



INTERNATIONAL
BIATHLON
UNION

ELECTIONS AND CAMPAIGNING GUIDELINES FOR THE **IBU ELECTION** **CONGRESS 2026**

Approved by EB 178 on 21 November 2025



TABLE OF CONTENTS

	INTRODUCTION	3
1.	NOMINATIONS BY NATIONAL FEDERATIONS	4
1.1	NOMINATION PROCEDURE	4
1.1.1	Official Nomination Form	4
1.1.2	Written Consent of the Candidate	4
1.1.3	Candidate Information and CV	4
1.1.4	Supporting Documents	5
1.1.5	Candidate Video Statement	5
1.1.6	Submission and Acknowledgement of the Nomination	6
1.2	BIU VETTING PROCESS	6
1.3	OBLIGATIONS OF NATIONAL FEDERATIONS	7
2.	CAMPAIGNING FOR AN IBU ELECTED POSITION	8
2.1	INTEGRITY AND ETHICAL CONDUCT	8
2.1.1	Honesty	8
2.1.2	Dignity	8
2.1.3	Moderation	8
2.2	CONFLICT OF INTERESTS AND ANTI-CORRUPTION	8
2.2.1	IBU Officials and abuse of power	8
2.2.2	Bribery and Improper Influence	9
2.2.3	Relationships with IBU Commercial Partners	9
2.2.4	No Gifts or Benefits	9
2.3	CAMPAIGN GUIDELINES	9
2.3.1	Digital Campaigning	9
2.3.2	Live forum for Candidates (or Q&A)	9
2.4	CANDIDACY EXPENDITURE AND FINANCIAL DISCLOSURE	10
2.4.1	Expenditure Limits and Period	10
2.4.2	Recordkeeping and BIU Oversight	10



INTRODUCTION

These International Biathlon Union (IBU) Elections and Campaigning Guidelines for the 2026 Elections (**Guidelines**) are issued by the Biathlon Integrity Unit (**BIU**) Board and approved by the IBU Executive Board pursuant to Article 6.2 of Chapter B of the IBU Integrity Code, which provides the IBU Executive Board with authority to adopt and amend rules governing IBU elections and Candidate conduct. They cover (1.) the nomination process to be followed by National Federation Members; and (2.) integrity and ethical conduct, campaign regulations, and financial reporting obligations for all Candidates.

All National Federations, Commercial Partners, Delegates attending Congress, Candidates and Persons seeking to become Candidates must act in full compliance with the IBU Integrity Code, the IBU Constitution, and the Rules of Congress.

A failure to comply with these Guidelines by a Participant may be construed as a breach of the IBU Rules. As a result, the relevant Candidate's campaign may be suspended. Should a Candidate be provisionally suspended throughout any proceedings that follow, their name will be removed from the ballot.

All Candidates and Delegates must report any suspected breaches of these Guidelines to the BIU. Confidential reports can be submitted here <https://biathlonintegrity.com/reporting-hotline-2/>.

Should you have questions about the 2026 elections or these campaign guidelines, please contact Greg McKenna, Head of BIU, at greg.mckenna@biathlonintegrity.com at any time.



1. NOMINATIONS BY NATIONAL FEDERATIONS

To uphold transparency, fairness, and the integrity of the election process, National Federations must follow a consistent procedure (“Nomination Procedure”) when nominating Candidates for election to the IBU Executive Board or the IBU Technical Committee.

This ensures that all nominations are properly authorised, that Candidates meet the eligibility and integrity standards set out in the IBU Constitution and Integrity Code, and that the BIU can carry out its vetting responsibilities effectively.

1.1 NOMINATION PROCEDURE

Each National Federation wishing to nominate a Candidate for election must submit a complete application to the IBU and the BIU by the deadline announced in the official Notice of Congress. NFs are strongly encouraged to submit nominations early to allow time for clarification or correction if needed. Any application that does not include the following items will be rejected by the BIU and will not progress to the next stage of the Nomination Procedure:

1.1.1 Official Nomination Form

- Each Candidate must provide the completed and signed nomination form provided by the IBU.
- Only one Candidate may be nominated per position per NF.
- The form must be signed by the President or the Secretary General of the nominating National Federation.

1.1.2 Written Consent of the Candidate

A signed statement confirming that the Candidate:

- accepts the nomination;
- agrees to comply with the IBU Integrity Code, Constitution, the BIU Rules and these Campaign Guidelines;
- agrees to participate in the BIU Eligibility and Vetting Process;
- consents to the BIU processing relevant information for that purpose; and
- confirms that they understand and will comply with Article 17.5 of the IBU Constitution, including the restrictions on holding positions on the executive board of another International Federation.

1.1.3 Candidate Information and CV

A completed Candidate Information Form which must include:

- a) the full name and nationality of the Candidate, as well as the position sought for election;
- b) a short professional and sporting biography;
- c) a list of current and past roles held in sport-related entities or public services;
- d) a declaration of any potential conflicts of interest, including links with current or past IBU commercial partners; and
- e) evidence of professional competencies as described in the below information box “Required professional competencies for each position on the IBU Executive Board and IBU Technical Committee”.

The following must be attached with the completed Candidate Information Form:

- a) a full Curriculum Vitae (CV) outlining career history, education, and relevant qualifications; and
- b) a signed integrity declaration confirming that no criminal disciplinary, or integrity proceedings are pending or unresolved.



Candidates are advised that the CV must be suitable for publication and may be made publicly available as part of the Candidates profiles released before the Election Congress.

1.1.4 Supporting Documents

- A valid copy of an official identification document (passport or ID card);
- (if the Candidate is seeking election on the IBU Technical Committee) evidence of either: (1.1.1) possession of a valid IBU International Referee licence; (1.1.2) significant proven practical experience in the sport of Biathlon or Para Biathlon; (1.1.3) current activity as a Biathlon or Para Biathlon coach or Athlete; or (1.1.4) previous activity as a Biathlon or Para Biathlon coach or Athlete in the past four years.
- Any additional documentation required by the BIU for the Vetting process in accordance with Section B of these Guidelines and Article 11 of the BIU Rules.

1.1.5 Candidate Video Statement

To support transparency and consistency in the election process, each Candidate is invited to submit a video statement of up to two (2) minutes.

The video should briefly explain:

- why the Candidate wishes to serve on the IBU Executive Board or IBU Technical Committee;
- how they demonstrate or have experience in relation to the desired competencies for the position for which they are seeking election; and
- what they aim to contribute to the IBU and the sports of Biathlon and/or Para Biathlon.

The video must be recorded in a simple format (e.g. phone or webcam) with clear audio, in English or with English subtitles. It must not include campaign slogans, promotional content, or references to other Candidates or National Federations.

Videos will be reviewed by the BIU for compliance with these rules before being made available on the IBU website or presented at the Live Forum.

Submission of a video is optional but strongly encouraged to ensure all Candidates have equal visibility. If the Candidate opts not to send a video statement, they must provide a written statement as to (i) why the Candidate wishes to serve on the IBU Executive Board or Technical Committee; (ii) how they demonstrate or have experience in relation to the desired competencies for the position for which they are seeking election and (iii) what they aim to contribute to the IBU and the sports of Biathlon and/or Para Biathlon.

Required professional competencies for each position on the IBU Executive Board and IBU Technical Committee

Candidates for a position on the IBU Executive Board must demonstrate:

- Leadership
- Strategic Thinking
- Knowledge of Biathlon and/or Para Biathlon
- Decision-making
- Honesty and Integrity
- Financial Understanding
- Administrative and/Governance Experience
- Vision and Passion
- Understanding and management of risks related to conflicts of interests



Candidates for the position of Vice-President and President should also be able to demonstrate:

- Leadership in a dynamic and complex environment
- Ability to build consensus and collaborative decision-making
- Ability to communicate to the media
- Track Record of governing through openness and transparency

Candidates for the position of Treasurer should also be able to demonstrate:

- Excellent knowledge of international accounting standards (IFRS)
- Proficiency in accounting software
- Knowledge of Austrian and/or International tax law

Candidates for a position on the IBU Technical Committee must demonstrate:

- Honesty and Integrity
- Excellent knowledge of the IBU Rules, in particular the IBU Event & Competition Rules

1.1.6 Submission and Acknowledgement of the Nomination

- All nomination documents must be submitted electronically to the IBU and the BIU by the stated deadline.
- Nominations received after the deadline, or missing any required documentation, will be deemed invalid and will not be accepted.
- The BIU will confirm receipt of nomination documents and contact the Candidate directly regarding the vetting process.

1.2 BIU VETTING PROCESS

Once a Candidate's nomination has been received and accepted, the BIU will begin the vetting process in accordance with Article 11 of the BIU Rules.

This process includes:

- ▶ A secure online Vetting Declaration Form, sent directly to the Candidate;
Candidates must complete and submit the online Vetting Declaration Form within seven (7) days of receiving the link from the BIU
- ▶ A confidential background and integrity review, conducted by the BIU;
- ▶ A structured interview with a BIU Investigator, designed to clarify information provided in the declaration and to assess understanding of integrity and governance obligations; and

The BIU Investigator will contact the Candidate to arrange the interview to be held within a specific timeframe

- ▶ The BIU will inform the IBU and the Candidate once the vetting process is complete and Eligibility has been confirmed.

Failure to complete the Vetting Declaration Form or attend the interview with the BIU Investigator within the timeframes outlined below may result in the Candidate being deemed not eligible and the nomination may be declared invalid.



1.3 OBLIGATIONS OF NATIONAL FEDERATIONS

- NFs must ensure that their nominated Candidates have been fully informed of these Campaign Guidelines and their financial and integrity obligations.
- National Federations may nominate Candidates, but they must not provide financial, material, or promotional support once the nomination has been submitted.
This ensures that all Candidates campaign independently and on equal terms. The purpose of this rule is to prevent any perception of influence, advantage, or conflict of interest during the election process.
- NFs are responsible for ensuring their nomination decisions are made independently and without undue influence.
This means the decision to nominate a Candidate must be based only on the Federation's own judgement and the best interests of biathlon, not on personal relationships, promises, or influence from other organisations or individuals. NFs should decide the nomination through their normal internal process (for example, a board meeting or formal vote) and record that decision properly. No other body, sponsor, or official should direct or influence who the NF nominates.
- Any failure to comply with these requirements, or to provide accurate information, may result in the nomination being declared invalid and referred to the BIU for investigation.
- The BIU may request NFs to provide information in relation to the fulfilment of the above criteria.

Best Practice for National Federations

- Begin the nomination process early to allow enough time for document preparation, internal approval, and BIU vetting.
- Ensure the nomination decision is made independently, through the Federation's normal governance process (e.g. board meeting or vote), and that this decision is properly recorded in meeting minutes.
- Check that all forms are correctly completed, signed, and dated before submission.
- Submit all required documents in one electronic package to both the IBU and the BIU before the stated deadline.
- Ensure the Candidate's Curriculum Vitae (CV) is written clearly and accurately, as it may be published by the IBU.
- Encourage Candidates to prepare and submit a short video statement (maximum two minutes) explaining why they wish to serve on the Executive Board or Technical Committee and what they aim to contribute to Biathlon and/or Para Biathlon. The video should be simple, factual, and recorded in English (or with English subtitles) and submitted at the same time as the rest of the documentation.
- Remind Candidates to review and understand the Candidacy Expenditure and Financial Disclosure section before nomination, including the recordkeeping and reporting requirements.



2. CAMPAIGNING FOR AN IBU ELECTED POSITION

2.1 INTEGRITY AND ETHICAL CONDUCT

Campaign conduct must reflect the values of honesty, fairness, and respect for the integrity of the electoral process.

Consequently, Candidates must behave ethically, with honesty, dignity and moderation at all times. They are personally responsible for ensuring that everyone acting on their behalf also follows these principles.

2.1.1 Honesty

Candidates must only share information that is accurate and verifiable. False or misleading claims about other Candidates, National Federations, or the IBU are prohibited.

Example: Sharing information that you know is false or cannot be supported by evidence would breach this rule. Before communicating anything, Candidates should ask themselves: "Can I prove this is true if challenged?"

2.1.2 Dignity

Campaigning must be respectful and fair. Personal attacks, intimidation, or behaviour that damages the reputation of others are prohibited. Candidates must focus on their own ideas and achievements and refrain from making comments about other candidates, as described under Section 1.1.5 of the Guidelines.

Example: Making disrespectful, insulting, or misleading comments about another Candidate would not meet this standard. Candidates should consider: "Would I be comfortable saying or writing this in front of everyone at Congress?" or "Would this be considered respectful by a reasonable person attending and/or watching a Congress session online?"

2.1.3 Moderation

Campaign activities should be appropriate and proportionate. Excessive or extravagant campaigning is inconsistent with IBU values.

Example: Overspending, overexposure, or conduct that puts pressure on others would breach this rule. Candidates should ask themselves: "Is this reasonable and fair compared with what other Candidates are doing?"

Any breach of these standards may result in a referral to the BIU, which can impose measures including the suspension of a Candidate's campaign or removal from the ballot.

2.2 CONFLICT OF INTERESTS AND ANTI-CORRUPTION

2.2.1 IBU Officials and abuse of power

IBU Officials must not use their position, authority, or access within the IBU to support, promote, or disadvantage any Candidate, including themselves. This includes any action that could be seen as giving an unfair advantage or creating a conflict of interest.

Examples of prohibited conduct include:

- Using IBU resources, communication channels, or events to promote a Candidate.
- Sharing non-public information that could benefit a particular Candidate.
- Allowing personal or professional relationships to affect impartiality in any election-related matter.

IBU Officials should take particular care to separate their official duties from any personal opinions about Candidates.



2.2.2 Bribery and Improper Influence

Participants, which include Candidates, must not, directly or indirectly, offer, request, or accept any money, gift, service, or other benefit intended to influence voting behaviour or gain an advantage in the election. This includes offers made through intermediaries, family members, sponsors, other commercial entities or National Federations.

If a Candidate is offered money, gifts, or any other form of benefit linked to their candidacy, they must immediately report this to the BIU.

Any breach of this rule constitutes a serious violation of the IBU Integrity Code and may lead to disciplinary or criminal proceedings, and exclusion from the election process.

2.2.3 Relationships with IBU Commercial Partners

Candidates must disclose any financial, professional, or personal relationship with any IBU commercial partner, supplier, or sponsor. This includes any direct or indirect financial support, in-kind contribution, or service provided to support a campaign.

Candidates must also immediately report to the BIU any approach, offer or suggestion made by an IBU commercial partner, supplier or sponsor, or by anyone acting on their behalf, that could reasonably be seen as supporting, promoting or influencing a campaign.

Failure to disclose such relationships or support will be treated as a breach of integrity and may result in an investigation by the BIU.

2.2.4 No Gifts or Benefits

The exchange of gifts or benefits between Candidates and voting Delegates is prohibited, except for items of nominal value except for items of only minor value up to EUR 30.00. Gifts or hospitality from IBU commercial partners, sponsors, or suppliers are strictly forbidden.

2.3 CAMPAIGN GUIDELINES

2.3.1 Digital Campaigning

All campaign materials for the 2026 Elections must be produced and distributed in digital form only. Printed materials such as flyers, posters, or paper manifestos are not permitted. This supports the IBU's commitment to sustainability and ensures all Candidates have equal access to communication channels.

Candidate profiles will be published in digital format and made available through official IBU platforms.

Candidates and persons seeking to become Candidates may promote their candidacy in person and through any electronic or media channels, provided they act with honesty, dignity, and moderation as outlined in these guidelines.

2.3.2 Live forum for Executive Board Candidates (or Q&A)

A live forum [Questions and Answers session] will be held before the Congress to allow Candidates for election on the IBU Executive Board to present their candidacy and respond to questions. The session will be moderated by a representative appointed by the BIU Board to ensure a fair and structured discussion. The audience will be given the opportunity to ask questions.

NF Members will also be invited to submit questions in advance for consideration. The moderator may select questions from both sources to ensure balanced and relevant discussion.

Each Candidate will have a set time to present themselves and to respond to the selected questions. The moderator will manage the timing and sequence of questions to ensure all Candidates are treated equally and that the session runs within the allocated time.



2.4 CANDIDACY EXPENDITURE AND FINANCIAL DISCLOSURE

This section ensures that Candidates record and report their campaign finances consistently, that all spending remains within set limits, and that no Candidate gains an unfair advantage through undeclared financial support.

These measures strengthen confidence in the election process, reduce the risk of undue influence or corruption, and align the IBU with recognised international best practice in sports governance.

2.4.1 Expenditure Limits and Period

To maintain fairness and transparency, campaign spending is capped as follows:

- **Up to EUR 30,000** for Candidates for the position of President;
- **Up to EUR 20,000** for Candidates for the positions of Vice-President, Treasurer, or Executive Board Member; and
- **Up to EUR 5,000** for Candidates for a position on the Technical Committee.

The campaign expenditure period begins on the day the IBU Secretary General gives written notice to all NF Members and others entitled to attend the Election Congress pursuant to Article 4.1 of the IBU Rules of Congress.

Any spending made before that date will not be counted as campaign expenditure and must not be used to gain electoral advantage.

2.4.2 Recordkeeping and BIU Oversight

Candidates must be able to provide upon request from the BIU the following regarding expenses linked to their campaign:

- the date of the transaction,
- the amount,
- a short description or purpose,
- the name of the donor, supplier, or recipient, and
- supporting documents such as receipts, invoices, contracts, or bank statements.

If requested, records must also include any in-kind support, such as services or materials provided without charge.

Candidates may be requested to provide records regarding campaign expenses for at least **three years** after the election. These records must be made available to the BIU if requested during that period and/or during the campaign period.

The BIU may carry out random checks or targeted reviews where concerns arise. Failure to provide adequate records and/or documents or comply with expenditure or reporting limits may result in investigation, disqualification, or referral for disciplinary review under the IBU Integrity Code.

Best Practice for Candidates

To help Candidates comply with these requirements and avoid later issues, the BIU recommends the following good practices:

- Use a dedicated campaign account or clear record separate from personal finances.
- Log every expense or donation immediately to prevent errors or omissions.
- Retain and label all receipts and invoices, including digital copies.
- Reconcile records weekly to ensure accuracy.
- Flag and report large transactions promptly to the BIU.
- Keep secure backups (digital or paper) of all campaign records.

The BIU may issue additional guidance or examples to assist Candidates in meeting these requirements.



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