



IBU Privacy Notice: Processing of Personal Data when implementing the IBU Integrity Code

1. The International Biathlon Union (**IBU**) has vowed to adopt and maintain an IBU Integrity Code, including ethical rules and IBU Anti-Doping Rules, that implement the World Anti-Doping Code, anti-manipulation rules, safeguarding rules, and other rules setting out the standards of conduct that the IBU requires of every Participant.
2. In fulfilment of these objectives, the IBU has established an independent Biathlon Integrity Unit (**BIU**) whose mandate is to maintain confidence in the integrity of the sports of Biathlon and Para Biathlon, and in the commitment of the IBU to take all steps necessary to protect that integrity, through the effective policing and enforcement of the IBU Integrity Code and as part of that effort, to ensure the IBU is in full compliance at all times with its obligations as a signatory to the World Anti-Doping Code, and with its other governance and ethical compliance obligations set out in this Constitution and the Rules.
3. As an association under the Austrian Law of Associations, registered in the Central Austrian register of Associations with number ZVR 291698201, it complies with the Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 (or General Data Protection Regulation).
4. The IBU is also a signatory to the World Anti-Doping Code and complies with the mandatory provisions of WADA's International Standard for the Protection of Privacy and Personal Information (**ISPPPI**), as incorporated into the IBU Anti-Doping Rules (**IBU ADR**), unless such compliance is in breach of applicable law.
5. The IBU is responsible for ensuring that the Personal Data it processes in connection with the implementation and enforcement of its anti-doping and integrity programmes is protected in accordance with applicable data protection and privacy laws, principles and standards. The processing of Personal Data is justified on the basis that it is necessary for the performance of a contract to which the Participant is party (GDPR article 6 (1)(b)), including the IBU Integrity Code and the IBU Declaration of Obligation, or is necessary to meet the legitimate interest of IBU and the sports of Biathlon and Para Biathlon to adopt and maintain an IBU Integrity Code, including to prevent athletes from using harmful and performance-enhancing preparations and methods.
6. This Notice sets out the circumstances in which the Participant Personal Data is processed by the BIU for the purpose of implementing the anti-doping and integrity programmes in accordance with the IBU Integrity Code. Capitalised terms used in this Notice correspond to defined terms in the IBU Integrity Code.

Collecting Entity when conducting Testing

7. The Participant's Personal Data will be collected by the BIU and by any other organisation or body to which the IBU has delegated Testing in accordance with the IBU ADR or which otherwise has competent authority to conduct Testing on the Participant. The Personal Data can be collected from the Participant or independently by these entities.

Categories of persons subject to the processing of Personal Data

8. In the framework of its anti-doping and integrity programmes, the BIU may process the Personal Data of any individual bound by the IBU Integrity Code. This includes any Persons:

- who are, or are seeking to become (whether by election or appointment or otherwise), IBU Officials;
- who are IBU Members, including NF Members;
- who are office-holders or members of staff of NF Members and/or of organising committees of Biathlon Competitions (in respect of their dealings and interactions with the IBU);
- who are bidding to host or are hosting a Congress or an International Competition, or who are working for such Persons;
- who are participating in Biathlon Competitions, including Athletes, Athlete Support Personnel, referees and others involved in officiating and/or judging at a Biathlon Competition, starting from the date that the person is first selected or entered or appointed to participate in a Biathlon Competition; or
- who agree in writing to be bound by the IBU Integrity Code.

Purposes for which the Participant's Personal Data may be processed

9. The IBU, the BIU and its respective third-party agents shall only process the Participant's Personal Data where necessary to conduct their anti-doping and integrity protection activities under the IBU Integrity Code (and the WADA International Standards incorporated in the IBU ADR) and where such processing does not conflict with applicable privacy and data protection laws. This includes, but is not limited to, processing the Participant's Personal Data for the following purposes:

Type of Personal Data	Purpose of processing	Legal Basis upon which it is used	Retention Period
Name, nationality/country, gender, date of birth, place of birth, passport number (this information has been taken from the Participant's passport a copy of which has been provided by the	To approve and arrange for the Participant's entry/accreditation and related requirements for the relevant IBU Competition; to support	Necessary for the performance of a contract (i.e. the Participant's participation to the IBU Competition). Without this information we cannot perform the event entry/registration/accreditation process arrange access to the event, provide	From when the Participant's details are entered on to the IBU Membercenter for the period of the Participant's career plus 5 years

Participant to the Participant's Member Federation)	arranging logistics such as travel and accommodation. In the case of IBU Junior Competitions, to check the age of the athlete and nationality	accommodation, making travel arrangements for Participants and help with visa procedures i.e. perform our contract with Participants	
Data on the Participant's physical or facial appearance as referred to in its passport/identity documents (including passport/identity and photographs) (This information has been taken from the Participant's passport a copy of which has been provided by the Participant to its Member Federation)	To approve and arrange for the Participant's accreditation requirements for the relevant IBU Competition; to support arranging logistics such as travel and accommodation. In the case of IBU Junior Competitions, to check the age of the athlete and nationality	Consent – this because the information listed is regarded as being sensitive personal information	From when the Participant's details are entered on to our Athlete Database for the period of the Participant's career as an athlete plus 5 years, unless consent is withdrawn earlier
Image, photograph, or moving image	To create and broadcast footage of events, news features, interviews for promotion of the IBU and the sports of Biathlon and Para Biathlon	Consent	To be kept permanently (once recorded there is no way of removing the recording of the Participant's participation in the footage, broadcast etc.)
Name, image and likeness	Use and reproduction in merchandise and publications relating to the IBU, to IBU Competition, to promote and support of such IBU Competition.	Consent given by contract as a condition of participating in IBU Competitions (see IBU Declaration of Obligations)	From the start of the Participant's involvement in a IBU Competition for the period of its career plus 5 years, unless consent is withdrawn earlier. (Please note that at the end of the retention period or when consent is withdrawn will

			mean the IBU will no longer use the Participant's name image and likeness in any future merchandise and publications, but it will not affect any merchandise and publications already in existence).
Email address name, date of birth and electronic signature	To sign the IBU Declaration of Obligation	Necessary for the completion and performance of the IBU Declaration of Obligation	The duration of the Participant's involvement in IBU Competitions plus 5 years after its retirement
Birthdate, birthplace, first, middle name(s) and last name and results	To keep a historical record of performance statistics and competition results on the IBU's website and publications.	Necessary for the purposes of the legitimate interests pursued by the IBU to ensure that IBU's competition records are complete and accurate. As the official source of information relating to the sport of athletics our competition results data needs to be complete for all stakeholders who rely upon the IBU/BIU to provide official information	From when the Participant's details are entered on to the IBU Membercenter for the period of its career plus 5 years. However, the IBU will keep competition results data (i.e. name and result) permanently as historical records of the performance statistics and results.
Name; date of birth; place of birth; citizenship/nationality; passport; identification documents;	To make decisions on an athlete's eligibility to represent a Member Federation by ensuring they meet the requirements	Necessary for the performance of a contract (i.e. Participant's participation to the IBU Competition) as well as for the purposes of the legitimate interests pursued by the IBU/BIU. Indeed, without this information we cannot make decisions	For the period of the Participant's career plus 5 years

	under the IBU Rules	regarding the Participant's eligibility to represent a Member Federation and it will not be able to participate in such competitions until such decisions can be made i.e. perform our contract with the Participant	
Anti-Corruption Data including without limitation, telephone records, bank account, credit card and transaction details, betting account records, internet and email records, social media accounts including all private and public communications sent thereon, computers and hard drives and other electronic information storage devices and documents, correspondence, addresses and contact details	To ensure harmonised, coordinated and effective anti-doping and anti-corruption programmes for detection, deterrence and prevention of doping and corruption in Biathlon and Para Biathlon	Necessary for the performance of a contract (i.e. Participant's participation to the IBU Competition) as well as for the purposes of the legitimate interests pursued by the IBU/BIU	For the period of the Participant's career plus 5 years
Anti-Doping Data - any and all data with respect to the Doping Control process related to the Participant (including test distribution planning, Sample collection and handling, laboratory analysis, results management, hearings, appeals and sanctions), Therapeutic Use Exemptions and whereabouts.	to determine a Participant eligibility for a TUE; to conduct Testing, including no-notice out-of-competition Testing, and to record the results from such Testing; to conduct investigations to determine breaches of the IBU Integrity Code; to carry out results management under the IBU Integrity Code, including associated	Necessary for the performance of a contract (i.e. Participant's participation to the IBU Competition) as well as for the purposes of the legitimate interests pursued by the IBU/BIU	For the period of the Participant's career plus 5 years

	disciplinary hearings, appeals and adjudications, and to publish outcomes		
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Use of a monitoring mechanism under Article 4.1 of Chapter A of the IBU Integrity Code

10. In accordance with Article 4.1 of Chapter A of the IBU Integrity Code, the BIU may take appropriate measures to prevent and deter violations of the IBU Integrity Code. In particular, the BIU may introduce monitoring mechanisms, such as the use of a drug detection dog. In this case, the Personal Data that will be processed by the BIU on behalf of the IBU relates mainly to:

- The Participant’s identity (as described above);
- Items that the Participant may have discarded within IBU Events venues and hotels/accommodations where Athletes and teams have declared to stay for the duration of the events or in the vicinity of such venues and hotels/accommodations (including information derived from analysing such items);
- Items marked by a drug detection dog within IBU Events venues and hotels/accommodations where Athletes and teams have declared to stay for the duration of the events or in the vicinity of such venues and hotels/accommodations, whether they are contained in a bag or not (including information derived from analysing such items); and
- Items subject to a Demand in accordance with Article 3.7 of Chapter E of the IBU Integrity Code (including information derived from analysing such items).

Disclosures

11. The Participant’s Personal Data may be disclosed by IBU/BIU to third party agents, including authorised service providers, in connection with the fulfilment of their activities under the IBU Integrity Code.

12. The Participant’s Personal Data shall not be disclosed to other Anti-Doping Organisations except where such disclosures are necessary to allow the Anti-Doping Organisations receiving the Participant’s Personal Data to conduct anti-doping activities under the IBU ADR and in accordance with applicable privacy and data protection laws.

13. The Participant’s Personal Data shall not be disclosed to third parties other than as set out above, except where such disclosures:

- are required by law; or
- take place with Participant’s informed, express and written consent; or
- are necessary to assist law enforcement or governmental authorities in the detection, investigation or prosecution of a criminal offence, provided that the Personal Data requested is directly relevant to the offence or breach in question and cannot otherwise be obtained by the authorities.

14. Please note that the Participant's Personal Data will not be transferred to third parties other than the ones identified above nor will it be used in any way by the IBU for the purposes of marketing activities.

International Transfers

15. The Participant's Personal Data may be made available by the IBU or the BIU to third persons or parties, including authorised service providers, WADA and Anti-Doping Organisations that are located outside of the EU/EEA. For example, the Participant's Personal Data may be recorded on the Anti-Doping Administration System (ADAMS) located in Canada or transferred to authorised service providers or Anti-Doping Organisations in countries where the Participant trains or participates in competitions (ADAMS is a web-based database management tool hosted in data centres located in Canada and maintained by WADA on behalf of Anti-Doping Organisations using ADAMS. Strong technological, organisational and other security measures have been applied to ADAMS to maintain the security of the data it contains. For more information on ADAMS and how it operates, the Participant is advised to consult the WADA website at www.wada-ama.org). IBU/BIU will ensure that the Participant's Personal Data is secured by adopting appropriate safeguards to protect the privacy (such as EU's Standard Contractual Clauses). IBU/BIU will provide the Participant with further details about such international data transfers upon request. If the Participant wants to obtain a copy of the safeguards, please use the contact details below.

The Participant's rights with respect to its Personal Data

16. **Right of access to the Participant's Personal Data**- The Participant has the right to seek information about its Personal Data (e.g. the categories of information, the purpose for which it is collected and the third parties or categories of third parties to which it is transferred), to obtain confirmation of whether or not the Participant's Personal Data is being processed and to receive a copy of the relevant Personal Data in a readily intelligible format within a reasonable timeframe not exceeding one month from the date of the request.
17. The IBU reserves the right not to respond to requests seeking access to the Participant's Personal Data if the requests are excessive in terms of their scope or frequency. The IBU may also extend the timeline for responding to a request. The person filing the request will then be notified in writing.
18. **Right to rectification of the Participant's Personal Data**- Personal Data processed by the IBU and/or BIU shall be accurate, complete and kept up to date [note that, in some cases under IBU ADR, Athletes are required to ensure that their Personal Data provided to the IBU/BIU is accurate, complete and updated and nothing in this Information Notice purports to or does release them from such obligation]. The Participant has the right to request rectification and completion of the Personal Data IBU/BIU has on the Participant.
19. **Right to request the deletion of the Participant's Personal Data** - The Participant can request the deletion of its Personal Data when required by law, that is e.g. when the information is outdated, incorrect, or when its collection, recording, transfer or retention is prohibited by law.

20. **Right to object to the processing of the Participant's Personal Data**- The Participant has the right to object to the processing of its Personal Data for legitimate reasons, unless it is necessary to the IBU/BIU in order to fulfil obligations and responsibilities arising under the IBU Integrity Code.
21. Objection by the Participant to disclose its Personal Data or objecting to the processing of its Personal Data may be construed as a refusal to participate in the anti-doping procedures mandated by the IBU ADR. This could exclude the Participant from further participation in Biathlon and Para Biathlon, and may result in disciplinary or other sanctions being imposed upon the Participant, such as ineligibility from competitions in which the Participant is scheduled to participate or the invalidation of results arising from prior competitions.
22. **Right to initiate a complaint** – The Participant understands that it shall be entitled to initiate a complaint where he believes that the IBU is not complying with the International Standard or with applicable law. Complaints can be submitted to the IBU:
- By courier: International Biathlon Union - Sonystrasse 20, 5081 Anif b. Salzburg, Austria
 - By email: datenschutz@ibu.at
23. The Participant may also notify the Data Protection Authority in its country or the Data Protection Authority in Austria, the Österreichische Datenschutzbehörde. The IBU/BIU will have to take all necessary measures if a non-conformity is revealed. The Participant may also notify WADA which will handle the complaint in accordance with the International Standard for Code Compliance by Signatories.

Security

24. The IBU/BIU shall at all times protect the Participant's Personal Data by applying all necessary security safeguards, including physical, organisational, technical, environmental and other measures to prevent the loss, theft or unauthorised access, destruction, use, modification or disclosure (including disclosure made via electronic network) of the Personal Information.
25. The IBU/BIU shall apply security measures that take into account the risks associated with the processing of Personal Data and the sensitivity of the Personal Data that is to be protected.
26. When the IBU/BIU discloses the Participant's Personal Data to third party agents in connection with their anti-doping or integrity-protection activities, the IBU/BIU shall take all reasonable steps to ensure that such third parties use the Personal Data for legitimate purposes in accordance with the laws of the country in question and with an adequate level of security.

Retention

27. The IBU/BIU shall ensure that the Participant Personal Data is only retained for as long as is necessary to fulfil its obligations under the IBU Integrity Code or where otherwise required by applicable law, regulation or compulsory legal process (or otherwise as described in the table under section 9).
28. Once the Participant Personal Data no longer serves the above purposes, it will be deleted, destroyed or permanently anonymised.