



# GUIDANCE DOCUMENT FOR IBU OFFICIALS

## WHAT YOU CAN AND CANNOT DO DURING ELECTIONS

### Purpose

This document explains, in clear terms, what IBU Officials can and cannot do during IBU election periods. It is designed to protect the integrity of IBU elections, ensure fairness between candidates and safeguard you as an individual Official.

The IBU can only be effective if it is led by the best possible leadership team. That leadership must be chosen through a fair, transparent and properly regulated election process, free from improper influence.

This guidance must be read alongside the [IBU Constitution](#), the [IBU Integrity Code](#), the [BIU Rules](#), the [Rules of Congress](#) and the [IBU Elections and Campaigning Guidelines](#).

### Who this applies to

This document applies to all IBU Officials, including but not limited to:

- Executive Board members
- Committee and Commission members
- BIU Board members
- Congress delegates when acting as IBU Officials
- IBU Staff

If you are an IBU Official, these rules apply whether or not you are personally involved in an election.

### Core principles

IBU elections must be fair, transparent, and free from improper influence.

IBU Officials have two linked responsibilities:

- to remain neutral once individuals are candidates; and
- to help create a healthy pipeline of capable individuals who are willing to put themselves forward for election.

Encouraging participation in the democratic process is permitted and expected. Influencing the outcome of an election is not.

### What you can do

You may:

- Carry out your normal duties as IBU Official during an election period
- Speak positively, in general terms, about the importance of strong leadership, good governance, and participation in IBU elections
- Encourage individuals with suitable experience, skills, or integrity to consider standing for election, provided this is done:
  - before they are candidates, and
  - without favouring one potential candidate over another
- Explain the election process, eligibility criteria, and competency requirements

- in a factual and neutral way
- Direct interested individuals to the official nomination documents, campaign guidelines, and BIU for advice
- Participate in official IBU election processes where your role requires it, provided you are not a candidate and have no conflict of interest
- Report any concerns, pressure, or suspected breaches of election rules to the BIU

General encouragement of participation is allowed. Advocacy for a specific candidate is not.

### What you must not do

You must not:

- Endorse, promote, or oppose any specific candidate, formally or informally
- Attempt to influence how a National Federation or its delegates vote
- Approach National Federations or any other organisations to suggest, recommend, or indicate who they should nominate or support for any elected position
- Suggest that a particular individual has IBU backing or preferred status
- Use your IBU role, title, or access to advance a candidacy
- Allow your position to be used by others to imply endorsement
- Share confidential or non-public IBU information with a candidate or potential candidate
- Use IBU resources, platforms, mailing lists, meetings, or events for campaign purposes
- Accept gifts, hospitality, or benefits from candidates or persons acting on their behalf
- Once an individual is a declared candidate, strict neutrality applies.

### Conflicts of interest

If you have any personal, professional, or institutional connection to a candidate, you must:

- Disclose it promptly to the BIU
- Follow any instructions given, which may include recusing yourself from discussions or decisions

Failure to disclose a conflict can itself be a breach of the rules. Please, see Article 3 of Chapter B of the IBU Integrity Code for details on conflicts of interest.

### Common misconceptions

#### **“I cannot talk about elections at all.”**

Incorrect. You may speak about the importance of elections, leadership renewal, and the need for capable individuals to step forward. What you cannot do is campaign for someone.

#### **“Encouraging someone to apply is endorsement.”**

Incorrect. Encouraging capable people to consider standing is permitted, provided it is neutral and not selective once candidacies are declared.

#### **“Silence is always the safest option.”**

Not necessarily. A complete absence of encouragement can weaken governance. The rules are designed to prevent improper influence, not to discourage participation.

## Social media and communications

As an IBU Official, care is required.

You must not:

- Like, share, repost, or comment on campaign material
- Publish statements that could reasonably be seen as supporting or opposing a candidate
- Use private messaging to lobby delegates or discuss voting intentions

You may:

- Share neutral information about election timelines and processes
- Promote values such as integrity, diversity, competence, and participation in governance

## If you are also a candidate

If you are an IBU Official who becomes a candidate:

- You must strictly separate your candidacy from your official role
- You must not act in any official capacity on matters linked to the election
- You must follow all Campaigning Guidelines in full

Any misuse of office while a candidate will be treated as a serious matter.

## Reporting concerns

All IBU Officials have a duty to protect the integrity of elections.

You must report:

- Any attempt to influence you improperly
- Any pressure placed on delegates or Officials
- Any suspected breach of election or campaigning rules

Reports can be made confidentially to the BIU.

### **Final message** **Strong governance depends on trust.**

By staying neutral, acting with restraint, and reporting concerns early, you protect yourself, the IBU, and the integrity of the election process. That is how the IBU ensures it is led by a leadership team that is properly elected, credible, and legitimate.