



BIU ANNUAL REPORT

MAY 2023—APRIL 2024



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01

MESSAGE FROM THE CHAIR— LOUISE REILLY

Our commitment to sustaining a clean, fair, and transparent sport has never been stronger. This document encapsulates our ongoing efforts, strategic advancements, and a renewed pledge to safeguard our athletes, officials, and stakeholders from any form of misconduct.



It is my privilege, on behalf of the Biathlon Integrity Unit (BIU), to present our 2023-2024 Annual Report.

Our commitment to sustaining a clean, fair, and transparent sport has never been stronger. This document encapsulates our ongoing efforts, strategic advancements, and a renewed pledge to safeguard our athletes, officials, and stakeholders from any form of misconduct.

Looking back

The preceding year was marked by significant strides in enhancing governance structures and operational capabilities. We intensified our collaborative engagements with international sporting bodies, national federations and law enforcement agencies to foster a global culture of integrity. The BIU's proactive approach in education, monitoring, and compliance underscores our dedication not only to address, but to prevent challenges that threaten biathlon.

Our endeavours were notable in the comprehensive support extended to the Norwegian authorities, culminating in the landmark successful prosecution of the former International Biathlon Union President, Anders Besseberg. This case, pivotal in its scope and impact, underscored the BIU's unwavering commitment to justice and the rigorous pursuit of accountability.

I believe our involvement demonstrated the BIU's instrumental role in ensuring that ethical breaches, irrespective of their nature or of the stature of individuals involved, do not go unchecked.

This event undoubtedly marked a dark chapter for the sport, highlighting vulnerabilities within its governing structures that were manipulated for personal gain. However, from this unfortunate narrative, a silver lining emerges.

Looking forward

The investigation into these corruption offences was thorough and revealing, unearthing the mechanisms through which such unethical behaviour was facilitated. This painstaking process has had the fortunate side-effect of acting as a catalyst for change within the International Biathlon Union, prompting a comprehensive review of its governance, ethics, and oversight procedures. The findings from the investigation have provided the BIU and IBU with critical insights into the weaknesses of its previous system—insights that are now driving significant reforms aimed at fortifying the sport against future threats of corruption.



These reforms include:

- the implementation of stricter ethical guidelines;
- the establishment of more transparent operational procedures; and
- the reinforcement of oversight mechanisms to ensure that all actions undertaken by the IBU and its representatives are held to the highest standards of integrity.

Additionally, the IBU is fostering a culture of transparency and accountability, encouraging athletes, officials, and other stakeholders to actively participate in the governance of the sport and to report any irregularities without fear of reprisal.

As we forge ahead, the BIU remains committed to enhancing our governance framework and operational efficacy. We are set to introduce innovative measures aimed at bolstering the integrity of the Biathlon Family, such as use of artificial intelligence to support our anti-doping work and while ensuring that the values of fairness and respect are upheld across all levels of our sport.

On behalf of the Biathlon Integrity Unit, to all athletes, support staff and fans, I extend our gratitude for your continued support. Together, let us embrace the forthcoming year with optimism and an unyielding commitment to ensuring integrity across our sport.

02

MESSAGE FROM THE HEAD OF THE BIU— GREG MCKENNA

Our commitment to the Biathlon Family is to foster a culture of transparency, accountability, and fairness. Gaining an understanding of our community, its unique dynamics, the challenges we face, the threats and risks present within our sport, is central to our mission. It is only with insight that we can effectively safeguard our sport against integrity threats.



In the last year, we at the BIU have increased our focus on governance and prevention.

Recent events within our own realm and the broader sports community have provided stark reminders of the vulnerabilities that exist and the potential consequences of complacency. These lessons are invaluable, reinforcing our conviction that strong governance is not just important but fundamental for the integrity and future of sports.

Our commitment to the Biathlon Family is to foster a culture of transparency, accountability, and fairness. Gaining an understanding of our community, its unique dynamics, the challenges we face, the threats and risks present within our sport, is central to our mission. It is only with insight that we can effectively safeguard our sport against integrity threats.

Our objective remains the same: to promote a clean, fair and respected sport.

This understanding enables us to identify vulnerabilities early and develop robust strategies to mitigate risks. Whether these are related to corruption, doping, or any form of misconduct, our objective remains the same: to promote a clean, fair and respected sport.

Prevention

Central to our approach is our belief in the power of prevention. The Biathlon Integrity Unit has invested significantly in preventive measures, understanding that educating our athletes, officials, and stakeholders about the importance of integrity is as crucial as enforcing rules.

Our efforts extend beyond just compliance, we aim to instil a culture in which every member of the Biathlon Family embodies the highest standards of integrity because they believe in its value, not just because they fear sanctions.

We are grateful for the support and collaboration of the entire Biathlon Family. Together, we continue to build a legacy of integrity that will, we strongly believe, stand the test of time, making Biathlon not only a sport of physical endurance and precision but also a beacon of ethical excellence.

03

BIU IN 12 MONTHS



Be smart—
train smart

MAY

Summer
of Respect



New Athlete
Ambassadors

JULY



Safeguarding
webinar

JUNE



Athlete
vulnerability

SEPTEMBER



Preparing for the
new season

OCTOBER



Combating
abuse in sport

AUGUST

03

BIU IN 12 MONTHS



Mental health
in biathlon

Focus on intelligence
and investigation



BIU-NADO
co-operation

NOVEMBER

Live webinar

IBU Event
outreaches

JANUARY

Former IBU
president criminal
conviction

Time to rest!

APRIL

IBU Junior Cup
outreaches

Live webinar

DECEMBER

Outreach at IBU
Youth Junior World
Championships

FEBRUARY

Live seminar
on abuse

MARCH

Be smart—train smart

The BIU published a podcast interview, with Andrea Zattoni, a coach with the Italian Winter Sports Federation for 15 years, in which he discussed training (both during the season and in the summer), how to spot the signs of overtraining, maintaining a good balance between training and recovery, and the importance of training smart, versus training hard.

Greg McKenna, Head of the BIU commented: “Athletes who train wisely, listen to their bodies, and avoid shortcuts build physical and mental strength, hence resist pressures to cheat or take performance-enhancing drugs”.

Click [here](#) to listen to the interview.

Safeguarding webinar

A safeguarding webinar entitled ‘Keep Biathlon Safe’ targeted administrative personnel from National Federations, including safeguarding officers and others responsible for safeguarding, or those with significant levels of contact with athletes and coaches.

The centrepiece of the webinar was a talk by [Allison Forsyth](#) from Generation Safe, who shared her own experience of sporting abuse, and talked about how sports organisations can help minimise the risks of other athletes experiencing such traumatic abuse.

This seminar was one of several initiatives taken by the BIU to educate and support National Federations to implement a robust safeguarding programme.

Also in June, a Joint Board Meeting of the IBU and BIU was held in Salzburg, while an Anti-Doping webinar was held for athletes that are part of the Registered Testing Pool (RTP).

Safeguarding is creating a healthy, positive training and competitive environment that is free of maltreatment and abuse.

We have this belief when athletes are treated poorly, it toughens them up and we win. That is a false belief.

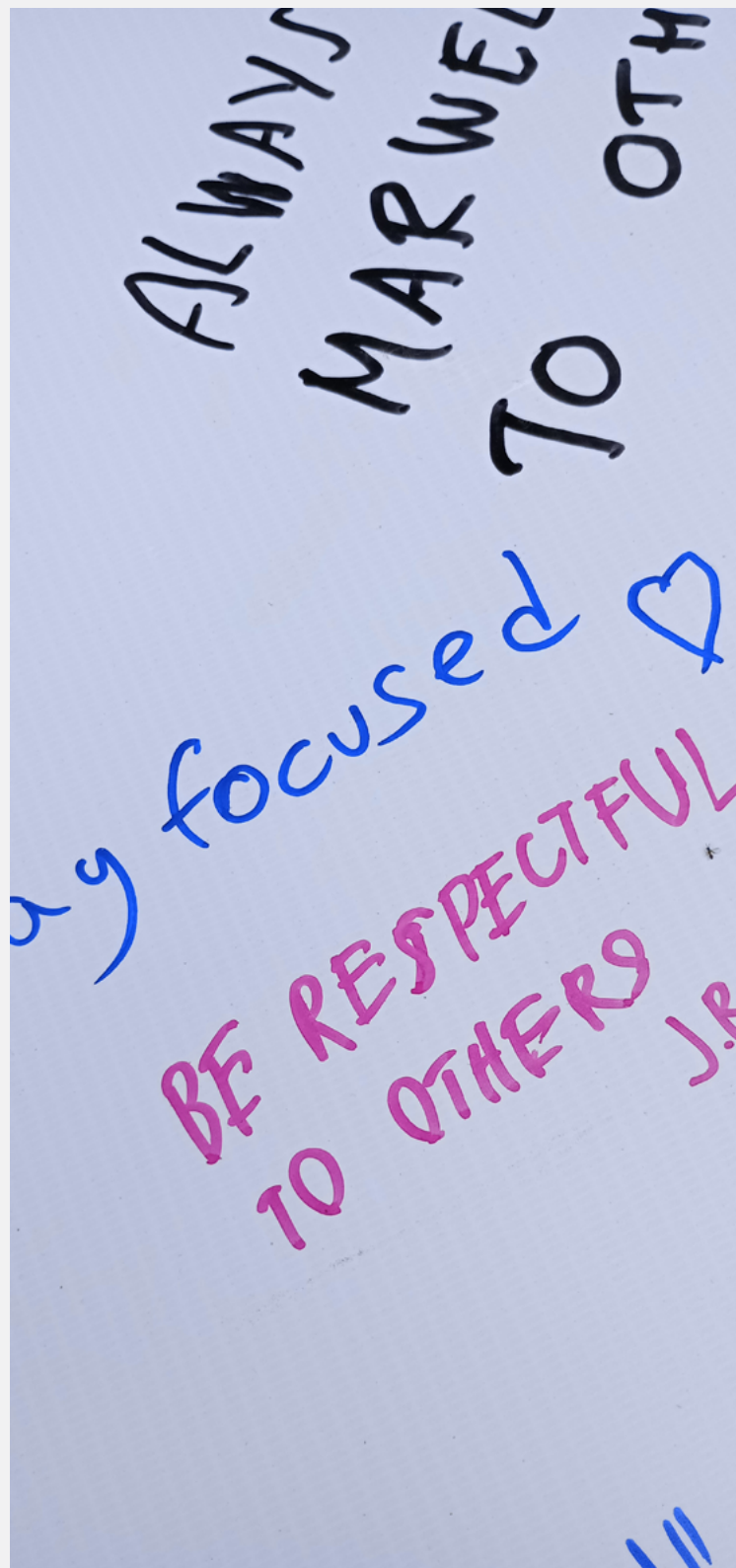
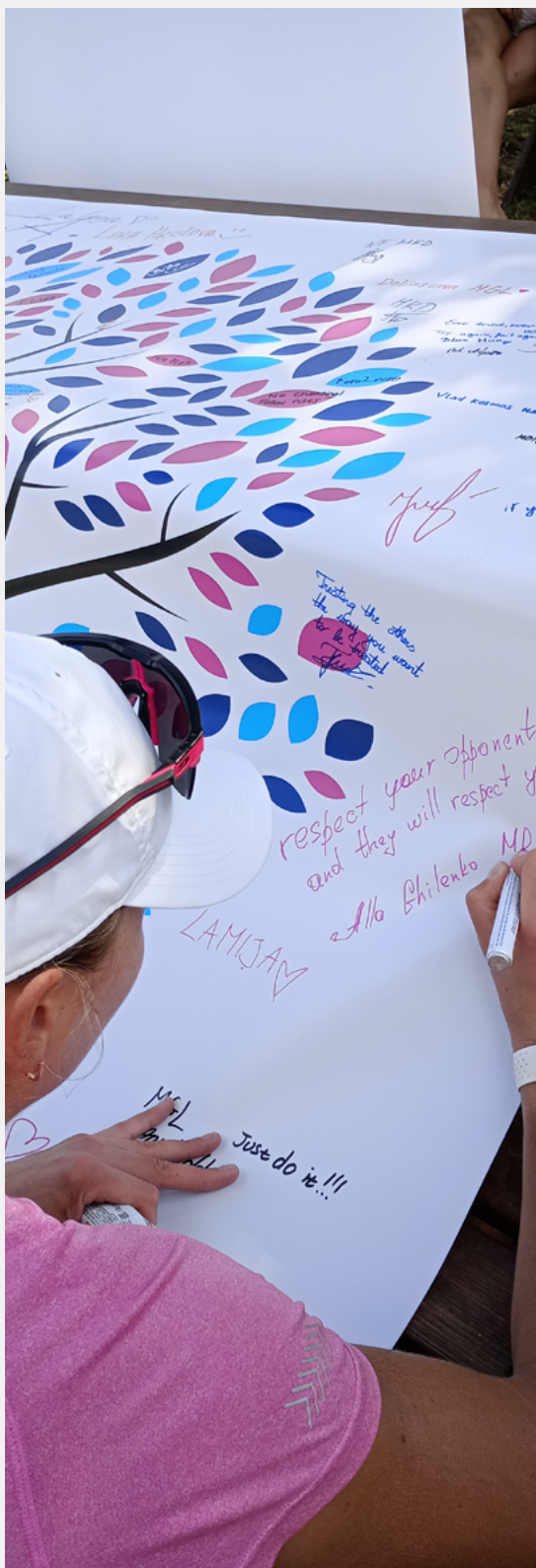
—Allison Forsyth

Summer of Respect

The BIU launched Summer of Respect, a campaign aimed at helping to ensure the integrity of Biathlon by encouraging biathletes to show respect for the things that matter most in our sport.

The campaign comprised a range of initiatives, including regular social media posts and an athlete outreach stand at the Summer Biathlon World Championships in Brezno-Osrblie, Slovakia.

Through the Summer of Respect campaign, the BIU raised awareness of what it means to show respect in the context of Biathlon's integrity rules.



stay focused ♡

trust yourself
and your opponents
~~every~~



Ferda Jaw

TREATING
OVER PEOPLE
AS WE WOULD
LIKE TO BE TREATED
C. DUPONT

SHOW RESPECT
TO BE
RESPECTED

FAIR PLAY

BE RESPECTFUL
TO OTHERS
J.B. CZE

ESP. Carlos L.
treating people
in the way you want
they treating to you!
with love ☺



New Athlete Ambassadors

Podcast interviews with new BIU athlete ambassadors Chloe Levins (USA) and Lovro Planko (Slovenia) underlined the importance of the role of our ambassadors in conveying the BIU's messages to young athletes.

Chloe spoke about her motivation in becoming a BIU athlete ambassador, about the role of the athlete ambassador and what athlete ambassadors can do to help to ensure the integrity of biathlon.

Meanwhile, Lovro explained how he avoids forgetting to register his whereabouts and advised young athletes facing their first anti-doping test not to be nervous, and relax!

Click [here](#) to listen to Chloe's interview.

Click [here](#) to listen to Lovro's interview.



Combating abuse in sport

In a podcast interview, Allison Forsyth, a former Alpine skier who was herself a victim of abuse, discussed safeguarding and Safe Sport.

She described her own experience of abuse, how the culture of sport, with frequent travel, can make athletes vulnerable and whether sports organisations are getting better at tackling it.

She also spoke of the need for change in the culture of hiring coaches, and how victims might not even know they're being abused.

Listen to the full interview [here](#).

Athlete vulnerability

Cornelia Blank, professor and deputy head of the Institute for Sports Medicine, Alpine Medicine and Health Tourism at the Private University for Health Sciences and Health Technology UMIT TIROL in Hall in Tirol, Austria, gave a presentation on athlete vulnerability during the IBU Academy Coaches Course Level 2 in Oberhof on 23 to 27 September, 2023. In a subsequent seminar for the BIU that focused on doping, she expanded on the topic: what is athlete vulnerability, what influences it, how can coaches and others in authority spot the signs and how can we make athletes less vulnerable?

Listen to the full interview [here](#).

Coaches are the first to know if something is not going well with their athletes and therefore the first who can spot the vulnerability towards doping.

—Cornelia Blank



Improved reporting hotline

The BIU made some important changes to its online platform for reporting wrongdoing in biathlon. Among the changes, the platform was made more user-friendly, including its availability in three languages: English, Russian and German.

The hotline is open to report any suspected breaches of the IBU's governance, ethics and integrity rules. Playing a crucial role in the BIU's campaign to ensure that biathlon is a fair, clean and trusted sport. Click [here](#) for the improved reporting hotline.

Preparing for the new season

With the new season fast approaching, the BIU spoke to its recently-appointed athlete ambassador, USA's Chloe Levins, about preparing mentally and physically for the demands ahead, in a podcast interview.

Chloe concluded with this valuable tip for young athletes: "Frustration really is the thief of growth: it's better to be your own best friend than your own worst critic in a sport like biathlon".

Click [here](#) for the full interview.

Frustration really is the thief of growth: it's better to be your own best friend than your own worst critic in a sport like biathlon.

—Chloe Levins



Mental health in biathlon

Olympic gold medallist turned mental health coach Marie-Laure Brunet spoke in a podcast interview about what mental health in sport means to her.

Having suffered a collapse as a result of burnout at the Sochi 2014 Winter Olympics, Marie-Laure had some great advice about what to do if an athlete suspects that a teammate – or an opponent – is suffering mental health difficulties.



Olympic gold medallist Marie-Laure Brunet on what mental health in sport means to her



Focus on intelligence and investigation

The BIU held a two-day workshop for National Anti-Doping Organisations (NADOs) in Salzburg, as part of a long-term commitment to strengthening co-operation with its closest partners.

The goal of the workshop was to exchange experiences, discuss further sharing of resources and explore how to ensure that the quality of our anti-doping work remains high and identify any weaknesses in the system.

BIU-NADO co-operation

In a podcast interview, Linn Gustafsson, Anti-Doping Coordinator at [Anti-Doping Sweden](#), and Lucie Rothauer, BIU Prevention Manager, discussed the roles of their respective organisations, and what a co-operation and co-ordination programme between the BIU and a NADO looks like.

In the podcast, Linn and Lucie explained how their organisations strive to complement each other through exchanging opinions and approaches in areas such as testing and test distribution plans, to avoid unnecessary double-testing.

To listen to the podcast, click [here](#).

IBU Junior Cup outreaches

The BIU participated in two IBU Junior Cup outreaches in December:

- IBU Junior Cup in Pokljuka, Slovenia on 8 December
(in cooperation with SLOADO, Slovenia’s anti-doping organisation)
- IBU Junior Cup in Ridnaun, Italy on 14 December

The main purpose of the outreaches was to educate young athletes on basic integrity and anti-doping messages, such as the risk of over-the-counter medication containing prohibited substances and the doping control process.

A clean sport message was distributed to athletes using postcards.



Live webinar

The BIU presented a live webinar for youth athletes on 13 December on the subject of safeguarding and keeping athletes safe. The webinar featured a video, "What is safeguarding?" presented by Allison Forsyth, a former Alpine skier who was herself a victim of abuse, and an e-learning programme, [Draw the Line](#).

Live webinar

Another live webinar was presented for athletes participating in the IBU Cup on 10 January, featuring Allison Forsyth's "What is safeguarding?" video and the e-learning programme, [Draw the Line](#).

IBU Event outreaches

Two further BIU outreaches took place at following events:

- IBU Cup in Ridnaun, Italy on 11 January
- IBU World Cup in Antholz, Italy on 17 and 18 January

The outreaches focused on integrity and anti-doping issues and included a 'Wheel of fortune' quiz for athletes on the doping control process, doping control rights and responsibilities, competition manipulation and the WADA Code.



Outreach at IBU Youth Junior World Championships

The BIU implemented an educational programme at the IBU Youth Junior World Championships in Otepaa, Estonia that included:

- Anti-doping quizzes and competitions
- A well-attended anti-doping seminar
- A stand in the athletes' canteen

The young athletes were enthusiastic and engaged, with many of them stopping at the stand to learn more about integrity in biathlon and to sign a poster pledging themselves to clean sport.

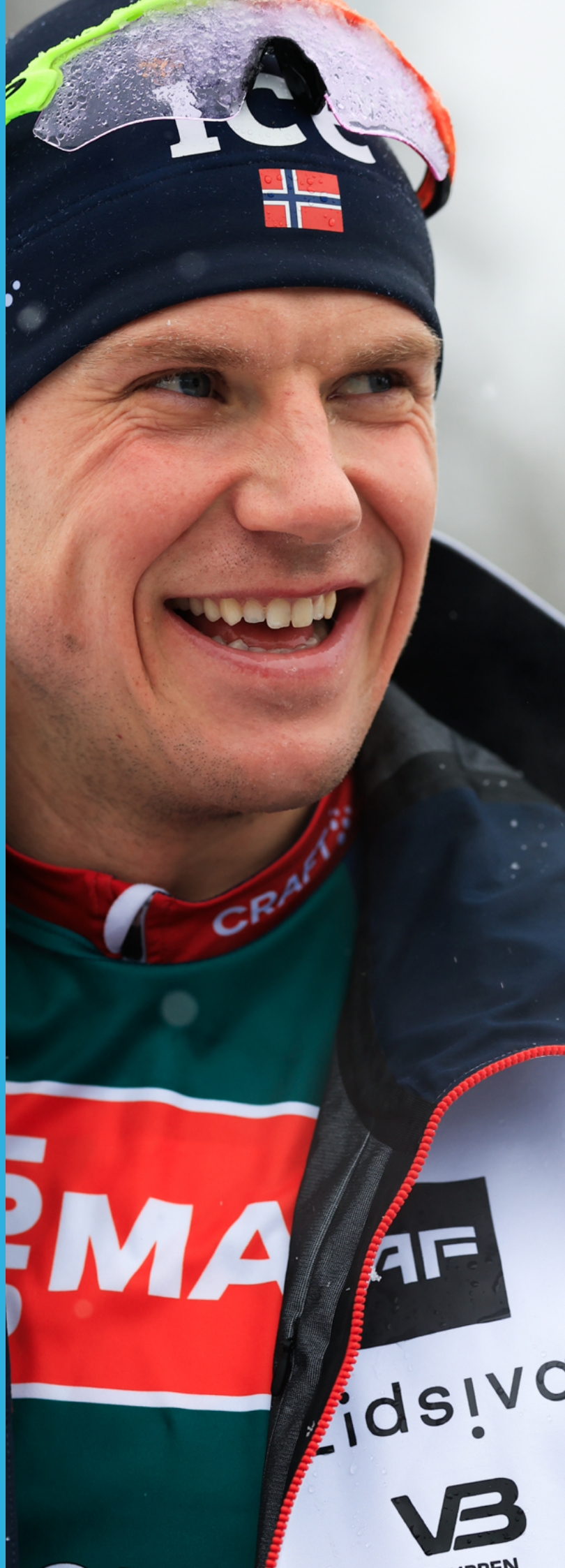
Respect the rules
Respect yourself
Don't let yourself down



Vetle Sjaastad Christiansen

"I think that the BIU is important because we need an external organization to check that everything inside is going correctly."

Vetle Sjaastad Christiansen
Norway



Live seminar on abuse

Abuse survivor Allison Forsyth presented a live seminar at the IBU World Cup in Soldier Hollow, USA on 6 March. The seminar was entitled: 'Lessons from a survivor of abuse' and focused on how the biathlon family can protect its members from abuse and the importance of reporting suspected abuse as early as possible to ensure it does not become endemic.



Former IBU President criminal conviction

Since its inception, the BIU has worked closely with criminal authorities to investigate allegations of corruption by former IBU Officials. As a result of this, the former IBU President, Anders Besseberg was charged and stood trial in Norway for these offences.

On the 12th of April 2024, Mr Besseberg was convicted of corruption for offences committed whilst he was serving as President of the IBU.

This conviction underscores the commitment of government bodies and the BIU to uphold fairness, transparency and integrity in Biathlon.

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Time to rest!

At the close of the season, some of biathlon's top coaches and athlete ambassadors gave great advice to athletes on the importance of recovery. For example, Armin Auchentaller, Team USA coach, pointed out that "slowing down the pace after five months of racing and several months of pre-season training is crucial, physically, mentally and emotionally." Meanwhile, Jonne Kahkonen, the Finnish coach of the Italian women's team, said: "Spend some more time with family, friends and loved ones. Be happy with what you have accomplished, whether you met your goals or not. Leave the past behind and look forward!"

Slowing down the pace after five months of racing and several months of pre-season training is crucial, physically, mentally and emotionally.

—Armin Auchentaller

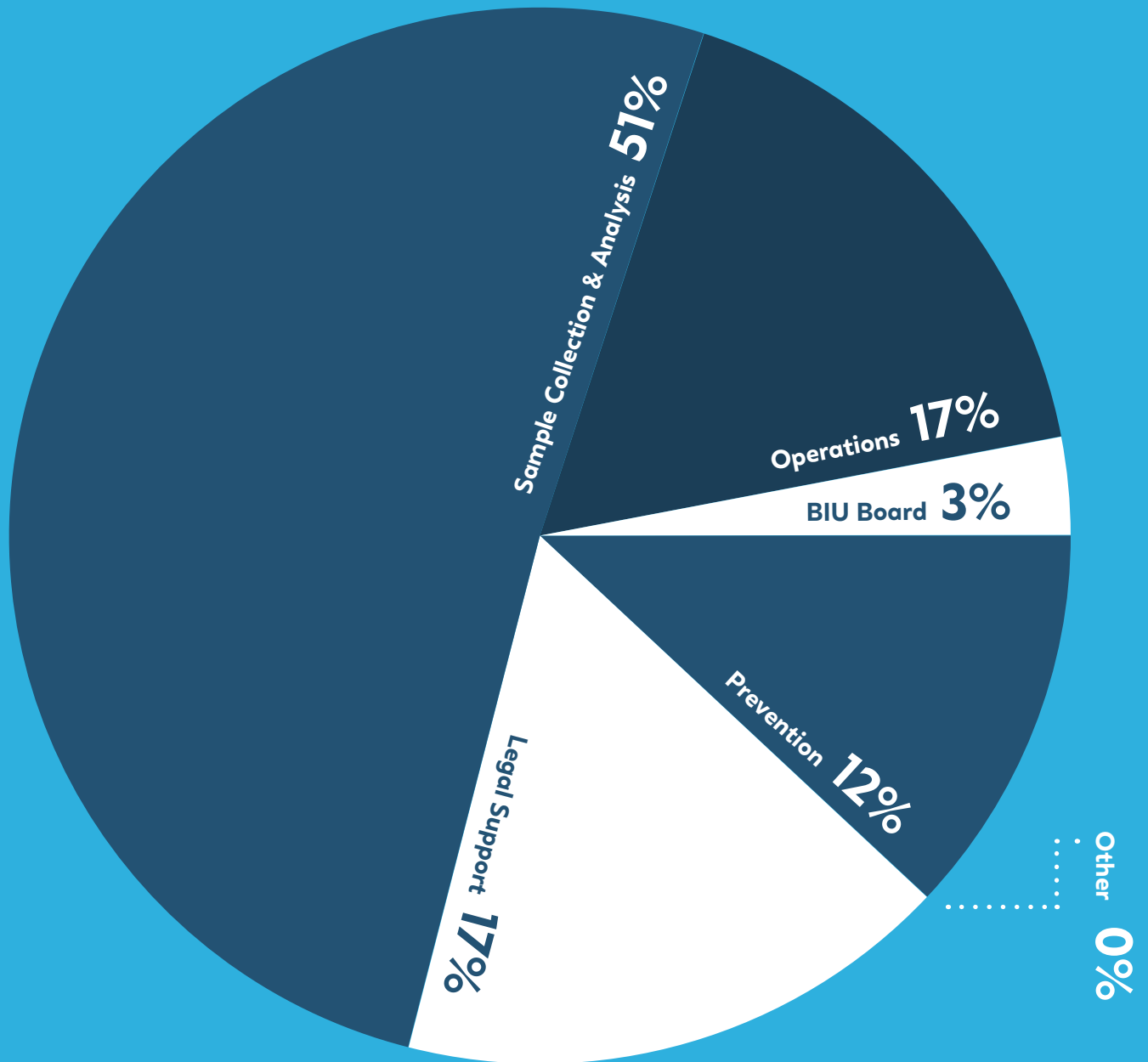
Spend some more time with family, friends and loved ones. Be happy with what you have accomplished, whether you met your goals or not. Leave the past behind and look forward!

—Jonne Kahkonen

04

BIU IN NUMBERS

- A** **Financial report for
May 2022 to April 2023**
- B** **Anti-doping**
- C** **Education and Communication**
- D** **Vetting**



TOTAL

1.971.166.00 €

The figures are inclusive of a contribution of 51.386€ from the Russian Biathlon Union, a requirement under their reinstatement conditions.

The Head of the BIU was remunerated 139.000€ during 2023–2024.

The chair of the Board was paid an annual remuneration of 20.000€, whilst the two independent members received 10.000€ each.

Anti-Doping

Anti-doping sample collection and analysis (May 2023–April 2024)



1293

samples collected



338

athletes tested



32

nations

64%



out-of-competition testing

36%



in-competition testing



683

total Urine Samples



610

total Blood Samples including ABP

Results Management

ADRVs

no new Anti-Doping Rule Violations

TUEs

5 national Therapeutic Use Exemptions recognized

RTP

112 athletes Registered Testing Pool

14

Educational events

(webinars, seminars, outreach etc.)

3

Main Topics

- 01 Anti-Doping
- 02 Safeguarding
- 03 Rules



1825

Biathlon Integrity Certificates issued

C

Education and Communication

21

Educational Materials

2



Brochures

3



Posters

4



Handouts Distributed

4



Videos

8



Podcasts

SM

Social Media Reach



91

Instagram posts

350.000



views



55

Twitter posts

25.000



views



12

Videos & Podcasts produced

D

Vetting

24

people were researched
for vetting purposes



this equates to

120

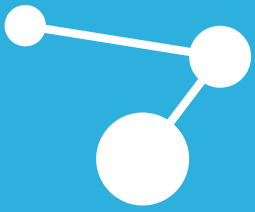


hours
of research

04

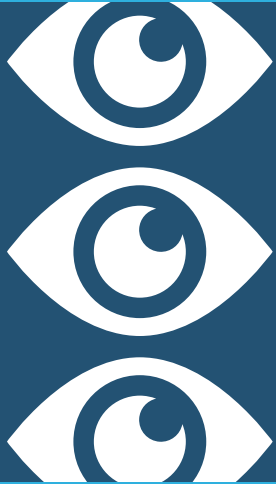
OPERATIONAL INSIGHT

- A** **Comprehensive Data
Collection and Analysis**
- B** **Primacy of Human
Intelligence**
- C** **Enhancing the Sport's
Legal Framework**
- D** **Collaborative Efforts
for a Safer Sport**



Comprehensive Data Collection and Analysis

The BIU uses advanced data collection methods to ensure a thorough analysis of all factors affecting the integrity of the sport. This includes monitoring betting patterns, performance data, and any irregular activities that could suggest misconduct.



Primacy of Human Intelligence

At the heart of BIU's operations is the belief that human intelligence is our most valuable resource. Even the smallest piece of information from athletes, officials, or the public can play a pivotal role in safeguarding the integrity of our sports community.

This approach underscores the importance of vigilance and awareness among all stakeholders and, to date, has supported the BIU in protecting the Biathlon Family.



Enhancing the Sport's Legal Framework

The BIU has actively contributed to the review and enhancement of the International Biathlon Union's (IBU) rules and regulations. Using insights gained from our work, the BIU has advised on critical updates to the legal framework governing the sport, thus ensuring that rules stay ahead of potential integrity threats.



Collaborative Efforts for a Safer Sport

The BIU works in close collaboration with the IBU, law enforcement agencies, and other relevant organisations worldwide to combat threats to the sport's integrity. This cooperative approach maximizes the reach and effectiveness of the BIU's efforts, promoting a unified stance against misconduct.

A recent example of this, was the support provided by the BIU to the Norwegian Authorities. This joint effort culminated in the successful prosecution of the former President of the International Biathlon Union.

The BIU is constantly seeking to develop its operational capabilities. 2023/24 marked the introduction of voice and analytical technology, with the launch of a pilot project to assess its suitability in the fight against doping.

The project will conclude in the autumn of 2024, following which a decision will be made on its future use. Initiatives such as this aim to strengthen integrity by quickly pinpointing and probing potential breaches, focusing primarily on anti-doping efforts.

05

FOCUS ON PREVENTION

A

Education

B

Safeguarding

C

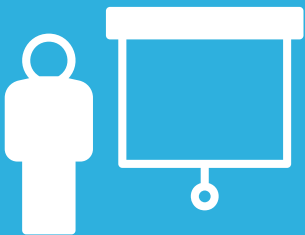
**Collaboration with
IBU Development Department**

A

Education

The BIU believes that education is a key component to all prevention activities.

Therefore, through in-person and on-line education, as well as event-based awareness-raising, the BIU aims to help ensure that athletes and their coaches have the necessary tools to navigate the IBU Integrity Rules and responsibilities, while also understanding the role they play in keeping sport safe and clean. Starting this year, a new focus was set on two important integrity topics, in addition to Anti-Doping: Safeguarding and Respect.



Through a series of workshops and other communications, athletes were encouraged to show respect for:



→ The rules

(as set out in the IBU Integrity Code and other rule books, including the World Anti-Doping Code)

→ Coaches

→ Teammates and opponents

→ Spectators

→ Officials

→ Themselves (self-respect)

It's crucial that all participants in Biathlon know the rules and their responsibilities in relation to all integrity-related topics.

A special focus was placed on young athletes underlining the importance of reaching and educating these athletes at an early stage in their sporting careers.



Feedback from athletes and support staff attending e-learning integrity seminars organised by the BIU in 2023-24 included the following:



"I am now more familiar with the proper courses of action I can take in the event of witnessing an integrity/safeguarding violation."



"By doing the e-learning, I became even more aware about the complexity of different safeguarding problems, how to act more specifically in possible upcoming meetings. Additionally, I became aware where I can find information in the future when I face challenges in the complexity of the sport."



"As a medical practitioner, I can now share my knowledge with athletes and coaches in a better way. I understand that it is always important to check the ingredients of any medication with the WADA list, as medications can have different names in different countries."

Anti-doping

The BIU has a zero-tolerance policy towards doping violations in Biathlon.

With targeted Anti-Doping programmes, the BIU seeks to protect the health of athletes and help them to stay clean while reaching their full potential. Moreover, the Anti-Doping programmes help to maintain the integrity of sport in terms of respect for rules, other competitors, fair competition, a level playing field, and the value of clean sport to the world.

A series of seminars and outreach activities was conducted, to give biathletes the necessary knowledge to stay clean and avoid unintentional doping. In addition to input on Anti-Doping rules and regulations, young athletes were given information to help them prepare for possible future doping controls.

Another important target group is the athletes in the Registered Testing Pool (RTP). These are highest-priority athletes who are subject to focused Out-Of-Competition Testing, and therefore are required to provide Whereabouts information. To help them avoid making unnecessary mistakes (athletes that commit three Whereabouts failures in 12 months risk a ban from the sport), the BIU created an online Whereabouts learning course, which RTP athletes must attend to gain a certificate enabling them to participate in the sport.

The BIU works closely with National Anti-Doping Organisations (NADOs) to ensure the effective delivery of educational outreach sessions are delivered at IBU events.



"The BIU is needed
because it makes sure
our sport is fair and
we can win together."

Amy Baserga
Switzerland

Amy
Baserga



Education

Match-Fixing (Competition Manipulation)

Competition manipulation or match-fixing is defined as an intentional act to unfairly change the course or the outcome of a sports competition.

The BIU continues to monitor events and educate athletes to ensure that the sport and its competitions retain their credibility with participants and fans alike.

Biathlon Integrity Certificate

The Biathlon Integrity Certificate, introduced in 2022, is now well established and appreciated in the biathlon community. The purpose of the certificate, renewable every two years, is to ensure that everyone dealing with athletes has a basic knowledge of integrity and Anti-Doping matters.

Athlete support personnel were reminded, through a series of social media posts, that they must renew their certificates by completing a short online course. The course has been updated to include the topic of competition manipulation.



Biathlon Integrity Certificate

Renewable every two years

- 01 Your role as an Athlete Support Personnel (ASP)
- 02 Anti-doping
- 03 Integrity and Safeguarding
- 04 Competition Manipulation
- 05 Final Assessment



Biathlon Integrity Certificate

B

Safeguarding

Safeguarding is one of the most important responsibilities of the BIU. Safeguarding in sport is the process of protecting children and adults from harm by providing a safe space in which to play sport and be active. The IBU's Safeguarding Policy aims to create a safe, supportive and healthy environment for the biathlon family.

The IBU defines Safeguarding as our collective action, taken to promote the welfare of everyone in Biathlon and protect them from harm, harassment and discrimination, ensuring every member of the Biathlon family has fun, in a safe environment, with equal opportunities.

The IBU's Safeguarding Policy has been redrafted to make it more user-friendly and easy to understand for all stakeholders, in collaboration with safeguarding expert Nikola Bithell.

DON'T KEEP IT TO YOURSELF.

The safety and wellbeing of the biathlon family is important to us.

Contact us in confidence

For additional information check out our website or social media channels.

For additional information check out our website or social media channels. info@biathlonintegrity.com +43 662 85 90 90 90

Biathlonintegrity @biathlonintegrityunitIBU @biathlonid

Scan to visit our website

BIATHLON INTEGRITY UNIT

Safeguarding

Safeguarding Poster

The BIU launched a Safeguarding initiative for all National Federations with the aim of reaching young athletes and their parents at national and grassroots level. The goal is to raise awareness about Safeguarding, help them recognize abuse and learn how to report any form of maltreatment. This included the creation of a poster for distribution to biathlon venues in all member countries, translated into their respective languages. The poster has already been distributed in many member countries, with the rest to follow as soon as possible.

The BIU also cooperated with Safe Sport organisations in member countries (where applicable), to ensure that the poster's content and wording fits each nation's needs and culture. Additionally, contact details of the relevant national Safe Sport organisations were included.

KEEP BIATHLON SAFE.

What is Safeguarding?

Protecting all participants in the Biathlon family from harassment and abuse by creating a safe environment

Forms of harassment and abuse

- Physical abuse**
Harm to the physical body, causing physical trauma or injury.
- Psychological abuse**
Harm to the mental well-being, diminishing the sense of identity, dignity and self-worth.
- Sexual harassment and abuse**
Any verbal or physical sexually inappropriate behaviour without consent or forced/manipulated consent.
- Neglect**
Failure of coaches and athletes' entourage to meet athletes' physical and emotional needs.

Possible signs of abuse

- Unexplained changes in behaviour, personally and/or mood
- Changing routines (e.g. sleep patterns, eating patterns)
- Unexplained physical injuries
- Changes in performance (reduced performance, absence in training, drop out Eating disorder)

How can YOU help? There is no excuse for abuse.

Safeguarding is everyone's responsibility. If you or anyone involved in Biathlon is being harassed or abused, or if you have any suspicions or concerns, contact us in confidence.

We are here to support you.

SCAN the QR Code to contact us.

Recognise. React. Report.

Biathlon Integrity Unit

Biathlon Integrity Unit
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www.biathlonintegrity.com

BIATHLON INTEGRITY UNIT

Sebastian Samuelsson

"A fair sport is important for everyone, and therefore I think that the BIU is a very important organisation that we should have in biathlon."

Sebastian Samuelsson
Sweden (BIU Athlete Ambassador)



C

Collaboration with IBU Development Department

The BIU continued to work closely with the IBU Development Department to support and educate coaches, given that coaches are important role models for their athletes.

around

150

coaches took part in educational seminars and other events organised or supported by the BIU in 2023-24.



As the core of the BIU and in collaboration with the IBU, the following three areas are of utmost importance:

Sustainability

The BIU supports the IBU in its commitment to making its operations and activities fully sustainable along all three dimensions of sustainability:

- environmental
- social
- economic

Gender Equality

Like the IBU, the BIU is committed to:

- Equal representation and gender equality in coaching and teaching in sports
- The fight against gender violence in sport and the role of sport in preventing gender violence
- The fight against negative gender stereotypes in sports and the promotion of positive role models and the role of media in this perspective

Diversity

Growing participation in biathlon, extending the sport's reach and improving its governance are key strategic objectives for biathlon. Many of these can be realised through development and outreach programmes. The BIU supports the IBU's contribution to these activities, which constitute the social dimension of sustainable development.

BIU IS NEEDED

The BIU is needed because you can receive an education and also, if you need help they can give it. **Alla Gylenko, Moldova**




The BIU is needed because it raises awareness among athletes of what's wrong and what's right and it helps prevent mistakes that could lead to a ban and disqualification. **Anastasiya Merkurshyna Ukraine (BIU Athlete Ambassador)**

The BIU is needed because it protects the wellbeing of all participants in our sport. **Anika Kozika, Croatia**



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