



IBU Human Rights Policy

Background

Human rights have become an important topic of discussion in sport. The IBU is fully aware of its responsibility concerning human rights. Values such as integrity, good governance and sustainability are firmly anchored in the IBU Constitution and strategic frameworks, respectively, as is the commitment to enhancing gender equality, inclusion, and diversity.

The international human rights conventions, such as the [United Nations Guiding Principles on Business and Human Rights \(UNGPs\)](#), provide established global frameworks for such values of sport.

As a member of the Olympic family, the IBU follows the example of the International Olympic Committee (IOC), which adopted its [strategic framework for human rights](#) in 2022.

Importantly, as the leader of the Biathlon Family, the IBU wishes to serve as a role model for its own sport.

This policy underlines IBU's commitment to respecting human rights as prescribed by the IBU Constitution. The responsibility to respect human rights means avoiding human rights violations and counteracting negative impacts on human rights caused by the IBU's activities. This responsibility also means striving to prevent or mitigate human rights violations when they are committed by third parties with whom the IBU is affiliated. If necessary, the IBU must terminate these relationships.

This policy also serves to raise awareness for the opportunities that fostering a culture of respect for human rights in sport will provide for society at large.

#teamhumanrights

I. Commitment to Human Rights

The IBU is committed to respecting all internationally recognised human and children's rights and works to ensure that these are respected across its operations.

The IBU opposes the violation of human and children's rights under the following international frameworks:

- International Bill of Human Rights (Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights),
- International Labour Organisation's Declaration on Fundamental Principles and Rights at Work
- Convention on the Elimination of All Forms of Discrimination against Women
- Convention on the Rights of the Child
- Convention on the Rights of Persons with Disabilities
- European Convention on Human Rights; and
- Charter of Fundamental Rights of the European Union;

The IBU aims to fulfil its responsibility in accordance with the [United Nations Guiding Principles on Business and Human Rights \(UNGPs\)](#). This means identifying, preventing, mitigating and, where appropriate, addressing negative impacts of our activities on human and children's rights.

The IBU commits to protecting the rights of groups and people who may be particularly affected, specifically children, youth, and athletes of all ages.

The IBU supports the practice of sport as a human right as well as the children's right to leisure, play and active recreation. Should the activities of the IBU be involved in armed international conflicts, the standards of international humanitarian law and international criminal law also apply.

II. Respecting and Strengthening Human Rights

Respecting human rights is a shared, organisation-wide responsibility at the IBU. This human rights policy applies to all IBU Officials and the staff of both the IBU and the Biathlon Integrity Unit (BIU).

The IBU Executive Board is responsible for implementing this policy on a strategic level. The IBU management team is responsible for the operational implementation.

Violations of the principles of good association management, such as under the IBU Integrity Code or other good governance regulations, will be addressed in accordance with the IBU's existing rules of procedure. If there are indications of violations of human and children's rights, the BIU will have the responsibility to investigate.

This policy also governs the expectations of the IBU towards any third parties with whom it works. Whenever the IBU identifies negative impacts on human rights in the context of business relationships, it must exercise its due influence. In addition, the IBU aims to support its Member National Federations in honouring their responsibility for respecting and strengthening children's and human rights.

III. Human Rights and the IBU's Activities

Rule 26 of the Olympic Charter defines the role of the IBU as an International Federation. The responsibility to respect human rights as prescribed by the UNGPs applies to all activities of the IBU. These activities can be divided into three spheres of responsibility in which the IBU may violate human rights:

- as an organisation (I),
 - as part of the Olympic Movement (II), and
 - as the international governing body for the sport of biathlon and para biathlon (III).
- (I) refers to the work of the IBU headquarters, IBU's internal events (e.g. the Congress, Committee/Commission meetings, etc.) as well as the IBU's supply chain.
- (II) refers to IBU officiated event series, which also help promote and disseminate the values of Olympism globally.
- (III) includes the activities that the IBU carries out for or together with its Member National Federations to grow and develop the sport of biathlon and para biathlon.

The following topics are at the core of the IBU's efforts to protect human rights within the above three spheres of responsibility:

1. Protection against interpersonal violence

Physical, psychological and/or sexual harassment or violence is a widespread and serious human rights risk, both in sport and in the workplace. The IBU is committed to protecting its staff and athletes from interpersonal violence in connection with the IBU's activities.

The focus of the IBU's prevention and educational work is on protecting children and youth from violence and harm, and incorporating the interests of young people in all matters that affect them. The IBU is committed to creating a safe environment in all its activities.

2. Anti-discrimination

Everyone must have a chance to become involved in sport and to develop their own abilities in all areas and functions in sport without experiencing discrimination, be it racial discrimination or discrimination based on skin colour, national or social origin, gender, sex, sexual orientation, language, political or other opinion, religion or other beliefs, circumstances of birth, or other grounds.

This includes everyone involved in the sport of biathlon and para biathlon, especially the IBU Officials, athletes, volunteers, and fans and in particular any persons and groups who may be particularly affected.

The IBU's commitment to anti-discrimination also includes a commitment to a generally discrimination-free environment within the IBU. This principle guides the IBU's actions in connection with participation in and the organisation of major international IBU events.

In addition, the IBU seeks to support its Member National Federations in their efforts against extremism, other ideologies of inequality and inhumanity, and in promoting democratic coexistence.

3. Safety and well-being

Sporting activity contributes to mental and physical well-being. At the same time, sport involves safety and health risks both in everyday practice and competition. The IBU values the contributions of sport to well-being, but always prioritises safety to prevent injury and health risks and to protect athletes from any harm.

The IBU is committed to ensuring that everyone participating in sport feels safe. This also includes fans at major international IBU events.

In addition to measures that strengthen health through sport, the IBU advocates measures against drug abuse and doping and any other negative effects on health, such as the risk of addiction.

The IBU also respects other human rights, such as the right to a fair process in the event of suspected doping violations.

Addiction that is not related to doping or drug abuse can also pose a health risk. Mental illnesses, depression or eating disorders, for example in connection with high pressure to perform in sport, are considered by the IBU in relevant prevention and awareness measures.

At the same time, the IBU seeks to ensure a safe working environment for its staff, and to protect and promote their mental and physical well-being in the working place.

4. Right to participation in decision-making

Everyone involved in sport has a right to contribute to decision-making that concerns them. This applies to athletes as well as to staff or volunteers in their respective areas of activity. Children's and human rights can only be safeguarded if those affected are heard. In addition, certain groups have a special right to participation, e.g. children and people with disabilities. The IBU promotes the implementation of these rights by creating opportunities for or extending the number of parties involved in decision-making through structured participation of respective stakeholder groups.

The IBU respects the freedom of association of athletes and seeks to do its utmost to protect athletes' rights to free expression.

In connection with applications for and the organisation of major international IBU events, the timely participation of all relevant stakeholder groups is required. The IBU supports its Member National Federations in protecting these rights on the national level.

5. Employee rights

The Austrian labour law is based on international labour standards and applies to IBU employees based in the IBU Headquarters.

The IBU expects that its Member National Federations respect their respective national labour laws, for example concerning coaches and third parties, such as suppliers or service providers and their employees. This includes the core labour standards set out in the ILO Declaration on Fundamental Principles and Rights at Work.

The IBU advocates compliance with international labour standards in connection with the organisation of major international IBU events.

The rights to education and the free development of persons as well as the right to entrepreneurial freedom must also be considered

IV. Exercising Human Rights Due Diligence

The IBU is guided by the UNGPs in exercising its human rights due diligence obligations.

It commits to an ongoing process that is based on the following steps:

1. This policy expresses IBU's commitment to human rights, in addition to the commitments already made in the IBU Constitution.
2. Based on its areas of responsibility and activities, the IBU will periodically identify and assess actual and potential adverse human rights impacts, with the help of internal and external expertise where necessary, and in consultation with the relevant stakeholders. This can also happen on an event-related basis during the decision-making process.
3. Based on the findings of such assessment, risk management-related measures are applied to address any identified negative impacts on human rights. Depending on the situation, the IBU will respond by working with others to counteract adverse impacts, for example by supporting its Member National Federations to engage relevant stakeholders.
4. Wherever possible, the IBU will rely on existing internal systems and procedures to implement its responsibility. It also reserves the right to take advantage of any relevant external structures, such as Safe Sport organisations, or other institutions that are committed to working against discrimination and human rights violations.
5. Human rights risks cannot always be effectively prevented, especially if they lie outside of the IBU's direct areas of influence. To counteract such risks, the IBU agrees to provide access to effective complaint mechanisms and remedies for impacts caused or contributed to by its activities. Effective human rights complaint management is ensured by involving independent external expertise into existing procedures or when new procedures are defined. If the IBU is associated with adverse human rights impacts through relationships with third parties, it will provide appropriate support for access to remedies. In the context of the organisation of major international IBU events, the IBU will advocate for the establishment of a separate complaint mechanism so that violations can be responded to promptly. Through appropriate educational work and information distribution, the IBU ensures that those affected are aware of the relevant bodies and mechanisms.