



BIU ANNUAL REPORT

MAY 2021 - APRIL 2022



CONTENTS

1. MESSAGE FROM THE CHAIR
2. BIU IN 12 MONTHS
3. FINANCIAL REPORT FOR MAY 2021 - ARIL 2022
4. OPERATIONS
5. PREVENTION

1. MESSAGE FROM THE CHAIR, LOUISE REILLY

The Biathlon Integrity Unit (BIU) celebrated its second anniversary in November 2021, during a year in which we advanced and consolidated our status as protector of the integrity of Biathlon and the body charged with ensuring a clean and trusted sport.

As explained in our 'About the BIU' video, one of several videos we produced that aimed to raise our profile and explain our mission to the Biathlon Family, "Our goal is to create a safe and fair environment for everybody involved in Biathlon!"

We explained that to do this:

We now have an established team of experts in investigation, data handling, education and prevention, and anti-doping processes. We take responsibility for combating doping and results manipulation, and for all other integrity-related matters. We are operationally independent from the IBU, which means that we are not influenced by those involved in running Biathlon. The focus of our decision-making is to ensure the safety of those involved in Biathlon and to maintain the integrity of the sport.

However, we know that we are not there yet, and so:

- We want to improve our understanding of the issues confronting our sport.
- We want to ensure that our Biathlon Family have full trust in us and our work.
- We want to prevent any member of our Biathlon Family from committing violations.

Ultimately, we'll achieve our aims:

- By being available to offer advice to all members of the Biathlon Family: through our website; by telephone; via our secure whistleblowing portal; or in person at one of our events.
- By spending time understanding our community's concerns and answering their questions.
- By using the feedback from all involved in Biathlon to improve our communications, education and investigation programme.

Click [here](#) to watch the video.

In 2021-22 we achieved some important milestones in our continuing quest to be the best we can.

To name just three:

Athlete ambassadors

In June, we were delighted to appoint our first athlete ambassadors, leading biathletes Anastasiya Merkurshyna (Ukraine), Julian Eberhard (Austria) and Sebastian Samuelsson (Sweden).

Among the ambassadors' responsibilities are: regularly engaging with the BIU to share ideas and opinions; connecting with other athletes to educate and increase awareness of the BIU's role; disseminating integrity-related information, speaking at events, seminars and workshops; and, joining educational training sessions.

Revised IBU Integrity Code

In November 2021, the IBU introduced its revised Integrity Code which, for the first time, included an obligation for athletes that miss a second Whereabouts out-of-competition anti-doping test to pay the BIU €500, as a contribution towards the costs incurred processing the filing failure or missed test.

Moreover, in order to ensure payment, the liability for the payment now falls jointly and severally on both athletes and their national federations.

The BIU implemented the revision to help offset the significant costs involved in dealing with Whereabouts failures. The financial contributions made by athletes and/or national federations are then reinvested in doping prevention.

Involving national federations underlines the importance of the role that NFs play in Whereabouts by ensuring that they are invested in the system.

Clare Egan Interview

The BIU believes it is important that our messages are communicated by those with whom athletes can easily identify. And so, also in November, we produced a video interview with Clare Egan, Chair of the IBU Athletes' Committee, who warned that Biathlon is as vulnerable to doping and other integrity abuses as any other sport.

Speaking exclusively with the BIU in a Zoom interview from her home in New York, Clare, one of our most experienced athletes who was competing in her last season as a professional biathlete, had some great advice for anyone who might be tempted to break the rules.

Doping is "not necessary, and I'm an example of that," she said, pointing to her "breakout" season when she had the fastest course time in one of the IBU World Cups, as a clean 31-year-old athlete. "If I can do that, truly anyone can," she said. Before 2018, Clare said she doubted the effectiveness of the systems in place to protect biathlon from doping and other integrity issues. But now, she concluded, with the formation of the BIU and other integrity measures, "I can say that the biggest improvement is that I, and I hope many of my fellow athletes, have much more faith in the system that we have in place to deal with integrity issues."

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

In this report, you will find much more information on our activities during 2021-22. The season was once again impacted by the COVID pandemic and, laterally, by the Russian invasion of Ukraine. But we remain optimistic about the future of our sport. As we said in conclusion in our 'About the BIU' video: 'Integrity is a team game. Let's work together to protect our Biathlon family!'

2. BIU IN 12 MONTHS

May 2021

The BIU collaborated with the International Testing Agency (ITA) to host a series of Webinars on Anti-Doping Education during the Biathlon off-season. The series of four 90-minute webinars, which were available to biathletes and their support personnel via video conferencing platform Zoom, focused on: Registered Testing Pool athletes; anti-doping rights and responsibilities for all athletes; medications and supplements; and a dedicated session for coaches.

June 2021

Launch of the BIU Athlete Ambassadors scheme, with leading biathletes Anastasiya Merkusyhina (Ukraine), Julian Eberhard (Austria) and Sebastian Samuelsson (Sweden) beginning their terms supporting the BIU. In their roles as Athlete Ambassadors, Merkusyhina, Eberhard and Samuelsson have the opportunity to educate, motivate and lead by example on integrity-related matters and to help the BIU spread its positive message at an exciting time for the sport.

July 2021

Greg McKenna, Head of the BIU, attended the Tokyo 2020 Olympic Games as part of the WADA Observer Group. The BIU was excited to support the athletes competing in Japan, as they reached the pinnacle of their careers, wishing a safe and fair competition to all the Olympic athletes from the Biathlon family.

August 2021

The IBU Summer Biathlon World Championships 2021 kicked off in Nove Mesto na Morave, and once again the BIU was there to support the athletes.

September 2021

The BIU played a key role at the IBU Coach Webinar, contributing a session on values-based Anti-Doping Education for coaches. On behalf of the BIU, Professor Dr Cornelia Blank ran a session on the topic of personality development in professional youth sport – how doping prevention can be part of it.

October 2021

In cooperation with the Slovenian Anti-Doping Organisation, the BIU held an Anti-Doping Education session for young athletes and their coaches during the IBU/IOC Development Camp in Poklyuka, Slovenia.

November 2021

As the BIU celebrated its second anniversary, the revised IBU Integrity Code was issued, with athletes who miss a second Whereabouts out-of-competition anti-doping test becoming liable to pay the BIU €500, as a contribution towards the costs incurred by the BIU in processing that filing failure or missed test.

Meanwhile, the new winter Olympic season got under way, with almost 800 samples having been collected (urine, blood and Athlete Biological Passport) since 1 May, despite the testing

restrictions imposed by the continuing effects of the Covid pandemic.

December 2021

The IBU launched its new Safeguarding Policy, supported by a social media campaign and video from the BIU. The new policy took effect from 1 January. Meanwhile, the BIU participated in a roundtable discussion on the effectiveness of Anti-Doping Education with various stakeholders (athletes, coaches etc.) led by UMIT Tirol.

January 2022

The BIU intensified its anti-doping testing programme ahead of the Beijing 2022 Winter Olympic Games, based on a detailed risk assessment followed by targeted testing. The BIU worked in close cooperation with NADOs, the ITA and the IOC, with all samples taken being held securely in long-term storage for possible re-testing at a later date

February 2022

BIU Head Greg McKenna attended the Beijing 2022 Winter Olympics, helping to oversee the programme and meeting stakeholders from the IOC, ITA and WADA. At the IBU Youth and Junior World Championships, the BIU held an online Anti-Doping Education session, in which the basics of anti-doping and testing were provided virtually to all participants.

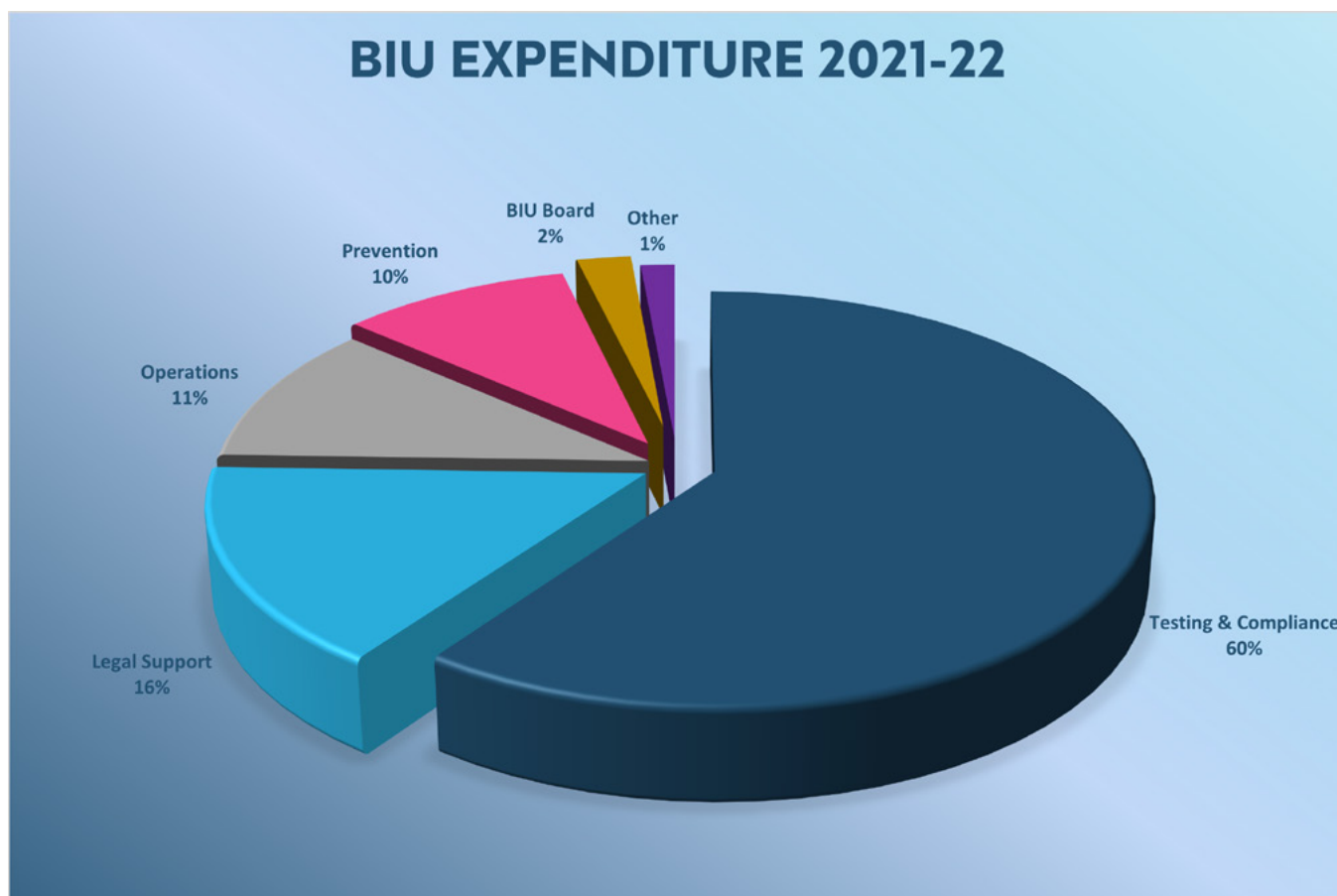
March 2022

The IBU World Cup Finals in Oslo Holmenkollen closed a season that consolidated the BIU's status as an active, committed and effective guardian of the integrity of the sport of Biathlon, including an innovative cooperation agreement with Sweden's National Anti-Doping Organisation to make use of its drug detection dog Molly during a Swedish IBU World Cup event.

April 2022

The BIU teamed up with The World Anti-Doping Agency (WADA) and other members of the global anti-doping community to take part in Play True Day for Peace on 8 April 2022. On behalf of the Biathlon family, the BIU used the occasion of Play True Day for Peace to express its solidarity with the people of Ukraine as they fight to regain peace in their country. Our sport shares their values of friendship, endurance, camaraderie, inclusion and peace.

3. FINANCIAL REPORT FOR MAY 2021 - ARIL 2022



Total Spend 2021-22: € 1,759,195.00

Remarks

- The figures are inclusive of a contribution of € 116,339 from the Russian Biathlon Union. A requirement under their reinstatement conditions.
- The Head of the BIU was remunerated € 120,000 during 2021-22.
- The Chair of the BIU Board was paid an annual remuneration of € 20,000 whilst the two independent members received € 10,000 each.

"Integrity in sport is crucial for all stakeholders, especially for the athletes! I'm proud to say that IBU has gone from being a not so good organization in integrity matters to be one of the leading sport-bodies in this area. The BIU have been, and remains, a strong part of that journey."



**Sebastian Samuelsson,
Winter Olympic Games
Gold Medalist**

4. OPERATIONS

ANTI-DOPING

Last year, public health restrictions imposed as a result of the global Covid pandemic meant that the BIU, together with other Integrity Units and Anti-Doping Organisations, faced challenges with an in-person testing programme.

This year, the BIU was able to put more of its theory into practice, using a greater amount of data for targeted sample collection. This included physical performance data and information from the community.

The BIU intensified its anti-doping testing programme ahead of the Beijing 2022 Winter Olympic Games, based on a detailed risk assessment followed by targeted testing.

Targeted testing was based on this risk assessment, along with constant observation and intelligence gathering.

A test distribution plan was then implemented in collaboration with National Anti-Doping Organisations (NADOs), taking into account their own test distribution plans. The number of samples taken between May 2021 and the start of the Games exceeded 1,300.

The BIU worked in close cooperation with the International Testing Agency (ITA) and the International Olympic Committee (IOC) in the run-up to the Games, with all samples taken being held securely in long-term storage for possible re-testing at a later date.

Innovation

Innovation played a large part in BIU evaluation, and tools such as drug detection dogs increased its capability to detect those who might be involved in cheating.

In a cooperation agreement with Sweden's National Anti-Doping Organisation, the BIU was able to make use of its drug detection dog Molly during the IBU World Cup event in Östersund on 21 December, 2021 – the first time Molly had been used at an IBU event.

Meanwhile, in another first, the BIU started to use forensic science experts to analyse scientific data.

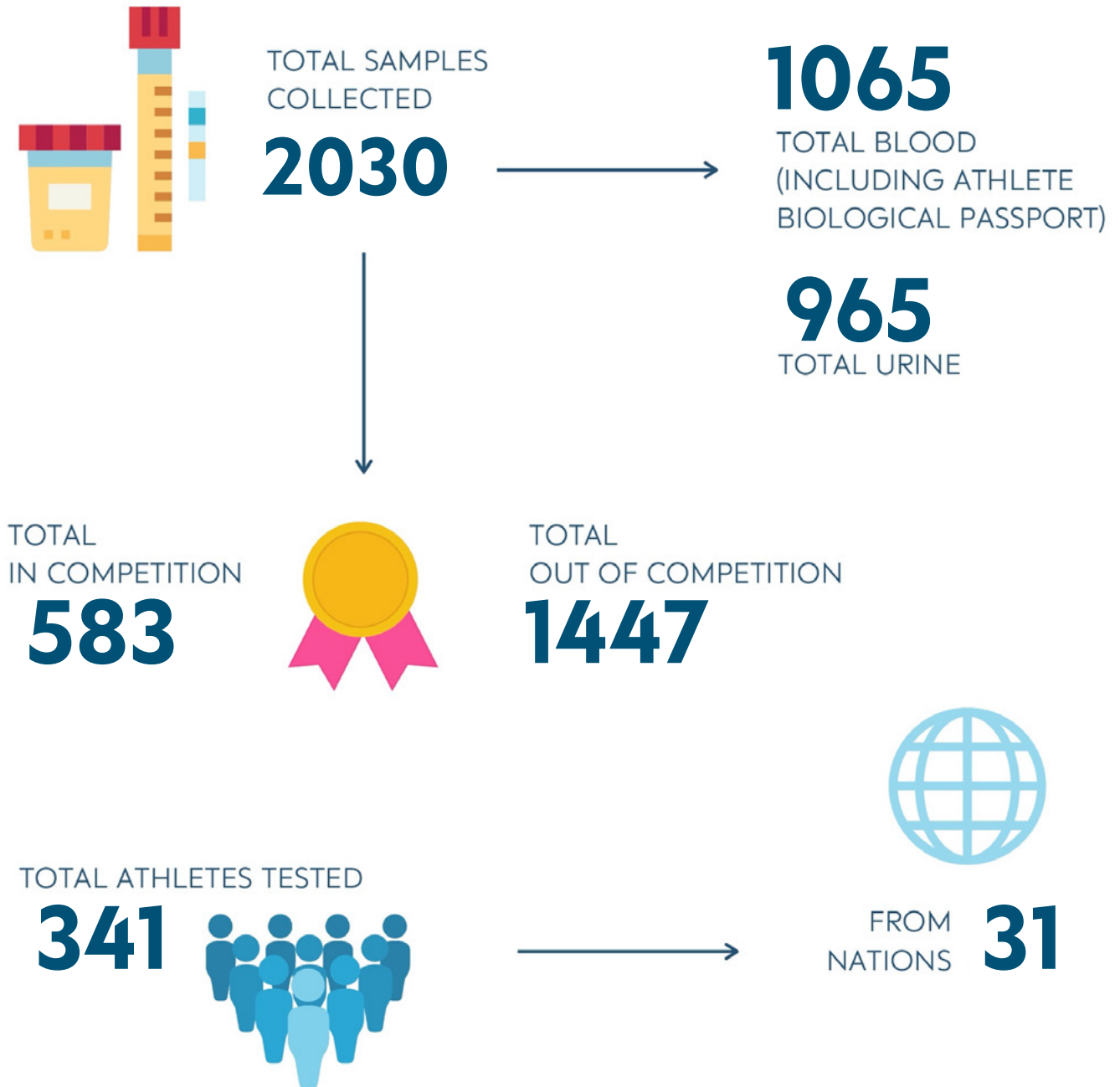
Whereabouts

The Whereabouts regime is the cornerstone of any good anti-doping strategy.

This year greater emphasis was placed on the Whereabouts programme, which identified some areas which require further attention and resulted in an increase in the number of Whereabouts failures.

The revised IBU Integrity Code was issued, with athletes who miss a second Whereabouts out-of-competition anti-doping test becoming liable to pay the BIU €500, as a contribution towards the costs incurred by the BIU in processing that filing failure or missed test.

ANTI-DOPING SAMPLE COLLECTION AND ANALYSIS (MAY 2021 - APRIL 2022)



INVESTIGATIONS

Supporting Your Wellbeing

Investigations were initiated into information the BIU had received relating to the treatment of a small number of athletes. In each case, the BIU worked closely with those involved to bring the issues to a successful conclusion.

In one example an individual reported that a member of the athlete support personal was acting in an overbearing and oppressive way. The information was assessed, further information collected, and action was taken in cooperation with the National Federation, resulting in the issue being resolved.

Importantly, the person reporting the issue, remained anonymous throughout.

Each of the cases demonstrated the value and effectiveness of the BIU's confidential lines of communication.

Working with Partners

Information-sharing protocols have been agreed with several organisations within the sports integrity community to enhance the effectiveness of the BIU's work. The BIU is keen to expand this network, which will allow the exchange of valuable information.

Highly Secure Intelligence System

The BIU has now fully established its intelligence and case management system. This is a system used by many law enforcement agencies and allows the BIU to collect and store sensitive data in a highly secure and independent environment.

Significant cases successfully prosecuted by the BIU during the year included the following:

September 2021

The Anti-Doping Division of the Court of Arbitration for Sport (CAS ADD) announced an 18-month ban on Andrejs Rastorgujevs (Latvia) following three Whereabouts failures in 12 months.

The CAS partially upheld the charges brought against the athlete by the Biathlon Integrity Unit, but reduced the period of ineligibility from 24 to 18 months. The CAS ADD issued the following decision on Rastorgujevs:

- Andrejs Rastorgujevs was found to have committed an Anti-Doping Rule Violation (ADRV) pursuant to Article 2.4 of the IBU ADR (three Whereabouts Failures within a 12-month period).
- Andrejs Rastorgujevs was sanctioned with a period of ineligibility of eighteen (18) months.
- The period of ineligibility began on 11 March 2021, which was the start date of the provisional suspension imposed on Andrejs Rastorgujevs.
- All competitive results obtained by Andrejs Rastorgujevs from 1 July 2020 until the date on which the CAS ADD decision entered into force were disqualified, with all resulting consequences including forfeiture of medals, points and prizes.

December 2021

The BIU announced that it had issued the following sanctions against retired Russian athlete Olga Zaytseva:

- A period of Ineligibility of two (2) years commencing on 24 September 2020 and ending on 23 September 2022 was imposed on Ms Olga Zaytseva.
- All competitive results obtained by Ms Olga Zaytseva after the Olympic Games 2014 and until her retirement from competition in October 2014, with all resulting Consequences, including the forfeiture of any titles, awards, medals, points, prizes and appearance money, were disqualified.

On 24 September 2020, the Court of Arbitration for Sport (CAS) issued an award in the matter between the athlete, Olga Zaytseva and the International Olympic Committee confirming an Anti-Doping Rule Violation (ADRV) by Ms Zaytseva during the Winter Olympics in Sochi in February 2014.

The Athlete filed an Appeal to the Swiss Supreme Court against the CAS award. On 23 August 2021, the Supreme Court dismissed the appeal.

March 2022

The BIU welcomed a decision of the Anti-Doping Division of the Court of Arbitration for Sport (CAS ADD), which determined that former Russian athlete Ekaterina Glazyrina committed an Anti-Doping Rule Violation (ADRV) through her use of a prohibited substance and/or method on 19 September 2013, in breach of Article 2.2 of the 2012 IBU ADR.

In its Award, the CAS ADD, which serves as the Disciplinary Tribunal under the IBU Constitution, decided that Ms Glazyrina should serve a twelve (12) month period of ineligibility. The period of ineligibility commenced on 23 September 2020 and has now been served.

This procedure followed an investigation into information obtained by the World Anti-Doping Agency (WADA) into the Moscow Laboratory's Information Management System database.

All competitive results obtained by Ms Glazyrina between 19 September 2013 and 18 December 2013 were disqualified, with all resulting consequences (including forfeiture of medals, points and prizes).

April 2022

A case resolution agreement between former Russian athlete Aleksey Volkov, the BIU, and WADA confirmed that Mr Volkov committed an Anti-Doping Rule Violation (ADRV) by using a prohibited substance (fenoterol) in March 2013, in breach of Article 2.2 of the 2012 IBU Anti-Doping Rules.

Fenoterol is a beta-2 agonist that was prohibited at all times under section S3 of WADA's 2013 Prohibited List. Mr Volkov declared the use of Berotec (containing fenoterol) on his doping control form but did not have a Therapeutic Use Exemption (TUE) giving him permission to use fenoterol for therapeutic reasons.

Two samples collected from Mr Volkov during the 2013 Russian Biathlon Championships held on 22-27 March 2013 in Uvat, Russia were sent to the Moscow anti-doping laboratory for testing. The Moscow laboratory reported that the samples had tested negative for prohibited substances.

However, entries in the Moscow laboratory's LIMS database indicated that both samples had actually tested positive on initial testing for fenoterol, but (in breach of WADA's International Standard for Laboratories) no confirmation procedure was performed.

Mr Volkov had admitted the violation due to his use of Berotec in March 2013. He was subject to the following consequences for the violation:

- Mr Volkov will serve a two-year period of ineligibility pursuant to Article 10.2 of the 2012 IBU Anti-Doping Rules.
- The results obtained by Mr Volkov at the 2013 Russian Biathlon Championships were disqualified in accordance with Articles 9.1 and 10.1 of the 2012 IBU Anti-Doping Rules, with all resulting consequences, including forfeiture of all medals, points, and prizes.

In accordance with Article 10.8.2 of the 2021 IBU Anti-Doping Rules, the case resolution agreement constituted a final decision that is not subject to appeal by any party.

EXTERNAL REVIEW COMMISSION

The BIU continued its investigation begun by the Austrian Police and External Review Commission, into allegations of corruption by former senior managers of the IBU. It is expected that a decision will be taken by the BIU Board on whether any further action will be taken later in the year.

OPERATION LIMS

The BIU has been conducting its own internal investigation and analysis of the Moscow Laboratory Information Management System (LIMS) database, together with the assistance of the World Anti-Doping Agency (WADA) Intelligence and Investigation Department, to look into evidence of doping that emerged from the 2016 McLaren Report.

With the support of WADA, BIU Investigators made steady progress reviewing the information provided to the BIU by WADA. Over the last two years, several case packages based on all available evidence have been compiled resulting in a number of athletes receiving sanctions. In the last 12-month period, one former athlete and practicing coach has been suspended for a period of two years.

ANTI-CORRUPTION

Competition Manipulation & Betting

Following assessment of the sport of Biathlon in relation to competition manipulation,

a monitoring system was established across the sport.

The BIU acted in close collaboration with the IOC Ethics and Compliance Office to ensure the integrity of the Beijing 2022 Winter Olympic Games, which included analysis of all betting activity undertaken prior to and during the Games.

Meanwhile, through a series of posts on Instagram (<https://www.instagram.com/biathlo-nintegrity/>) and other social media, the BIU aimed to alert biathletes to the dangers of competition manipulation in a campaign that ran alongside and reinforced the IOC's Prevention of Competition Manipulation initiative which was being shared through its Athlete 365 portal.

The BIU's campaign addressed athletes directly, urging them to protect the integrity of sport, their careers, and their reputation by remaining true to themselves and remembering these four rules:

1. Don't fix
2. Don't bet
3. Don't share information
4. Speak up!

Overall, the BIU's message to biathletes was:

'Competition manipulation threatens years of hard work, dedication, and commitment. Protect the integrity of biathlon by remaining true to yourself'

WHISTLEBLOWING

When asked if they want a clean sport, athletes typically answer 'Yes'.

However, when asked if they are willing to provide information to the BIU, they are often reluctant.

More research and analysis is required to ascertain why this is so, and how the problem can be tackled.

In March 2022, the BIU began a campaign to encourage whistleblowers in the sport by teaming up with Anastasiya Merkusyhina, one of the BIU Athlete Ambassadors for Integrity Matters, to produce a whistleblowing video.

The aim of the video was to encourage athletes and others involved in Biathlon to report wrongdoing, and to reassure them that no piece of information is too small to be of use, and that their anonymity will be protected and respected if they decide to become a whistleblower.

In the video, Anastasiya, an IBU World Championship medalist from Ukraine, explained that whistleblowing is the right thing to do because everyone in the Biathlon family is responsible for making sure that Biathlon is a clean, fair and safe sport for all involved.

And it's not just about doping, she continued. We should report anything that's not ri-

ght, including match-fixing or results manipulation, safeguarding issues such as bullying or sexual harassment, and betting on Biathlon, which is not allowed for athletes.

The BIU's reporting system for wrongdoing is completely confidential, Anastasiya concluded. No one will know if someone decides to become a whistleblower.

The video's message is simple. Whistleblowing can lead not only to prosecution, but to improvements in education and supporting measures for athletes.

The BIU alerted the Biathlon family to the launch of the video through a news article and a series of social media posts, and the video was widely viewed by athletes on big screens at IBU World Cup events this season, as well as online.

"In the Finnish Biathlon Federation, we believe in the importance of being proactive. It's crucial to us, as well as to the whole IBU family, that we have an organization that defines, monitors and controls integrity in Biathlon.

Through open cooperation with the National Federations and with local integrity and anti-doping organisations, the BIU has developed a great reputation within the Biathlon family.

The BIU has brought trust and credibility to athletes and to all stakeholders in the sport. Through its professionalism, we are now achieving our goals of a clean, transparent, safe, equal, dependency-free and fair sport at all levels."

Tapio PUKKI,
Secretary General
Finnish Biathlon Federation



5. PREVENTION

COMMUNICATIONS

To make a difference, the BIU believes it must be a constantly visible presence in the lives of athletes and their entourages, guiding, advising, warning and providing information wherever and whenever it is needed.

In 2021-22, the BIU used social media (Instagram, Twitter and YouTube), press releases, website news articles and blogs, videos, podcast interviews and webinars, plus on-site workshops and meetings, to ensure that its messages were heard loud and clear across the Biathlon family.

100+ Twitter posts

<https://twitter.com/BiathlonU/status/1508411076571910149>
<https://twitter.com/BiathlonU/status/1453039490327617536>
<https://twitter.com/BiathlonU/status/1393130966793658371>

90+ Instagram posts

<https://www.instagram.com/p/CbdHTTbM3y4/>
<https://www.instagram.com/p/CQy0kzZMk5H/>
<https://www.instagram.com/p/@3JGtXjOoi/>

20+ Press releases, website news articles and blogs

<https://www.biathlonintegrity.com/pre-olympic-testing/>
<https://www.biathlonintegrity.com/wada-prohibited-list-2022/>
<https://www.biathlonintegrity.com/biu-participates-at-ibu-coach-webinar/>

20+ media interviews

7 Videos

https://www.biathlonintegrity.com/wp-content/uploads/2022/03/WHISLTEBLOWING_V006_SUB_LOWQUALITY.mp4
<https://e.pcloud.link/publink/show?code=951otalk>
<https://www.youtube.com/watch?v=ApfNnXLSaK4>

1 Podcast interview

<https://drive.google.com/file/d/1IsOoroTI8b3s9m0Sj8IBsHCEOjUZLmUC/view>

EDUCATION

Education is key to doping prevention, which is why the BIU provides education to athletes and coaches each year. Through in-person and on-line education, as well as event-based awareness raising, we help to ensure that athletes and their coaches have the necessary tools to navigate anti-doping rules and responsibilities, while also understanding the role they play in keeping sport safe and clean.

There were a series of four 90-minute webinars, which were available to biathletes and their support personnel via video conferencing platform Zoom, focused on: Registered Testing Pool athletes; anti-doping rights and responsibilities for all athletes; medications and supplements; and a dedicated session for coaches.

The BIU continued its collaboration with the IBU's Development Department, with a particular emphasis on Coaches through its contribution to IBU Academy's Coaches Courses.

Independent oversight of education projects was provided by UMIT Tirol, including questionnaires and analysis with athletes.

Athlete Ambassadors

The BIU Athlete Ambassadors scheme was launched, with leading biathletes Anastasiya Merkurshyna (Ukraine), Julian Eberhard (Austria) and Sebastian Samuelsson (Sweden) beginning their terms supporting the BIU.

In their roles as Athlete Ambassadors, Merkurshyna, Eberhard and Samuelsson have the opportunity to educate, motivate and lead by example on integrity-related matters and to help the BIU spread its positive message at an exciting time for the sport.

OUTREACH & ATHLETE ENGAGEMENT PROGRAMMES

MAY 2021	Webinar Series on Anti-Doping Issues for Coaches & Athletes
SEP 2021	Coach Webinar Week – Anti-Doping Education
OCT 2021	IBU IOC Development Camp, AD Education
OCT 2021	Word Café organized by UMIT Tirol with different IBU stakeholders (athletes, coaches & NF representatives)
FEB 2022	Anti-Doping Webinar for Athletes at Youth & Junior World Championships
ALL YEAR	NADOs Presentations and meetings on strengthening cooperation

SAFEGUARDING

“We are determined to lead by example and to ensure that high good governance standards are achieved across our sport – from the IBU through to the National Federations. It is not about ticking boxes but about delivering meaningful improvements that will benefit Biathlon and give our athletes, fans and all our stakeholders complete trust in our sport.” – Statement by IBU President Ohle Dahlin.

The BIU chaired a Working Group of experts to develop the IBU’s first Safeguarding Policy.

The IBU launched its Safeguarding Policy, supported by a social media campaign and video from the BIU. The new policy took effect from 1 January.

The BIU also played a central role in preparing athletes and their entourages for the new rules, asking them:

- Are you prepared?
- Do you know what the policy says?
- Do you know what to do in the event of a safeguarding incident?

The BIU’s bespoke video, voiced by BIU Head Greg McKenna and supported by a news article and a series of social media posts alerting the Biathlon family to the new policy, aimed to help answer these questions.

The policy explained that safeguarding in sport is the process of protecting children and adults from harm by providing a safe space in which to play sport and be active. The policy aims to create a safe, supportive and healthy environment for the Biathlon family.

The IBU defines Safeguarding as our collective action, taken to promote the welfare of everyone in Biathlon and protect them from harm, harassment and discrimination, ensuring every member of the Biathlon family has fun, in a safe environment, with equal opportunities.

The video stressed that everyone involved in Biathlon is responsible for helping to implement the Safeguarding policy and argued that strong personal values, supported by a robust education and communication framework provided by the BIU and National Federations will ensure the wellbeing of everyone in the sport.

The BIU is now working with National Federations to understand the situation within member federations and provide support wherever needed to implement the policy.

CONTACT

We thank you for your continued support in upholding the integrity of our sport.

BIATHLON INTEGRITY UNIT

Sonystrasse 20
5081 Anif b. Salzburg Austria

+43 662 85 50 50 16

www.biathlonintegrity.com
info@biathlonintegrity.com