

## **Diversity, Equality and Inclusion (DEI) Policy of the International Biathlon Union**

### **1. POLICY**

The Diversity, Equality and Inclusion (DEI) Policy of the International Biathlon Union (IBU) aims to promote DEI in the global Biathlon Family at all levels and in all activities, with the goal to become the leading winter sport in terms of good governance, gender equality and diversity.

This policy aims to expand access, improve representation, and ensure that biathlon becomes more inclusive and welcoming to people from a wider range of backgrounds. By addressing systemic barriers and widening the pathway to participation, leadership, and visibility, the IBU seeks to future-proof the sport and strengthen its global relevance.

All individuals involved in biathlon, regardless of their differences, shall be treated with equal, fair, open, and respectful manner. Therefore, the whole Biathlon Family has a responsibility to follow, respect, and advocate for the aims of this DEI Policy.

### **2. MANDATE AND VISION**

Article 2.3 of the IBU Constitution records IBU's commitment to ensuring that no one in Biathlon will face discrimination on the grounds of race, skin colour, national or social origin, gender, sex, sexual orientation, language, political or other opinions, religion or different beliefs, circumstances of birth, or other improper ground and do not face harassment and abuse, whether, of a physical, psychological or sexual nature, while securing the provision of protection and assistance to those affected. The IBU Constitution promotes diversity and gender equality in management and participation in Biathlon and Para Biathlon.

The IBU is committed to making Biathlon more inclusive, equitable, and diverse. This commitment is rooted in Target 2030, the long-term strategic framework, which builds on the achievements of Target 26 and outlines a clear mandate to advance DEI. The IBU's strategic plan, Target 2030, provides the mandate to pursue a DEI programme with the vision of strengthening the IBU's governing principles and regulations under Target #4, Objective #1: *'Become the leading winter sport in terms of good governance, gender equality and diversity'*.



The strategy set by Target 2030 for Diversity, Equality, and Inclusion (DEI) is to promote gender equality and enhance inclusion and diversity across all aspects of biathlon as follows:

1. Increase diversity across biathlon from participation to decision-making
2. Continue to progress gender equality across biathlon
3. Actively promote inclusion as an integral part of all IBU programmes and projects

### 3. DEFINITION

**The IBU defines Diversity, Equality, and Inclusion (DEI) as a commitment to fostering a global Biathlon Family that celebrates diversity, champions equitable opportunity, and creates an inclusive environment where all individuals – regardless of gender, ethnicity, ability, sexual orientation, age, religion, or socioeconomic background – feel respected, safe, and that they truly belong.**

This commitment guides the IBU's actions across five focus areas, helping ensure that Biathlon remains a welcoming, accessible, and inspiring pursuit for everyone. By embracing diversity and promoting belonging, the IBU aims to strengthen the spirit of unity that defines the global biathlon community and ensure the sport continues to reflect the values of fairness, respect, and togetherness at every level.

“The Biathlon Family” is the official IBU slogan, communicating the strong and emotional connection between all stakeholders involved in Biathlon and Para Biathlon. It thereby refers to all Member National Federations (including their NF Executive Board members, NF staff, Clubs, Athletes (from seniors to children and masters), Coaches, Referees, Voluntaries, Events, activities, and operations, including facilities), Fans, Media, Sponsors, Partners and Suppliers.

### 4. SCOPE

The IBU is the international governing body for the sport of Biathlon and Para Biathlon. This policy applies to the IBU as an organisation, to all events sanctioned by the IBU, and the global Biathlon Family, with the following objectives:

- ✓ IBU as an organisation: The IBU leads by example through its everyday practises and behaviours.
- ✓ IBU events: The IBU supports its event organisers in broadly integrating diversity, equality and inclusion in their sports events.
- ✓ Global Biathlon Family: The IBU assists and motivates the members of the global Biathlon Family to implement gender equality, diversity and inclusion policy and strategies through advocacy and special programmes and partner with athletes and fans to enable behavioural change.

The policy aligns with IBU's Sustainability strategy, particularly its People-focused area.



## 5. DEI FOCUS AREAS AND GOALS

**Participation:** Ensure everyone can access and participate in Biathlon, at least at the entry level, regardless of age, ability, or financial background.

**Leadership:** Foster diverse and inclusive representation in leadership, coaching, and decision-making roles across the sport.

**Safeguarding:** Provide a safe, supportive, and healthy environment, free from any harm, violence, harassment, or abuse, especially for children and all individuals involved in Biathlon.

**Communication & Awareness:** Promote inclusive and balanced communication by raising awareness, challenging stereotypes, and ensuring fair portrayal of all individuals in Biathlon.

**Resource allocation:** Ensuring that funding, support programmes, and development opportunities are distributed transparently to meet the distinct needs of diverse stakeholders in Biathlon. This includes targeted investments that address historical imbalances and enable meaningful participation and advancement for all.

## 6. IMPLEMENTATION

The IBU DEI Strategy 2030 outlines the detailed objectives and activities to achieve these goals. It also commits the IBU to continual improvement, as well as to regularly monitoring and reporting on its progress. The IBU will specifically track its contributions toward the International Olympic Committee's DEI goals and review this policy every two years, unless there is a request from the IBU Executive Board or a change in legislation that merits an amendment before the two-year period.

## 7. DISCRIMINATION

IBU recognises that discrimination in any form, direct or indirect, is unacceptable on the grounds of DEI. Any breach of this policy in the form of discrimination, victimisation, or bullying whilst carrying out duties on behalf of IBU or otherwise acting as a representative of IBU shall result in disciplinary proceedings as outlined in the IBU Integrity Code.