



INTERNATIONAL  
**BIATHLON**  
UNION

*INTERNATIONAL BIATHLON UNION*

# ***BIATHLON INTEGRITY***

# ***UNIT RULES***

*Effective 19 October 2019*

## Table of Contents

|   |           |
|---|-----------|
| <b>Part I: <i>Biathlon Integrity Unit</i></b> | <b>1</b>  |
| 1. Introduction                               | 1         |
| 2. Responsibilities                           | 1         |
| 3. Location                                   | 2         |
| 4. Operating Structure                        | 2         |
| 5. Staff                                      | 2         |
| 6. Systems and security                       | 3         |
| 7. Website and branding                       | 3         |
| <b>Part II: The <i>BIU Board</i></b>          | <b>3</b>  |
| 8. Composition                                | 3         |
| 9. Appointment                                | 3         |
| 10. Powers                                    | 5         |
| 11. Duties                                    | 6         |
| 12. Meetings, voting and motions              | 8         |
| 13. Reporting                                 | 9         |
| 14. Indemnity, remuneration, and expenses     | 9         |
| <b>Part III: The <i>Head of the BIU</i></b>   | <b>10</b> |
| 15. Appointment                               | 10        |
| 16. Responsibility                            | 10        |
| <b>Part IV: Finances</b>                      | <b>12</b> |
| 17. Funding                                   | 12        |
| 18. Accounts                                  | 13        |

## PART I: BIATHLON INTEGRITY UNIT

---

### 1. Introduction

- 1.1 Article 28 of the *IBU Constitution* requires the *IBU* to establish and maintain a comprehensive *IBU Integrity Code*, and to set up a *Biathlon Integrity Unit (BIU)* with the following mandate:
- 1.1.1 to maintain public confidence in the integrity of the sport of *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
  - 1.1.2 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 the *Constitution* and the *Rules*.
- 1.2 These *BIU Rules* were adopted at the *Extraordinary Congress meeting* that took place in October 2019. They supplement Part VIII of the *Constitution* -- which sets out the mandate and powers of the *BIU* and its operational independence (Articles 28 and 29) -- by setting out and defining the structure and operations of the *BIU*, including the respective powers, roles, responsibilities and authority of the *BIU Board* and the *Head of the BIU*, and its finances.
- 1.3 These *BIU Rules* come into effect as from 19 October 2019. From that date, they supersede any previous *IBU* rules covering the same subject-matter. The *Executive Board* may amend and/or supplement them from time to time at the request of the *BIU Board*, subject to the ultimate authority of *Congress*. In case of any conflict between these *BIU Rules* and the *Constitution*, the *Constitution* will prevail.
- 1.4 These *BIU Rules* are governed by and will be interpreted in accordance with the laws of Austria and the rules of interpretation set out in Appendix 1 of the *Constitution*.
- 1.5 Unless stated otherwise, the definitions and rules of interpretation set out in Appendix 1 to the *Constitution* will also apply to these *BIU Rules*. Defined terms are in italics.

### 2. Responsibilities

- 2.1 As per Article 28.3 of the *Constitution*, the main responsibilities of the *BIU* will include:
- 2.1.1 to educate all *IBU Officials* (including *IBU Staff*), *NF Members*, *NF Member* office-holders and staff, *Athletes*, *Athlete Support Personnel*, and others who are bound by the *IBU Integrity Code* about their obligations thereunder, and to monitor their compliance with those obligations;
  - 2.1.2 to monitor compliance by the *IBU* with its obligations as a signatory to the *World Anti-Doping Code* and with its other governance and ethical compliance obligations set out in the *Constitution* and the *Rules*;
  - 2.1.3 in the name of the *IBU*, to investigate potential violations of the *IBU Integrity Code*;

- 2.1.4 in the name of the *IBU*, to prosecute alleged violations of the *IBU Integrity Code* before the *Disciplinary Tribunal*;
- 2.1.5 in the name of the *IBU*, to pursue/defend appeals to the *CAS* from decisions of the *Disciplinary Tribunal*; and
- 2.1.6 to obtain relevant intelligence and information from and to share relevant intelligence and information with other relevant authorities.

### **3. Location**

- 3.1 The *BIU* will have its headquarters at one or more locations, as decided by the *Executive Board* on the recommendation of the *BIU Board*.
- 3.2 The *BIU* will be located in premises that are wholly separated from the headquarters and any other offices of the *IBU*. They may be in the same building as *IBU* offices, provided that they are capable of being secured so that no one may access them without the knowledge and agreement of the *BIU Staff*.

### **4. Operating Structure**

- 4.1 The operating structure of the *BIU*, including any departments or divisions, and staffing structures, will be approved by the *BIU Board* on the recommendation of the *Head of the BIU*.
- 4.2 If agreed by the *Secretary General*, the *BIU* may use functions and services provided by *IBU Staff* on agreed terms, provided that at all times the independence of the *BIU* is not compromised and the confidentiality of the *BIU's* work is maintained.
- 4.3 The *Head of the BIU* and the *Secretary General* will agree on written protocols and policies to the extent necessary to manage any day-to-day matters relevant to both the *BIU* and the *IBU* generally. This may include matters such as external communications on integrity-related matters, disclosure of information received by the *IBU* that relates to the work of the *BIU*, and staff policies and procedures. These protocols and policies must, to the extent practicable, preserve the independence of the *BIU* and the confidentiality of its work.

### **5. Staff**

- 5.1 All *BIU Staff* will be employed or engaged by the *IBU*, but will report to the *Head of the BIU* or his/her designee.
- 5.2 All permanent positions for *BIU Staff* will be publicly advertised on the official *BIU* website and the official *IBU* website unless the positions are filled by persons who are existing *IBU Staff*.
- 5.3 No person may be employed or engaged as *BIU Staff* if they are *IBU Staff* or otherwise an *IBU Official*.



## 6. Systems and security

- 6.1 The *Head of the BIU* will put sufficient systems and procedures in place to ensure the security of all information held by the *BIU* and that such information is kept confidential (including from *IBU Officials* and *IBU Staff*) in all material respects. Such systems and procedures should meet current best practice business accreditation standards and must be strictly compliant with applicable data protection and privacy laws. The *Head of the BIU* will ensure such systems and procedures are documented.

## 7. Website and branding

- 7.1 The *BIU* will establish and maintain its own official *BIU* website, in the name of the *Biathlon Integrity Unit*.
- 7.2 The *BIU* will have its own branding, which reflects both its connection to and its independence from the *IBU*. All branding of the *BIU* must be designed in consultation with, and approved by, the *President*.
- 7.3 All intellectual property of the *BIU*, including its branding, will be owned by the *IBU*.
- 7.4 The *BIU Board* will establish policies and procedures for the use of the branding, in consultation with the *President*.

## PART II: THE *BIU* BOARD

---

## 8. Composition

- 8.1 In accordance with Article 29.3 of the *Constitution*, the *BIU Board* will be composed of three independent members, a member of the *Executive Board*, and the *Head of the BIU*.
- 8.2 Each member of the *BIU Board* is an *IBU Official*. Therefore, in order to be appointed to the *BIU Board*, a person must be *Eligible* in accordance with Article 26 of the *Constitution*.
- 8.3 In accordance with Article 27.1 of the *Constitution*, an *ad hoc* screening panel made up of independent persons appointed by the *Executive Board* will identify and determine the independence and *Eligibility* of candidates for appointment as independent members of the inaugural *BIU Board*. Subject strictly to the foregoing, the *Vetting Panel* will identify and determine the independence and *Eligibility* of candidates to fill any vacancies that arise among the independent members of the *BIU Board*, and to address any issue that arises about their independence and/or *Eligibility* subsequent to such appointment. If after their appointment an independent member of the *BIU Board* is determined by the screening panel or *Vetting Panel* (as applicable) not to be *Eligible*, the position of that member on the *BIU Board* will be automatically vacated.

## 9. Appointment

- 9.1 In accordance with Article 12.2.8 of the *Constitution*, the independent members of the inaugural *BIU Board* will be appointed by *Congress* at the *Extraordinary Congress meeting* held

in October 2019, and subsequent *BIU Boards* will be appointed by *Congress* at subsequent *Election Congress* meetings. In each case, the appointment process will take place as follows:

- 9.1.1 In accordance with Article 27.1 of the *Constitution*, an *ad hoc* screening panel in 2019 and the *Vetting Panel* thereafter will identify and recommend persons to *Congress* for appointment as independent members of the *BIU Board*, after the advertising of these positions publicly on the official *IBU* website (for all vacancies arising after the 2019 *Congress*), and based on such assessments, interviews and enquiries of applicants as the panel sees fit to conduct.
- 9.1.2 *Congress* will appoint the three independent members of the *BIU Board* in accordance with Article 12.2.8 of the *Constitution*, including appointing one of them as chairperson of the *BIU Board*.
- 9.1.3 The *Executive Board* will elect an *Executive Board* member to be a non-voting member of the *BIU Board* no later than the first *Executive Board* meeting held after the *Congress* meeting.
- 9.1.4 The *Head of the BIU* will also be a non-voting member of the *BIU Board*. If at any point the position of *Head of the BIU* is vacant, his or her position on the *BIU Board* will also be vacant.
- 9.2 Subject to Rule 9.4, the term of office for the members of the inaugural *BIU Board* will end at the close of the first *Election Congress* meeting held after the *Extraordinary Congress meeting* in October 2019, and the term of office for the members of subsequent *BIU Boards* will be approximately four years, commencing at the close of the *Election Congress* meeting at which they are appointed, and expiring at the close of the next *Election Congress* meeting at which they are replaced. This will not apply to the *Head of the BIU*, however, who will remain a member of the *BIU Board* throughout.
- 9.3 A member may be re-appointed to the *BIU Board* at the end of their term, save that no member may serve more than three full terms, consecutively or otherwise.
- 9.4 If at any time the position of a member of the *BIU Board* is vacated by the person appointed or elected to it prior to the expiry of their term of office for any reason (including (i) resignation; (ii) death; (iii) a decision that the person is no longer *Eligible*; (iv) their removal or retirement in accordance with the *Constitution*; or (v) their removal for serious breach or repeated or persistent breach of duties):
  - 9.4.1 If it is the position of an independent member that becomes vacant, it will be filled until the next *Congress* meeting by a person appointed by the *Executive Board* on the recommendation of the *Vetting Panel*, with such appointment to be put to *Congress* for ratification at its next meeting.
  - 9.4.2 If it is the position of the *Executive Board* member that becomes vacant (whether because they cease to be an *Executive Board* member or for any other reason), they will be replaced on the *BIU Board* by another *Executive Board* member chosen by the other *Executive Board* members.

- 9.4.3 If the *Head of the BIU* leaves the employ of the *IBU*, he or she will be replaced on the *BIU Board* by his or her successor as *Head of the BIU*.

## 10. Powers

- 10.1 The *BIU Board* will be responsible for governing the *BIU* and ensuring it carries out its role and responsibilities in accordance with the *Constitution* and these *BIU Rules*.

- 10.2 The *BIU Board* will have the power to:

- 10.2.1 approve and review a strategic plan for the *BIU* (which shall include provision for external audit of the *BIU's* operations by an independent external agency) and regularly monitor progress against that strategic plan;
- 10.2.2 approve and review an annual plan, budget and three-year forecast of funding requirements for the *BIU*, and regularly monitor progress against the annual plan and budget;
- 10.2.3 approve and review the anti-doping and integrity programmes for the *BIU*, on the recommendation of the *Head of the BIU*;
- 10.2.4 appoint (including all terms and conditions of such appointment) and monitor the performance of the *Head of the BIU* and, if necessary, terminate such appointment;
- 10.2.5 identify and manage the risks arising in relation to the *BIU* and the *IBU Integrity Code*;
- 10.2.6 consider and recommend to the *Executive Board* any amendments to the *Constitution* and the *Rules* (including these *BIU Rules* and the *IBU Integrity Code*) that are relevant to the mandate of the *BIU*;
- 10.2.7 approve and amend policies and procedures for the operation of the *BIU*, in particular to ensure that it operates independently from the *IBU* (provided that such policies and procedures are not inconsistent with the *Constitution*);
- 10.2.8 establish committees of the *BIU Board* and other groups, taskforces or persons to carry out particular aspects of the work of the *BIU Board* under its delegated authority;
- 10.2.9 approve decisions of the *Head of the BIU* as to:
  - 10.2.9.1 whether the *BIU* (in the name of the *IBU*) should bring proceedings for violation of the *IBU Integrity Code*;
  - 10.2.9.2 whether the *BIU* (in the name of the *IBU*) should agree the outcome of any proceedings with the subject(s) of the proceedings without reference to the *Disciplinary Tribunal*;

- 10.2.9.3 whether the *BIU* (in the name of the *IBU*) should appeal decisions of *Disciplinary Tribunals* in cases arising under the *IBU Integrity Code* to *CAS*; and/or
- 10.2.9.4 whether the *BIU* (in the name of the *IBU*) should participate in any appeal or other proceeding before *CAS* or any other forum to which the *IBU* is not a party;
- 10.2.10 approve and amend policies and procedures for the making of other decisions permitted or required of the *Head of the BIU* under the *IBU Integrity Code* and/or these *BIU Rules*;
- 10.2.11 if requested by the *Head of the BIU*, make decisions permitted or required of the *Head of the BIU* as set out in the *IBU Integrity Code* or in these *BIU Rules*;
- 10.2.12 make recommendations to the *Executive Board* or *Congress* on any proposal by the *Executive Board* or *Congress* to suspend or sanction *NF Members*;
- 10.2.13 supervise the control of expenditure and prudently use the funding allocated to the *BIU*;
- 10.2.14 recommend to the *Executive Board* the opening in the name of the '*IBU – Biathlon Integrity Unit*' of such bank accounts as the *BIU Board* considers necessary or helpful to carry out the *BIU's* mandate;
- 10.2.15 engage, contract or otherwise agree to obtain the assistance or advice of any person or organization to assist in carrying out the *BIU's* mandate;
- 10.2.16 establish policies and procedures containing delegations of authority and limits of authority for the *Head of the BIU* and other *BIU Staff* to ensure the necessary control of funds and expenditure of the *BIU*;
- 10.2.17 approve major transactions relating to the *BIU* in accordance with the limitations and procedures agreed with the *Executive Board*;
- 10.2.18 report to *Congress* and the *Executive Board* in accordance with the *Constitution* and these *BIU Rules*; and
- 10.2.19 subject to the *Constitution*, do all other things necessary or desirable to fulfil the mandate of the *BIU* set out in Article 28 of the *Constitution*.

## 11. Duties

- 11.1 All members of the *BIU Board* are required at all times to:
  - 11.1.1 act at all times in good faith and in the best interests of the *BIU*;
  - 11.1.2 exercise the powers of the *BIU Board* for proper purposes;



- 11.1.3 act, and ensure the *BIU Board* acts, in accordance with the *Constitution* and the *Rules*, including the *IBU Integrity Code* and these *BIU Rules*;
- 11.1.4 maintain a reputation for high standards of business conduct;
- 11.1.5 comply with and do not publicly disagree with *BIU Board* decisions, even if privately they do not agree with them;
- 11.1.6 act independently from the organs of the *IBU*, including the *President*, *Vice-President*, *Secretary General*, *Executive Board*, and Committees, save to the extent specified in these *BIU Rules*;
- 11.1.7 not agree to, nor cause or allow, the activities of the *BIU* to be carried on in a manner likely to create a substantial risk of serious loss to the *IBU's* creditors;
- 11.1.8 not agree to the *BIU* incurring any obligations unless they reasonably believe at that time that the *BIU* will be able to perform the obligations when it is required to do so;
- 11.1.9 except for the chairperson, not speak or make statements publicly on behalf of the *BIU Board* unless authorised to do so by the chairperson, or in accordance with delegated authority in writing from the *BIU Board*;
- 11.1.10 exercise the care, diligence and skill that any reasonable *BIU Board* member would exercise in the same circumstances;
- 11.1.11 disclose to the *BIU Board* the nature and extent of any interest that they have in a transaction or proposed transaction of the *BIU* as soon as they become aware of such interest or such transaction;
- 11.1.12 not disclose to any *Person* information that they would not have had access to other than in their capacity as an *BIU Board* member, or make use of or act on that information except:
  - 11.1.12.1 for the purposes of the *BIU*, as agreed by the *BIU Board*; or
  - 11.1.12.2 as required by law;
- 11.1.13 make reasonable efforts to attend and actively participate in all *BIU Board* meetings; and
- 11.1.14 participate in an annual review of the *BIU Board's* performance in the manner decided by the *BIU Board*.
- 11.2 In addition to their general duties as a member of the *BIU Board*, the chairperson of the *BIU Board* has the following responsibilities:
  - 11.2.1 to be the lead ambassador and spokesperson for the *BIU*, together with the *Head of the BIU*, in accordance with policies decided by the *BIU Board*;

- 11.2.2 to promote the *BIU* and liaise and co-operate with other sports organisations, public and private organisations and authorities (including *WADA*) and other stakeholders, including the media;
  - 11.2.3 to chair meetings of the *BIU Board* and lead the work of the *BIU Board*, including ensuring it implements good governance practices, functions effectively, acts within its powers, and meets its obligations and responsibilities;
  - 11.2.4 to support, monitor and liaise with and to form a strong collaborative working relationship with the *Head of the BIU*; and
  - 11.2.5 to authorise transactions and sign documentation binding the *IBU* only (a) together with at least one other member of the *BIU Board*; and (b) in accordance with decisions, policies and procedures decided by the *BIU Board*, or as otherwise specified in these *BIU Rules*.
- 11.3 In addition, as per Article 27.1 of the *Constitution*, the responsibilities of the three independent members of the *BIU Board* include sitting together as the *Vetting Panel* referenced at Article 27 of the *Constitution*.
- 12. Meetings, voting and motions**
- 12.1 Meetings of the *BIU Board* will occur at such regular intervals as the *BIU Board* may decide, and may also be called at any time by the chairperson or any two members of the *BIU Board*. Except to the extent set out in the *Constitution* or in these *BIU Rules*, the *BIU Board* will regulate its own procedure.
- 12.2 *BIU Board* members may participate in any meeting of the *BIU Board* without being physically present. Such meetings may occur by telephone, through video conference facilities or by other means of verbal communication provided that prior notice of the meeting is given to all *BIU Board* members, and all persons participating in the meeting are able to hear each other effectively and simultaneously. Participation by any *BIU Board* member in this manner at a meeting will constitute the presence of that *BIU Board* member at that meeting.
- 12.3 The quorum for a *BIU Board* meeting will be three *BIU Board* members, of which at least two must be independent members of the *BIU Board*.
- 12.4 Each independent member of the *BIU Board* present at the meeting will be entitled to one vote on each motion. Voting by proxy or by letter is not permitted. The two non-voting members of the *BIU Board* may express their views on a motion, but such views will not be counted for voting purposes. Unless expressly specified otherwise in these *BIU Rules*, all motions will be carried by the votes of at least two of the independent members of the *BIU Board*. Any tied vote on a motion will not be carried; the chairperson will not have a deciding vote. Except for motions passed outside of a *BIU Board* meeting under Rule 12.5, voting at *BIU Board* meetings will be by voice, or (upon request of any independent member of the *BIU Board*) by show of hands or by secret ballot.

- 12.5 A motion in writing signed or consented to by email, facsimile or other forms of electronic communication by all the independent members of the *BIU Board* will be valid as if it had been passed at a meeting of the *BIU Board*. Any such motions may consist of several documents in the same form, each signed or consented to by one or more Independent members of the *BIU Board*.

### 13. Reporting

- 13.1 The *BIU Board* will:

13.1.1 prepare and a written annual report, for circulation to *NF Members* by the *Secretary General* (in the year of an *Ordinary Congress meeting*, it will be circulated as part of the handbook distributed to *NF Members* for that meeting); and

13.1.2 prepare and present a report to each *Ordinary Congress meeting*, in accordance with Article 29.7 of the *Constitution*. The presentation at *Congress* will be made in person by the chairperson or (if the chairperson is unavailable) by one of the other independent members of the *BIU Board*.

- 13.2 The *BIU* reports will also be published on the official *BIU* website and the official *IBU* website after circulation to *NF Members* in accordance with Rule 13.1.1 or after presentation at the *Congress* meeting in accordance with Rule 13.1.2.

- 13.3 The *BIU Board* will provide the following information to the *Executive Board* between *Congress* meetings:

13.3.1 information as to the *BIU*'s financial position, on a quarterly basis, at the first *Executive Board* meeting in the following quarter, in a form agreed between the *BIU Board* and the *Executive Board*, taking into account the independence of the *BIU* and the requirement for confidentiality of its work;

13.3.2 financial and non-financial information necessary for the *IBU* to compile the *IBU* annual report and to complete any reporting to any Austrian authority (such as VAT reporting) or as otherwise required by law; and

13.3.3 information (only to the extent appropriate and necessary) about any significant cases or controversy about or involving the *BIU* that is in the public domain.

### 14. Indemnity, remuneration, and expenses

- 14.1 The *IBU* will indemnify all members of the *BIU Board*, including the *Head of the BIU*, in accordance with Article 40 of the *Constitution*.

- 14.2 Each member of the *BIU Board* will be remunerated for their services to the *BIU Board*, and will have reasonable expenses incurred by them in carrying out their roles either paid or reimbursed, in accordance with the policy adopted by the *Executive Board*. The remuneration paid to *BIU Board* members (including the *Head of the BIU*) will be disclosed in each *BIU* annual report.

### **PART III: THE HEAD OF THE BIU**

---

#### **15. Appointment**

- 15.1 The terms and conditions of employment for the *Head of the BIU* (including any termination of such employment) will be decided by the *BIU Board*. Except for clearance from the *Vetting Panel* under the *Vetting Rules*, no approval is required from any other person or body within the *IBU* to employ or engage the *Head of the BIU* or to terminate the employment or engagement of the *Head of the BIU*.
- 15.2 The *Head of the BIU* is appointed by, and accountable to, the *BIU Board* alone. They receive direction from and are responsible to the *BIU Board* and, on its behalf, the chairperson of the *BIU Board*. If there is any inconsistency between the directions of the chairperson and the directions of the *BIU Board*, the matter will be referred to the *BIU Board*.

#### **16. Responsibility**

- 16.1 The *Head of the BIU* will be responsible for the day-to-day management of the *BIU*, including its offices and the *BIU* staff, in accordance with the directions of the *BIU Board*, the *Constitution*, these *BIU Rules*, and the policies and procedures of the *BIU*, and within such limitations and delegated authority as may be established by the *BIU Board*.
- 16.2 The *Head of the BIU* is authorised to employ or engage (and terminate such employment or engagement of) all *BIU Staff* and contractors and advisors, unless the *BIU Board* specifies otherwise. No approval is required from any other person or body within the *IBU* to employ or engage *BIU Staff*, contractors, or advisors.
- 16.3 The *Head of the BIU* is also responsible for:
- 16.3.1 developing each of the *BIU* strategic plan, the annual plan, budget and three year forecast for funding of the *BIU*, and the annual *BIU* anti-doping programme and integrity programme, in each case for approval by the *BIU Board*;
  - 16.3.2 regularly reporting to the *BIU Board* on progress against such plans, budgets, forecasts and programmes;
  - 16.3.3 defining and monitoring delegations of the authority of the *Head of the BIU* to *BIU Staff*;
  - 16.3.4 controlling expenditure and allocating funding prudently in accordance with the approved budget;
  - 16.3.5 subject to the prior approval of the *BIU Board* in accordance with Rule 10.2.9, making decisions as to:
    - 16.3.5.1 whether proceedings should be brought for violation of the *IBU Integrity Code*;



- 16.3.5.2 whether the *BIU* should agree the outcome of any proceedings with the subject(s) of the proceedings without reference to the *Disciplinary Tribunal*;
- 16.3.5.3 whether the *BIU* (in the name of the *IBU*) should appeal decisions of *Disciplinary Tribunals* in cases arising under the *IBU Integrity Code* to *CAS*; and/or
- 16.3.5.4 whether the *BIU* (in the name of the *IBU*) should participate in any appeal or other proceeding before *CAS* or any other forum to which the *IBU* is not a party;
- 16.3.6 subject to any policies and procedures that may be adopted by the *BIU Board* from time to time, making other decisions permitted or required of the *Head of the BIU* as set out in these *BIU Rules* or in the *IBU Integrity Code*, including whether:
  - 16.3.6.1 to conduct investigations in accordance with the *IBU Integrity Code*;
  - 16.3.6.2 to impose a provisional suspension pending determination of the charge(s);
  - 16.3.6.3 to issue demands in accordance with Article 3.6 of Chapter E of the *IBU Integrity Code*; and/or
  - 16.3.6.4 to suspend periods of ineligibility where substantial assistance has been provided in accordance with the *IBU Integrity Code*;
- 16.3.7 report to the *BIU Board* on all decisions made by the *Head of the BIU* in accordance with Rule 16.3.6, in such manner as the *BIU Board* may require, and by no later than the time of its next meeting;
- 16.3.8 request the *BIU Board* to make any of the decisions permitted or required of the *Head of the Integrity* under Rule 16.3.6, whenever the *Head of the BIU* considers it necessary or appropriate for the *BIU Board* to do so;
- 16.3.9 to the extent permitted by these *BIU Rules* or the *IBU Integrity Code*, act as the *IBU Anti-Doping Administrator* for the purpose of any doping cases arising under the *IBU Anti-Doping Rules* applicable prior to the issue of the *IBU Integrity Code*;
- 16.3.10 with the approval of the *BIU Board*, engage, contract or otherwise agree to obtain the assistance or advice of any *Person* or organisation to assist the *BIU* in its work;
- 16.3.11 support the chairperson of the *BIU Board* in engaging with external stakeholders of the *BIU*;
- 16.3.12 develop systems, policies and procedures for the effective functioning of the *BIU*;
- 16.3.13 develop, review and assess new projects and innovations for the improvement of the *BIU's* performance, for approval by the *BIU Board*;

- 16.3.14 supervise and approve all reporting to external bodies as necessary;
- 16.3.15 ensure compliance by the *BIU* with all applicable laws, the *Constitution* and the *Rules*, and the *World Anti-Doping Code*;
- 16.3.16 prepare the *BIU* reports referenced in Rule 13.1 for the approval of the *BIU Board*;
- 16.3.17 prepare the minutes of *BIU Board* meetings; and
- 16.3.18 support the conduct of external audits of the *BIU*.
- 16.4 The *Head of the BIU* may attend all *Congress* meetings but will have no voting rights.
- 16.5 The *Head of the BIU* may be required to attend *Executive Board* meetings to report on the matters specified in Rule 13.3.

#### PART IV: FINANCES

---

#### 17. Funding

- 17.1 In accordance with Article 29 of the *Constitution*:
  - 17.1.1 At each *Ordinary Congress meeting*, the *Executive Board* will put a motion to *Congress* to approve sufficient funding for the *BIU* to undertake its functions and fulfil its responsibilities in the period to the next *Ordinary Congress meeting*, based on a written request submitted by the *BIU Board*, detailing the amount of funding required for this purpose.
  - 17.1.2 The *Executive Board* will allocate any funding that is required for the *BIU* to undertake its functions and fulfil its responsibilities:
    - 17.1.2.1 in the period between the initial establishment of the *BIU* and the next *Ordinary Congress meeting*; and
    - 17.1.2.2 in any subsequent period, to the extent that the *BIU* incurs costs or expenses that were not anticipated in the request for funding for that period made by the *BIU Board* to *Congress* in accordance with Article 29.5 of the *Constitution*.
- 17.2 The *BIU Board* will provide such support for all funding requests as *Congress* or the *Executive Board* may reasonably request, subject at all times to the requirement of confidentiality attaching to the investigations and other activities of the *BIU*. Funding requests to the *Executive Board* will be presented at an *Executive Board* meeting by the chairperson of the *BIU Board* and/or by the *Head of the BIU*.
- 17.3 Funding allocated to the *BIU* will only be used to fulfil the mandate of the *BIU*, and for no other purposes.

- 17.4 In the event there is unexpended funding at the end of the period for which it was allocated, the amount of the unexpended funding will be disclosed to the *Executive Board* together with the reason for such underspend. Such unexpended funding may only be carried over into subsequent periods for use by the *BIU* with the prior approval of the *Executive Board*.

**18. Accounts**

- 18.1 The *BIU* will have the same financial year as the *IBU*, i.e., from 1 May to 30 April.
- 18.2 The *BIU* will use financial recording systems that are the same as those used by the *IBU*.
- 18.3 The *BIU Board* will prepare and approve annual financial statements for the *BIU* in the same form as is used for the *IBU* annual financial statements.
- 18.4 The annual financial statements of the *BIU* will be consolidated into and form part of the *IBU* annual financial statements, and therefore will be reviewed by the *Auditors* in accordance with Article 41 of the *Constitution*.