

Attendance List  
Executive Board Meeting 152 Video Conference  
June 6<sup>th</sup> & 7<sup>th</sup> 2020

DAHLIN, Olle	IBU	President
HAMZA, Jiri	IBU	Vice President <sup>1</sup>
LEISTNER, Klaus	IBU	Treasurer <sup>2</sup>
BOYGARD, Tore	IBU	Executive Board Member
CARRABRE, Jim	IBU	Executive Board Member
COBB, Max	IBU	Executive Board Member
EGAN, Clare	IBU	Executive Board Member
LEHOTAN, Ivor	IBU	Executive Board Member
STEINLE, Franz	IBU	Executive Board Member
CARLSSON, Niklas	IBU	Secretary General <sup>3</sup> (SG)
<u>Guests:</u>		
BITTERLING, Felix	IBU	Sports and Event Director (SD)
EIDENHAMMER, Margit	IBU	Head of Finance and Administration
GERASIMUK, Dagmara	IBU	Development Director
WINKLER, Christian	IBU	Communication Director
RAKIC, Riikka	IBU	Senior Project Manager (partly)

<sup>1</sup> Further as VP <sup>2</sup>Further referred to as Treasurer <sup>3</sup> Further referred to as SG

## AGENDA

### IBU Executive Board Meeting 152, continued

2020-06-06-07 Video Conference

1. President's welcome
2. Approval of agenda items
3. Confirmation of EB minutes 151/2020
4. Reports, General
  - I. President
    - I. Sport Accord, 19-24 April 2020, Lausanne/SUI (President + SG) - cancelled
    - II. IOC Co Com Beijing 2020, 13-15 May 2020, Beijing/CHN (President + SG) - video conf 9 June
  - II. Other EB members
    - I. IOC Medical Meeting, 10-11 March 2020, Monaco (J.Carrabre)
  - III. Secretary General
5. Reports, Overall and Strategy
  - I. Report: IBU organisation (N.Carlsso)
    - I. Organigram
  - II. Report: Target 26 (N.Carlsso)
    - I. Report: Target 26 Project Status (N.Carlsso)
      1. Virtual Regional Workshops (N.Carlsso)
    - II. Report: 1.2 NF Financial Support (N.Carlsso)
    - III. Report: 3.1 and 5.2 Digital Ecosystem (C.Winkler)
    - IV. Report: 1.1 IBU Academy (D. Gerasimuk)
    - V. Report: 5.3 Sustainability (R.Rakic)
      1. Decision: UNFCCC (R.Rakic)
    - VI. Report: 4.2 International Involvement (N.Carlsso)
  - III. Report: WG Governance (N.Carlsso)
    - I. Report: NF Survey regarding Governance (N.Carlsso)
    - II. Report: Conflict of Interest and Duties (N.Carlsso)
  - IV. Report: Implementation New Constitution/new rules (N.Carlsso)
  - V. Report: Criteria Follow-up RBU (F.Steinle)
  - VI. Report: Biathlon Integrity Unit (BIU) (F.Steinle)
  - VII. Report: ERC Report No 11
  - VIII. Report/decision: Membership request (N.Carlsso)
6. Finance and Administration
  - I. Report: Financial year 2019/20 (N.Carlsso)
  - II. Report: Financial reserves, financial year 2019/20 (O.Dahlin/K.Leistner)
  - III. Decision: Budget structure and authorisation rules (M. Eidenhammer)
  - IV. Decision: Budget 2020/21 and Budget frame 2021/22, 2022/23 (N.Carlsso)
    - I. Decision: NF Financial Support 20/21 (D. Gerasimuk)

- V. Report: New HQ (N.Carlsson)
  - 7. Sport
    - I. Report: WCH applications (F.Bitterling)
    - II. Report: WG lead (F.Bitterling)
    - III. Report: WG fluor (M.Cobb)
    - IV. Report: Status regarding Rule changes (F. Bitterling)
    - V. Report: Status Event Calendar 2021 (F. Bitterling)
      - I. Approach connected to COVID-19
      - II. SBWCH
  - 8. Development
    - I. Report: Update (D.Gerasimuk)
  - 9. Congress
    - I. Report: General update (N. Carlsson)
    - II. Report: Motions (N. Carlsson)
    - III. Report: EB-Motions (N. Carlsson)
    - IV. Report: Honors (N. Carlsson)
  - 10. Medical
    - I. Injury & Illness Surveillance Project, situation report (J.Carrabre)
    - II. Medical Seminar, program and budget, proposal (J.Carrabre)
  - 11. Miscellaneous
    - I.
  - 12. Meetings
    - I. EB meetings
      - I. EB, 18-19 July 2020, ~~Allendorf~~ Munich/GER
      - II. EB, 10 Sept 2020, Prague/CZE
    - II. Other IBU meetings
      - I. IBU Congress, 10-13 Sept 2020, Prague/CZE
      - II. OC Meeting, 2-4 Oct, Pokljuka/SLO
      - III. Medical Seminar
    - III. External meetings
      - I. IF Forum, 4-6 Nov 2020, Lausanne/SUI
      - II. GAISF, Gen. Assembly
      - III. AIOWF, Gen. Assembly
      - IV. IOC Sustainability and Legacy Commission, 5 Nov 2020, Lausanne/SUI
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## Minutes

### IBU Executive Board Meeting 152, continued

#### Video Conference

1. President's welcome

The President welcomed all EB members to the video conference. As this was the first meeting held at the new office, the meeting started with a virtual round trip of the office.

2. Approval of agenda items

The agenda was approved.

3. Confirmation of EB minutes 151/2020

The EB Minutes 151/2020 were confirmed.

4. Reports, General

I. President

The President started by expressing his satisfaction with the new organisation, referring to the management team and the structure with departments. It is also great that we have a new office that is well suited for our operations. The President thanked Margit and Felix for taking the main responsibility for managing the relocation and noted that the new office is working well.

The President informed the EB about a letter received from YOG 2020 and a letter from the Sports and Peace.

The IBU have also received three letters from the IOC President, concerning development support from IOC; Olympism and COVID-19; and to announce the IBU President's nomination to the Sustainability and Legacy Commission.

During the period since EB meeting 151, no external meetings have been held, and the IOC Co Com Beijing 2020 will be held as a video conference the 9<sup>th</sup> of June.

The 2<sup>nd</sup> of April, IOC President invited to a meeting to update the winter IFs of the status regarding the upcoming Olympic Games.

II. Other EB members

IOC Medical Meeting, 10-11 March 2020, Monaco (J.Carrabre)

The main focus was on COVID-19 and its consequences for the upcoming Games. The WHO were present to provide their view on the pandemic.

The EB Members shared input on ongoing work and meetings that have taken place.

III. Secretary General

The SG referred to his written report.

5. Reports, Overall and Strategy

I. Report: IBU organisation (N.Carlsson)

I. Organigram

The SG presented the organigram with all staff currently working for the IBU. The number of employed persons has not increased, but the total FullTime Employee has increased a bit.

II. Legal Adviser DLA Piper

The SG has held, as reported briefly at EB meeting 151, discussions with DLA Piper to become Legal Advisor for IBU on a non-exclusive basis. DLA Piper will complete a partnership agreement with IBU in exchange for discounted rates on their services. The EB supported the direction.

The SG will continue the work to finalise the cooperation.

II. Report: Target 26 (N.Carlsson)

I. Report: Target 26 Project Status (N.Carlsson)

The EB appreciated the status report. The report will be published on biathlonworld.com under Target 26.

II. Virtual Regional Workshops (N.Carlsson)

The EB received information about the postponement of the in-person regional workshops that will initially be held as virtual meetings..

III. Report: 1.2 NF Financial Support (N.Carlsson)

The EB received the current status of the project. The EB expressed their appreciation for the work done so far.

IV. Report: 3.1 and 5.2 Digital Ecosystem (C.Winkler)

The EB received the current status of the project. The EB expressed their appreciation for the work done so far.

V. Report: 1.1 IBU Academy (D. Gerasimuk)

The EB received the current status of the project. The EB expressed their appreciation for the work done so far.

VI. Report: 5.3 Sustainability (R.Rakic)

The EB received the current status of the project. The EB expressed their appreciation for the work done so far. Term of Reference and Members of the expert group can be found as Annex 1.

I. Decision: UNFCCC (R.Rakic)

The EB Decided to join UNFCCC and also encourage the NFs to do so as well. Annex 2 outlines the reasons for the decision and the commitment from IBU.

VII. Report: 4.2 International Involvement (N.Carlsson)

The EB was asked to study the report, which will be addressed in detail at EB 153.

III. Report: WG Governance (N.Carlsson)

The SG presented a report.

I. Report: NF Survey regarding Governance (N.Carlsson)

The SG reported on the findings from the NF Survey in relation to governance.



II. Report: Conflict of Interest and Duties (N.Carlsson)  
 The board members were asked to revert with feedback to the SG before the next EB meeting so that a proposal for decision can be presented at EB 153.

IV. Report: Implementation New Constitution/new rules (N.Carlsson)  
 Short report about the upcoming virtual meetings with all NFs. Three sessions are planned, the topics will be governance, development and sustainability.

V. Report: Criteria Follow-up RBU (F.Steinle)  
 F. Steinle gave a report to the EB and asked them to provide feedback on the report before the 25<sup>th</sup> of June.

VI. Report: Biathlon Integrity Unit (BIU) (F.Steinle)  
 F. Steinle gave a detailed report regarding BIU. Appendix 3 provides an overview of the report to the EB.

VII. Report: ERC Report No 11

The EB appreciated the report, and the EB confirmed that the final report must be presented and distributed mid September even though the Congress is postponed.  
 The report will be published on biathlonworld.com.

VIII. Report/decision: Membership request (N.Carlsson)  
 The EB supported the proposal for decision regarding membership requests. The proposal can be found as Appendix 4.

The EB decided that the SG, Development Director and two EB members will be part of the working group. The EB members will be the VP and T. Boygard.

## 6. Finance and Administration

I. Report: Financial year 2019/20 (N.Carlsson)  
 The EB approved the report with the preliminary result for season 19/20.

II. Report: Financial reserves, financial year 2019/20 (O.Dahlin/K.Leistner)  
 The EB had a status-report of the financial reserves..

III. Decision: Budget structure and authorisation rules (M. Eidenhammer)  
 The EB approved the structure and the authorisation rules.

IV. Decision: Budget 2020/21 and Budget frame 2021/22, 2022/23 (N.Carlsson)  
 The board approved the budget for 2020/21 and the budget frames for future years will be presented to the EB at upcoming meetings.

I. Decision: NF Financial Support 20/21 (D. Gerasimuk)  
 The EB approved the proposal, and the payments will be executed upcoming weeks. The distribution can be found in Appendix 5.

V. Report: New HQ (N.Carlsson)  
 The cost for rebuilding and renovation of the new HQ will be about 10% lower than the budget presented to the EB.

## 7. Sport

### I. Report: WCH applications (F.Bitterling)

The SD gave a status report of the applications received and the EB reconfirmed the evaluation commission as proposed by the SD.

### II. Report: WG lead (F.Bitterling)

A brief report was made by the SD about the ongoing work with the European Chemicals Agency (ECHA).

### III. Report: WG fluor (M.Cobb)

M. Cobb presented the status of work done by the working group, including proposals for decisions by the board.

The EB decided that fluorinated ski wax and other fluorinated products for ski preparation will be banned from the 2020/21 season and onwards to respect the EU regulations coming into effect in July 2020 and to reduce any possible human and environmental impact.

The IBU and the International Ski Federation (FIS) are jointly developing a test device to detect the use of fluorinated ski wax that will be tested over the summer. Once these tests have been completed, the IBU will announce new rules including details on thresholds, procedures and sanctions in due course. Such thresholds are being developed to ensure that very small amounts of fluorine existing in well-cleaned bases of skis or existing in the environment will not result in sanctions.

### IV. Report: Status regarding Rule changes (F. Bitterling)

A short update on the ongoing work with rule improvements were provided by the SD. Detailed proposals and documents will be provided to the EB within the next meetings, prior to the IBU Congress.

### V. Report: Status Event Calendar 2021 (F. Bitterling)

#### I. Approach connected to COVID-19

The board appreciated the well prepared report, and supported the establishment of a Medical Advisory Group (MAG) to provide the best possible medical expertise to the IBU Staff and the IBU EB for their event related decision making. The IBU MAG will consist of the following members:

*Prof. Dr. Bernd Wolfarth - GER*

*Dr. Katja Mjosund - FIN*

*Dr. Lars Kolsrud - NOR*

*Dr. Jim Carrabre - CAN (IBU EB Member)*

#### II. SBWCH

The SD explained the current COVID19 situation within Germany, which currently does not allow any mass events during the 2020 summer. Therefore, despite big efforts by the German Ski Federation as well as the OC Ruhpolding the event was returned to IBU.

Different options for postponing or even a relocation of the event were unsuccessful. Consequentially the EB decided to cancel the Summer Biathlon World Championships 2020 .

## 8. Development

- I. Report: Update (D.Gerasimuk)  
A report was given on the current status for "Development" and planned next steps.

#### 9. Congress

- I. Report: General update (N. Carlsson)  
A brief report was given on options to postpone the Congress. The EB decided to postpone the Congress until 12-15 November in Prague.  
The invitation will be reissued at the end of June with updated deadlines.
- II. Report: Motions (N. Carlsson)  
A brief report was given about the motions received for the Congress.
- III. Report: EB Motions (N. Carlsson)  
A brief discussion about potential motions from the EB to the Congress. The SG will prepare an overview for the next meeting
- IV. Report: Honours (N. Carlsson)  
A report was given regarding potential candidates for Honours. The SG will prepare a list for the next EB meeting; it was decided that Honours will be presented at the Congress. The NFs are as usual invited to suggest nominations for Honours.

#### 10. Medical

- I. Injury & Illness Surveillance Project, situation report (J.Carrabre)  
J. Carrabre will update the SG on support needed for the project.
- II. Medical Seminar, program and budget, proposal (J.Carrabre)  
The Medical Seminar will be organised as part of the IBU Academy, and J. Carrabre will liaise with D. Gerasimuk for the preparations.

#### 11. Miscellaneous

- I. =

#### 12. Meetings

- I. EB-meetings
  - I. EB 153, 29-30 July 2020, Munich/GER
  - II. EB 154, 26-27 Sept 2020, Salzburg/AUT
  - III. EB 155, 12 Nov 2020, Prague/CZE
- II. Other IBU meetings
  - I. IBU Congress, 12-15 Nov 2020, Prague/CZE
  - II. OC Meeting, 2-4 Oct, Pokljuka/SLO
  - III. Medical Seminar
- III. External meetings
  - I. IF Forum, 4-6 Nov 2020, Lausanne/SUI
  - II. GAISF, Gen. Assembly 10 Nov 2020/Lausanne/SUI
  - III. AIOWF, Gen. Assembly, In connection with IF Forum
  - IV. IOC Sustainability and Legacy Commission, 5 Nov 2020, Lausanne/SUI

#### List of Annexes

- Annex 1 Sustainability Expert Group Term of Reference and Members  
Annex 2 Decision: UNFCCC



Annex 3      Report: Biathlon Integrity Unit (BIU)  
Annex 4      Report/decision: Membership request  
Annex 5      Decision: NF Financial Support 20/21

Secretary General



Niklas Carlsson  
(IBU Secretary General)

President



Olle Dahlin  
(IBU President)

## **IBU Sustainability Expert Reference Group - Terms of Reference**

### **Context**

Sustainability is one of the key objective areas included in the IBU's new Target 26 strategy approved in September 2019. The goal is to establish biathlon as a leader in promoting sustainability in sport by 2026. It is within this context that the international biathlon family acknowledges its responsibility to contribute to the fight against climate change and commits itself to the practice of managing existing and available resources in such a way as to maximise positive impact and minimise negative impact in the social, economic and environmental spheres.

### **Role of the IBU Sustainability Expert Reference Group (ERG)**

To ensure that its sustainability strategy and related activities are sound and incorporate the latest available know-how, the IBU has established a Sustainability Expert Reference Group (ERG). The ERG will provide the responsible IBU staff with both scientific and practical advice to implement sustainability in the sport of biathlon.

### **Composition**

The ERG will consist of a maximum of seven members representing the three dimensions of sustainability (social, economic and environmental) and specific areas of expertise related to sustainability in sport, in particular in winter sport. One of the members will be appointed as the Chair, and at least three members will be female and three members will be male.

### **Term**

The term of office of members of the ERG will be ongoing. A member may resign by giving not less than one month's notice in writing to the Chair.

### **Core Responsibilities**

The responsibilities of the ERG will include:

- Advise the development of a long-term IBU sustainability strategy 2020-2030 including definition of the strategic focus areas
- Advise the development of concrete sustainability goals and measures for the sport
- Propose appropriate sustainability targets and key performance indicators for each focus area
- Support the IBU in the delivery of its sustainability strategy
- Leverage its network of experts in and beyond the sports industry to obtain additional guidance and new information if required
- Propose research projects when needed to be undertaken to identify specific solutions to meet IBU's sustainability goals
- Contribute to and review the IBU's annual sustainability report; and
- Act as IBU's sustainability ambassadors in all related matters, actively promoting the vision and work of the sport

## **Conduct**

The ERG will meet at least twice each calendar year to discharge its obligations under these terms of reference. The responsible IBU staff will coordinate the meeting dates in cooperation with the Chair and provide the relevant agenda and associated information to all ERG members a minimum of two weeks in advance of each meeting.

The meetings can take place in person or electronically.

The members of the ERG act as such in a voluntary capacity and will not be compensated for their work as a member. The IBU will reimburse expenses for each member in accordance with IBU policy and will make any travel arrangements required for in-person meetings.

## **IBU Sustainability Expert Reference Group**

*Members - in alphabetical order*



**Yannick Aujouannet (FRA)**

Yannick is Secretary General of the Biathlon World Cup Annecy-Le Grand Bornand as well as Event and Sustainable Development Coordinator in the tourism office of Le Grand Bornand. He holds a PhD degree in Applied Biomechanics from the University of Savoie-Mont Blanc as well as degrees in sports sciences from the University Claude Bernard in Lyon and in mechanical engineering from the University of Bourgogne. A competitive rower in his youth, Yannick is also a qualified ski instructor.



**Denis Bochatay (SUI)**

Denis is Head of sport and Events at Quantis International, a Lausanne-based consultancy specialized in environmental metrics. Denis provides services to international sport federations and sport events in order to guide them towards sustainability, such as defining their climate strategy. He has participated in and managed sustainable projects for several federations and major sport events such as UEFA EURO 2016, Rio 2016 Olympic and Paralympic Games, IAAF Athletissima, FEI Lausanne International Horse Show and the FIA Formula-E Championship.

Denis is a graduate in environmental sciences from the Swiss Federal Institute of Technology (EPFL) and at the University of Lausanne. A Swiss native, he seeks to exploit every opportunity to spend time in the Valais Alps both summer and winter.





## **Franck Choquard (FRA)**

Frank is Head of Content & Servicing at Eurovision Sport, a division of the European Broadcasting Union (EBU). He oversees both the contract servicing and strategies for content optimization leading to better exposure and value for the EBU's partners. Before his current role, Franck spent eight years managing the production subsidiary of the EBU, Eurovision Production Coordination (EPC) that provides host broadcasting services during major events. Franck's international experience includes working in various cities in the Americas, Asia, the Middle East and Europe. He studied automation, electronics and broadcast engineering.



## **Laura Dahlmeier (GER)**

Laura is a German Biathlon Champion who retired in May 2019. She won a record of five gold medals at the World Championships 2017 and became the first woman to win the biathlon sprint and pursuit in the same Olympic Games in 2018. In total, she won two golds and one bronze at the Olympic Games, seven gold medals, three silver medals and five bronze medals at the IBU World Championships, one overall World Cup and two discipline World Cup titles.

In October 2019, Laura released her first book, titled "Die Klima Gang: Laura Dahlmeier und Freunde im Einsatz für die Natur", which she co-authored. Nowadays a competitive trail runner, Laura is a passionate and experienced alpinist, who has climbed e.g. the Peruvian peaks of Toclliraju and Alpamayo and the highest peak in Iran, the Damawand. She also serves as Ambassador for the Eagle Wings Foundation and is currently pursuing a degree in sport sciences at the Technical University of Munich.





## **Erik Melin Söderström (SWE)**

Erik is Climate and Snow Expert at Peak Innovation, an innovation eco-system supporting the development of smart sustainable solutions in tourism, outdoor and sports industries in Östersund, Sweden. Erik a former competitive cross-country skier with a love for snow, which has led to an interest in climate change. With a master's degree in climate change from studies in Alaska and Copenhagen, Erik has, among other things, acquired knowledge about the effects of climate change on winter and snow dependent activities, how these can adapt to climate change and reduce their climate impact. He served as part of the expert team that reviews and helped developed the Swedish ski areas industry association (SLAO) action plan towards climate neutral skiing activities by 2030. Erik is curious, results-oriented and likes interdisciplinary and cross-industry work.



## **Daniel Osterauer (AUT)**

Representing IBU's marketing partner Infront Sports & Media, Daniel works with the commercial partners of biathlon, including BMW, Viessmann and Bauhaus to mention just a few. As Associate Director Management and Implementation at Infront Austria, he facilitates broad sponsor engagement in all aspects of the sport and acts as a conduit of their sustainability expertise into the IBU sustainability program. A trained communication electrician, Daniel holds Bachelor's and Master's degrees in Web, Business and Technology and Web Communication & Information Systems, respectively, from the University of Applied Sciences Kufstein, Austria.



## **Marisa Schlenker (USA)**

Marisa is a sport for development and social sustainability expert. She earned her Master's in sport for development and conflict resolution from the Universitat Oberta de Catalunya (UOC). Currently, she is completing her second studies at Konstanz University in conflict management, international administration and peace building where she has joined a research project on the drivers of CSR measures in professional football leagues. She has worked on different sustainability in sport projects, including with the Responsiball project and is a member of Sport Ecology and the impact working group within SandSI. In 2018, she was the lead researcher of the EU funded Global Goals World Cup Erasmus + project which combined social activism, the sustainable development goals, football and female empowerment. For the past four years, she has consulted on various gender and sport for development projects supporting curricula/toolkit development and monitoring, evaluation and learning. A native of the USA, Marisa was a professional football player and played in various top leagues around Europe.



## **Brita Staal (NOR)**

Brita is President of Protect our Winters, Europe and has held Quality and Sustainability management positions for global brands, and has broad experience with managing risk, responsibility, and climate action in global supply chains as well as internal operations. She is now working for the consultancy SALT, building their international strategy for sustainable marine management and coastal development. Brita holds an MSc in Business Administration and Development Management from UN Universities UIA. She is a trained Climate Reality Leader by Al Gore, and is passionate about taking care of our common playgrounds while also seeing to make the shift happen on policy levels. She currently resides in the Lofoten Islands, while she holds active roles in organizations across Europe.



## **Diego Züger (SUI)**

Diego is Co-Director Marketing and a member of the executive board at Swiss-Ski, the Swiss national governing body for biathlon and other snow sports. A former alpine ski racer, Diego competed in the European Cup mostly in the speed events and giant slalom. Following his retirement in 2011, he graduated with a degree in economics from the Zurich University of Applied Sciences. Before joining Swiss-Ski in 2016, Diego worked for the sport marketing firm Infront Sports & Media managing winter sports projects.





# Annex 2 5.2.5.1 UNFCCC Sports for Climate Action Framework

## What is the UNFCCC Sports for Climate Action Framework?

- UNFCCC = United Nations Framework Convention on Climate Change
- A treaty initially signed at the Earth Summit in Rio de Janeiro in 1992 with the goal of committing nations to reduce greenhouse gases
- In December 2018, IOC partnered with the UNFCCC to launch the Sports for Climate Action Framework to create a platform for the development of a joint approach by the sports movement to climate action
- The Framework now includes more than 120 international sports organisations, such as IOC, IPC and several IFs



## Why should IBU join the Sports for Climate Action Framework?

- As a winter (snow) sport, climate change is one of the main areas of concern (as recognised in Target 26)
- Basic membership does not commit the IBU to any specific action – we are free to define our own goals and activities as those suit us
- Requires that IBU observes the following principles
  - Undertake systematic efforts to promote greater environmental responsibility
  - Reduce overall climate impact
  - Educate for climate action
  - Promote sustainable and responsible consumption
  - Advocate for climate action through communication
- By joining the 20+ other Olympic IFs, IBU can benefit from lessons learned and participate in the working groups that have been set up
- Dow Chemical has pledged to offset our carbon footprint for 2020 (baseline calculation for future)

# **Biathlon Integrity Unit (BIU)**

## **Update for Member**

## **Associations**

**JUNE 2020**



## **BIU Board meetings**

The four members of the Biathlon Integrity Unit Board currently meet every two weeks.

## **Strategic Planning**

A draft strategic map and plan have been formulated. This Integrity Units strategy is to separate the responsibilities of the Integrity Unit into four interdependent work streams:

- Prevention – education / communication / safeguarding.
- Case Management – effective management of the prosecution process / leadership in integrity.
- Testing & Compliance – implementing the WADA Code on behalf IBU / enhanced testing framework / close working with NADOs.
- Operations – developing an understanding of risks to biathlon through information gathering / investigation capability.

Enhanced working with other Sports Integrity Units, Law Enforcement Agencies and Educational Institutions is an important and fundamental aspect of the Integrity Units strategic planning.

## **Staffing**

Following a short absence, in March Louise Reilly has returned to her role as Chair of the Integrity Board. Whilst Louise took a short break from her duties, the Chair had been held by fellow Board member Markus Hauptmann.

Sarah Fussek-Hakkarainen has now stood down from her role as acting Head of the Biathlon Integrity Unit and has now returned to her role in of the International Ski Federation.

The Biathlon Integrity Unit currently employs two members of staff. The Head of the Unit is currently being performed by the Board Managing Advisor, who is a highly experienced investigator, with significant experience in dealing with sensitive information. Anti-doping co-ordinator Lucie Rothauer has built up significant expertise in the field of anti-doping and has recently extended her role to become the units Anti-Doping Manager. This post will also take the lead for delivering Integrity Units 'prevention' strategy. Within the next two months, these staff members will be joined by an Office Administrator and Anti-Doping Coordinator.



Martina Perendi, a member of the anti-doping team and Project Manager will take up a new role as Executive Assistant within the IBU.

The Unit is also supported through use of various external contractors.

### **Website Development**

It is recognised that many of those involved in the sport, may not be aware of the Integrity Units mandate and vision to protect biathlon to ensure a clean and trusted sport. The new website will form an important part of the Integrity Units Communication Strategy. It is important to recognise that the new website will provide several means by which secure and confidential contact can be made with the Integrity Unit. This will enable any person to raise any concerns or provide any information. Any information provided will be treated with the utmost care and can be sent without the requirement to disclose personal details.

The website is in the final stages of development and will be launched week commencing 8<sup>th</sup> June. The Integrity Unit has attempted to ensure the site is focused on the athletes, allowing them to gain knowledge in areas such as rules, safeguarding and reporting mechanisms in an understandable way.

The launch of the site is only the first step, the Integrity Unit will continue to work with the Biathlon Family to develop an 'Athletes Hub'. This will allow all connected with the sport to see audio and video clips from role models within the sport, providing their views on a range of topics relating to clean sports.

The Integrity Unit encourages all members of the Biathlon Family and associated organisations to visit the site and provide feedback on its appearance, functionality and most importantly, the information provided by it.

### **WADA Code revision and changes to IBU Integrity Code**

Since November 2017, the WADA Code Review process has been underway. This has resulted in a final draft Code being presented for consideration and approval at the fifth

World Conference on Doping in Sport, which was held in November 2019 in Katowice, Poland.

It was agreed the revised code should enter into effect on 1 January 2021.



There is a requirement for us to revise the IBU Integrity Code and this work is currently being undertaken on our behalf by Lawyers at Bird & Bird, London. The updated and final version of the Biathlon Integrity Code will be completed by September 2020.

#### WADA – Operation LIMS Update

Together with 26 other International Federations, the IBU recently received additional information from WADA's Intelligence and Investigations team regarding its Russian investigation. The IBU's Biathlon Integrity Unit is currently reviewing the information received from WADA, together with other intelligence the Integrity Unit may be in possession of, and will take appropriate action in due course.

#### Doping Control Statistics

<b>2019</b>	In-Competition	Out of Competition	Overall	
Urine	425	583	<b>1008</b>	<b>Urine</b>
Blood	52	174	<b>226</b>	<b>Blood</b>
ABP	77	787	<b>864</b>	<b>ABP</b>

<b>Jan-May 2020</b>	In-Competition	Out of Competition	Overall	
Urine	247	193	<b>440</b>	<b>Urine</b>
Blood	36	96	<b>132</b>	<b>Blood</b>
ABP	61	290	<b>351</b>	<b>ABP</b>

The Integrity Unit have complied with WADA guidance on testing during the Covid 19 Pandemic.



## 5.8 Report/decision: Membership request

### Background

At EB 151 the EB decided to review the procedure for membership requests and table all requests until this is done. A working group of the VP, SG and EB member T. Boygard was established, that will report their findings at EB meeting 152.

The Constitution have the following article about membership requests:

#### 5. Requirements to be an NF Member

5.1 To be and to remain a full NF Member of the IBU, a National Federation for the sport of Biathlon must satisfy (both at the time it applies for membership and at all times after it has been admitted as an NF Member) all of the following requirements:

5.1.1 It must be a legal entity properly constituted in accordance with the law applicable in its Country

5.1.2 It must be concerned with the administration, organisation and practising of Biathlon, either solely and exclusively or else in conjunction with other sports.

5.1.3 It must claim the exclusive right to govern both men's and women's Biathlon in its Country, i.e., it must not recognise any other body's claim to govern either men's or women's Biathlon in its Country (other than by exercise of powers delegated to that other body by the National Federation).

5.1.4 Its constitution must:

5.1.4.1 be compliant with the Olympic Charter and the World Anti-Doping Code, and consistent in all respects with this Constitution and the Rules;

5.1.4.2 declare its opposition to any unlawful discrimination on the grounds of race, skin colour, national or social origin, gender, sex, sexual orientation, language, political or other opinion, religion or other beliefs, circumstances of birth, or other improper grounds; and

5.1.4.3 include a formal undertaking by the National Federation to be bound by and to comply with the obligations placed on NF Members by this Constitution.

5.1.5 It must not be insolvent.

5.1.6 It must carry out Biathlon activities in its Country at least to the minimum level prescribed by the Executive Board from time to time.

5.2 A National Federation that satisfies all of the requirements set out in Article 5.1 except for the Article 5.1.6 requirement to carry out Biathlon activities in its Country at least to the minimum level prescribed by the Executive Board from time to time may be

admitted as a provisional NF Member, but it may not be admitted as a full NF Member until it satisfies the Article 5.1.6 requirement as well.

We currently have membership requests from Kuwait, Afghanistan and Thailand.

### **Proposal from the working group**

The working group have discussed the content of this and decided to focus on point 5.1.4.2 and to work to ensure we get applicants are or will be active in Biathlon.

We are of the opinion that the applying federation must demonstrate how their constitution, status, policies or guidelines will ensure/demonstrate that they are in opposition to any lawful discrimination following article 5.1.4.2.

We also believe that it is of importance that we work hard to get active members and based on that the following questions will be addressed to the applying federations:

Why does your federation want to become a member of IBU?

Do you do any Biathlon activities currently in your country?

If so, what activities?

If not, what are your plans for future Biathlon activities?

Please send us the number of members in your federation and the number of clubs.

The working group is also of the opinion that we should have a group that reviews the applications and makes recommendations to EB for decision.

The group should consist of the SG, Development Director and one to two EB members.

### **Proposal for decision**

The working group recommends the EB to support the above presented procedure.

### **Next step if proposal is approved.**

The review group will apply the procedure for the three nations applying to be members currently and make recommendations to the EB when the applications has been reviewed and necessary information have been received.

Proposal prepared by: Jiri Hamza, Tore Boygard and the SG



**IBU**

# **NF Financial Support For Season 2020-2021**

# Financial Support 2020-2021

## Budget

3 350 000 EUR in 2020 (2 350 000 EUR transfer in June, 1 000 000 EUR transfer in November)

10% for the base support

55 % depends on NFs IBU Nation Cup in WC, IC, JC and gender representativeness.  
The NFs IBU Cup ranking values the most, than IBU Junior Cup and World Cup.

35 % depends on number of Athletes representing NFs in IBU competitions

## Principles

1. All NFs participating in any IBU competition receives 5 000 EUR (48 NFs)
2. According to the total score of Men and Women ranking in Nations Cup the NF receives the largest amount of funding for a position in the Nations IBU Cup ranking. The second factor taking into account in allocating financial support is the Junior Cup ranking. The last factor is the position in Nations Cup WC ranking.
3. The NFs, which is represented by representatives of only one gender receives half of the amount.
4. The last factor determining the amount of financial support is the number of NF's Athletes participating in the IBU competitions during season (from SIWIDATA) according to:

30 athletes and more	- 30 000 EUR per NF
20-29 athletes	- 20 000 EUR per NF
1-19 athletes	- 1000 EUR per <b>Athlete</b> per NF

# Financial Support 2020-2021, first part of 2 346 000 €

No	NF	2020
	57	2 350 000
1	AND	0
2	ARG	28 500
3	ARM	0
4	AUS	29 750
5	AUT	85 000
6	BEL	37 000
7	BIH	29 750
8	BLR	72 500
9	BRA	22 500
10	BUL	52 500
11	CAN	60 000
12	CHI	0
13	CHN	45 500
14	CRO	38 000
15	CYP	0
16	CZE	85 000
17	DEN	21 000
18	DOM	0
19	ESP	12 000
20	EST	72 500
21	FIN	72 500
22	FRA	85 000
23	GBR	28 000
24	GEO	9 500
25	GER	85 000
26	GRE	33 500
27	GRL	15 750
28	HUN	24 000
29	IRL	9 750
30	IND	0

31	ITA	85 000
32	JPN	45 000
33	KAZ	70 000
34	KGZ	22 500
35	KOR	45 000
36	LAT	60 000
37	LIE	0
38	LTU	49 000
39	MDA	36 000
40	MGL	31 250
41	MKD	27 500
42	NED	9 500
43	NOR	80 000
44	NZL	8 500
45	POL	77 500
46	ROU	60 000
47	RUS	85 000
48	SLO	62 500
49	SRB	28 500
50	SUI	85 000
51	SVK	62 500
52	SWE	77 500
53	TPE	0
54	TUR	28 750
55	UKR	85 000
56	USA	70 000
57	UZB	0
		2 346 000