



Programmed Athlete's Agreement

This agreement sets out what is expected of you as a Programmed Athlete as part of the British Biathlon; World Cup Programme, National Performance Programme and the National Development Programme. Please read through this document in full before signing, and contact the CEO with any questions.

Programme Expectations:

As part of your participation on the programme, it is expected that you will:

1. Complete your BBU Race Licence Application.
2. Demonstrate considerate and respectful behaviour at all times, to all other programme members and staff as well as any other individuals you come into contact with during the programme
3. Conduct yourself in a proper manner so as not to bring, or to run the risk of bringing, the BBU Programme into disrepute

The Programmed Athlete acknowledges that breach of this agreement or any infringement of the BBU code of conduct could lead to disciplinary action, including expulsion from the programme and potential impact on future programme selection.



British Biathlon Union Programmed Athlete Code of Conduct

Introduction

The BBU Programme Code of Conduct applies to all Athletes selected to a programme and must be adhered to as a condition of programme membership.

The Code of Conduct details your personal responsibilities as a Programmed Athlete and clearly outlines the high standard of behaviour expected of you as an ambassador of the BBU, Great Britain and the International Biathlon Union. It should be read in conjunction with the wider BBU Policies found on the BBU website.

In issuing this Code of Conduct it is believed all programmed athletes have not only reached the performance standards and hold a BBU Race Licence, but have shown a desire and ability to live by the values of the British Biathlon Union;

British Biathlon Union Values

- **Determination.** The BBU is determined to build Biathlon inclusively in the UK.
- **Commitment.** The BBU is committed to providing our Athletes the support and opportunity to strive for excellence.
- **Passion.** The BBU is passionate about all that we do!
- **Integrity.** The BBU demonstrates sound moral and ethical principles in everything it does.
- **Sportsmanship.** The BBU creates an ethos of fairness, respect and fellowship with all competitors.

Aims

To promote ethics, professionalism, and integrity within the BBU and explain what is expected of you following your selection to a BBU Programme and that your actions, appearance, conduct, and demeanour will affect not only yourself, but also the BBU reputation.

Programmed Athletes Behaviours

At all times BBU Programmed Athletes will:

- Demonstrate a high standard of behaviour.

- Show consideration to the physical and mental well-being of fellow programmed athletes.
- Contribute to the creation of a positive team spirit and image.
- In competition and events accept every victory and defeat with dignity and decency. The decisions of Officials should not be questioned unless through the accepted procedures for doing so. Athletes must agree to deal with any differences of opinions or conflicts in respect of any Competition decisions through accepted processes.
- Under no circumstances are Athletes permitted to involve themselves in the act of gambling, match fixing, fraud, or bribery during an Event in which the BBU Team is involved.
- Follow the BBU' dry team ethos. From the day upon which a BBU Team is assembled until it is disbanded during an Event or Competition, no Athlete is permitted to drink alcohol or to purchase or knowingly have alcohol in their possession without the consent of the Team Manager or Head Coach. The ethos may be relaxed for celebrations or other occasions at the discretion of the Team Manager or Head Coach. No Athletes under 18 are allowed to drink alcohol at any time. Athletes must also abide by the alcohol laws of the country they are competing in.
- Not be permitted to smoke cigarettes, electronic cigarettes, cigars, any form of tobacco, or any other similar substances at any point whilst representing the BBU.
- Be deemed to have made him/herself familiar with, and hereby agrees to be bound by the Anti-Doping Rules of the British Biathlon Union and to submit to the authority of UK Anti-Doping and any other appropriate body in the application and enforcement of those Rules.
- Cooperate fully with the latest version of the World Anti-Doping Code compliant anti-doping investigations or proceedings, whether conducted by UK Anti-Doping or any other competent body.
- Whilst wearing representational apparel ensure that its presentation standards reflect the values of the BBU.
- Not use language that could cause offence to others or bring the BBU into disrepute
- Not use aggressive or threatening behaviour, harassment or victimisation, including on the basis of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation. Such



behaviour is classed as disrepute and may be grounds for expulsion from the programme.

Signed by or on behalf of the parties:

By the Team Member

Signature:

Print Name:

Date:

On behalf of British Biathlon Union

Signature:

Print Name:

Date:

Position: