

## INTERNATIONAL BIATHLON UNION (IBU) WELLBEING CHARTER

### Purpose

At the heart of biathlon is a community - one that thrives when every individual feels safe, valued, and supported. This Charter exists to inspire a shared commitment to wellbeing across the biathlon family, from athletes and coaches to officials, volunteers, and support networks. By embracing a holistic view of health, one that nurtures mind, body, and spirit, we aim to build a sport environment rooted in respect, integrity, and care. Guided by the IBUs values and a belief that wellbeing is a foundation for both performance and personal growth, this Charter invites us all to champion a culture where every person can flourish, on and off the field of play.

### Our Vision

We aim to ensure that every member of the biathlon community, including athletes, coaches, staff and volunteers, has access to meaningful, tailored mental health and wellbeing support, encouraging a culture where holistic health is understood, prioritised, and openly supported throughout our sport.

### Guiding Principles

#### 1. Respect and Dignity

- Every individual involved in biathlon will be treated with respect, fairness, and dignity.
- Discrimination, harassment, abuse, or exploitation in any form will not be tolerated.

#### 2. Mental Health Matters

- Mental health is as important as physical health. We commit to raising awareness, reducing stigma, improving mental health literacy, and providing resources to support psychological wellbeing, and improving the mental health literacy of the biathlon family.
- We encourage open conversations and provide access to professional support when needed.

#### 3. Safe Sport Environment

- We commit to a zero-tolerance policy on abuse, harassment, and doping.
- Comprehensive safeguarding measures are in place to protect athletes and all participants.
- Clear reporting pathways are available and supported by trained personnel.

#### 4. Athlete-Centered Approach

- Athletes are supported in achieving balance between sport, education, work, and life.
- Career transition and dual career planning are promoted throughout an athlete's journey. Rest, recovery, and injury prevention are prioritised in training and competition planning.
- Athletes and coaches are supported to navigate media demands, including social media, interviews, and sponsor commitments, in a way that protects mental health and promotes overall wellbeing.

#### 5. Whole-System Support

- Coaches, support staff, and officials receive wellbeing training and resources.

- Volunteers are valued and supported in their roles.
- Diversity, equity, and inclusion is integrated into all IBU policies and practices.
- We commit to fostering organisational cultures, policies, and practices that support mental health and wellbeing at every level of the biathlon ecosystem.

## **6. Sustainable Environments**

- We promote sustainability and environmental responsibility, recognising its impact on both planetary and personal wellbeing.
- Healthy nutrition, hydration, sleep, meaningful recovery, leisure time, and access to quality medical care are fundamental rights in the biathlon community.

## **7. Transparency and Accountability**

- We will regularly assess wellbeing initiatives and policies through consultation and the use of feedback metrics, adopting relevant Key Performance Indicators (KPI's) and a reporting dashboard.
- Progress will be reported publicly, and adjustments made based on evolving needs and best practices.
- We commit to actively promoting and communicating wellbeing initiatives to raise awareness, encourage engagement, and foster a shared sense of responsibility across the biathlon community.
- We commit to engaging and educating leadership and key decision-makers on the importance of wellbeing, ensuring that appropriate resources and budgets are allocated to uphold this Charter's commitments.

## **Implementation**

The IBU provides the overarching framework for wellbeing in biathlon, and its effective implementation relies on strong collaboration with National Federations to ensure the Charter's principles are locally relevant and culturally appropriate. The IBU provides educational resources through the IBU Academy and partners with global experts to integrate best practices. Further details can be found in the IBU Wellbeing Strategy and Implementation Plan.

## **Our Shared Responsibility**

Wellbeing is a multi-disciplinary team effort. The IBU calls upon:

- Athletes to prioritise their mental health and wellbeing, and that of their peers, and to be able to reach out for help when needed.
- Coaches, support staff, officials, technicians, and volunteers to prioritise their mental health and wellbeing, and that of their peers, to lead with compassion and awareness, and to be able to reach out for help when needed,
- National Federations and clubs to implement wellbeing strategies at all levels.
- Support networks, including family, friends, and trusted mentors are encouraged to engage with and uphold the values of this Charter.
- Fans and media to support a respectful and human-centered wellbeing narrative for biathlon.

By upholding this Charter, we honour our duty of care to everyone in the biathlon community; recognising that when wellbeing is protected and supported, individuals thrive, teams excel, and the sport performs at its best.

International Biathlon Union (IBU) Biathlon Integrity Unit (BIU)

Effective Date: [Insert Date] Review Cycle: Annually

Mental Health Working Group Signatories: [Insert names, titles, organisations here]