

Gender Equality Policy of the International Biathlon Union (IBU)

1. POLICY

The Gender Equality Policy of the International Biathlon Union (IBU) aims to promote gender equality 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.

All those who are involved with biathlon, irrespective of their gender, shall be treated in an equal, fair, open, and respectful manner. Therefore, all IBU Members have a responsibility to follow, respect, and advocate the aims of this Gender Equality Policy.

2. MANDATE AND VISION

Article 2.3 of the IBU Constitution records IBU's commitment to ensuring that no member of the Biathlon Family 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 records promotion of diversity and gender equality in the management of and participation in Biathlon.

The IBU's strategic plan Target 26 provides the mandate to pursue a gender equality program with the aim to strengthen the IBU's governing principles and regulations.

The IBU believes that achieving equality with athletes, decision-makers and officials build respectful relationships between men and women, change the culture of sport to one that values diversity and enables the full involvement in every aspect of the sport.

DEFINITION

Gender equality implies that the interests, needs, and priorities of both women and men are considered, recognising the diversity of different groups of women and men. Gender equality is not a women's issue but should concern and fully engage men as well as women (*United Nations Entity for Gender Equality and the Empowerment of Women*).

The IBU defines gender equality as a process of allocating resources, opportunities, and entitlements equitably to both females and males in order to ensure that the sport of biathlon is free of gender discrimination.

The IBU is committed to encouraging and supporting women's participation in biathlon at all levels to implement the principle of equality for men and women. This will be achieved not only through promoting equality for both men and women practising biathlon, but also through promoting equality at all levels of its management.

For the sport, this means a commitment to increasing the recruitment and development of women athletes, coaches, referees, and officials at all levels but particularly at the sport's highest level while keeping the existing equal balance in competition participation, formats, and sport technical rules, and equal pay.

3. SCOPE

The International Biathlon Union (IBU) is the international governing body for the sport of 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 practices and behaviours.
- ✓ **IBU EVENTS:** The IBU supports local organisers in broadly integrating gender equality into their sports events.
- ✓ **GLOBAL BIATHLON FAMILY:** The IBU assists and motivates the members of the global biathlon family to implement gender equality policy and strategies through advocacy and special programmes and partner with athletes and fans to enable behavioural change.

This policy follows IBU's sustainability vision and definition, in particular, the people focus area.

4. GENDER EQUALITY FOCUS AREAS AND STRATEGIC OBJECTIVES BY 2026

GOVERNANCE: ensuring that women are recruited to senior management governance and leadership positions and are assigned roles of influence with decision-making responsibilities while entrenching gender equality in national and international biathlon organisations through statutes, policies, and the electoral process.

SPORT: increasing the recruitment and development of women coaches, referees, and officials at the highest level of the sport while keeping the existing equal balance in international competition participation, formats and sport technical rules, and equal pay. Safeguarding athletes from harassment and abuse in sport.

PORTRAYAL: avoiding prejudice and stereotypes in the portrayal of women and men in all biathlon areas by raising awareness of what constitutes bias both conscious and unconscious and ensuring an equal media presence.

5. IMPLEMENTATION

The IBU Gender Equality Strategy 2026 outlines the detailed activities, goals, and actions to achieve these objectives.

It also commits the IBU to follow continual improvement and regularly monitor and report on its progress. The IBU will specifically track its contributions toward the International Olympic Committee gender equality goals and review this policy every two years if there is no request from the IBU Executive Board or change in legislation that merits an amendment before the two years.

6. DISCRIMINATION

IBU recognises that discrimination in any form, direct or indirect, is unacceptable on the grounds of gender. 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.