

BIU UPDATE TO IBU CONGRESS

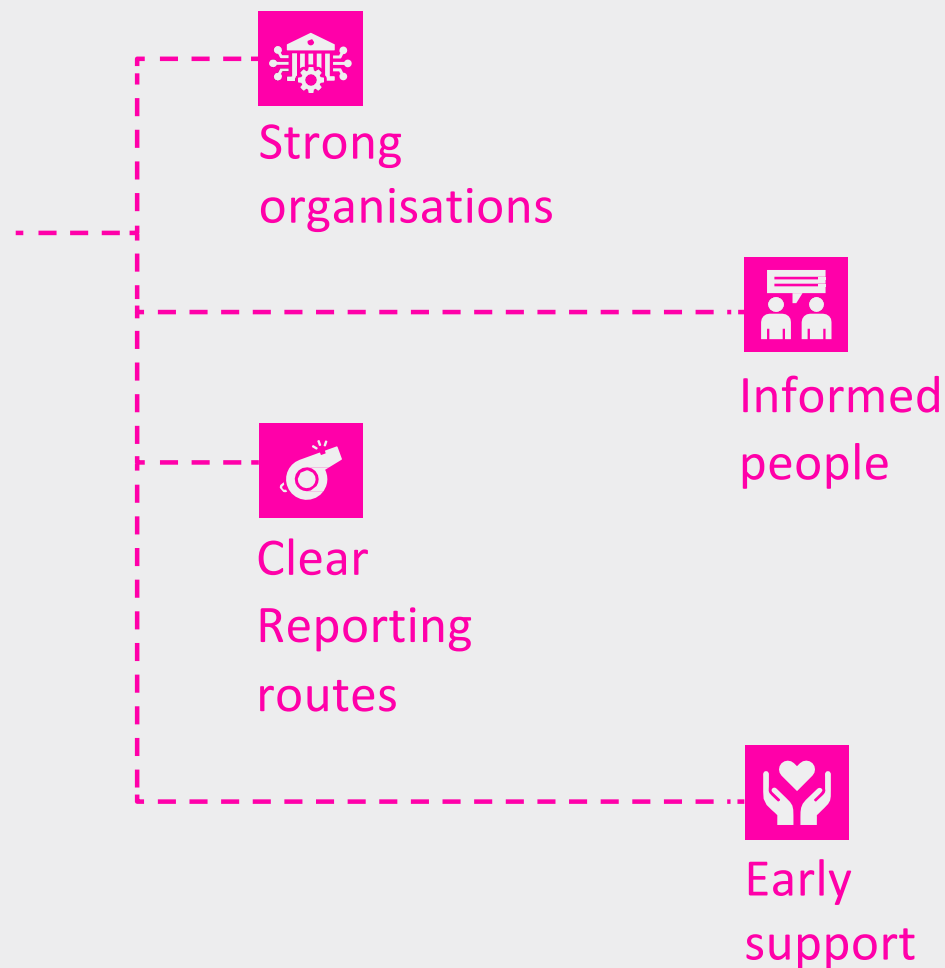
From intent to practical delivery

Since Belgrade 2024



02 Prevention-Led Integrity

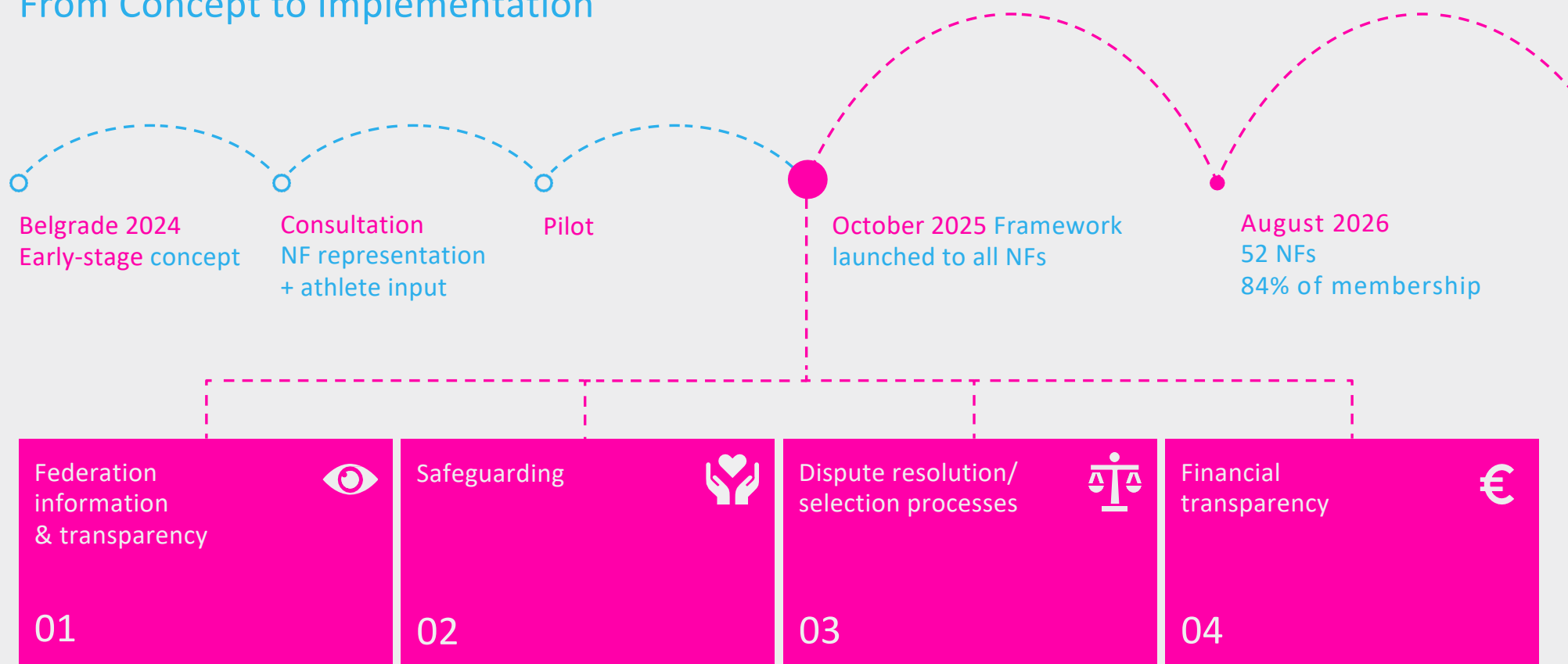
The most effective integrity system is prevention-led.



Prevention alongside independent investigation, enforcement and robust anti-doping.

03

Governance Framework: From Concept to Implementation



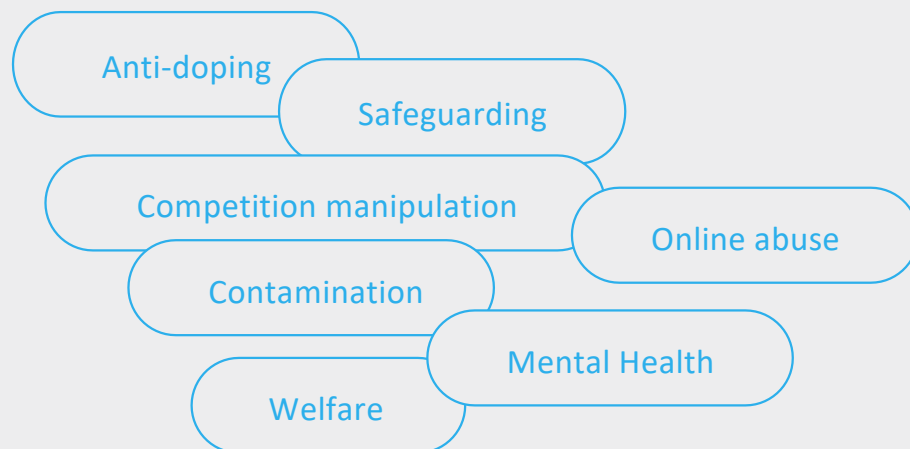
9 supporting documents × 62 Federations = potentially 558 documents

Clear expectations. Evidence-based assessment. Direct feedback. Practical support.

04 Prevention Through Education and Culture

Integrity education where it matters.

Covering topics:



Integrity becoming part of how people
learn their role in biathlon.

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Education

12 Outreaches



5 Workshops



5 Seminars



around 900 athletes from



around 35 nations



2236 Biathlon Integrity Certificates



97 coaches from



33 nations through the IBU Academy



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05 Investing in Prevention

Prevention Expenditure.

8.23% → → 16%

2024–25

2025–26

A deliberate investment in reducing future harm.

06 Prevention Is a Way of Working

Prevention is not a separate strand of activity. **It is a way of working.**

What can we learn?

What can we communicate?

What can we change?

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Explain expectations



Communicate risks



Listen to concerns



Direct people towards support



Identify vulnerabilities



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07 Wellbeing, Safeguarding and Duty of Care

September 2024 Need recognised

Mental Health Working Group begins

Connected Framework

Wellbeing Charter



Shared commitment

Mental Health & Wellbeing Policy



Standards and responsibilities

Mental Health & Wellbeing Strategy 2025–2029



Delivery model



Dedicated Wellbeing Coordinator
—Kristel Kiens

NF Support

Contact Network

Training

Resources

Specialist connections

Wellbeing supports prevention, reporting and trust.

08 Clean Sport and Intelligence-Led Delivery

Credible
detection.
Intelligence-led
delivery.



Targeted pre-Games testing focused on Olympic qualification pathways.

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2024–2025

1,863 samples

381 athletes

34 nations

65% ooc

2025–2026

1,656 samples

382 athletes

33 nations

73% ooc



3,519 samples

across two reporting years

Intelligence-led testing

NADO cooperation

ITA coordination

Long-term sample storage

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09 Three Requests to National Federation Leaders

01 Own the governance framework

Use feedback as a leadership tool.
Engage early where gaps exist.

02 Make prevention normal business

Integrate integrity, safeguarding and wellbeing into development, induction, events and board oversight.

03 Create a culture where concerns can be raised early and safely

Clear routes. Trusted contacts. Fair processes.

Wellbeing supports prevention, reporting and trust.

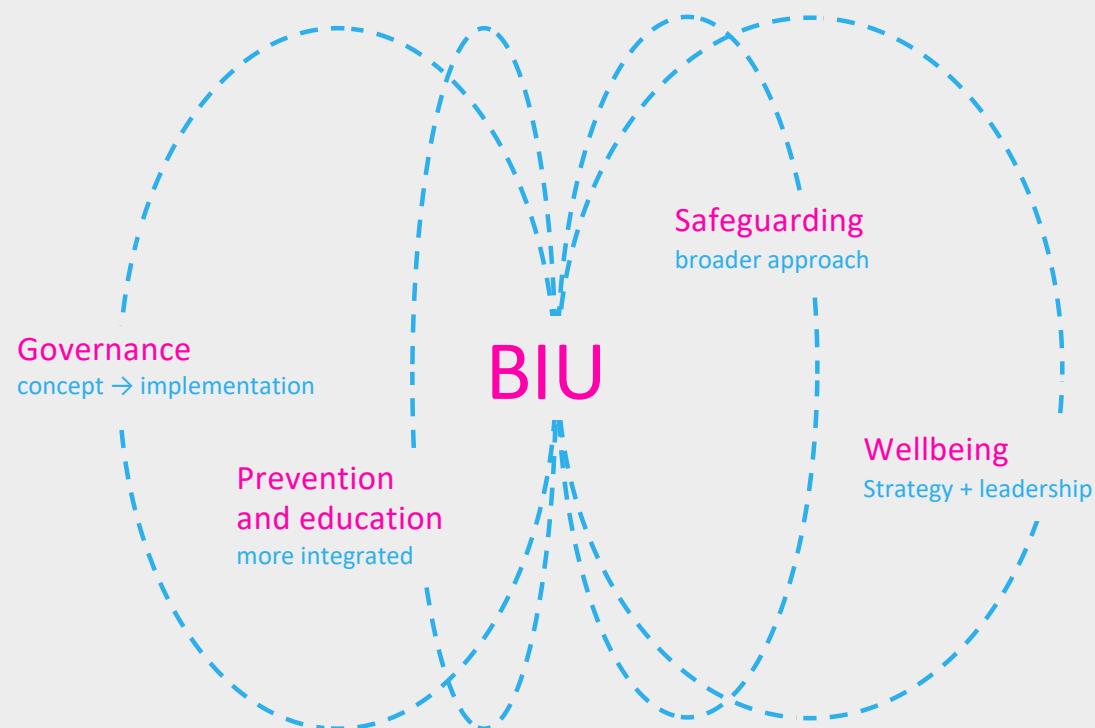
10 Progress, Partnership and Trust

Since 2024:
from intent to
practical delivery

Success is also measured by the harm
we prevent, the problems identified earlier, the
people who know where to seek help,
and the trust we build.

Safe. Fair. Trusted

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**Independent,
but not isolated.**

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11 BIU Funding Request

BIU Funding Request



Financial stability through
to the next Ordinary Congress

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2026–27
Current BIU budget

€3,022,000

2027–28
Congress approval requested

€2,952,000

1 May 2028 → close of 2028 Ordinary Congress Pro-rata funding based on €3,013,000 annual 2028–29 budget frame

2029–30
Budget frame

€3,075,000
Planning purposes only — NOT part of today's approval

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12 What the Funding Supports

Maintaining BIU core functions and specialist capability

From policy to practical delivery.

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Mental Health & Wellbeing Programme



2027–28 →→→→→→→→→

2028–29
annual allocation:

€242,000

€244,000

Only the relevant pro-rata amount to the close of the 2028 Congress forms part of the current approval request.



Dedicated wellbeing
function



Support to
National
Federations



Training and
education



Referral
pathways



Mental health
contact networks



Access to
appropriate
resources

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13 Decision Requested from Congress

€2,952,000

for the 2027–28 financial year

↑
and
↓

Funding from 1 May 2028 until the close of the 2028 Ordinary Congress, calculated pro-rata against the 2028–29 annual budget frame of €3,013,000.

Continuity

Independence

Special capability

Support to National Federations

VETTING PANEL

Prevention through vetting

2024–2026 Update



02 Vetting is a prevention system, not a formality

2024-2026 update for the IBU Vetting Panel

0

Candidate disclosure

Personal details, roles, relationships and declared conflicts

02

BIU Research

Independent checks, intelligence review and proportionate enquiries

03

Candidate engagement

Interview or written questions where further context is needed

04

Panel decision

Independent eligibility decision based on the full picture

Prevention value Vetting
gives the IBU
an informed basis to act before
unmanaged risk reaches a
position of trust.

Protects trust

Supports safety

Reduces risk

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Eligibility decision matrix

The Panel considers risk, context and role sensitivity before deciding whether a person is eligible.



Low concern

No material issue,
or issue fully explained

Manageable concern Disclosure,
safeguards or monitoring can
manage risk

Further enquiry

More information
needed before decision

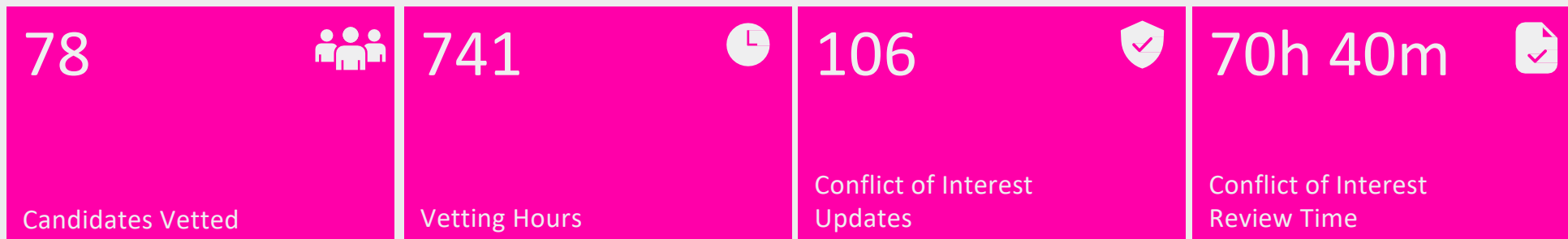
Eligibility concern

Risk may be inconsistent with
IBU Official standards

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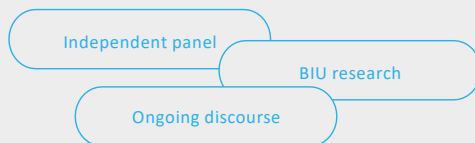
03 The workload behind a credible safeguard

Vetting and conflict-of-interest monitoring 2024–2026



Prevention value

It is active risk management that helps keep unsuitable or unmanaged risk away from positions of influence.



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Workload calculation

Based on 9.5 hours per candidate and 40 minutes per conflict update.



812 working hours in total

More than 101 full working days, or approximately five months of one full-time officer's capacity.

A prevention-led system: identify early, test fairly, decide independently, monitor continuously.

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Thank you.

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