



# BIU ANNUAL REPORT

May 2025–April 2026



## VISION

To protect the integrity of Biathlon and ensure a clean and trusted sport.

## MISSION

To earn the confidence, respect and support of the Biathlon family through the effective promotion and enforcement of the Integrity Code, and by consistently delivering education, investigation and anti-doping programmes at the highest level.



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—Greg McKenna



## Message from the Chair— Louise Reilly SC



Again, it is an honour, on behalf of the Biathlon Integrity Unit Board, to present our Annual Report for the period May 2025 to April 2026.

This has been an important year for the BIU and for biathlon. This year has reaffirmed that integrity is not protected only by responding to issues once they arise. It is protected by building strong systems, supporting good decision-making, educating those closest to the sport, and identifying risks early enough to prevent harm.

That prevention-led approach is central to the BIU's work.

### Prevention at every level

The BIU's role is independent and is also practical. We work to protect athletes, support National Federations, assist the IBU, and strengthen confidence in biathlon. That means looking at integrity across the whole system, from governance and anti-doping to safeguarding, mental health, education, athlete support and fair competition.

This year, that approach has been clear in the continued development of the Biathlon Governance Framework. The work with National Federations is a major strategic priority. Good governance is not an administrative exercise. It is one of the strongest safeguards against integrity failures. Clear responsibilities, transparent decision-making, accountable structures, proper policies and a safe environment all reduce the risk of misconduct and help protect athletes and the sport.

The launch of the framework to National Federations, supported by the BIU and IBU, marked an important step forward. The initial assessment process gives federations the opportunity to review their own governance practices, identify gaps and take practical steps to strengthen their systems. This work must be owned by the federations themselves, but the BIU will continue to provide guidance, support and expertise.

### Education, awareness and culture

Prevention also depends on education. Athletes cannot be expected to make good decisions if they are not given clear, accessible and relevant information. Coaches and support staff must also understand their responsibilities, because they are often closest to the athletes and play a key role in shaping the environment around them.

During the year, the BIU continued to deliver education through outreach, workshops, seminars, coach education, podcasts, videos, blogs, brochures and social media. These activities reached athletes and team staff across many nations, and the work with the IBU Academy helped bring integrity education directly into coach development.

This matters. Integrity education should not sit outside the sport. It should be part of the normal conversation for athletes, coaches, medical staff, team officials and federation leaders. Whether the topic is anti-doping, safeguarding, online abuse,

contamination risks, competition manipulation or mental health, the objective is the same: to help people recognise risk, understand their responsibilities and know where to turn for help.

### Protecting athletes and strengthening trust

The Milano Cortina 2026 Olympic Winter Games were a reminder of the pressure placed on athletes and support teams at the highest level of sport. In the lead-up to the Games, the BIU continued its intelligence-led anti-doping programme and worked closely with the ITA to support Games-time testing. At the Games, the BIU also contributed to the Athlete365 × Powerade Mind Zone, giving athletes and support staff a calm space to pause, recharge and access practical mental health tools.

This reflects a broader point. Protecting integrity is not only about detecting wrongdoing. It is also about creating conditions where athletes are supported, informed and safe.

The BIU's work on safeguarding, mental health and athlete welfare continued throughout the year. The athlete health and safeguarding study, developed with experts from Thomas More University, is an important part of building a stronger evidence base. The Safe Harbour project also gives the IBU and BIU the opportunity to contribute to wider European safeguarding work and to learn from others across sport.

### Looking ahead

The next phase of the BIU's work must continue to be strategic, prevention-led and system-wide. We will maintain strong anti-doping and intelligence capabilities, but we will also continue to invest in the foundations that reduce risk in the first place.

That means supporting National Federations with the Governance Framework, strengthening education for athletes and support staff, improving safeguarding systems, developing better insight into emerging risks, and continuing to work closely with the IBU and wider integrity partners.

The BIU Board is grateful to the operational team for their professionalism and commitment throughout the year. I also thank the IBU, National Federations, athletes, coaches, support staff and our partners across the integrity community.

Biathlon's credibility depends on the trust of those who take part in it, support it and follow it. That trust is earned through consistent action, clear standards and a shared commitment to protect the sport. The BIU will continue to play its part in that work.

## Message from the Head of the BIU— Greg McKenna



This year has been about turning prevention into practical delivery. It means using intelligence properly, testing athletes in a targeted and proportionate way, supporting National Federations to strengthen their governance, educating athletes and support staff before problems arise, and making sure safeguarding and welfare are part of how integrity is delivered in practice.

The BIU still has a clear responsibility to investigate, enforce rules and respond firmly when required. That will not change. However, the strongest integrity system is one that identifies risk early, reduces the opportunity for harm, and supports people across the sport to make good decisions.

### Intelligence-led anti-doping

The Olympic season placed a particular focus on anti-doping. In the lead-up to Milano Cortina 2026, the BIU continued to operate a comprehensive testing programme, covering both in-competition and out-of-competition testing. This work was intelligence-led, based on risk assessment, performance trends, qualification pathways and relevant information from across the sport.

Our cooperation with National Anti-Doping Organisations remained central to this work. The objective was clear: to ensure that athletes with the potential to qualify for the Games were properly covered, while avoiding unnecessary duplication. This type of coordination is important because it makes the system stronger, fairer and more efficient.

The long-term storage of samples also remains a key part of our approach. It is a deterrent, but it is also a clear message to athletes and support personnel that anti-doping work does not end when a sample is first analysed.

### Governance as prevention

One of the most important operational developments this year has been the continued rollout of the Biathlon Governance Framework for National Federations.

This is prevention in its most practical form. Weak governance creates risk. It can lead to poor decision-making, unclear accountability, unmanaged conflicts of interest, weak safeguarding, poor disciplinary processes and loss of trust. Strong governance helps prevent those issues before they become integrity failures.

The response from National Federations has been encouraging. The work has now moved beyond the launch phase and into review, analysis and support. Personalised reports are being prepared for federations, identifying where requirements have been met and what still needs to be done. Internal risk scoring is also helping the BIU and IBU better understand where further support may be needed.

### Education where it matters most

Education remained one of our most important prevention tools.

During the year, the BIU delivered outreach, workshops and seminars, reached athletes and team staff from around 35 nations, issued Biathlon Integrity Certificates, and contributed to coach education through the IBU Academy.

The focus was deliberately broad. Anti-doping remains central, but it sits alongside safeguarding, competition manipulation, online abuse, contamination risks, mental health and athlete welfare. The people around athletes matter. Coaches, medical staff, team officials and other support personnel all influence the environment in which athletes train and compete.

For that reason, our education work must continue to reach beyond athletes alone. It must include the people who advise them, manage them, treat them, select them and support them.

### Smarter tools and ethical innovation

The BIU also moved into the next phase of Project Safe Voice, our voice analytics screening pilot. The purpose is simple: to help protect clean athletes and focus BIU resources where risk appears greatest.

Innovation must always be handled carefully. Any new tool used in integrity work has to be proportionate, transparent and subject to proper oversight. Safe Voice has therefore been developed with clear safeguards, voluntary participation and ethical review. Used properly, technology can help us work faster and more fairly, while reducing unnecessary intrusion for low-risk athletes.

This is the direction we need to keep moving in. Intelligence work is not just about gathering more information. It is about using the right information, at the right time, in the right way.

### Safeguarding and Wellbeing

We now take a more holistic approach to safeguarding and wellbeing. These should not be seen as separate areas of work. In practice, they often overlap. Poor wellbeing can increase vulnerability, and safeguarding concerns can have a serious impact on mental health, performance and trust. Both areas are central to protecting athletes and creating the right environment for everyone involved in biathlon.

This is not only about responding when something has gone wrong. It is about prevention. Safeguarding and wellbeing must sit underneath everything we do, from education and event delivery to governance, intelligence, investigations and athlete support. If we understand the pressures people are facing, the environments they are working in, and the risks that may be developing, we can act earlier and provide better support.

Our prevention work must be intelligence-driven and we need information from across the biathlon community. Information helps us understand patterns, identify pressure points and decide where support, education or intervention is needed. This allows us to deal with issues before they escalate. The athlete health and safeguarding study, the Safe Harbour project, the mental health and wellbeing strategy, and the work

around reporting pathways all support this direction. They help us move from a reactive model to one where we can identify risk earlier and provide the right support at the right time.

### Looking ahead

We will continue to build better systems so that risks are identified earlier and the right support can be put in place before harm occurs.

My thanks go to the BIU team, the BIU Board, the IBU, National Federations, athletes, coaches, support staff and the wider Biathlon Family for their continued support and trust throughout the year.

That support is vital. The BIU cannot protect the sport alone. We need information, engagement and cooperation from across the community if we are to understand risks properly and act in the right way. In return, we will continue to build a stronger prevention model, while maintaining our independent and relentless pursuit of anyone who seeks to harm our athletes, our community or the integrity of biathlon.

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May

Biathlon Governance Framework

June

Preventing unintentional doping  
New Integrity Ambassador



July

Annual Report 2024/25 published  
Summer of Mental Health



August

Maintaining Mental Health  
Jacques Jefferies' Mental Health Campaign



September

Mental health: a professional's view  
Launch of the Biathlon Governance Framework to NFs  
Athlete health and safeguarding in the IBU—study launch

October

BIU at the Play the Game Conference 2025  
DCOs are people, too  
Second in-person meeting for Safe Harbour Project



November

The Athlete Biological Passport (ABP) explained  
Mental health threats



December

World Conference on Doping in Korea  
IBU notified of CAS Arbitration Request  
Relaxation tips from coaches

January

The dangers of contamination  
How to deal with online abuse

February

Robust Testing Programme ahead of Olympics  
Mind Zone  
Mona Brorsson delegated to WADA Athlete Engagement Team

March

"I'm at the Olympics!"  
Youth and Junior World Championships



April

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Rule change in the ISTI  
BIU Team Meeting

May

### Biathlon Governance Framework

The Governance Consultation Working Group began work with a first whole group meeting on 15th May 2025. The group was created by the IBU and BIU to gain National Federation (NF) input and expertise for the [Biathlon Governance Framework](#) – a series of requirements for NFs to achieve high standards of governance across biathlon.

June


### Preventing unintentional doping

The World Anti-Doping Agency's [Taskforce on Unintentional Doping](#) invited everyone, including athletes and support personnel, to contribute to a study on unintentional doping.

As part of its contribution to this important topic, the BIU conducted a [podcast interview](#) with Sue Backhouse, a UK academic and anti-doping expert who is a member of the taskforce, about what is meant by unintentional doping, and what are its consequences.

Sue offered some great tips to athletes to avoid unintentional doping, including avoiding uncertified weight-loss and muscle-building supplements, along with meat products from certain countries which have been identified by WADA.

## Preventing Unintentional Doping


 with Sue Backhouse  
Anti-doping expert



### New Integrity Ambassador

Canada's Pascale Paradis, newly appointed as a BIU integrity ambassador, was also featured in a [podcast interview](#), discussing her role as an ambassador, and what integrity means to her.

## New Integrity Ambassador

 with Pascale Paradis  
Professional Biathlete



**"I think the biggest difference I can make is by using my voice and leading by example."**

## Annual Report 2024/25 published

The BIU published its Annual Report for the period from May 2024 to April 2025, a year of deeper cooperation with integrity bodies, law enforcement agencies and National Anti-Doping Organisations (NADOs).



## Summer of Mental Health

The BIU also launched its new campaign, Summer of Mental Health. In partnership with the IBU, the campaign built on the momentum sparked by the launch of the Mental Health Working Group in January 2025.

The campaign stressed that mental health isn't a side note—it's the foundation of elite performance. Whether you're an athlete, coach, or part of a support team, mental wellbeing matters: good mental health is the key to good performance. The campaign comprised an energizing mix of expert podcast interviews, powerful social media content, and candid tips from athletes and coaches who've been in the pressure cooker and come out stronger.




## Maintaining Mental Health

The BIU conducted two podcast interviews as part of its Summer of Mental Health Campaign. Sports psychologist [Andrea Appierto](#) shared his insights on the evolving role of mental well health in biathlon.

“When you try to reach the top level, the line between passion and obsession is so thin,” Andrea said. “Because we hear a lot in sport that obsession is OK to reach something great, but it’s a risk. So to keep yourself in a good balance, you have to know yourself and to find your own way”.

“When you try to reach the top level, the line between passion and obsession is so thin.”

## Maintaining Mental Health

 with Andrea Appierto  
Sports Psychologist



## Jacques Jefferies' Mental Health Campaign

[Jacques Jefferies](#), a professional biathlete competing at an elite level who has been an advocate for good mental health in sport for several years, spoke about his own mental health journey.

In 2023 he conducted a survey among his fellow athletes in a bid to understand better the mental health challenges they face. Over 70% of the 169 total respondents reported having faced challenges, and 95% said they lacked knowledge on the topic. Since then, Jacques has used the survey results and personal experience to push for more education, accessible resources, and open conversations in the biathlon community.

## Mental Health in Biathlon, Athlete Voices and Sustainable Sport

 with Jacques Jefferies  
Professional Biathlete



“Over 70% of the 169 total respondents reported having faced challenges, and 95% said they lacked knowledge on the topic.”

## Mental health: a professional's view

Continuing the Summer of Mental Health theme, the BIU conducted a [podcast interview](#) with Dr Alan Currie, a UK-based clinical psychiatrist who specialises in sport. Alan discussed the differences (and similarities) between mental health issues experienced by athletes and the general population, who should take responsibility for good mental health in sport (answer: everyone, including athletes themselves) and what role the IBU/BIU Mental Health Working Group is playing in biathlon.

## Mental Health in sport

 Dr. Alan Currie  
Clinical Psychiatrist Specialised in Sport

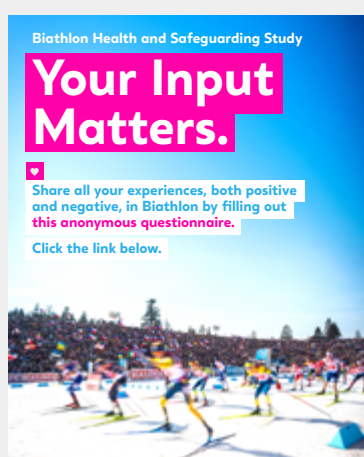


## Launch of the Biathlon Governance Framework to NFs

The IBU announced the launch of a new Biathlon Governance Framework to all National Federations (NFs), in collaboration with the BIU. The Governance Framework is a set of governance requirements for all NFs that aims to raise governance standards across biathlon. The process began with all NFs being asked to complete an initial assessment of their current governance practices with the full support of the BIU and IBU.

## Athlete health and safeguarding in the IBU—study launch

The BIU invited athletes to take part in a groundbreaking study about the mental and physical health of athletes, and their experiences of harassment and abuse in biathlon. Every day, athletes are training and competing at the highest level, but there is limited information on the negative experiences that affect them. The study, in collaboration with experts from Thomas More University, aims to fill this gap in knowledge, with the ultimate goal of further developing the BIU's safeguarding strategies.



# October

## BIU at the Play the Game Conference 2025

Alex Marshall, a BIU board member, and Julia Cook, the BIU's Governance Coordinator, gave presentations at [Play the Game 2025](#).

Alex's presentation, 'Regaining trust: building an independent integrity unit', outlined the seven-year (and counting) integrity journey of the IBU following the 2018 police raid on the IBU's headquarters in Salzburg, and the criminal investigation into former IBU president, Anders Besseberg.

**Integrity isn't stored overnight—it's earned through people, principles, and persistence.**

Julia followed with 'Creating a sports governance framework: lessons from the Biathlon Integrity Unit', highlighting key governance insights. Julia said: "Play the Game facilitates so many important conversations around sports integrity and governance and it's been great to learn more about the latest work and advancements in the field."



**"Play the Game sparks important conversations on the latest advancements in sports integrity and governance."**

### DCOs are people, too

The BIU also published a website article and social media posts reminding athletes that Doping Control Officers are on their side. Under the heading 'DCOs are people too', the BIU wrote: 'They're not the police — they're partners in keeping sport clean. From doctors and teachers to former athletes, Doping Control Officers (DCOs) dedicate their time to protect fairness and support athletes around the world. Next time you're tested, remember: they're on your side!'



### Second in-person meeting for Safe Harbour Project

The BIU joined partners of the Safe Harbour project at its 2nd Project Meeting in Bucharest (21–22 October). The agenda included discussions on the development of the IOC Classification Tool for Safeguarding Concerns and the European Network for Safe Sports.



## The Athlete Biological Passport (ABP) explained

The BIU launched a new [video](#), explaining the Athlete Biological Passport, or ABP, and how it works. Summarising, the ABP is like a biological fingerprint that helps experts spot unusual patterns that suggest cheating – even if a doping substance itself isn't found.

## Inside the Athlete Biological Passport

▶ with Chloe Levins  
Professional Biathlete



## Project Safe Voice

The BIU moved into Phase Two of Project Safe Voice, its Voice Analytics Screening Tool project, a technology-led initiative designed to strengthen the protection of clean athletes and ensure fair competition across the sport.

Field-validated and scientifically backed, Clearspeed's AI-enabled voice analytics technology assesses risk by analysing the responses to a short set of customised and automated yes/no questions for universal vocal characteristics known to be associated with risk. This delivers a point-in-time, individualised threat assessment for each participant that enables rapid, impartial assessments by the BIU to quickly clear low-risk participants, while focusing its efforts where they are most needed.

## Mental health threats

The BIU also conducted a [podcast interview](#) with Anders Overby, a former biathlete from Norway who's been coaching for 10 years, including in his practice innovative techniques to assess the personalities of the athletes in his care. As part of our series of interviews on mental health in the sport, the BIU spoke to Anders about the main threats to athletes' mental health in the sport, and how using a personality test can help him bring the best out in the athletes in his care.

## Coaching and Athlete Wellbeing

▶ with Anders Overby  
Biathlon Elite Coach



# December

## World Conference on Doping in Korea

The WADA Annual Foundation Board meeting was held on 5 December alongside the sixth World Conference on Doping in Sport in Busan, South Korea. IBU President Olle Dahlin and Board Chair Louise Reilly joined over 1,500 representatives from sports bodies, governments, anti-doping organisations, athletes, labs, researchers, and the media.

## IBU notified of CAS Arbitration Request

The IBU was notified that the Russian Biathlon Union, the Russian Paralympic Committee, and eight Russian biathletes and para-biathletes had filed a request for arbitration with CAS. The IBU stood by the Congress decision to suspend them, based on strong legal grounds, and undertook to fully cooperate with CAS while maintaining its position.

## Relaxation tips from coaches

The BIU published a series of social media posts from biathlon coaches with tips for elite athletes on how to relax and unwind during the Christmas break. Estonia's Karel Viigipuu pointed out that the Christmas break doesn't have to mean choosing between performance and people. Training together with loved ones can strengthen both body and bonds — setting the tone for the rest of the season.

"Rest your body and soul, eat well and spend time with your dear ones."

Dominik Windisch

"My suggestion would be to make trainings with beloved ones."

Karel Viigipuu

"Rest, recharge and get ready for the great biathlon events coming in the new year!"

Carlos Lannes

## The dangers of contamination

Following WADA's establishment of a Working Group on Contaminations in March 2025, the BIU focused on raising awareness of the risks of contamination among athletes and their entourages. Pointing out that contamination leading to Adverse Analytical Findings (AAFs)—and potential sanctions for Anti-Doping Rule Violations (ADRVs)—is becoming more common in sports, it highlighted the growing risk. Traditionally, food supplements were often blamed for contamination, but as methods of analysis become increasingly sophisticated and sensitive, there is a greater likelihood that contamination can be traced to other sources.

## How to deal with online abuse

The BIU also published advice to athletes on how to avoid becoming a victim of social media abuse. Online abuse or bullying, sometimes called 'trolling', is a rising problem for all users of social media. However, the BIU takes the threat of social media especially seriously because sports people are more at risk than other users.

The advice included:

- Take a deep breath and stay calm
- Report the abuse and/or seek help
- Check your settings/disable direct messaging



## Robust Testing Programme ahead of Olympics

In the lead-up to the Olympic Winter Games Milano Cortina 2026, the Biathlon Integrity Unit continued its comprehensive anti-doping testing programme. The intelligence-led programme included both in-competition and out-of-competition testing and was designed to ensure a strong and credible testing framework ahead of the Games.

During the Olympic Winter Games, responsibility for testing lay with the International Olympic Committee, through a programme operated by the International Testing Agency (ITA). In preparation, the BIU worked closely with the ITA to support the Games-time testing programme and to align pre-Games testing strategies.



## Mind Zone

At Milano-Cortina 2026, the BIU helped create the Athlete365 x Powerade Mind Zone — a welcoming space where athletes and support staff could step away from the intensity of the Games to relax, recharge, and reconnect. Visitors could unwind through simple activities like drawing, mindfulness exercises, and writing postcards, or explore practical mental health tools — all in a calm, supportive environment designed for a moment of pause. In addition, competition manipulation input was provided by IOC Athlete 365 Ambassador Dominik Windisch.

## Mona Brorsson delegated to WADA Athlete Engagement Team

Former Olympic biathlete Mona Brorsson of Sweden was part of the WADA's Athlete Engagement (AE) teams, stationed in the Athlete Villages in Milan and Cortina to deliver the 'One Play True Team' campaign, which aimed to raise awareness about doping-free sport.

# March

## "I'm at the Olympics!"

In blogs published on the BIU website, Canada's [Pascale Paradis](#) and Slovenia's [Lovro Planko](#), two of the BIU's Integrity Ambassadors, reflected on their experiences at Milano-Cortina 2026. Pascale said: "The biggest difference [was] the importance of it. Because it felt more important, I felt like I really wanted to make them [family and friends] proud. So it felt like a good kind of pressure for me because I perform well under pressure – if it's not too much pressure! Lovro said: "You know it [the Olympics] only happens once every four years, so you know it means a bit more [than a regular World Cup event]. So you want to do well. But I think that people that didn't treat it as something different maybe did the best."



## Youth and Junior World Championships

The BIU was active at the YJWCH, providing a stand with quizzes on various integrity topics. The BIU also held a seminar on the basics of anti-doping, which was well-attended, with more than 120 athletes participating.



# April

## Rule change in the ISTI

WADA published new rules in relation to blood sample collection: Waiting time after training or competition was reduced from 2 hours down to 60 minutes, including 10 minutes of seated rest.

## BIU Team Meeting

The BIU held its annual season review, with the whole team participating at the BIU's headquarters in Salzburg in planning for the season ahead. The focus was on where improvements can be made, by identifying gaps and risks.



## BIU IN NUMBERS

- A Financial Report
- B Anti-Doping
- C Education and Communication
- D Vetting
- E BIU Team

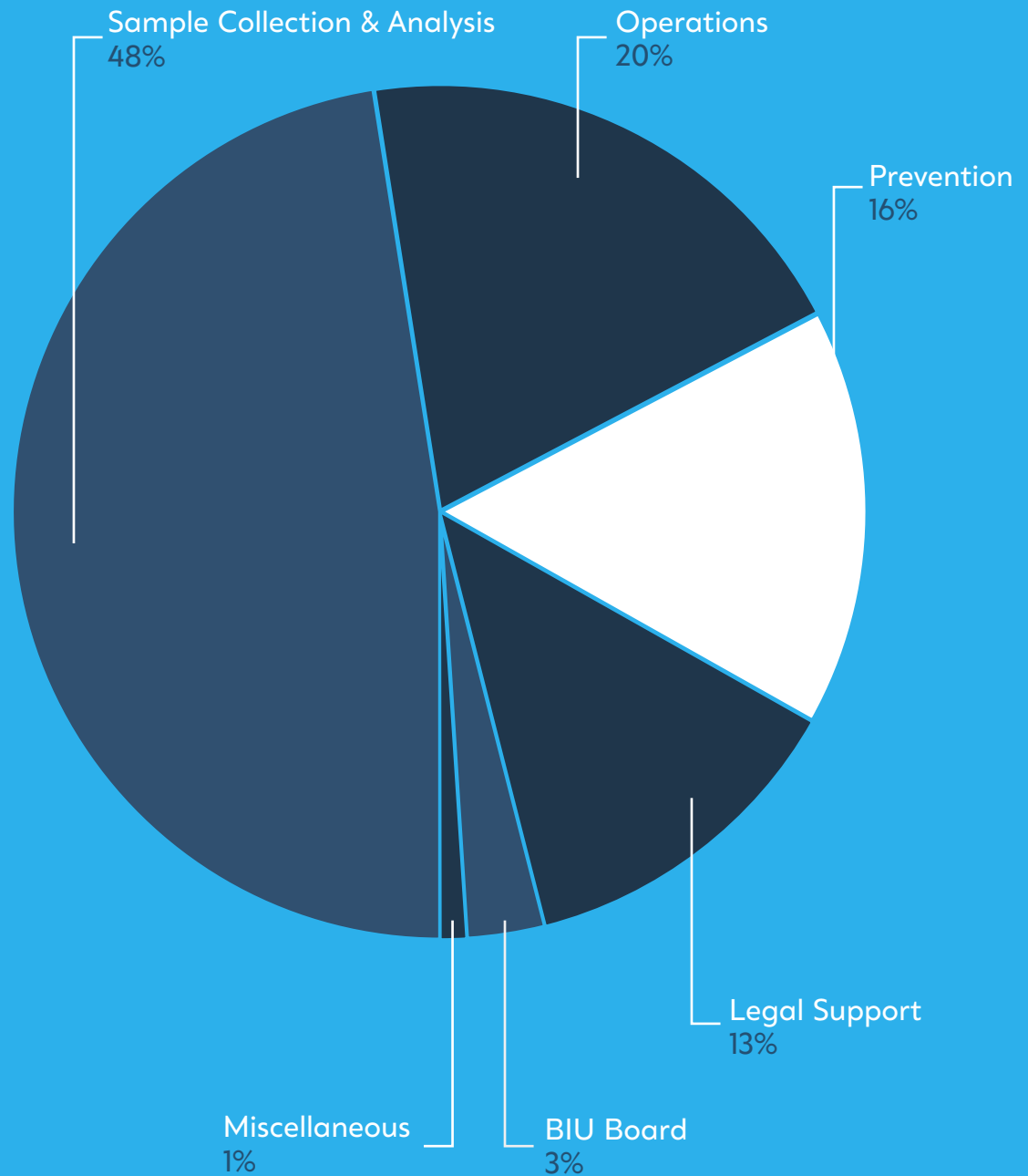
BIATHLON  
FAMILY



THE  
BIATHLON  
FAMILY

Financial report  
May 2025–April 2026

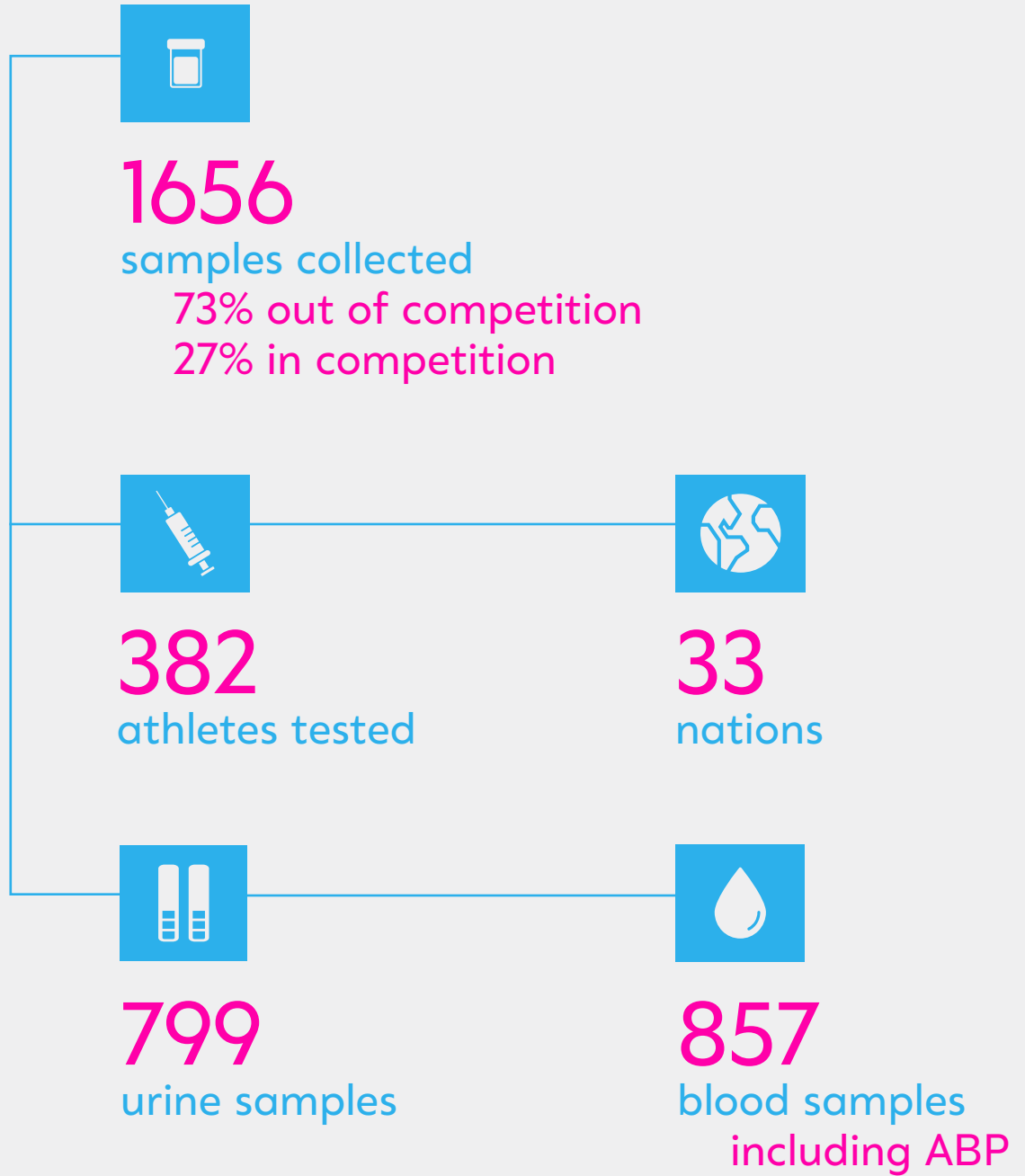
Total amount  
2.592.900 €



The Head of the BIU was remunerated 149.104.48€ between January 2025–December 2026.

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

Anti-doping sample collection and analysis (May 2025–April 2026)



## Results Management

0

Anti-Doping Rule Violations

3

national Therapeutic Use Exemptions recognized

123

athletes Registered Testing Pool

## Educational Events

5

Outreaches



2

Workshops



3

Seminars



463

Athletes and team staff  
reached from around

35

nations



863

Biathlon Integrity  
certificates issued

## Coach Education—IBU Academy

50

Coaches



35

nations reached



## Coaches Feedback

"I can become a better coach and support the athletes by giving advice or guidance to take good decisions and actions."

"With this information, I am better qualified to talk with athletes and coaches, and to recognize signs when athletes may be struggling."



Educational Materials

5

Brochures and posters



3

Videos



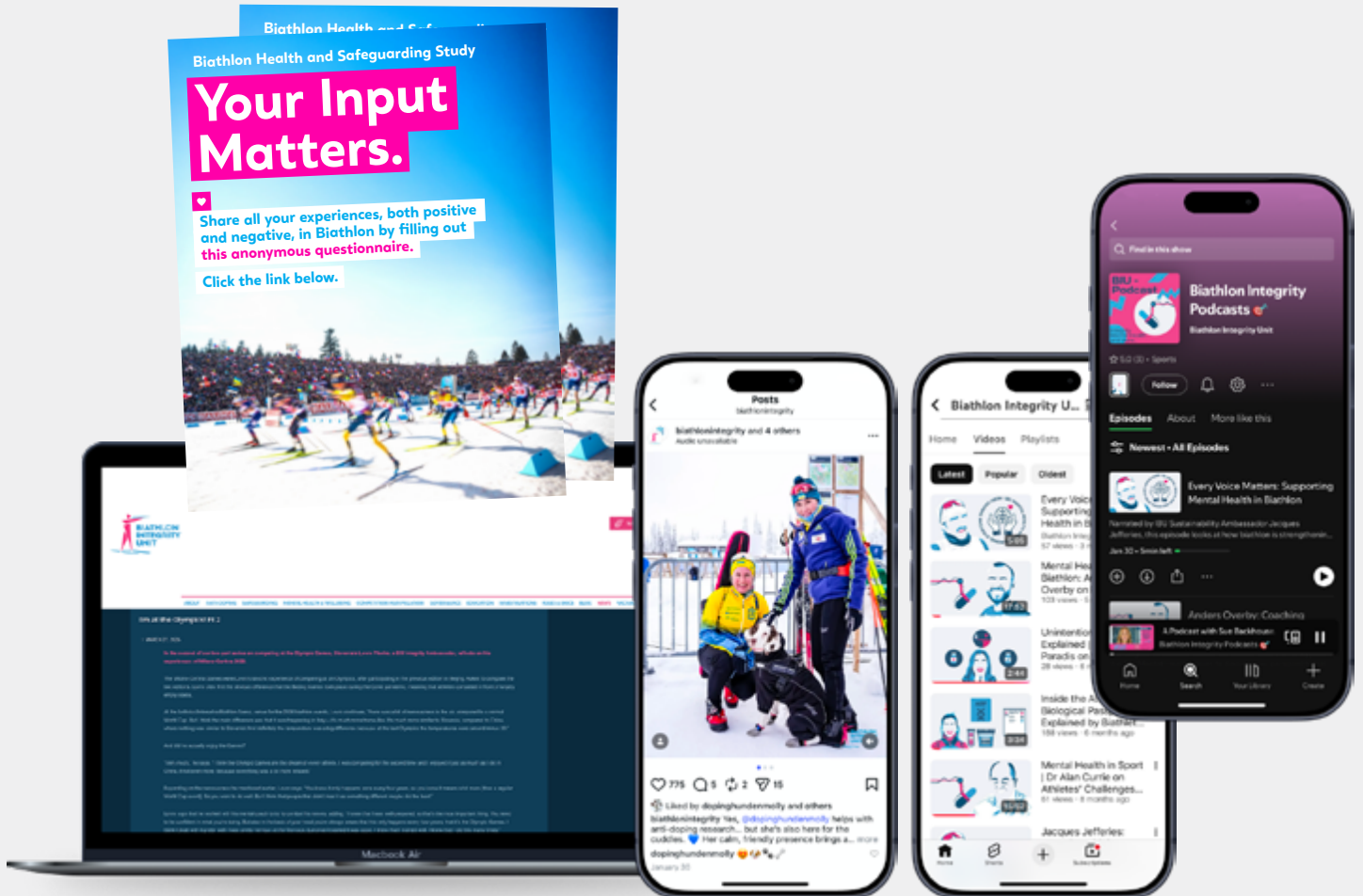
6

Podcasts



3

Blogs



Social Media Reach

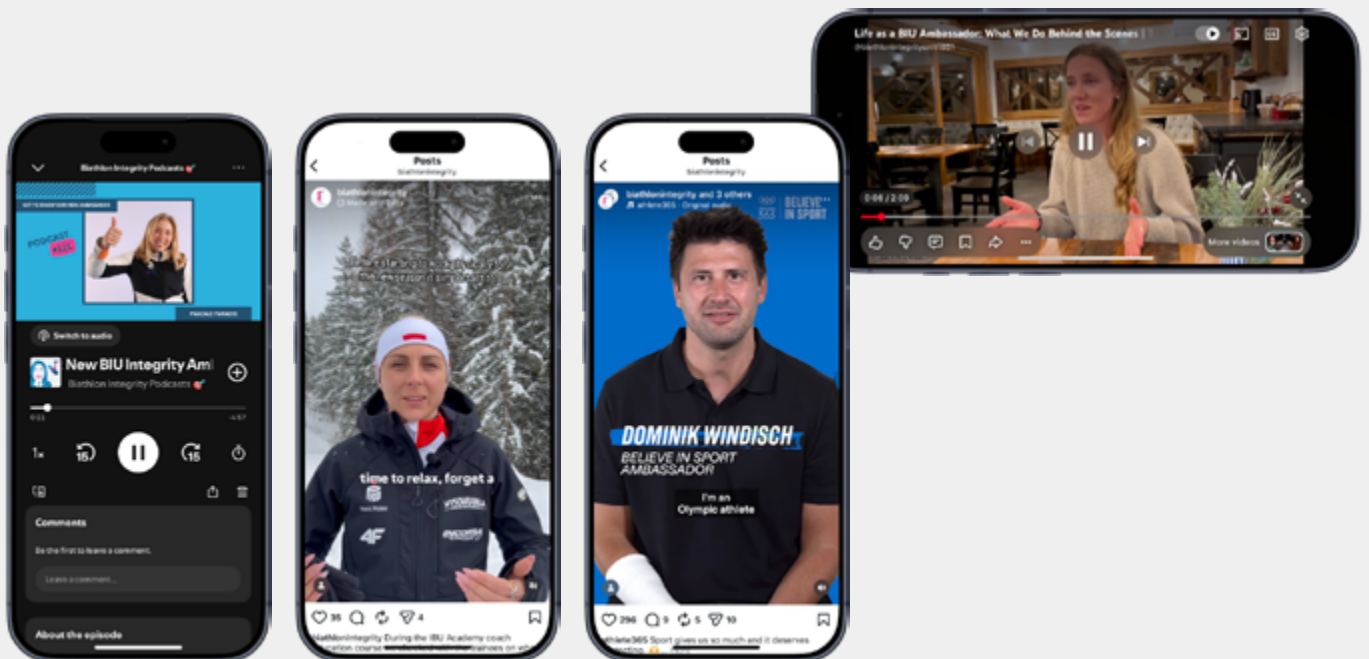
**107**  
Instagram Posts  
600k views  
21k interactions



**9**  
Youtube Videos  
80 hours viewed  
3.1k single views  
35.7k interactions



**10**  
Spotify Posts  
41 hours listened  
350 single plays



Vetting

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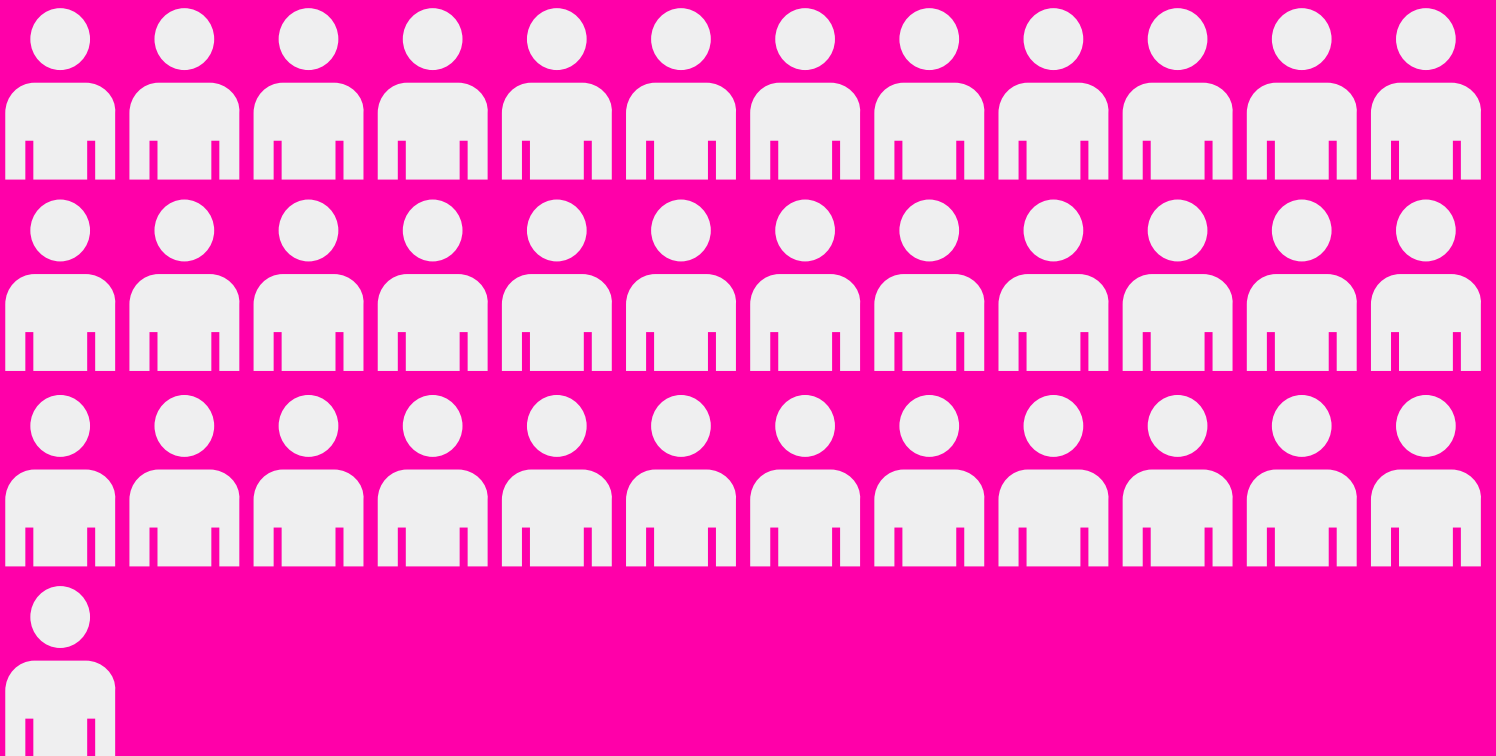
37

People researched  
for vetting purposes  
this equates to









344

hours of research  
by BIU



## BIU Team

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1	Head of Unit	
1	Office Administrator	
1	Prevention Manager	
1	Anti-Doping Coordinator	
1	Safeguarding and Education Officer	
1	Governance Coordinator	
3	Investigators	
1	Lawyer	
3	External Consultants	
1	Office Dog	

## OPERATIONAL INSIGHT

- A Exploring Innovation: Voice Analysis Pilot
- B Strengthening Athlete Wellbeing and Safeguarding Support
- C National Federations Governance Framework Launched
- D Intelligence-Led Testing Ahead of Milano Cortina 2026

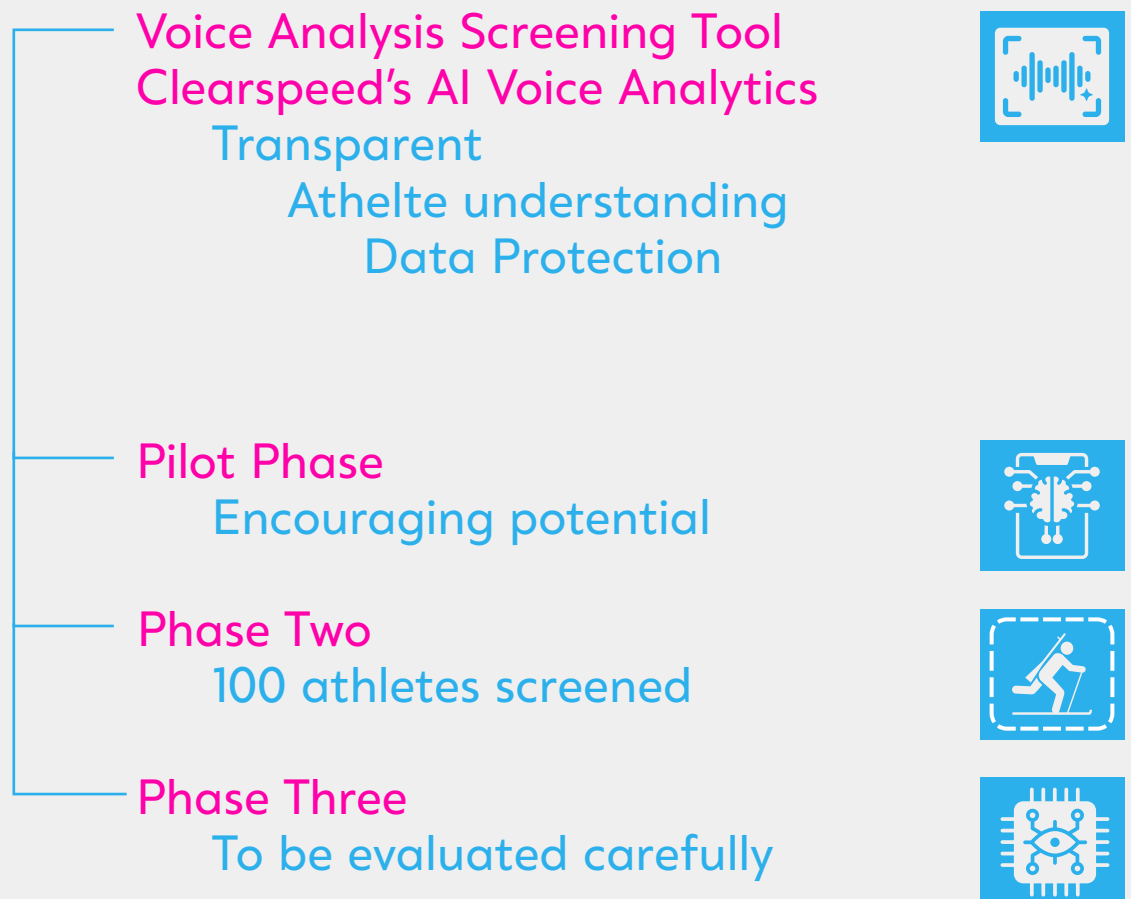


### Exploring Innovation: Voice Analysis Pilot

The BIU has continued to explore the responsible and ethical use of technology to support clean sport and strengthen the effectiveness of its anti-doping programmes. Its Voice Analysis Screening Tool project, now publicly known as Project Safe Voice, uses Clearspeed's AI-enabled voice analytics technology to support point-in-time risk assessment through a short series of automated yes-or-no questions. Participation in the process is entirely voluntary, private and non-invasive, with a strong emphasis placed on transparency, athlete understanding and data protection.

The pilot phase demonstrated encouraging potential for the technology, while also reinforcing the importance of careful implementation, athlete trust, robust ethical oversight and practical event logistics. Valuable insights gained during the initial phase have helped shape further development of the project and refine operational procedures for future use.

The BIU has now progressed into Phase Two of the initiative, with more than 100 international-level athletes screened to date across selected events and activities. When applied appropriately and alongside existing anti-doping measures, this type of tool has the potential to help the BIU clear lower-risk participants more efficiently, while allowing testing, intelligence and investigative resources to be more effectively focused where they are most needed. The project continues to be evaluated carefully to ensure that innovation is balanced with fairness, integrity and respect for athletes.



**Strengthening Athlete Wellbeing and Safeguarding Support**

The BIU has also continued to support the IBU’s wider work on athlete wellbeing and safeguarding. Through the Mental Health Working Group, the BIU and IBU have been developing a more structured approach to mental health support across biathlon, with a focus on athletes, coaches and support teams, and have produced several key documents and initiatives, including the Wellbeing Charter, the Mental Health Policy, and the Mental Health Strategy. [Mental Health—Key Documents—Biathlon Integrity Unit](#)

This work recognises that wellbeing is closely linked to safe sport, performance and integrity. The planned IBU wellbeing support programme is designed to improve access to support, reduce stigma and increase mental health literacy across the sport. It also reflects the BIU’s wider safeguarding role by helping ensure that concerns affecting athlete welfare are recognised earlier and addressed more effectively.

The aim is to move beyond awareness alone and build a practical support model that can be understood and used by the biathlon community. This remains an important step in creating safer, healthier and more resilient environments for athletes and those around them.



## National Federations Governance Framework Launched

The development and rollout of the Biathlon Governance Framework marked a major step forward in supporting stronger, more consistent governance across the biathlon community. The Framework has been created by the BIU in collaboration with the IBU and is designed to help National Federations meet clear standards linked to transparency, accountability, ethical conduct and safe sport.

The work began with engagement at the 2024 IBU Congress and continued through the creation of a geographically diverse Governance Consultation Working Group, including National Federation and athlete representation. The full Framework was then launched to National Federations in October 2025, with an initial assessment covering NF information, safeguarding, dispute resolution and financial transparency.

The BIU's Governance Coordinator role supports this work by helping National Federations understand the Framework, access resources and strengthen their governance arrangements in a practical and proportionate way.



### Intelligence-Led Testing Ahead of Milano Cortina 2026

In the lead-up to the Olympic Winter Games Milano Cortina 2026, the BIU delivered a comprehensive intelligence-led anti-doping testing programme covering both in-competition and out-of-competition testing. The programme was built around close coordination with the ITA and National Anti-Doping Organisations, with testing responsibility reviewed through a multi-factor risk assessment covering competition level, performance trends, qualification pathways, seasonal progression and relevant intelligence indicators.

This approach helped ensure that athletes with the potential to qualify for the Games, including emerging athletes and those on the margins of qualification, were appropriately covered. Between 1 May 2025 and 30 January 2026, the BIU collected 1,332 samples, with 80% collected out of competition and 20% in competition. All athletes ranked in the top 30 of the overall World Cup standings were tested at least three times out of competition during that period. The programme also supported the Games-time testing strategy through cooperation with the International Testing Agency.



- A Education
- B Safeguarding
- C Wellbeing / Mental Health



## Education

### Values Workshop

Values are at the heart of sport—guiding how athletes compete, make decisions, and define success beyond results.

The BIU's Values Workshop, delivered with young athletes from 20 nations during the IOC-IBU development camp, used anti-doping as a starting point to explore this deeper theme. Moving beyond theory, the session focused on how personal and sporting values influence everyday choices, especially around performance enhancement. By reflecting on what truly matters to them, athletes gained a clearer understanding of how their values shape their actions—on and off the field.



### Stronger Coaching: BIU × IBU Academy

The BIU continued its collaboration with the IBU Academy by delivering several sessions as part of the IBU Academy Coach Education programme. These sessions primarily covered the fundamentals of anti-doping and safeguarding, with a strong focus on case studies, group discussions, and providing coaches with the opportunity to share their experiences and learn from one another.

One participant in the level-three course said: "Lucie [Rothauer, the BIU's Prevention manager] and Katharina [Gatterer, the BIU's Safeguarding & Education Officer] have been doing a great job at engaging what many have put off as a 'boring' topic over the years, and I think they are really starting to make a meaningful impact in our sport as a whole with their presentations on Safeguarding and Welfare of the coaches and participants."

### Collaboration with Development Department

In the past year, the BIU has continued its close co-operation with the IBU's Development Department: both through the courses it offers, but also when it comes to sharing resources and moving topics forward. The next practical step is that the BIU's online courses are being moved to sit within the 'Learning Suite' Platform of the IBU Academy.



**Podcasts**

The BIU produced six podcast interviews in the course of the year, available via its website but also through podcast platforms such as Spotify and YouTube.

Podcast interviews enable us to bring real-life expertise to topics such as anti-doping, mental health, safeguarding, unintentional doping and insights from our BIU Integrity Ambassadors, in a highly accessible format.

The interviews, a goldmine of tips, experience and information lasting usually between 15 and 20 minutes each, can be found via the BIU's [YouTube channel](#).



BIU  
[Youtube account](#) ↗  
[Spotify account](#) ↗

**Videos**

Our podcast interviews are supported by videos that use bespoke graphics and voiceovers to help explain and demystify some of the more complex integrity topics faced by athletes and their entourages.

For example, in a [video](#) voiced by BIU Integrity Ambassador Chloe Levins we set out to explain the Athlete Biological Passport: what it is and how it works.

In the short, informative video Chloe explains that the ABP is a tool used in sports to reveal doping indirectly by tracking the physiological effects of prohibited substances and/or methods. She goes on to explain the process by which urine and blood samples are analysed and the biological markers that could provide evidence of doping.

We believe that our videos provide valuable and memorable back-up to our in-person offer of education courses and workshops at races and other events throughout the season.



### One year of the Safe Harbour Project

Together with other participants, the BIU, in collaboration with the IBU, celebrated one year since the launch of the Safe Harbour Project, in January 2025. The Safe Harbour Project, short for 'Strengthening Response Mechanisms for Safeguarding in European Sport', is a 30-month project co-funded by the European Union through the Erasmus+ Sport Programme 2024.

In the course of the first year, the participants, which include International Federations, National Olympic Committees, expertise from the Thomas More and Asser Institute and the International Olympic Committee as a resource, continued to strengthen their co-operation through regular meetings, peer-to-peer discussions and thematic seminars.

These included the second in-person meeting of the participants in Bucharest, Romania, along with the publication of the [Safe Harbour GAP Report](#), an overview of existing safeguarding procedures, reporting mechanisms and organizational capacities across partners of the project.

Meanwhile, the European Response Framework – a model aligned with IOC safeguarding standards but adapted to Europe's legal and institutional landscape – was drafted.

Those interested in staying up to date with the project can subscribe to the [newsletter](#).

[Safe Harbour Project](#)  
[Safe Harbour GAP Report](#) ↗



The IBU and BIU are committed to improving mental health in biathlon. Biathlon is more than a sport. It's a community: one built on trust, safety and support, and which recognises that mental health and wellbeing are essential to unlocking potential, focus, resilience and competitive excellence, where every individual is supported to perform at their best, to enjoy the sport and to thrive within it.

Since the launch by the IBU and BIU of the Mental Health Working Group in January 2025, major strides have been taken in addressing the issue of mental health and wellbeing in the sport. The group's wide-ranging expertise includes current and former athletes who have moved to relevant roles within the sport.

**Biathlon is more than a sport. It's a community: one built on trust, safety and support and which recognises that mental health and wellbeing are essential to unlocking potential, focus, resilience and competitive excellence.**



## IBU Wellbeing Charter, Policy and Strategy

The BIU supported the IBU in launching the IBU Wellbeing Charter, Policy and Strategy.

The [IBU Wellbeing Charter](#) puts people first, promoting mental, physical, emotional, and social health across the biathlon community. Rooted in respect, integrity, and safety, it sets clear principles and shared responsibilities for athletes, coaches, staff, federations, and fans. The Charter supports personal growth, performance, and a culture where everyone feels valued and empowered to thrive.

Mental health is as vital to success in biathlon as physical preparation. [The IBU Mental Health and Wellbeing Policy](#) sets a clear, shared standard for creating psychologically safe, inclusive, and supportive environments across the biathlon community. Through the Policy, the IBU, National Federations, and Organising Committees are working together to reduce stigma, provide accessible support, and turn commitment into meaningful action.

[The IBU Mental Health and Wellbeing Strategy \(2025–2029\)](#) provides a clear roadmap for embedding mental health and holistic wellbeing across biathlon. From governance and education to event support and emergency response, it turns the Wellbeing Charter into action, guiding the IBU, National Federations, and Organising Committees to create healthier, more supportive environments for the entire biathlon community.

### IBU

[IBU Wellbeing Charter](#) ↗

[The IBU Mental Health and Wellbeing Policy](#) ↗

[The IBU Mental Health and Wellbeing Strategy \(2025–2029\)](#) ↗



### Milano-Cortina Mind Zone

The [Athlete365 x Powerade Mind Zone](#), first introduced in Paris, made its next stop in all Olympic Villages of Milano-Cortina, including the biathlon venue at Anterselva, supporting athletes on their journey towards the Olympic Winter Games.

The idea behind the Mind Zone is simple but powerful: to provide a quiet, welcoming space where athletes can relax, recharge, and mentally reset in the middle of intense competition schedules. In venues that are often loud, busy, and emotionally charged, this space offered something rare: calm.

Staffed by BIU personnel, the space was promoted through IOC-led information events for Welfare Officers, athlete collaborations on social media and word of mouth. Once athletes knew it was there, they came—and kept coming back.

Athletes used the space in many ways. Some came to cool down after training, others to focus before a race. Some had online sessions with their mental health coaches, while others wrote postcards, explored a mindfulness exercise with VR goggles, doodled or drew, or simply enjoyed a moment with a handful of gummy bears.



Biathlon Integrity Unit  
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