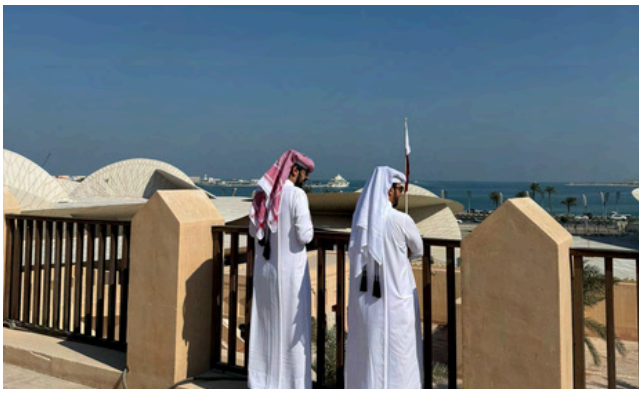
Empowering Our Team: Basic First Aid & CPR Training

On November 4 and 5, ADLQ hosted a series of Basic First Aid and CPR Training sessions for all staff members. These sessions were specifically designed to equip our team with essential life-saving skills and the practical knowledge required to respond confidently in emergency situations.

By investing in this critical health and safety education, ADLQ continues to foster a workplace culture that prioritize well-being, preparedness, and mutual care, ensuring that our team is ready to support one another both inside and outside the laboratory.

Journey Through Time: ADLQ Staff Visit to the National Museum of Qatar

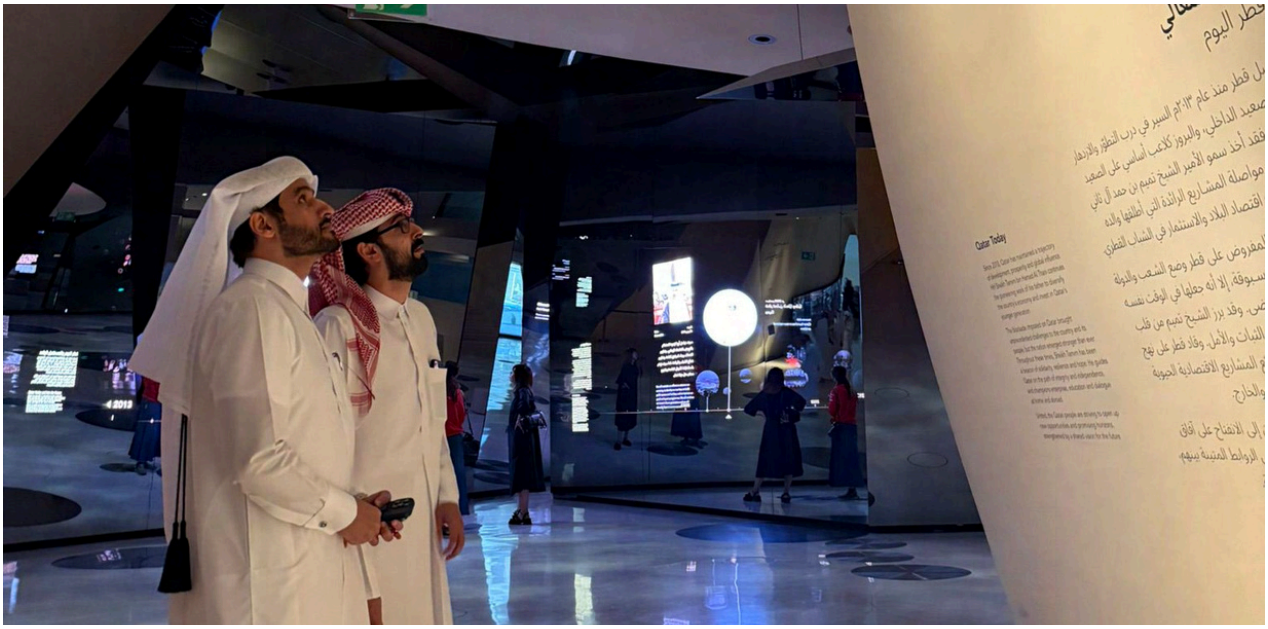
As per our Annual Trip this year, showcasing our ongoing commitment to cultural enrichment and team building, the Anti-Doping Lab Qatar (ADLQ) staff recently embarked on an inspiring trip to the National Museum of Qatar (NMoQ). This visit provided a unique opportunity for our team to connect with the nation's deep-rooted history and witness its extraordinary transformation, while bonding and exploring alongside each other!



Journey Through Time: ADLQ Staff Visit to the National Museum of Qatar - More Images





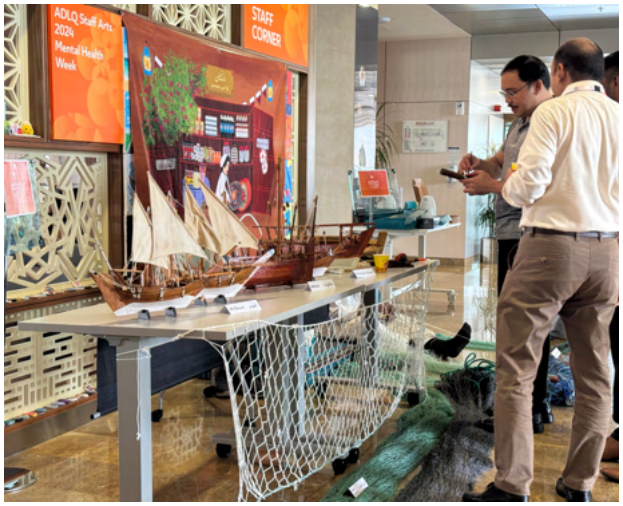
A Week of Pride: Qatar National Week at ADLQ

Leading up to the main celebration on December 17, Anti-Doping Lab Qatar (ADLQ) hosted a full week of cultural engagement to honor Qatari heritage. From December 9 to 16, staff participated in daily activities highlighting the nation's historical crafts and artistic traditions.

The week followed a dedicated cultural itinerary aimed at deepening staff understanding of traditional activities:

- Maritime Traditions: The week began with a focus on Qatar's sea-faring history. Staff explored Diving & Fishing Crafts, learning about authentic tools used for pearling. This was followed by a session on Wooden Shipbuilding, showcasing the intricate craft of dhow construction.
- Folk Performances: The atmosphere turned festive with a live Folk Show, where the ADLQ community enjoyed a performance of traditional Qatari music.
- Artisanal Crafts: The pre-National Day activities concluded with a workshop on Sadu and Palm Frond Craft, allowing employees to experience the traditional art of weaving and frond work firsthand.

A Week of Pride: Qatar National Week at ADLQ – More Images



Celebrating Heritage: Qatar National Day at ADLQ

On December 17, Anti-Doping Lab Qatar (ADLQ) transformed into a vibrant hub of tradition and community to celebrate Qatar National Day.
The event brought together staff through a rich itinerary of cultural activities and traditional festivities.

Upcoming Events

JAN

Annual Day

Join us for our Annual Day this January! It's a day dedicated to celebrating our team's success with fun activities, team-building, and shared memories.

Don't miss out on the celebrations!

FEB

Qatar National Sports Day

Get active and celebrate the spirit of sportsmanship! Join us this February for a day dedicated to health, fitness, and teamwork. Come together to promote a healthy lifestyle through fun physical activities and friendly competition.

DEC

ADLQ Annual Symposium!

We are pleased to announce the 12th Annual Symposium hosted by the Anti-Doping Lab Qatar (ADLQ), themed 'Biomarker Discovery'.

The symposium will bring together researchers, scientists, and experts to explore recent advances in biomarker research and its application in the anti-doping arena.

Mesfer has successfully finished the Undersecretary Program with CSGDB!

We are proud to celebrate the success of **Mesfer Mohammed Al-Marri** in completing the Assistant Undersecretaries Leadership Program, which is an advanced leadership development program. This program serves as a vital bridge for our organization, specifically designed to prepare mid-level executive leaders to transition into senior leadership roles.

Through the curriculum, the program focuses on developing essential strategic capabilities and institutional leadership. By mastering the complexities of change management and learning the keys to achieving sustainable impact, participants like Mesfer are equipped to lead our organization to its next chapter of professional excellence and strategic growth.

Celebrating Excellence in Collaboration: A Milestone for ADLQ and Qatar University

We are proud to celebrate the partnership between Anti-Doping Lab Qatar and Qatar University. This collaboration driven by our Talent Management Department, Communications Department, and the DAL Lab bridges the gap between academia and professional excellence through impactful training programs, knowledge-sharing tours, and strategic joint initiatives.

In recognition of these dedicated efforts, Qatar University recently presented ADLQ with an emblem of appreciation, symbolizing the strength and success of our shared mission to foster professional development in Qatar.

We extend congratulations to Ms. Shareefa Al-Sulaiti, Talent Management Manager, who received this honor on behalf of us.

Engineering Excellence! Fahad Al-Marri Accredited as Certified Engineering Expert

We are proud to announce that our colleague, **Fahad Al-Marri,** has officially obtained the Certified Engineering Expert accreditation from the Ministry of Justice. This prestigious accreditation serves as a significant milestone in Eng. Fahad's professional journey. It is a direct reflection of his high level of technical competence, dedication, and the specialized expertise he brings to our facility.

The inclusion of a Ministry-certified expert within our engineering team enhances ADLQ's technical framework and reinforces our commitment to maintaining the highest standards of professional excellence in Qatar. This achievement not only benefits his career but also adds valuable certified capacity to the Lab's internal operations.

We extend our warmest congratulations to Fahad on this outstanding accomplishment. We are proud to have such dedicated expertise as part of the ADLQ family and wish him continued success and many more milestones in his future career.

Launch of the ADLQ Creativity & Innovation Framework

We are proud to announce the official launch of the ADLQ Creativity & Innovation Framework, an initiative designed to empower every member of our team to contribute to the Laboratory's continuous evolution.

This framework provides a structured pathway for transforming your creative insights into impactful realities, fostering a culture where excellence and forward-thinking thrive. We encourage all staff to utilize the newly released templates—including the Innovative Idea Proposal Form and tools like SWOT and SCAMPER analysis—to refine and present their suggestions.

Whether you are a scientist in the lab or an administrator in the office, this framework applies to all ADLQ employees.

How to Submit Ideas?

How to Submit Your Ideas: To ensure your ideas reach the right experts for evaluation, please follow these submission pathways:

- **Research & Scientific Ideas:** All proposals related to scientific advancement or research projects should be submitted directly to the Institutional Research and Ethics Committee (IREC).
- **Operational & Administrative Ideas:** Proposals aimed at improving workplace efficiency, processes, or general operations should be submitted to the Executive Committee (EXCOM).

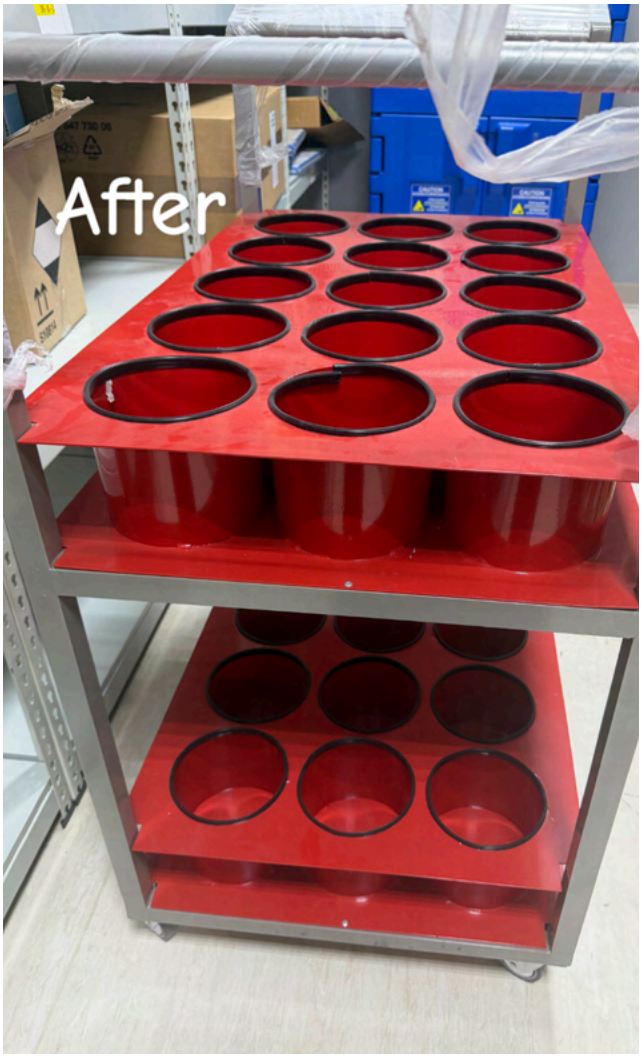
Staff Innovation: Safety Trolley for Chemical Handling

The idea of developing a safety trolley was introduced to improve the safe movement of chemical bottles from one store to another and to the end users.

Hassan Mohamed Noor, who works as a Material Management Storekeeper, faced ongoing challenges in transporting chemical bottles, especially after new storage facilities were built outside the main building. Moving chemicals manually using standard trolleys posed safety risks and increased the chance of damage or spillage.

To address this issue, Hassan proposed an innovative solution: the design and use of a specialized safety trolley for chemical handling. The trolley was designed to securely hold chemical bottles and ensure safe transportation under proper conditions.

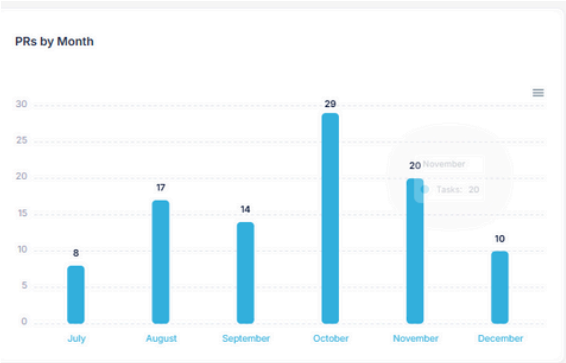
The idea was successfully implemented by designing a special trolley capable of holding chemical bottles of different sizes. This innovation improved safety, reduced handling risks, and ensured chemicals could be transported efficiently and securely between storage areas and end users.

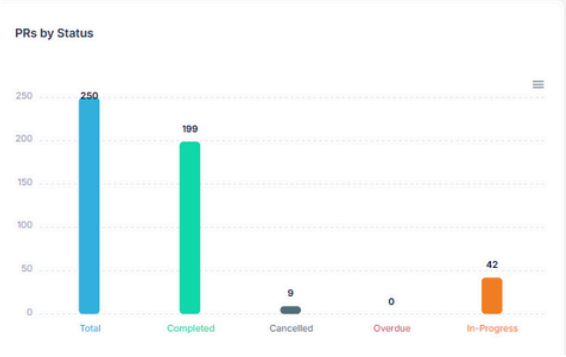


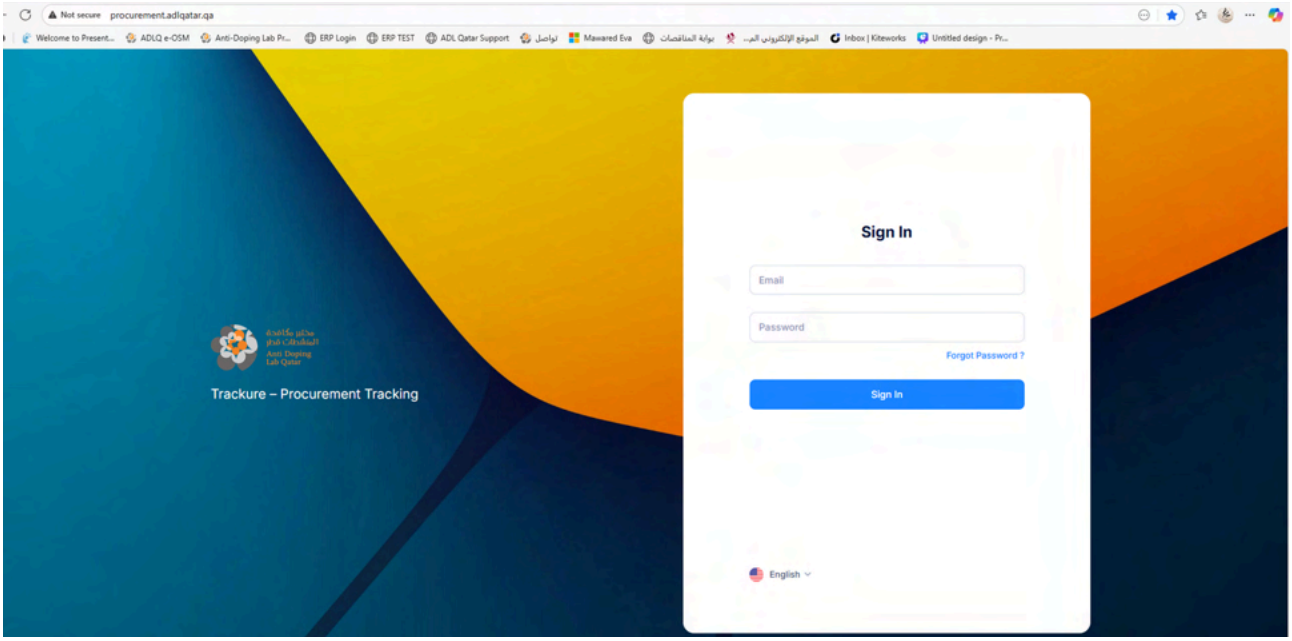
Staff Innovation: Procurement Dashboard

Hissa Al Marri suggested the development of a specialized procurement dashboard designed to enhance departmental efficiency.

This system tracks the complete procurement cycle from PR assignment to final delivery, recording every transaction while providing analytics on monthly PR statistics, status updates, and individual workloads. Currently utilized by procurement personnel, a future phase is planned to grant end-user access to further streamline communication and transparency across the organization.







Staff Innovation: Online Internal Audit Follow-up System

Hissa Al Maadheed suggested the development of an online system to modernize how the Internal Audit Unit monitors and tracks auditing observations. The initiative aims to move away from manual tracking toward a streamlined, digital environment.

Currently, the Internal Audit Department faces significant challenges due to the absence of a centralized tracking system. Relying on manual procedures, such as Excel sheets and fragmented email chains, often leads to scattered data, inconsistent records, and a high risk of oversight. This decentralized approach is not only time-consuming but also makes it difficult to maintain accurate, real-time progress reports.

To address these inefficiencies, Hissa proposed a centralized Internal Audit Follow-up Program. This digital solution features an automated notification module to remind responsible parties of deadlines and a dedicated dashboard for tracking the status of recommendations. The system also allows end-users to upload supporting evidence directly, ensuring all audit-related data is stored in one secure location.

The implementation of this program will significantly enhance accountability and transparency across the laboratory. By replacing manual logs with an automated workflow, the Internal Audit Unit can ensure the timely implementation of recommendations, strengthening risk management and improving the overall operational efficiency of ADLQ.

Staff Ideas Digital Platform

Scan the QR Code below and feel free to add your suggestions, thoughts and ideas!