

BIU ANNUAL REPORT

MAY 2024–APRIL 2025



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01

MESSAGE FROM THE CHAIR— LOUISE REILLY SC

A sport is only as strong as its weakest governance link—and it is only by supporting every part of the Biathlon Family that we can achieve meaningful, lasting reform.



It is an honour, on behalf of the Biathlon Integrity Unit (BIU) Board, to present our Annual Report for the period May 2024 to April 2025.

A year of deeper cooperation

The past year has underlined more than ever the importance of collaboration in maintaining the integrity of biathlon. While the BIU continues to act with independence and purpose, we recognise that tackling complex and transnational threats, whether doping, safeguarding failures, or corruption, requires integrated action across systems and institutions.

To this end, we have deepened our engagement with integrity bodies, law enforcement agencies, and National Anti-Doping Organisations (NADOs), aligning our efforts to ensure that our actions are complementary and effective. This collaboration is not just operational, it is strategic. Integrity threats do not observe administrative boundaries. Preventing and addressing them requires shared commitment, shared information and a shared understanding of risks.

Supporting governance in the Biathlon Family

This year we began work to support National Federations in enhancing their own governance systems. This is an important and positive development. While the BIU does not impose structures, we recognise that good governance within each federation is the cornerstone of integrity across the Biathlon Family. It ensures clarity of roles, accountability in decision-making and confidence in processes, from athlete selection to disciplinary matters.

We are clear that this work must be led by the National Federations themselves, grounded in their own contexts and needs. But the BIU, together with the IBU, stands ready to support. Our role is to offer guidance, share best practice, and reinforce the principles of fairness, transparency and athlete welfare that underpin the sport's credibility.

In time, we believe this will not only reduce integrity risks but also strengthen the resilience of biathlon. A sport is only as strong as its weakest governance link—and it is only by supporting every part of the Biathlon Family that we can achieve meaningful, lasting reform.

Looking ahead

As we look to the coming year, our priorities remain clear:

- to maintain our vigilance in identifying and responding to integrity threats
- to support our National Federations in building strong governance foundations

I extend my sincere thanks to the BIU Board members, the operational team and the wider Biathlon Family. Your support and commitment have been central to our progress this year. Together, we continue to protect and strengthen the sport we all care so deeply about.

Anastasiya Merkushyna

**"We are all responsible
for making sure that
biathlon is a clean and
safe sport for everyone"**

Anastasiya Merkurshyna
BIU Ambassador



02

**MESSAGE
FROM THE
HEAD OF
THE BIU—
GREG
MCKENNA**

**We have continued to build a credible,
independent and collaborative system
of integrity that supports and protects
all those who participate in the sport.**



The 2024–2025 period has been one of growth and consolidation for the Biathlon Integrity Unit. We have continued to build a credible, independent and collaborative system of integrity that supports and protects all those who participate in the sport.

Progress through partnership

Our collaboration with National anti-doping Organisations (NADOs) has strengthened further this year. Through improved test distribution planning and data sharing, athlete coverage has expanded, reducing duplication and enhancing trust in the anti-doping system. Our testing strategy is reinforced by the systematic storage of samples for future reanalysis, an important tool in long-term deterrence and enforcement.

We also maintained an active presence at IBU events, including the 2024 World Championships in Lenzerheide, Switzerland, offering support to athletes and teams while observing the practical realities of safeguarding and integrity delivery on the ground.

Innovation in integrity: the VAST pilot

We trialled the Voice Analysis Screening Tool (VAST), an AI-powered system designed to detect risk indicators through short voice-based interviews. It offers a non-invasive way to identify areas of potential concern, such as possible doping risk, and could become a valuable addition to our broader intelligence framework. A further phase of this pilot is planned for the coming year, with improvements based on initial learning.

Federation governance and safeguarding

This year we welcomed a growing willingness among National Federations to respond to potential safeguarding risks and support the BIU's efforts. While more time and consistency are needed, the direction is encouraging.

In response to systemic concerns, we helped initiate a new NF Governance Working Group, a key step in supporting federations to build clear, accountable and transparent structures. Good governance is not optional; it is essential for preventing misconduct and sustaining confidence in the sport. This work will now form a core part of our prevention strategy.

Integrating integrity across the Biathlon Family

Crucially, our partnership with the IBU continues to be strong and constructive. We are grateful for their openness and active support throughout the year. Looking ahead, we want to help embed best-practice integrity principles into all aspects of biathlon's operations. From event planning and athlete pathways to governance and communications, we believe that integrity should be woven into the fabric of how the sport functions. That is the direction we are now working towards, with the IBU's backing.

Final thoughts

My thanks go to the operational team, the BIU Board, our colleagues at the IBU and the many committed people across the Biathlon Family who share our mission. We continue to make progress quietly and professionally, in building a sport that is not only clean and fair, but resilient, trusted and inspiring.

03

BIU IN 12 MONTHS

RTP updated
based on profound
risk assessment



WADA Labs and
the doping control
process

MAY



Summer of
team spirit

Dealing with the
heat and preventing
overtraining

JULY



BIU's good
governance role
at the IBU Congress

SEPTEMBER

Correct nutrition
for biathletes

OCTOBER

BIU board
meeting in
Lenzerheide

JUNE



Good
Whereabouts
habits

AUGUST

03

BIU IN 12 MONTHS



BIU launches blog

Values-based anti-doping education at the IBU-IOC development camp

NOVEMBER



BIU podcasts available on Spotify

Safe Harbour project
Mental Health Working Group launched

JANUARY



The importance of safeguarding for NFs

WADA Symposium

Deciding to retire: what comes next?



Abuse in sport

MARCH



Good governance project

Mona Brorsson elected to WADA Athlete Council

DECEMBER

Engaging with young athletes at the YJWCH

BIU cooperates with SSI at IBU WCH



Creating a better and safer environment

BIU handles integrity matters at IBU Para Biathlon WCH

FEBRUARY

WADA Play True Day

APRIL

RTP updated based on profound risk assessment

Based on a profound and comprehensive Risk Assessment, around 120 male and female athletes were designated by the BIU to comprise the IBU Registered Testing Pool (IBU RTP). Athletes in the IBU RTP are required to comply with the whereabouts requirements of the WADA International Standard for Testing and Investigations.

WADA Labs and the doping control process

How does the doping control process in WADA-accredited labs work, and how do the testers stay ahead of the cheats?

In a podcast interview, we spoke to Gunter Gmeiner, head of the WADA-accredited doping control laboratory in Seibersdorf, Austria, to find out what are the basic requirements for a WADA-accredited laboratory, and what is the process for testing an athlete's sample.

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

WADA Labs

Doping Control

with Günter Gmeiner

**BIU board meeting in Lenzerheide**

Whereas most BIU Board meetings are held online once or twice a year, the BIU Board met in-person on 11 June in Lenzerheide (SUI) to review the season and discuss strategies, projects and other important topics.

Dealing with the heat and preventing overtraining

We spoke to coaches and medical personnel about this important issue, and published advice from Dr Carolin Kilian, a specialist in internal medicine, intensive care and sports medicine, who has many years of experience of working with biathlon athletes and teams, on how to train safely in hot and/or humid environments.

Individual factors, such as hydration status, sweat loss rate, acclimatization and fitness can influence an athlete's capacity to tolerate and adapt to demanding environments.

However, Dr Kilian had useful advice for all athletes about training on hot summer days, beginning with the obvious: both the duration and intensity of exercise during hot and humid days should be reduced!

Summer of team spirit

To introduce our Summer of team spirit, the BIU conducted a podcast interview with sport psychologist Katharina Albertin.

What is team spirit? In the interview, sport psychologist Katharina described it as “saying ‘yes’ to a goal and then following it together.” There must be clarity about how this goal is pursued and achieved, along with who takes which responsibility, who has which role and who takes on which task, Albertin continued. The clearer these things are, the better the basis for a good team spirit.

This podcast interview was conducted in German. To listen to the interview, please click [here](#).



Good Whereabouts habits

In a podcast interview, USA's Chloe Levins explained why she believes that good Whereabouts habits are imperative to comply with the rules of the World Anti-Doping Code and to maintain equality of opportunity in biathlon.

Once biathletes reach a certain level of excellence, and are included in a testing pool, they must abide by anti-doping rules and submit Whereabouts, Chloe explained, adding: “It’s part of the duty they must accept to ensure integrity in the sport... Every athlete has the right to be free of the concern that the competition is tainted or fabricated due to a doping violation.”

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

Every athlete has the right to be free of the concern that the competition is tainted or fabricated due to a doping violation.

—Chloe Levins

BIU's good governance role at the IBU Congress

The BIU underlined its role in assisting the IBU in ensuring that good governance practices are developed by all National Federations that are full members of the IBU.

In practice, this means the BIU is there to help NFs in defining their good governance goals, and support them as they are implemented.

In recent years, NFs in other sports have been hit by a series of governance failures that have:

- escalated into existential crises for the federations;
- and, more importantly, caused direct and lasting harm to the sports and their athletes.

The BIU aims to help ensure that biathlon's NFs never have to face such crises.



Correct nutrition for biathletes

In a video interview at the BIU's headquarters in Salzburg, Austria, we spoke to Judith Haudum about good nutrition habits.

Judith is a sports nutritionist who has worked in a range of team and endurance sports, and is currently the sports dietician at the Olympic training centre in Salzburg.

"Eating is important to get the calories and nutrients to stay healthy," said Judith. "The starting point for every success is to have a healthy body, and I think this is the main role for nutrition: to get what you need to function."

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

The starting point for every success is to have a healthy body.

—Judith Haudum

BIU launches blog

As part of our mission to improve communication with the biathlon family on integrity matters, we believe it is important to meet and speak with athletes, support staff and the wider integrity network on a regular basis. However, the BIU is a small team, and the world is a big place.

So, we thought, why not write a short blog every month or two, with updates on what we've been doing? First up was a little blog from [@gregmckennabiu](#) and his work during the IBU Congress in Belgrade. Click [here](#) to read the blog.

Values-based anti-doping education at the IBU-IOC development camp

The BIU participated in an IBU-IOC development camp in Martell, Italy that brought together 54 athletes and 14 coaches from 14 different National Federations for a week of intensive training and knowledge sharing.

Participants engaged in a comprehensive programme that combined practical sessions with valuable theoretical lessons on topics including anti-doping education. The session went beyond the usual discussions, focusing on how personal and sporting values guide athletes to make the right choices.

Great to have a workshop based around values and not around the standard doping talk.
—Workshop Participant



Mona Brorsson elected to WADA Athlete Council

Olympic gold medallist Mona Brorsson was elected to the World Anti-Doping Agency's (WADA's) Athlete Council Group 2 for 2025-2027.

The Swede was amongst eight members to be elected following a two day election held virtually via an online voting platform between 10-12 December. The election was open to International Federation (IF) Athlete Commissions (ACs) and saw 55 out of the 60 IF ACs cast votes.

Mona Brorsson

Newly Elected Member / WADA's Athlete Council

Good governance project

The BIU launched a new governance project, with the aim of enhancing governance standards throughout biathlon's National Federations (NFs). Good governance is crucial in any organisation, ensuring that transparency, accountability, efficient decision-making and other important ethical and integrity issues are properly considered and integrated into the way the organisation is run.

The project involves:

- assessing current governance practices within NFs
- developing a comprehensive governance framework for NFs, including:
 - core governance principles
 - ethical standards
 - compliance guidelines.

A Governance Working Group has been created to gain NF and athlete feedback and expertise. [Click here for more information.](#)



Mental Health Working Group launched

An initial meeting of a newly-established Mental Health Working Group was held on 20 January, as part of an initiative by the International Biathlon Union (IBU) and BIU to prioritise mental health in athletes, coaches, and support teams.

The working group aims to meet every two months until November, to work on potential pathways not only to enhance mental health services in the sport, but also to promote overall wellbeing throughout the biathlon community.



Safe Harbour project

It was announced that the IBU, supported by the BIU, is one of just two international sports federations taking part in Safe Harbour, a collaborative project aimed at strengthening the response mechanism for safeguarding in European sports.

Running until June 2027, Safe Harbour aims to enhance safeguarding measures across European sports, encouraging a safer environment for all. Together, the participants will map existing safeguarding practices, identify service gaps, and develop a European response framework to guide safeguarding initiatives across the continent.

BIU podcasts available on Spotify

The BIU's regular series of podcast interviews on integrity matters became available on Spotify for the first time.

Podcasts are one of our most popular and successful channels of communication with the wider biathlon family.

Click [here](#) to access our podcasts on Spotify.

From exclusive interviews to in-depth insights on clean sport, this podcast brings you closer to the heart of integrity in biathlon.

BIU handles integrity matters at IBU Para Biathlon World Championships

The BIU took responsibility for all integrity-related matters, including the anti-doping programme and safeguarding at the IBU Para Biathlon World Championships.

The move followed the International Biathlon Union's decision to take over the organisation and governance of all Para Biathlon World Cup and World Championships events from this season onwards.

Anti-doping testing was carried out on behalf of the BIU by SLOADO, the Slovenian Anti-Doping Agency.



Creating a better and safer environment

In a podcast interview, we spoke to Jessica Jislova, the athlete representative on biathlon's new Mental Health Working Group (MHWG).

Jessica, a current athlete from Czechia, has just joined a line-up of experts on the panel, which is an initiative by the International Biathlon Union and BIU aimed at prioritising mental health in athletes, coaches, and support staff.

In the interview, Jessica discussed her role on the working group, as well as wider questions about why the group is needed and what she hopes it will achieve.

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

**Jessica
Jislova**
on mental health



BIU cooperates with SSI at IBU World Championships

The BIU cooperated with Swiss Sport Integrity (SSI) on anti-doping and integrity matters during the IBU World Championships in Lenzerheide, Switzerland.

The cooperation began in advance of the championships with a plan to implement and maintain a professional and effective anti-doping testing plan during the event. The two organisations previously cooperated at a range of World Cup, European Championships and Junior World Championships events.

Engaging with young athletes at the Youth and Junior World Championships

We offered outreach and seminar sessions at the IBU Youth and Junior World Championships in Östersund. Athletes, coaches, and team members stopped by our booth to chat, test their knowledge on integrity matters, and learn more about how we work to keep biathlon clean and fair.

At our seminar on doping control procedures, it was great to see such engaged and interactive young athletes. Understanding the process is key to a clean and fair sport, and we were thrilled to see the next generation taking integrity seriously.



Abuse in sport

In a podcast interview, we spoke to abuse survivor Joanna Maranhão about safeguarding and about her own journey to become an advocate for victims of abuse in sport.

Joanna is a Brazilian Olympian who is now the coordinator of the Athletes Network for Safer Sports. As a professional swimmer, Joanna participated in four Olympic Games and won eight medals at the Pan American Games.

In our podcast, she described how she became a victim of serious sexual abuse at the hands of her coach, aged just nine, and how it took her many years to shed her feelings of guilt and reveal what happened to her.

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

The most courageous thing I did in my life was embrace my vulnerability. Yes, I'm a survivor of sexual abuse in sport, and I'm gonna stay here.
—Joanna Maranhão



Deciding to retire: what comes next?

In another podcast interview, we spoke to Finland's Kaisa Mäkäräinen, a former biathlon world champion and winner of three overall IBU World Cups, who retired from competing in 2020. How did she make the difficult decision to retire, and how has she navigated her post-competitive career?

Kaisa's message to biathletes considering retirement is summed up by advice she herself received: go on for as long as you have the passion—and then for one season more, so that you will know the time is right and will have no regrets!

For the full interview, click [here](#).

Go on for as long as you have the passion—and then for one season more, so that you will know the time is right and will have no regrets!
—Kaisa Mäkäräinen

WADA Symposium

The Annual WADA Symposium is a key moment for collaboration within the anti-doping community, bringing together experts and stakeholders from around the world.

The BIU participated in great discussions and valuable exchanges, with Mona Brorsson representing athletes as a member of the WADA Athletes' Council.



The importance of safeguarding for NFs

In a podcast interview, we spoke to safeguarding expert Nicola Bithell about the role of NFs in implementing safeguarding in sport.

Nicola is Head of Safeguarding at Accrington Stanley Women FC, which competes in English football's North West Women's Regional League, but the majority of her experience has been gained from her police career, in which she has led departments that investigated high-profile and position of trust abuse.

In the interview Nicola discussed what measures NFs can and should take to ensure stamp out abuse—both for their own sakes and, more importantly, for the safety of their athletes.

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

WADA Play True Day

On #PlayTrueDay, we celebrated the true spirit of fair play and respect in biathlon. These moments of mutual recognition, shared celebration, and support remind us that while we compete for different teams, we share the same values.

WADA

#PlayTrueDay

Karoline Knotten

"Everyone can be sad after a race, and the more that people can say 'Yes, it's allowed', the more it will help. I think even the best athletes have things on their mind, but the best ones manage it better, and that's why it seems like it doesn't bother them".

Karoline Knotten
Norwegian biathlete



04

BIU IN NUMBERS

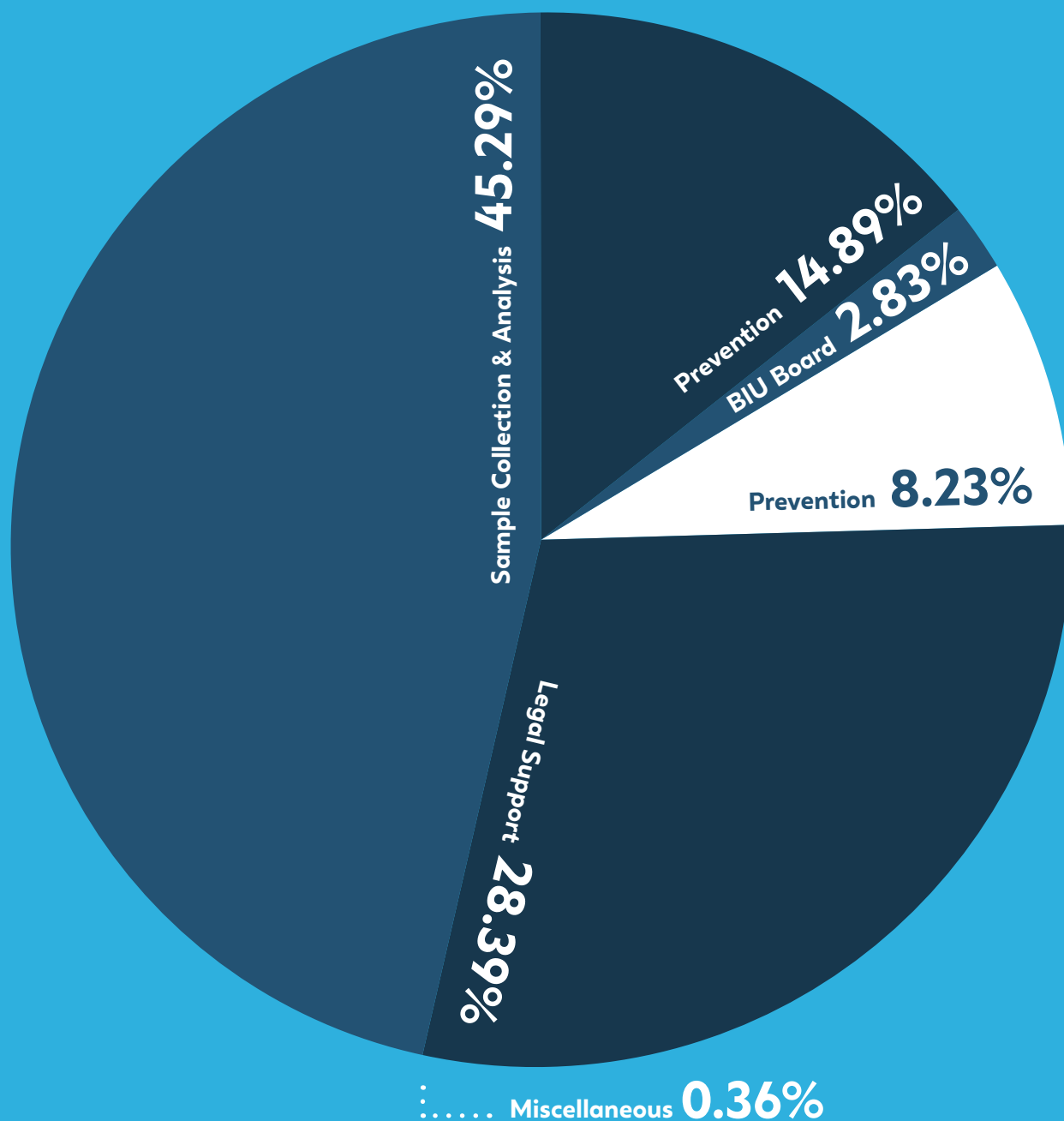
A **Financial report for
May 2022 to April 2023**

B **Anti-doping**

C **Education and Communication**

D **Vetting**

Financial report May 2024–April 2025



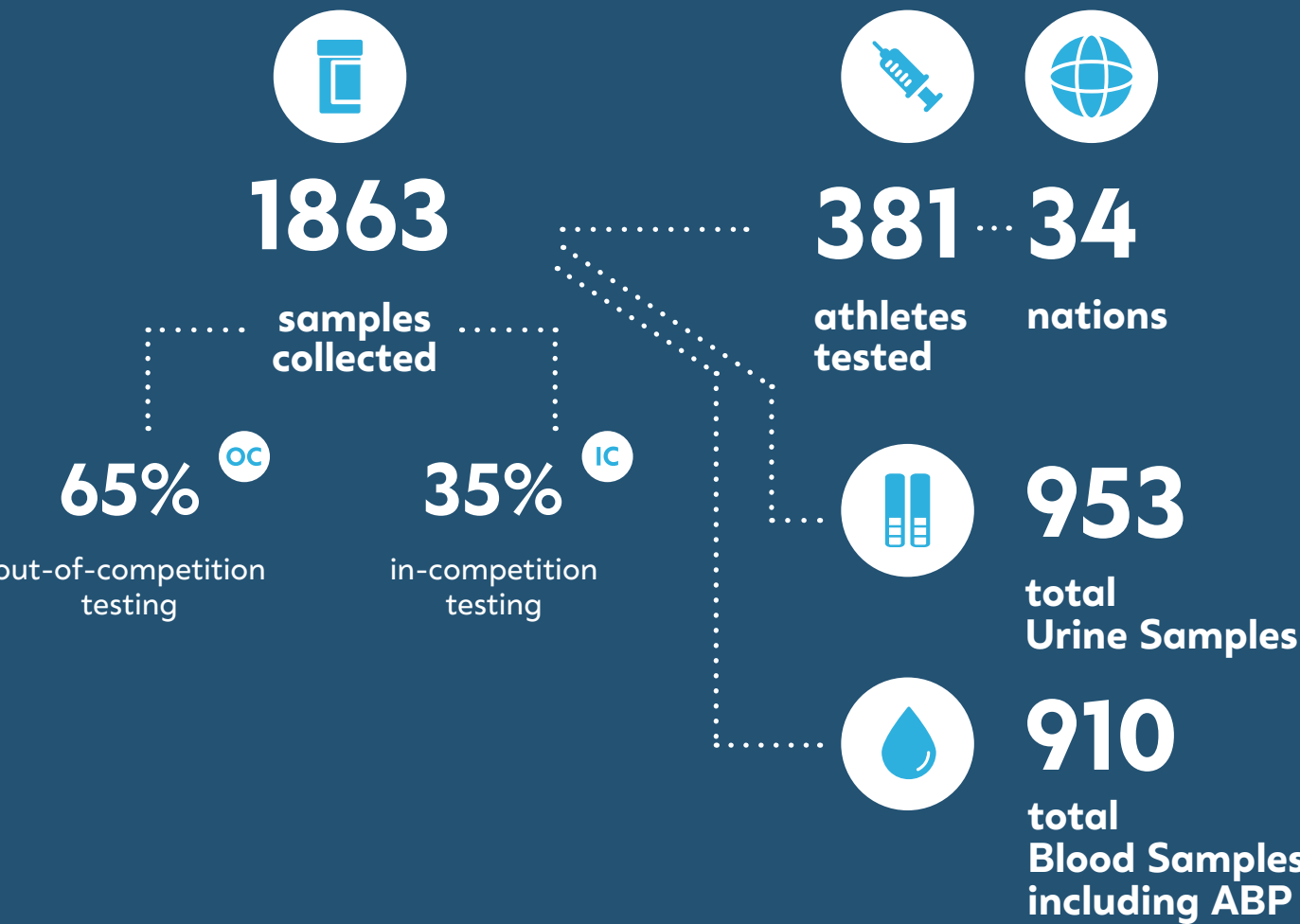
TOTAL

2.765.026.00 €

The figures are inclusive of a contribution of 27.882€ from the Russian Biathlon Union. A requirement under their reinstatement conditions.

The Head of the BIU was remunerated 149.105€ during 2024–2025.

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



RTP
116 athletes
Registered Testing Pool

TUEs
5 national
Therapeutic Use
Exemptions recognized

Results
Management

ADRVs
no new
Anti-Doping Rule Violations

WAF
24
Whereabout Failures

Education and Communication

12

Educational events



7

Outreaches



3

Workshops



2

Seminars

4

Main Topics



1373

**Biathlon Integrity
Certificates issued**

01

Anti-Doping

02

Safeguarding

03

Rules

04

Governance

Education and Communication

22

Educational materials

3

Posters

2

Brochures

3

Videos

8

Podcasts

6

Blogs

SM

Social Media Reach

89

Instagram posts

450.000

14.000

views

interactions

+ 100.000 ↑

12

Youtube videos

2.800

36.000

views

interactions

18

people were researched
for vetting purposes



this equates to:

90



hours
of research

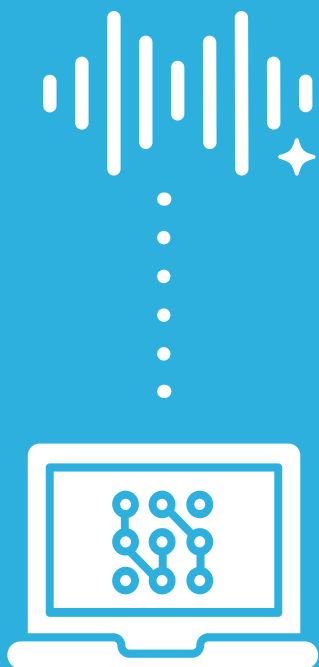
"Once biathletes reach a certain level of excellence, and are included in a testing pool, they must abide by anti-doping rules and submit Whereabouts. It's part of the duty they must accept to ensure integrity in the sport."

Chloe Levins
BIU Ambassador

Chloe
Levins



- A** **Harnessing Innovation to
Safeguard Integrity in Biathlon**
- B** **Rules Review Project**
- C** **Enhancing the Sport's
Legal Framework**
- D** **Supporting the
IBU Congress**
- E** **National Federations
Governance Framework**
- F** **Focus on Whereabouts**
- G** **CAS Award—
Anders Besseberg**



Harnessing Innovation to Safeguard Integrity in Biathlon

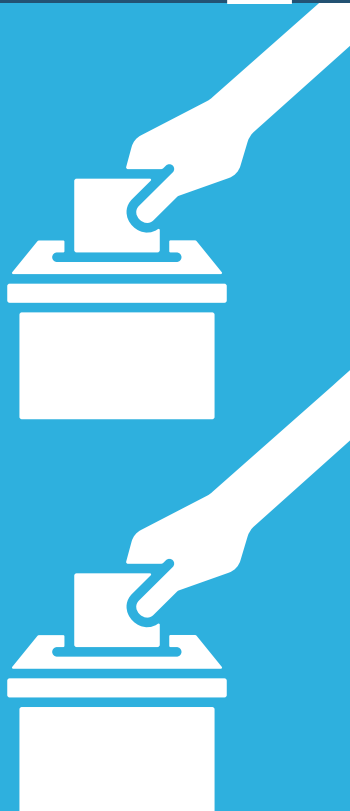
In 2024, the Biathlon Integrity Unit (BIU) commenced a pilot project exploring the use of voice analysis screening technology (VAST), an AI-enabled tool designed to support the detection of potential doping-related risks. Collaborating with Harod Associates and using the Clearspeed platform, the BIU trialled this technology during key IBU events with voluntary participation from selected athletes across multiple nations.

While the sample size was modest and implementation challenges emerged, such as communication issues and logistical hurdles, the project demonstrated encouraging potential. The technology offers a new, scalable method of supplementing existing intelligence-gathering and vetting processes. The BIU remains committed to evaluating innovative technologies that enhance fairness and trust in biathlon, and we are open to further partnerships that help sport remain resilient and transparent in the face of emerging integrity threats.



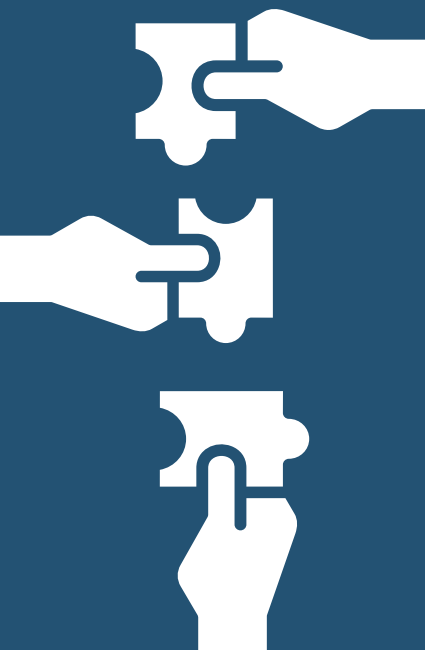
Rules Review Project

As part of its commitment to continuous improvement, the BIU maintains an active and ongoing review process for all its regulatory frameworks. Each investigation, disciplinary matter, or raised concern contributes valuable insights into the effectiveness and clarity of our existing rules. These insights are then benchmarked against international best practice to ensure our regulatory standards remain robust, fair, and fit for purpose. A recent example of this process in action is the refinement of the athlete whereabouts requirements.



Supporting the IBU Congress

At the IBU Congress in Serbia, the BIU supported accreditation and voting procedures, including overseeing the pilot use of an electronic voting system provided by Votebox. Although it was not a full election Congress, only one vacancy on the Technical Committee was filled, the system demonstrated improved speed and transparency. This marked the first use of electronic voting since the BIU's establishment and will be formally adopted at the next full voting Congress in September 2026. In support of National Federations, the BIU also delivered a dedicated workshop on governance processes. This session marked the first step in the rollout of the new NF Governance Framework, aimed at strengthening standards and consistency across the biathlon family.



National Federations Governance Framework

During the 2024–25 reporting period, the BIU and IBU formally launched the National Federation (NF) Governance Framework, an initiative designed to embed robust governance principles across the biathlon family. This marked a key milestone in supporting NFs to strengthen transparency, accountability and operational standards. To ensure meaningful implementation, the BIU appointed a dedicated Governance Coordinator to assist National Federations in aligning with the framework's principles. This role provides direct support, resources, and guidance to NFs, ensuring they are well-equipped to meet the governance criteria. The concept of a framework, which was introduced through a workshop at the IBU Congress in Serbia, represents a long-term commitment to raising governance standards across all member federations, regardless of size or resources.



Focus on Whereabouts

The BIU continues to prioritise the athlete whereabouts system as a critical component in safeguarding clean sport. Beyond its primary function in supporting effective anti-doping testing, the whereabouts system serves as a valuable intelligence tool, helping to identify patterns, anomalies, and potential risk indicators related to doping practices. Recognising its strategic importance, the BIU is actively exploring ways to maximise the utility of whereabouts data, both analytically and operationally. This includes enhanced monitoring, cross-referencing with other intelligence sources, and refining the thresholds used to flag potential issues. By leveraging whereabouts information more effectively, the BIU aims to strengthen early warning capabilities and ensure a more targeted, intelligence-led approach to anti-doping enforcement across biathlon.



CAS Award—Anders Besseberg

In 2024, the Court of Arbitration for Sport (CAS) delivered its decision in the case of former IBU President Anders Besseberg, confirming multiple breaches of the IBU Integrity Code during his tenure. The CAS upheld findings of serious ethical violations, including persistent conflicts of interest, the acceptance of improper benefits, and a failure to uphold the responsibilities of his office. This landmark ruling underscores the fundamental importance of good governance, particularly the need for robust oversight mechanisms and strict adherence to conflict of interest safeguards. It also reaffirms the IBU's and BIU's shared commitment to transparency, accountability, and the highest standards of integrity in the governance of biathlon.

David Windsor

"Good governance is at the top of our strategic list of things to do in order to ensure the best efforts of the sport and the future of the sport in Australia".

David Windsor
Chairman of Biathlon Australia



05

FOCUS ON PREVENTION

A

Education

B

Safeguarding

C

**Collaboration with
IBU Development Department**

Education

Changing the culture from within

All sports, not just biathlon, have wrestled in recent years with doping, safeguarding and other integrity challenges. The BIU believes that the impetus to achieve positive, lasting change must come from within and from the base of organisations, and not be imposed from above. To change the culture from within, it is important that those that work most closely with the athletes, predominantly the coaches, should themselves be properly trained and educated.

The BIU offered coach education sessions through webinars, social media and in-person sessions at events throughout the year.



Coaches were educated on the following topics:



→ **Basic anti-doping knowledge**



→ **Basic safeguarding knowledge**



→ **Athletes' vulnerability**

(including how to help them tackle high-pressure and other difficult situations)



→ **Coaches' vulnerability**

(including coaches coming under fire for athletes' bad results and how to cope with pressure and high levels of responsibility themselves)



Education

Feedback from coaches attending our educational activities:



"I really appreciate the opportunity to familiarize myself with the facts about anti-doping, and also very importantly to learn whom to ask in case of any doubts or questions."



"It is very useful to receive tips about helping athletes through difficult times, such as injuries or periods with less successful performances."



"It is great to have the opportunity to discuss my own problems as a coach and to recognize that my own wellbeing as a coach is taken seriously."

Molly, the anti-doping dog

The BIU stepped up its use of Swedish anti-doping dog Molly in 2024-25, with Molly being deployed at four events during the season. These were:

- IBU World Championships in Lenzerheide
- IBU Junior World Championships in Östersund
- IBU Cup in Idre Fjäll
- IBU World Cup in Oslo

Molly, an eight-year-old springer spaniel, is a sniffer dog trained to detect doping substances in bags, containers and also on the persons of athletes or support personnel.

During events, she is a visible presence on site along with her owner, Swedish doping control officer Joanna Sjöo. In addition to Molly's detection work, she acts as an 'icebreaker', provoking anti-doping and prevention conversations with participants at the events.

Together, they act both as a deterrent and as an important means for BIU staff to engage and interact with athletes and support personnel, in order to help spread the BIU's anti-doping message.

Originally trained as a police and customs dog, Molly specialised early on in the detection of anabolic steroids, synthetic testosterone and many other doping substances. The range of substances she can detect is constantly being expanded.



Education

BIU Athlete Ambassadors—a changing of the guard

In 2025, three BIU Athlete Ambassadors—Ukraine's Anastasiya Merkushyna, Austria's Julian Eberhard and Sweden's Sebastian Samuelsson—reached the end of their two-year terms and stepped down from the role.

They were replaced by Canada's Pascale Paradis, who joins USA's Chloe Levins and Slovenia's Lovro Planko as a BIU Ambassador.

We would like to take this opportunity to thank Anastasiya, Julian and Sebastian sincerely for their important contributions in helping to ensure and maintain integrity in our sport, and to welcome Pascale to the role.

The changeover gave us a new opportunity to articulate the role of the BIU Ambassador more clearly.

Ambassadors provide a bridge between the BIU and the athletes, helping us to deliver our message through social media posts, interviews and podcasts.

Becoming a BIU Ambassador presents an opportunity for athletes to realise their potential and to maximise their voice to promote a positive culture within biathlon.

Biathletes are in a unique position to use their platform to influence new audiences: not just fellow biathletes, but also the media and biathlon fans globally.



Being an ambassador was an easy and effective way to communicate with the IBU, bring important questions to the agenda, and address vital issues. It is a possibility to develop Biathlon together.

—Anastasiya Merkushyna



I think it is very important for our sport. Everybody who is competing wants a fair sport and so it is important to raise issues and help set the agenda.

—Sebastian Samuelsson

Safeguarding

Safe Harbour project

The BIU supported the IBU in becoming one of just two international sports federations taking part in Safe Harbour, a collaborative project aimed at strengthening the response mechanism for safeguarding in European sports.

The IBU was selected in recognition of the significant steps it has taken, with the support of the BIU, to establish a comprehensive safeguarding framework. As one of the pioneering International Olympic Federations investing in athlete protection, the IBU's initiatives have included:

- the establishment of the BIU
- the appointment of trained safeguarding officers
- the implementation of reporting mechanisms
- the provision of safeguarding education for stakeholders

These efforts were recognized in the 2022 IF Safeguarding Needs Assessment, conducted by the International Olympic Committee's Safe Sport Unit.

Other participants in the Safe Harbour project include the International Ice Hockey Federation and 20 European National Olympic Committees, and the project is being co-ordinated by the European Olympic Committees.

Running until June 2027, Safe Harbour aims to enhance safeguarding measures across European sports, encouraging a safer environment for all. Together, the participants will map existing safeguarding practices, identify service gaps, and develop a European response framework to guide safeguarding initiatives across the continent.

A major milestone of the project will be the establishment of the European Network for Safeguarding in Sport (ENSS). This online platform will serve as a hub to promote collaboration, share best practices, and ensure the long-term sustainability of safeguarding efforts in European sports.

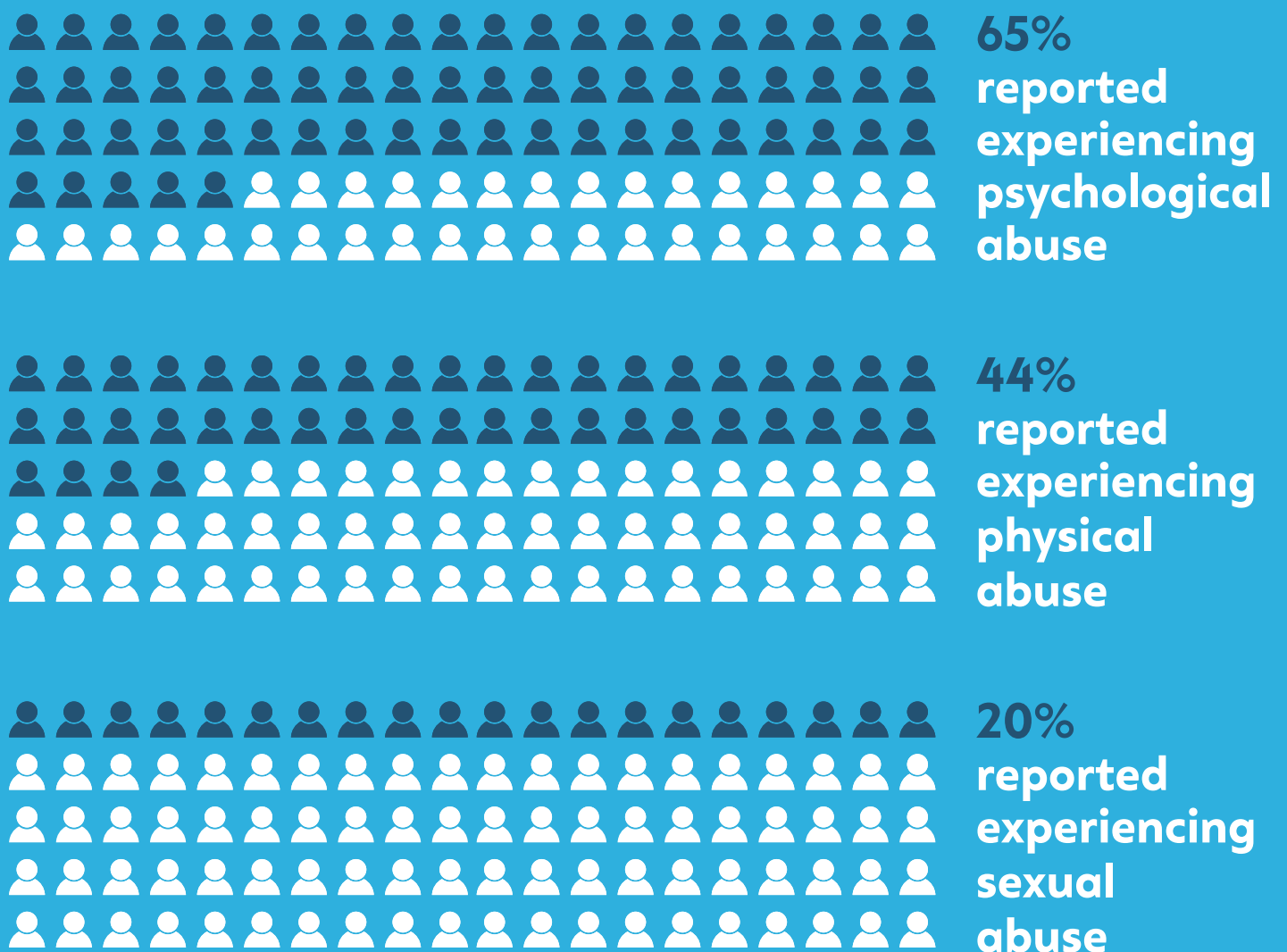
Participation in the project builds on the BIU's existing commitment to safeguarding, which has included webinars, podcast interviews and outreaches at IBU events.



Co-funded by
the European Union

"A recent survey of over 10,000 respondents from sports across a range of European countries, found that: 65% of respondents had suffered psychological abuse; 44% had suffered physical abuse; and 20% had suffered contact sexual abuse. These figures are absolutely startling, and NFs can and should take measures to stamp out abuse".

Nicola Bithell
Safeguarding expert



*each icon represents 1% of the 10.000 respondents

C

Collaboration with IBU Development Department

The BIU provided integrity sessions for all levels of the Coach Education courses offered by the **IBU Academy**.

Besides basic anti-doping and safeguarding education the focus was on the coaches' own wellbeing and mental health, as well as helping athletes through difficult situations. Topics included:

- Exchange of experiences through group discussions
- Discussion of topics that participants provided themselves, with the aim of giving participants a voice and ensuring the relevance of the topics discussed
- Young coaches learning from more experienced coaches (and vice-versa)

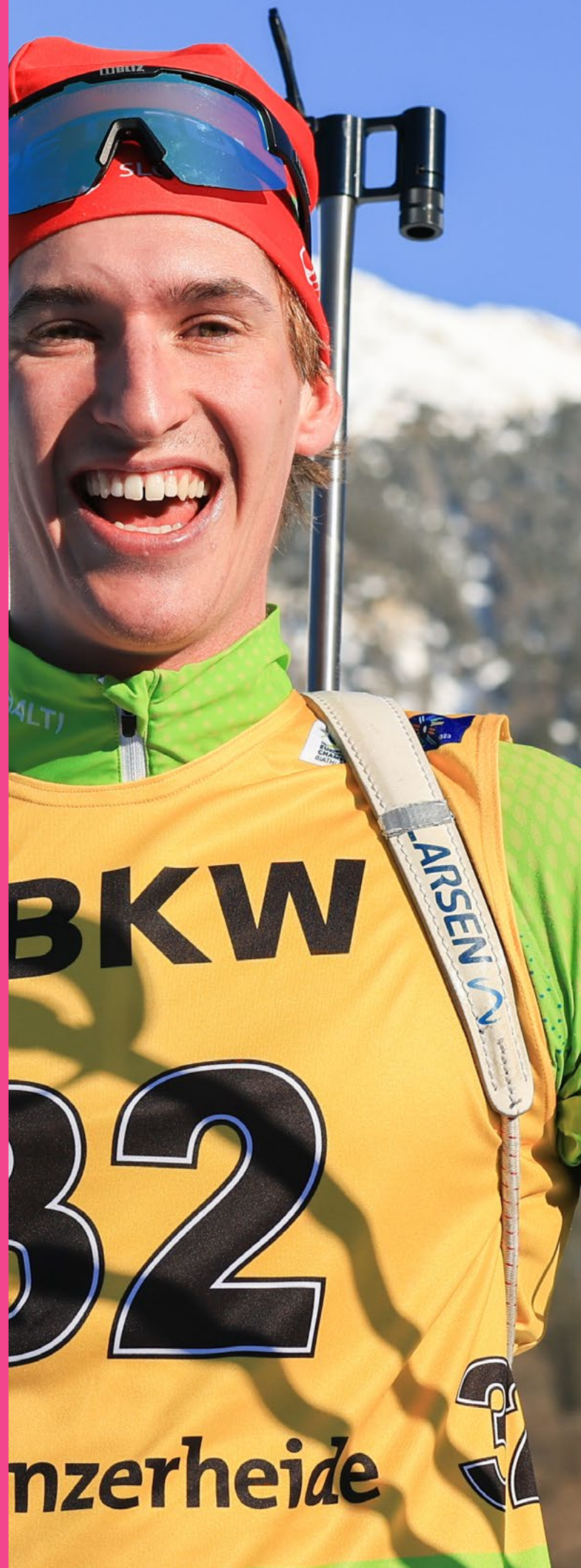
We thank IBU Academy for their collaboration and the opportunity to be part of their Coach Education courses.



**"I wanted to shine
some light onto how
important it is that
the rules are followed.
Fair play and clean
sport is the only
acceptable way and
the only right way
to compete".**

Lovro Planko
BIU Ambassador




**Lovro
Planko**





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