



# BIU ANNUAL REPORT

MAY 2022—APRIL 2023



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# 01

# MESSAGE FROM THE CHAIR— LOUISE REILLY

The BIU has now been operational for almost three years. We have established ourselves as a trusted Integrity Unit recognised in international sport; we are highly active; and we are, we believe, capable of dealing with any integrity issues concerning the Biathlon Family.



Our approach is not about retribution. It is about anticipating and attempting to prevent integrity breaches from occurring in the first place. It is about being pro-active, so that everyone in the Biathlon community knows from the outset what is expected of them and how to play fair.

We are aware, however, that there might still be some in our community who are unaware of our mission, or who question our mandate.

There are those who may wonder about the relationship between the BIU and the International Biathlon Union.

There are those who may ask whether maintaining integrity in Biathlon is solely the job of the BIU.

And there are those who may want to know how athletes and others in the Biathlon community can support the work of the BIU.

**In the near-three-year period we have been operating, I am proud to say we have built up a good understanding of the Biathlon family, which has been crucial to our strategy of prevention.**

In the annual report that follows, you will see that, during the past 12 months in particular, that prevention strategy has included:

- creating an Integrity Certificate
- webinars
- outreaches
- workshops
- interactive support for teams and National Federations.

During the period, issues were Identified before they developed into problems through a combination of investigations and reporting from the community.

We also continued to develop our working relationships with the IBU and with National Federations, again with the aim of identifying problems before they occur.

And for the first time, we played an important role at an IBU Electoral Congress, handling the vetting process for candidates for senior roles within the IBU's governance structure.

Next year and in the years that follow, we intend to extend our role to monitoring the governance of National Federations.

And we also want to play a part in developing a credible integrity network that spans all sports and all nations.

We will achieve this if we succeed in our mission of persuading the wider Biathlon community – not just athletes, but also coaches, support personnel and administrators – that integrity is the responsibility of everyone in our sport.



# 02

# MESSAGE FROM THE HEAD OF THE BIU— GREG MCKENNA

▶ [listen to the full interview recorded in February 2023 here.](#)

Ensuring integrity within our sport has never been more important, and I would like to thank each member of the Biathlon Family for their active support and trust in our abilities to deliver on our promise.



During the last year, we welcomed new members to the BIU Team, with skills in intelligence analysis and legal. These additions have enhanced our capabilities and have ensured that we remain on track to be on the cutting edge of sports integrity.

Our investments in platforms, tools, and training are focused on strengthening the capabilities of our team, to ensure our Biathlon Family are adequately protected.

We are aware there may be a misconception that the BIU's work is almost exclusively concerned with anti-doping testing.

In a podcast interview recorded in February 2023, I sought to dispel those misperceptions by answering this question.

The truth is that there is much more to the BIU's work than testing. As I explained in the podcast—

**the BIU seeks to support the Biathlon family in protecting the integrity of the sport—and, aligned with that, to ensure the safety and wellbeing of all participants.**

In the interview, I also:

→ explain how the BIU handles sensitive information it receives from the Biathlon community

→ describe the BIU's confidential whistleblowing process

→ explain the important role that whistleblowers can play in Safeguarding

→ and describe the increasing importance of investigations in discovering and prosecuting wrongdoing in Biathlon.

I invite you to listen to the interview which is available [here](#).

Ensuring integrity within our sport has never been more important, and I would like to thank each member of the Biathlon Family for their active support and trust in our abilities to deliver on our promise. You have motivated the BIU Team to realise our potential for the next phase of our work!



# 03

# BIU IN 12 MONTHS



About  
the BIU

**MAY**



Safeguarding  
Survey NFs

**JULY**



IBU Congress  
– Vetting



Biathlon Integrity  
Certificate



Meet  
the board

**JUNE**



Safeguarding  
Workshop

**SEPTEMBER**



Athlete Biological  
Passport

**OCTOBER**



Competition  
Manipulation

**AUGUST**

# 03

# BIU IN 12 MONTHS



Out of Competition  
Testing

**NOVEMBER**



BIU's Use of the  
CAS for First Instance  
Hearings - CAS



BIU Outreach at IBU WC  
in Antholz

**JANUARY**



WADA  
Play True Day



BIU  
Whereabouts  
Certificate

**APRIL**



In-Competition  
Testing

**DECEMBER**



The BIU is not  
just about testing  
– Podcast

**FEBRUARY**



BIU Education  
at Youth and  
Junior World  
Championships

**MARCH**



### About the BIU

The year began with a new video explaining what the BIU is, how it works and how it can help athletes and all members of the Biathlon Family.

The video can be viewed [here](#).

The video explained that the goal of the BIU is to create a safe and fair environment for everybody involved in Biathlon.

Also in May, the BIU delivered Education sessions on Anti-Doping and Safeguarding at the IBU Academies' new Coaches Course Level 1, held in Ruhpolding, Germany.

### National Federation Governance Support

Preventing integrity issues arising by building solid governance capabilities within Biathlon's National Federations is an important aspect of our work.

The BIU continued working with Biathlon Australia to oversee and support improvements and changes to its governance structure. This included a new complaints process and use of an independent arbitration service.



### Meet the board

The Biathlon Integrity Unit is governed by a five-person Board. Who are they? What experience and expertise qualified them for their role, and what motivated them to join?

To increase transparency, the BIU published pictures and short biographies of all five members.

The Board is responsible for governing the BIU and ensuring it carries out its role and responsibilities in accordance with the IBU's Constitution and the **BIU Rules**.

Also in June, a Joint Board Meeting of the IBU and BIU was held in Salzburg, while an Anti-Doping webinar was held for athletes that are part of the Registered Testing Pool (RTP).

## Safeguarding survey

A new Safeguarding survey by the BIU found that nearly three-quarters of Biathlon's National Federations that responded to the survey had a Safeguarding code of conduct in place, while over half operate a Safeguarding protection policy.

The aim of the survey, which was sent out by the BIU to all NFs, was to establish which NFs required further support and guidance in this important field.

## BIU Investigators - Summer Training Camp

BIU Investigation Specialists attended the Finnish national team's summer training camp in Tikkurila, Finland, providing investigators with the opportunity to learn more about training methods used. It also allowed athletes and their support personnel to ask questions about the BIU, including how the BIU can provide support to them.

## Competition manipulation

The BIU conducted an outreach on Competition Manipulation at the 2022 Summer Biathlon World Championships in Ruhpolding, Germany on 25 to 28 August.

The outreach included a quiz, comprising six case studies of potential competition manipulation or match-fixing, and participants were asked to choose whether or not a variety of actions by athletes and/or support personnel were in breach of the rules.

In all, more than 100 biathletes and coaches from 24 countries took part in the quiz over the four days, signing a 'wall' to show that they had participated.

Also in August, a new video was produced in which the BIU informed and warned athletes and their entourages against the dangers of Competition Manipulation. The video can be viewed [here](#).





## WADA Code Compliance Questionnaire

The BIU completed and submitted the WADA Code Compliance Questionnaire, a regular check of Code signatories carried out by WADA through a comprehensive online questionnaire.

The questionnaire is part of a robust program aimed at securing code compliance by all signatories, including NADOs and IFs.

## IBU Congress

For the first time, the BIU took responsibility for overseeing the process of electing officials at an IBU Congress, after the BIU Board was asked to act as the election committee.

Ahead of the election, the BIU exhaustively researched the backgrounds of all candidates for positions on the IBU Executive Board and Technical Committee.

At the Congress, the BIU also delivered a Workshop on Safeguarding for NF representatives.



## Vetting

An important element of the BIU's Prevention Strategy is its vetting procedure. Vetting is the process of carrying out background research on an individual before offering them a role (paid or unpaid) within Biathlon. There are many roles which require these background checks, and different roles demand different levels of research.

The IBU Vetting Panel is responsible for considering all candidates, supported by the BIU, which carries out the background research necessary for the Vetting Panel to make a decision. Most of the BIU's vetting research was carried out in the lead-up to the IBU Elections, October 2022

## Biathlon Integrity Certificate

A major step towards improving safety in Biathlon was taken when the BIU announced that, beginning with the first event of the 2022-23 season, all Biathlon team staff members (including coaches, medical personnel and technicians) participating in any IBU event (Junior Cup, IBU Cup, World Cup) must hold a 'Biathlon Integrity Certificate' issued by the BIU.

The purpose of the certificate is to ensure that everyone dealing with athletes has a basic knowledge of integrity and anti-doping matters.

Support personnel are key to ensuring a safe environment within Biathlon, and it is imperative they are aware of the influence their words and actions can have over athletes. They must know their obligations under the IBU Integrity Code.

A certificate can be obtained by completing a short online course, which can be found [here](#).

Also in October, the BIU held an Anti-Doping and Safeguarding seminar at an IBU IOC Development Camp for Athletes and Coaches.

## Out-of-competition testing

The BIU implemented a comprehensive out-of-competition doping testing programme in the run-up to the 2022-23 season, with results that were in line with previous years.

During the period, the BIU's already close co-operation with National Anti-Doping Organisations (NADOs) was enhanced, with the NADOs testing more athletes that are not part of the International Biathlon Union's Registered Testing Pool (RTP) of athletes that are subject to out-of-competition testing.

The BIU continued its policy of using increased amounts of data to target its sample collections, based on a comprehensive Risk Assessment. This included physical performance data and information from the community. A test distribution plan was then implemented in collaboration with NADOs, taking into account their own test distribution plans.

The number of samples taken between May 2022 and the competition season's end in March 2023 totalled 1389 showing that good cooperation with the NADOs and Service Providers is key to a successful testing program.

All samples collected both In- and Out-of-Competition are held securely in long-term storage for possible re-testing at a later date.

## IBU-IOC development camps

The BIU contributed another theoretical training session for athletes at a winter IBU-IOC development camp, held in Martell, Italy on 29 November to 3 December.

The training camps are held for National Federations each year by the IBU, in conjunction with the IOC, with the aim of supporting them with both practical and theoretical knowledge and training.

The session focused on Safeguarding, and comprised a basic introduction to the topic, followed by group work in which athletes discussed a series of case studies.

Also in December, Safeguarding webinars for athletes were held at Junior and IBU Cups.



## WADA Intelligence and Investigation Network

An intelligence-led process is central to a successful anti-doping program, and the BIU now has a representative on the WADA Intelligence and Investigation Network. A meeting of the Network, held in December 2022 in Paris, was the first that a BIU representative has attended.

The group includes specialists in the areas of intelligence and investigation, who are able to share ideas and develop new capabilities. The meeting underlined the importance of close working relationships.



## Outreach at IBU World Cup in Antholz

The BIU held an outreach session at the IBU World Cup in Antholz-Anterselva on 20 January, 2023.

The aim of the Outreach was to interact with athletes and inform them about the day-to-day work of the BIU, including anti-doping, Safeguarding, match-fixing, whistleblowing and investigations.

Katharina Gatterer, the BIU's Safeguarding and Education Officer was on hand to answer the athletes' and coaches' questions.

Many athletes stopped by the Outreach stand, and signed a board with the message: 'Remain true to yourself'.



## Sportradar / BIU Bet Monitoring Arrangement

The BIU reached an agreement with the Switzerland-based sports tech and data firm Sportradar to use the specialist equipment provided by its Sportradar Integrity Services (SIS) division to monitor IBU competitions.

SIS is now working in partnership with the BIU to keep track of all fixtures, including IBU World Championships and World Cups.

This is part of a package of measures implemented by the BIU to ensure that all IBU events are safe from corruption.

## Biathlete Challenges BIUs Use of the CAS for First Instance Hearings

As part of a legal challenge to a sanction imposed by the Court of Arbitration for Sport Anti-Doping Tribunal (CAS ADD), a Russian biathlete has recently challenged the validity of the CAS ADD at the Swiss Federal Supreme Court (SFT). In an important decision for the Biathlon Integrity Unit (BIU), the SFT has confirmed the validity of the CAS ADD as a first-instance disciplinary tribunal in delegation by sports federations, and the subsequent appeal to the CAS Appeals Division (CAS).



## World Championships

A comprehensive In-Competition testing program was carried out during the World Championships, which took place in Oberhof, Germany from 8 to 19 February.

Tests at World Championships, World Cup, IBU Cup and Junior Cup events are carried out in conjunction with National Anti-Doping Agencies or other service providers, which act as sample-taking agencies at the events.

Certain substances are forbidden only In-Competition (the period beginning at 11.59pm on the day before a competition in which the athlete is scheduled to participate, and ending with the conclusion of the competition and the sample-taking process).

Substances prohibited only In-Competition include, but are not limited to: stimulants; marijuana; narcotics; and glucocorticosteroids.

Athletes were advised to be aware of the washout times for these substances

## Speaking of integrity

How should athletes and others in the Biathlon family handle difficult interview questions on integrity topics?

In a podcast interview for the BIU, Jon Tibbs, chairman of JTA, the international communications agency that helps its clients achieve their objectives in international sport, outlined some general principles to bear in mind when facing potentially hostile questioning from the media.

The interview is [here](#).

## Dr Tanja Haug joins BIU Board

Doctor Tanja Haug, a sports law expert with more than 20 years of experience, was appointed to join the Biathlon Integrity Unit's Board. Dr. Haug was recommended by the BIU's independent Vetting Panel to the IBU Executive Board, which then appointed her as a new BIU Board Member.

## Youth and Junior World Championships

The BIU staged educational activities at the 2023 Youth and Junior World Championships, which took place in Shchuchinsk, Kazakhstan on 4 to 10 March. The activities were staged in close collaboration with QAZ NADO, the local NADO.

An anti-doping seminar for youth athletes was held on 6 March. The seminar was mainly targeted at youth athletes that were competing at a major event for the first time.

The BIU also ran an Outreach booth in the competition venue, together with QAZ NADO, on 5 to 7 March, offering athletes the chance to complete WADA's anti-doping quiz. Good attendances were recorded at the outreach booth, with 126 athletes and coaches from 30 different nations.

A link to the WADA quiz (available in 47 languages) can be found [here](#).

Also in March, the BIU held a Safeguarding seminar for coaches at the IBU Academy's Coaches Course.

## WADA Play True Day

The IBU and the BIU were delighted to support this important initiative, which took place on 14 April 2023. Biathlon athletes were strongly encouraged to participate as well. The digital campaign is a shout-out for true sport, reaching millions of people worldwide every year. It is designed to give everyone involved in sport the chance to contribute to clean sport. This year's theme was #OnePlayTrueTeam, focusing on the importance of your team.

## BIU Whereabouts Certificate

From the beginning of May 2023 all athletes that are part of the IBU's Registered Testing Pool (RTP) are required to obtain a Whereabouts Certificate by completing an online course.

The aim of the Certificate is to avoid unnecessary errors when filing Whereabouts information. The online course can be found [here](#).

The BIU has produced a video on submitting Whereabouts information, which can be viewed [here](#).

## Risk Assessment

The BIU conducts a continuing Risk Assessment, taking into consideration factors such as performance, country risk, testing history and other intelligence, in creating the Registered Testing Pool. The RTP is renewed every April.

## Athlete Ambassador Programme prolonged

The BIU extended the terms of its three Athlete Ambassadors - Anastasiya Merkurshyna (Ukraine), Julian Eberhard (Austria) and Sebastian Samuelsson (Sweden) - for a further two-year period. Meanwhile, two new Athlete Ambassadors - Chloe Levins (USA) and Lovro Planko (Slovenia) - were recruited, also for an initial two-year period. The BIU thanks all five Athlete Ambassadors for their commitment to clean sport.



**ONE  
PLAY true  
TEAM**

*"MY WHOLE TEAM INSPIRES ME,  
BECAUSE THEY ARE ALWAYS  
AGAINST CHEATING AND  
FIGHTING FOR THE TRUTH."*

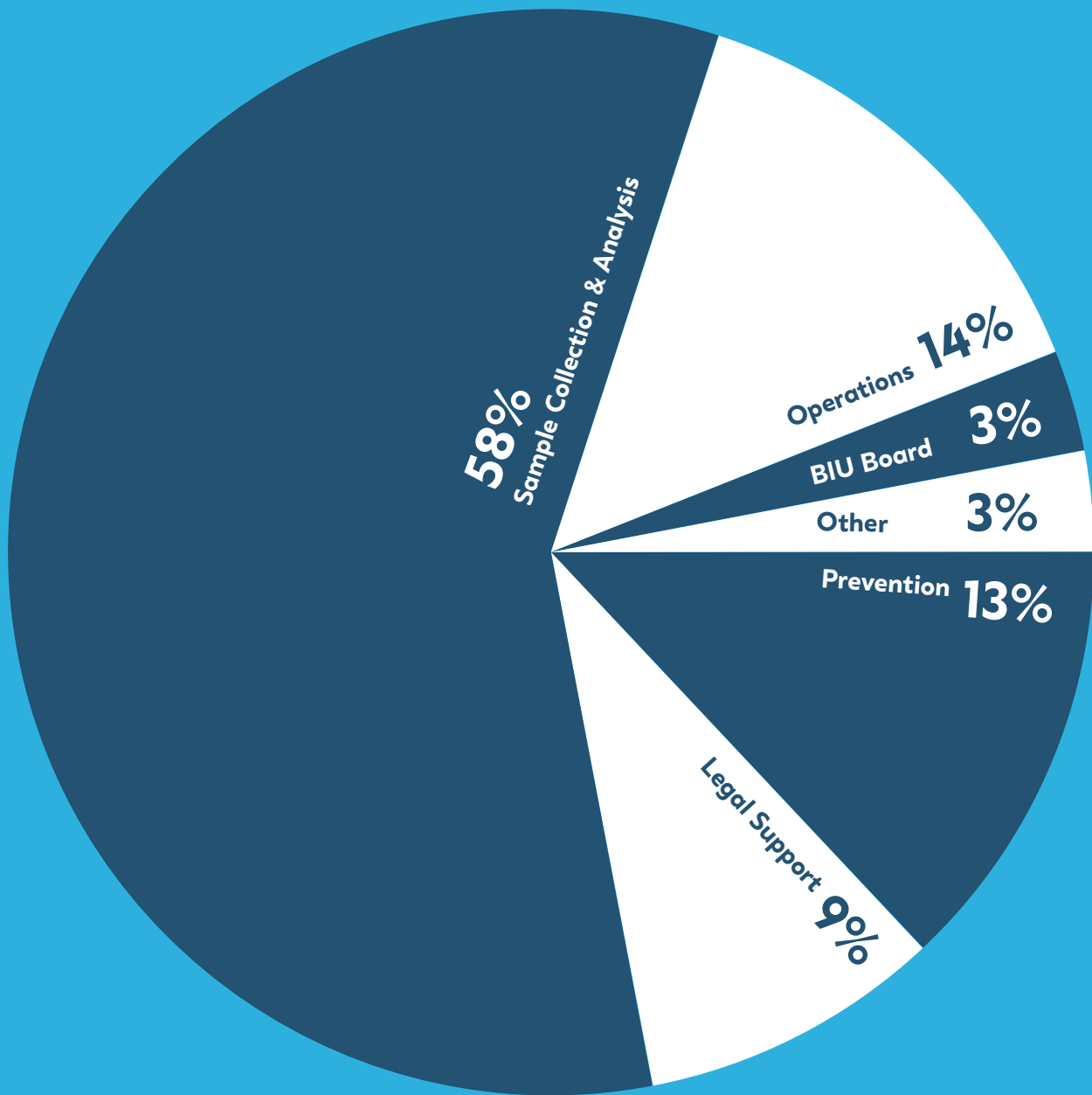
**MARKETA DAVIDOVA**  
**TEAM CZECHIA**

Share your  
**#OnePlayTrueTeam**

# 04

# BIU IN NUMBERS

- A Financial report for  
May 2022 to April 2023
- B Anti-doping
- C Education and Communication
- D Vetting



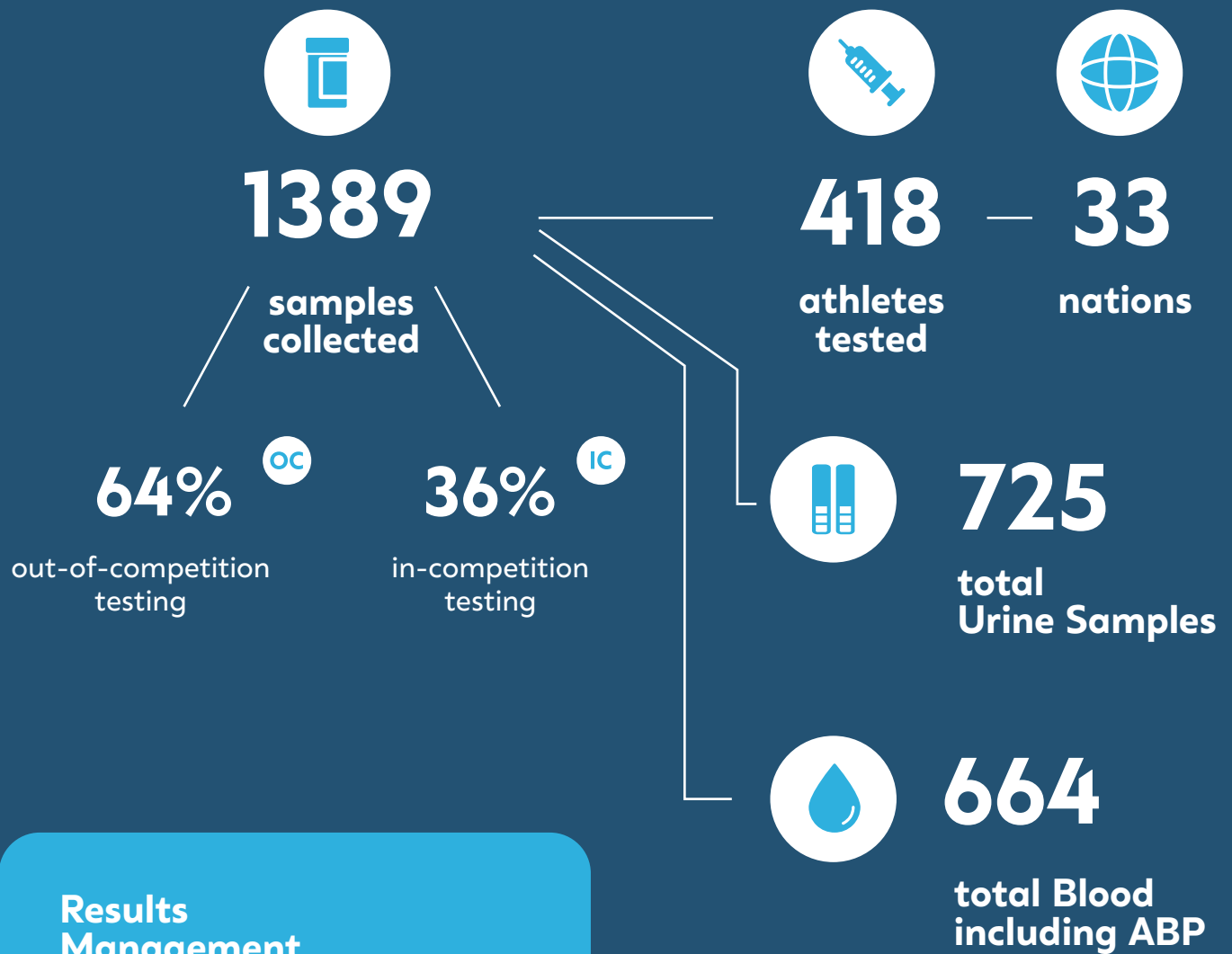
TOTAL

**1.696.772.00 €**

The figures are inclusive of a contribution of 132.433,00€ from the Russian Biathlon Union. A requirement under their reinstatement conditions.

The Head of the BIU was remunerated 126.000€ during 2022-2023.

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



**Results Management**

**ADRVs**

**no new** Anti-Doping Rule Violations

**TUEs**

**2 national** Therapeutic Use Exemptions recognized

**RTP**

**112 athletes** Registered Testing Pool

# C

## Education and Communication

# 15

**Educational events** (webinars, seminars, outreach etc.)



# 1366

**Biathlon Integrity Certificates issued**

# 3

**Main Topics**

01

**Anti-Doping**

# 718

athletes

02

**Safeguarding**

# 57

coaches

03

**Match-fixing**

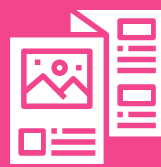
# 32

NF  
representatives

# 16

**Educational Materials**

# 2



**Brochures**

# 2



**Posters**

# 4



**Handout Distributed**

# 4



**Videos**

# 4



**Podcasts**



# Education and Communication

 **92** Twitter posts  
**60.000**  views

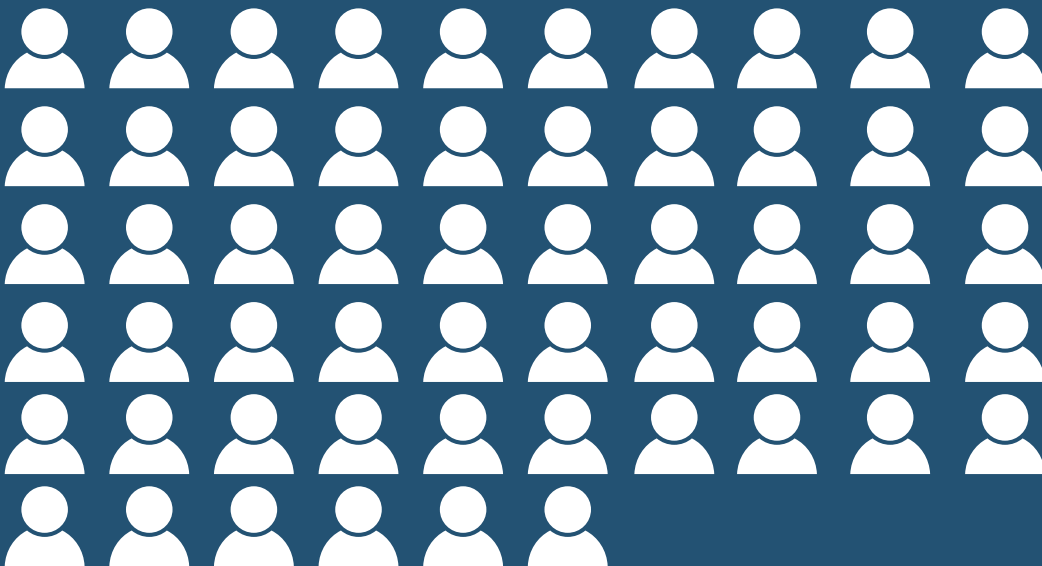
 **80** Instagram posts  
**55.000**  views

 **36** Press releases, website news articles and blogs  
**120.000**  views

 **8** videos & podcasts produced

56

people were researched  
for vetting purposes



this equates to

365



hours  
of research

45



days spent on  
vetting research

or

# 04

# FOCUS ON PREVENTION

- A Education
- B Safeguarding
- C Collaboration  
with IBU Development  
Department

# A Education

**The BIU believes that education is a key component to all prevention activities.**

Therefore, through in-person and on-line education, as well as event-based awareness raising, the BIU aims to help ensure that athletes and their coaches have the necessary tools to navigate the IBU Integrity Rules and responsibilities, while also understanding the role they play in keeping sport safe and clean.

Starting this year, a new focus was set on two important integrity topics, in addition to Anti-Doping: Match-Fixing (Competition Manipulation) and Safeguarding. It's crucial that all participants in Biathlon know the rules and their responsibilities in relation to all integrity-related topics.



## The BIU has a zero-tolerance policy towards doping violations in Biathlon.

With targeted Anti-Doping programmes, the BIU seeks to protect the health of athletes and help them to stay clean while reaching their full potential. Moreover, the Anti-Doping programmes help to maintain the integrity of sport in terms of respect for rules, other competitors, fair competition, a level playing field, and the value of clean sport to the world.

A series of seminars and outreach activities were conducted, to give biathletes the necessary knowledge to stay clean and avoid unintentional doping. A special focus was set on young athletes without any or only little previous anti-doping education. In addition to input on Anti-Doping rules and regulations, they were prepared for possible upcoming doping controls.

Another important target group are the athletes in the Registered Testing Pool (RTP). These are highest-priority athletes who are subject to focused Out-Of-Competition Testing, and therefore are required to provide Whereabouts Information. To help them avoid making unnecessary mistakes and risking a ban from sport due to 3 Whereabouts Failures in 12 months, the BIU offered a webinar on how to file Whereabouts Information correctly. The webinar was presented in English with a Russian simultaneous translation.





## **Match-Fixing (Competition Manipulation)**

Competition manipulation or match-fixing is defined as an intentional act to unfairly change the course or the outcome of a sports competition. One of the BIU's tasks is to make sure it does not happen in Biathlon.

The BIU conducted an Outreach Programme for athletes and support personnel at the Summer Biathlon World Championships in Ruhpolding (Aug 2022) to provide information and education on the risks of competition manipulation, using a quiz format.

The quiz aimed to reinforce the four main rules relating to match-fixing:

- Don't fix**
- Don't bet**
- Don't disclose inside information**
- Do report any match-fixing suspicions**

The quiz comprised six case studies of potential competition manipulation or match-fixing, and participants were asked to choose whether or not a variety of actions by athletes and/or support personnel were in breach of the rules.

In all, more than 100 biathletes and coaches from 24 countries took part in the quiz over the four days, signing a 'wall' to show that they had participated.

The BIU was delighted at the high level of interest shown by participants, and in most cases their awareness of the risks of competition manipulation.

Participation in the quiz enabled BIU staff members to engage directly with athletes and support personnel to answer any questions and explain the rationale behind the rules as well as answer any other questions related to Integrity issues.

The quiz can be found [here](#).



# B Safeguarding

Safeguarding is the process of protecting all participants in Biathlon from harassment and abuse. It is crucial that everyone feels safe in order to have fun, flourish and discover their full potential.

During the 15th Ordinary IBU Congress in Salzburg in September 2022, the BIU held a well-attended and informative workshop on Safeguarding.

The aim was to discuss relevant Safeguarding issues in Biathlon, and the workshop began with a short presentation defining Safeguarding and its importance in Biathlon. NFs' obligations under the IBU Safeguarding Policy were also discussed.

This introduction was followed by round table discussions with NFs, with the aim of answering two main questions:

**What are the potential / present risk factors or Safeguarding issues in your sporting community?**

**What do you as NFs need from BIU to further advance your Safeguarding efforts?**

NFs generally agreed that there is a need for education for coaches / personnel dealing with athletes, but also for athletes themselves, as they are sometimes unsure of which behaviours are and are not acceptable.

During the workshop, Sara Studebaker-Hall (USA) and Heather Ambery (CAN) presented insights and good practices from their respective countries. They concluded it is also crucial for federations to have a responsible person (with necessary training) to deal with Safeguarding matters. Both countries have centres dedicated to Safe Sport: [uscenterforsafesport.org](https://uscenterforsafesport.org) and [www.cces.ca](https://www.cces.ca) These also serve as contact points for the Biathlon federations.

## **IBU Safeguarding Policy**

The IBU's new Safeguarding Policy was implemented in January 2022, obliging all National Federations to implement the policy in their respective countries.

A survey was sent to all National Federations to enable the BIU to understand the current situation in relation to the implementation of the Safeguarding Policy, and to provide support wherever needed.

The results showed that, while half of the NFs already have a Safeguarding Policy or Code of Conduct in place, others need more support.

A Safeguarding workshop for NF representatives was therefore held during the IBU Congress in September 2022 to further investigate NFs' needs (see above).

As a result, the BIU provided a policy template for NFs to be used in their countries.

The BIU is now working with the remaining NFs that have not yet implemented a policy to strengthen the Biathlon family and keep all athletes safe from all forms of harassment and abuse.

## C

### Collaboration with IBU Development Department

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.

The focus was on educating young athletes, through educational activities at IOC-IBU development camps, IBU and Junior Cups and Youth and Junior World Championships.

**Coaches are role models for their athletes.  
That's why we need to support and educate  
them in the best possible way so they can then  
teach their athletes the values of fair sport!**

Lucie Rothauer  
BIU Prevention Manager







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