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## IBU CODE OF ETHICS

All those who act on behalf of the IBU must conduct themselves with due care and diligence in performing their assigned tasks, avoiding actions that might damage the reputation of the IBU and/or the sport of biathlon.

## 1. APPLICATION

### 1.1 Persons and Organizations Subject to this Code

This Code applies to all elected, appointed or contracted IBU functionaries, organizing committees for IBU events and their officials and volunteers, officials and volunteers at IBU-sanctioned member events, athletes, coaches, trainers, doctors, team staff, team officials, all other persons claiming or seeking standing as present or prospective participants in any IBU activity, and persons without status or title who engage in any activity in relation to the IBU that is prohibited by this Code.

### 1.2 General Rule

Persons and organizations as listed in Art. 1.1 are expected to be aware of the importance of their task and shall be aware of their obligations and responsibilities. They shall pledge to behave in a dignified manner. They shall behave and act with complete credibility and integrity.

They may not abuse their position as part of their function to take advantage of their function for private aims or gains, or in any other way.

## 2. CONFLICTS OF INTEREST

All those acting on behalf of the IBU must make decisions in the interests of the IBU. All those whose personal interests might reasonably be perceived as being affected by a decision or policy concerning an IBU matter (including receiving material benefits) shall refrain from the decision-making process.

## 3. BETTING ON BIATHLON

All those acting on behalf of the IBU are forbidden from taking part, either directly or indirectly, in betting, gambling, lotteries and similar events or transactions connected with biathlon competitions.

#### 4. EQUALITY AND DIGNITY

No discrimination by gender, race, marital status, religion, disability or political opinion shall be allowed.

#### 5. FAIR PLAY

All IBU competitions shall be carried out respecting the principle of fair play.

