

# INTERNATIONAL BIATHLON UNION

## GENDER EQUALITY POLICY

*"We are determined to lead by example and to ensure that high good governance standards are achieved across our sport; from the IBU through to the National Federations. It is not about ticking boxes but about delivering meaningful improvements that will benefit biathlon and give our athletes, fans and all stakeholders complete trust in our sport."*

**Olle Dahlin, IBU President**





# 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.*

# VISION

*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.*

# OUR DEFINITION

*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.*



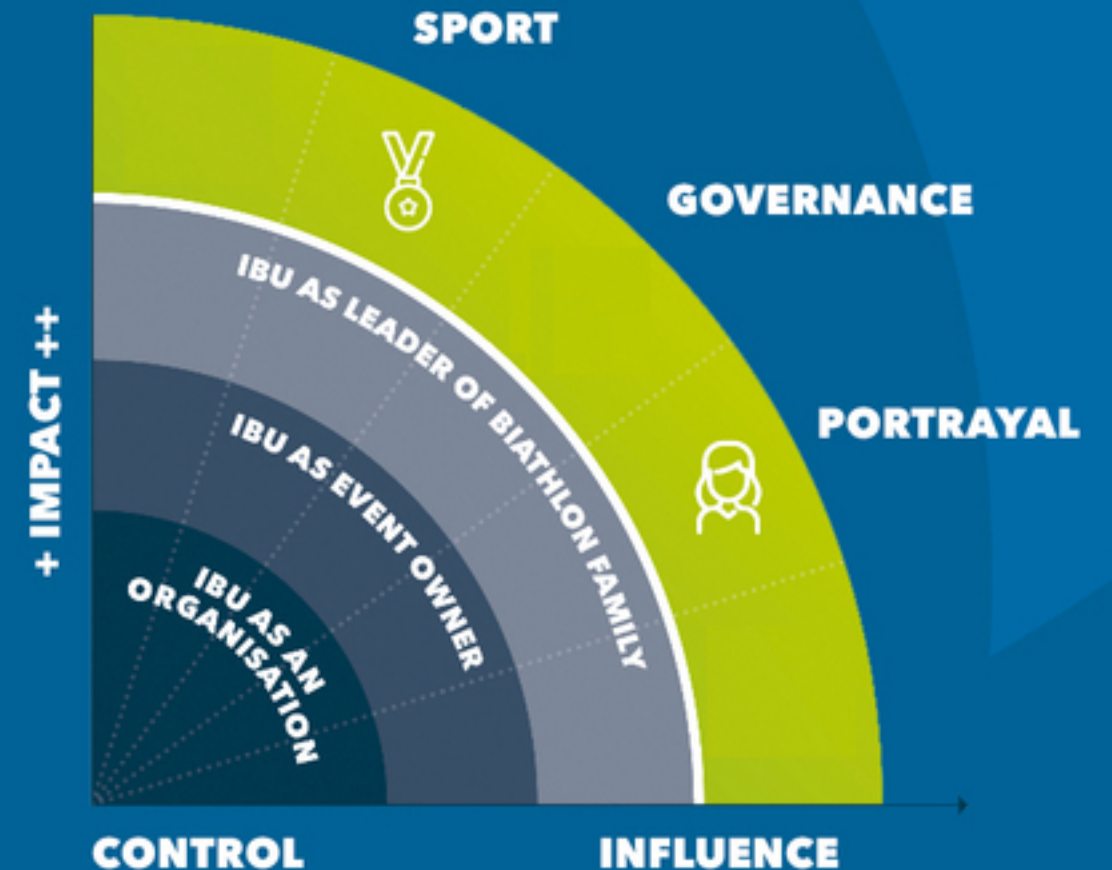
# SCOPE

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.





# FOCUS AREAS

**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.



**IBU**



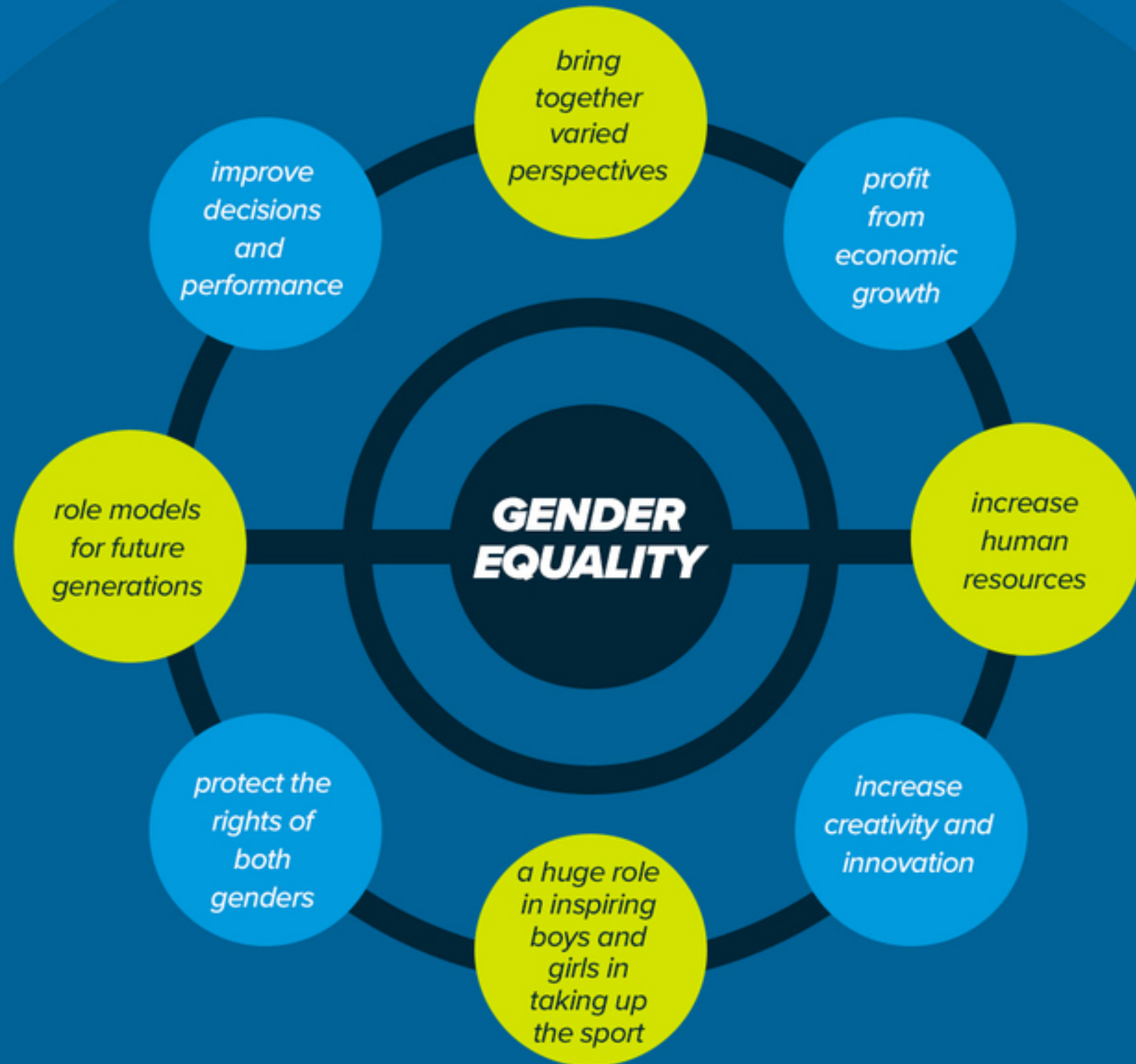
# IMPLEMENTATION

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.







**LET'S AIM FOR EQUALITY TOGETHER**