

10 | **IBU**
CODE OF ETHICS

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PREAMBLE

IBU bears a special responsibility to safeguard and promote the integrity and reputation of the sport of biathlon worldwide. IBU strives to protect the image of the sport of biathlon from jeopardy or harm as a result of illegal, immoral or unethical activities, methods and practices.

IBU wants to present the sport of biathlon to the world as a sport which promotes a spirit of friendship, solidarity and fair play, free from violence and unethical practices of any kind.

The provisions of the IBU Code of Ethics (hereinafter “the Code”) are undertaken voluntarily and independently of the civil and penal laws of the various countries, though it shall seek to adhere and conform to them.

All those who act on behalf of the IBU must conduct themselves with due care and diligence in performing their assigned tasks, avoiding actions that might damage the reputation of the IBU and/or the sport of biathlon.

The obligations described in the Code are personal in nature. Individuals are responsible for their own conduct, though failure to conform to them is grounds for disciplinary action imposed by the relevant IBU institutions. In case of serious or repeated offences, they are subject to heavier sanctions.

1. FUNDAMENTAL PRINCIPLES

- 1.1. The Code sets out the principles of operation of the IBU and defines the rules of conduct of all those involved with biathlon and the IBU, including member federations, event organizers, officials and volunteers, competitors, coaches and partners of the IBU.
- 1.2. The fundamental principles which shall govern all IBU activities, decisions, processes and regulations are:
 1. Transparency, Integrity, including anti-corruption and anti-bribery, Democracy and political neutrality in all decision-making and management procedures of the IBU;
 2. Respect for the spirit of sport which requires mutual understanding with a spirit of friendship, solidarity and fair play;

3. Protection of competitions against all kinds of cheating and manipulation, corruption including protecting every athlete's fundamental right to doping-free biathlon;
4. Respect for human dignity, non-discrimination of any kind on whatever grounds, and rejection of all forms of harassment;
5. Compliance with the applicable laws, as well as with the rules and regulations of the IBU, the IOC and the WADA.

2. APPLICATION

2.1. Persons and Organizations Subject to this Code

This Code applies to all elected, appointed or contracted IBU functionaries; IBU event organizing committees and their officials and volunteers; officials and volunteers at IBU-sanctioned member events; athletes, coaches, trainers, doctors, team staff , team officials, and all other persons claiming or seeking standing as present or prospective participants in any IBU activity, and persons without status or title who engage in any activity in relation to the IBU that is prohibited by this Code.

2.2. General Rule

Persons and organizations as listed in Art. 2.1 are expected to be aware of the importance of their task, duties and shall be aware of their concomitant obligations and responsibilities. They shall pledge to behave in a dignified manner. They shall behave and act with complete credibility and integrity. They may not abuse their position as part of their function to take advantage of their function for private aims or gains, or in any other way.

2.3. Executive Board Members and IBU Employees

Executive Board members, including President and Secretary General are required to sign a separate declaration of acceptance of the specific ethical rules applicable to their functions, of the "IBU Code of Ethics".

3. GOOD GOVERNANCE AND RESOURCES

- 3.1.** The IBU recognizes the importance of the Basic Universal Principles of Good Governance of the Olympic Sports Movement and will follow these principles. The persons subject to this Code shall:
- use due care and diligence in fulfilling their mission.
 - act in an ethical, dignified manner with complete integrity, credibility and transparency, at all times and not only in relation to activities related to IBU.
 - not abuse their position in any way to take advantage of their position for private, personal, commercial or other advantage or gain.
 - remain neutral and act in a manner compatible with their position, function and integrity in all their involvement in IBU activities.
 - not misappropriate or misuse IBU assets, regardless of whether carried out directly or indirectly through, or in conjunction with, intermediaries or related parties.
 - not accept commissions or promises of such commission for themselves or intermediaries and related parties for negotiating deals of any kind while performing their duties.
 - not offer to or accept payment from anyone associated with IBU in any amount or form or any reimbursement for expenses, which are not officially defined and approved IBU activities.
- 3.2.** IBU resources distributed to persons subject to this Code shall be recorded in their accounts or records and all such payments will be recorded in the IBU accounting system.
- 3.3.** Persons bound by this Code recognise the significant contribution that broadcasters, sponsors, partners and other supporters of the IBU disciplines make to the promotion and development the sport and disciplines throughout the world. Such support must be in a form consistent with the rules of sport and the principles defined in the IBU Constitution, Rules and this Code. They must not interfere in the running of IBU governing institutions.

4. CONFLICT OF INTEREST

- 4.1.** Conflicts of interests arise if parties covered by this Code have, or appear to have private or personal interests that detract or may detract from their ability to perform their duties with integrity in an independent, fair and correct manner or from which they may derive private or personal benefits. Such interests include gaining any possible advantage for the parties covered by this Code themselves, their family, relatives, friends, and acquaintances.
- 4.2.** When performing an activity for IBU or before being elected or appointed, persons bound by this Code shall disclose any personal interests that could be linked with their prospective activities. Personal interests that might develop later are to be disclosed forthwith.
- 4.3.** Persons bound by this Code may not perform their duties in cases with an existing or potential conflict of interest. Any such conflict shall be immediately disclosed and notified to the organisation for which the person bound by this Code performs his duties.

5. CONFIDENTIALITY

- 5.1.** No confidential document or information related to the IBU may be used outside the IBU without the prior authorization of the IBU Executive Board.
- 5.2.** The disclosure of confidential documents or information that is circulated solely among IBU staff and members is prohibited, as is access to IBU documents without prior authorization.
- 5.3.** The obligation to maintain the confidentiality of documents lapses when the document or information is officially disclosed in any country.

6. EQUALITY AND DIGNITY

- 6.1.** Persons bound by this Code may not offend the dignity or integrity of a country, private person or group of people through contemptuous, discriminatory or denigratory words or actions on account of race, skin colour, ethnic, national or social origin, political opinion, gender, language, religion, political opinion or any other opinion, wealth, birth or any other status, marital status, sexual orientation or any other reason.

- 6.2.** Harassment in all forms is forbidden including sexual harassment. Harassment is defined as systematic, hostile and repeated acts intended to isolate or ostracise a person or group and affect the dignity of a person or group.

7. GIFTS AND OTHER BENEFITS

- 7.1.** Persons bound by the Code may only offer or accept token of friendship to and from persons within or outside IBU, or in conjunction with intermediaries or related parties as defined in the Code, which
- have symbolic or trivial value and is in accordance with prevailing local customs as a mark of respect or friendship;
 - exclude any influence for the execution or omission of an act that is related to their official activities or falls within their discretion;
- Any gifts or benefits, including commissions, are prohibited.
- 7.2.** Persons bound by the Code must refrain from any activity or behaviour that might give rise to the appearance or suspicion of improper conduct as described in the foregoing sections, or any attempt thereof.
- 7.3.** The hospitality shown to the IBU officials, volunteers and IBU staff and the persons accompanying them, shall not exceed the standards prevailing in the host country.

8. BRIBERY AND CORRUPTION

Any form of bribery and corruption is prohibited. Persons bound by the Code shall not offer, promise, give or accept any personal or pecuniary/financial or other advantage in order to obtain or retain business or any other advantage to or from anyone within or outside IBU. Such acts are prohibited, regardless of whether carried out directly or indirectly through, or in conjunction with, intermediaries or related parties. In particular, parties covered by the Code must not offer, promise, give or accept any pecuniary/financial or other advantage for the execution or omission of an act that is related to their official activities and/or contrary to their duties or falling within their discretion.

9. COMMISSION

Persons bound by the Code are forbidden from accepting commission or promises of such commission for themselves or intermediaries and related parties as defined in this Code for negotiating deals of any kind while performing their duties, unless the applicable body has expressly permitted them to do so. In the absence of such a body, the body to which the person bound by this Code reports shall decide.

10. BETTING ON BIATHLON

All Persons and Organizations Subject to this Code as listed in Art.2.1 are forbidden from taking part, either directly or indirectly, in betting, gambling, lotteries and similar events or transactions connected with biathlon competitions.

11. REPORTING OBLIGATION

- 11.1. IBU has adopted IBU Whistle-blowing Policy and the persons subject to this Code:**
- a. shall immediately report any potential breach of this Code to the IBU Ethics and Compliance Officer or through IBU Whistle-blowing Hotline in the strictest confidentiality and by using the appropriate mechanisms, any information related to a violation of the IBU Code of Ethics, with a view to possible referral to the IBU Ethics Commission. Any disclosure of information must not be for personal gain or benefit, nor be undertaken maliciously to damage the reputation of any person or organisation,
 - b. are obliged to contribute to clarifying the facts of a case, or clarifying possible breaches and to provide evidence requested by the IBU Ethics Commission.

12. ENFORCEMENT

12.1. Competence of the Independent IBU Ethics and Compliance Officer:

- a. any open or confidential reporting of a potential breach of this Code shall be directed to an independent IBU Ethics and Compliance Officer, appointed by the IBU Executive Board on a mandate basis. The IBU Ethics and Compliance Officer will review the reported matter and decide whether it concerns a possible violation of this Code. Also anonymous reporting according to the IBU Whistleblowing Policy shall be pursued,
- b. if there is reasonable suspicion of a violation of this Code, the IBU Ethics and Compliance Officer shall further investigate the matter and complete the information before he/she forwards the matter to the Chairman of the IBU Ethics Commission for adjudication,
- c. if the reported matter does not concern a violation of the IBU Ethics Code the IBU Ethics and Compliance Officer may, at his/her discretion, either forward the notification to the IBU Secretary General for assignment to the appropriate IBU body such as the IBU Anti-Doping Hearing Panel, IBU Court of Arbitration or IBU Executive Board.

12.2. Competence of the IBU Ethics Commission:

- a. any notification of a potential breach of this Code by the IBU Ethics and Compliance Officer will be adjudicated by the IBU Ethics Commission,
- b. the IBU Ethics Commission is composed of five persons from which one is a member of the IBU Legal Committee, one is an elected IBU auditor and three are independent external to biathlon experts appointed by the IBU Executive Board. The names of the members of the IBU Ethics Commission shall be published on the IBU website.

The chair of the Ethics Commission is elected by the Commission members.
- c. the principle of confidentiality shall be strictly respected by the IBU Ethics Commission in all its activities. It must also be strictly respected by any person concerned by the IBU Ethics Commission,
- d. in reaching a decision on complaints that go before it, the IBU Ethics Commission will respect the principles of independence, impartiality

and fair trial and the right to be heard by the parties concerned and affected. All specific procedural matters shall be decided by chairman of the panel in charge.

12.3. Provisional Measures

The Chairman of the IBU Ethics Commission may issue, upon request from the IBU Ethics and Compliance Officer or the IBU Executive Board or IBU President or ex officio, provisional measures (including the temporary suspension of a person subject to this Code alleged to have violated his or her duties under this Code from participating in any IBU activity or from executing a function as a member of the IBU Executive Board, IBU Committee or other body under the jurisdiction of IBU).

13. PENALTIES AND DISCIPLINARY MEASURES

- 13.1.** In the case of any decision that there has been an infringement of this Code, a penalty may be imposed. It may take into account all relevant factors in the case, including the offender's assistance and cooperation, the motive, the circumstances and the degree of the offender's guilt, as well as whether the breach has been repeated, or more than one breach has been committed. If the IBU Ethics Commission decides that a violation has occurred, the penalty or disciplinary measure according to the IBU Disciplinary Rules will be imposed.
- 13.2.** The penalty shall be published on the IBU website and by any other medium deemed appropriate by the IBU Ethics Commission.
- 13.3.** The IBU Ethics Commission will notify the appropriate law enforcement authorities in a relevant case if there are indications that illegal acts may have been committed.

14. SUBSTANTIAL ASSISTANCE

In order to implement IBU Whistleblowing Policy and to encourage persons subject to this Code to provide substantial assistance by reporting potential violations of this Code or to assist the IBU Ethics Commission in investigating the reported matter, the IBU Ethics Commission may decide to reduce or refrain from imposing any penalty or disciplinary measure upon the assisting person who has (or has been asserted to have) committed a violation of this Code.

15. RIGHT OF APPEAL

- 15.1.** Decisions made under this Code may be appealed either by the IBU or an affected party subject to the decision exclusively to the IBU Court of Arbitration in accordance to the IBU Disciplinary Rules.
- 15.2.** Any decision and any penalties or disciplinary measures imposed shall remain in effect while subject to the appeal process, unless the IBU Court of Arbitration directs otherwise.
- 15.3.** The decision of the IBU Court of Arbitration shall be final and binding on all parties and on all member federations and there shall be no right of appeal from the IBU Court of Arbitration decision. No claim may be brought in any other court, tribunal or via any other dispute resolution procedure or mechanism.

This Code shall come into effect once the IBU Congress has adopted it.

