

**United States Olympic and Paralympic Committee
Certification Review Group**



**Certification Renewal Recommendation Report for U.S. Biathlon
April 16, 2025**



**UNITED STATES
OLYMPIC & PARALYMPIC
COMMITTEE**

U.S. Biathlon Certification Renewal Executive Summary

In November, the United States Olympic and Paralympic Committee (USOPC) Certification Review Group (CRG), in accordance with the USOPC's NGB Certification Policy, began a certification renewal review of U.S. Biathlon.¹ The CRG evaluated U.S. Biathlon and based on input from CRG members, as well as the results of the Audit department's 2023 compliance audit,² recommends a certification status of Renewal in Good Standing.

The CRG's review of U.S. Biathlon found that the organization is meeting the USOPC's NGB Compliance Standards in the five core areas of evaluation for certification: Governance and Compliance, Financial Standards and Reporting Practices, Athlete Protections and Rights, Sport Performance, and Operational Performance. U.S. Biathlon is actively working to resolve remaining open audit findings that the CRG determined do not affect the NGB's certification status at this time.

CRG members agreed that U.S. Biathlon meets the requirements and expectations for an NGB. In its discussions regarding U.S. Biathlon's interactions with the USOPC, the CRG did not identify any unaddressed operational concerns that would prevent the organization's continued certification. The CRG acknowledged U.S. Biathlon's continued work to foster a safe environment for its athletes and will continue to follow its progress in facilitating a culture of excellence. Overall, in the areas in which the CRG members interacted with U.S. Biathlon, the CRG was satisfied with U.S. Biathlon's operations.

As a result of this review, the CRG recommends that U.S. Biathlon be granted a certification status of Renewal in Good Standing for a four-year certification term ending in 2028.

¹ See Appendix for more information about the certification process, including a link to the NGB Certification Policy.

² [*NGB Compliance Audit - U.S. Biathlon*](#), June 4, 2024.

Organizational Overview

U.S. Biathlon is the USOPC-certified NGB for the sport of biathlon, included on the Olympic Winter Games program. The mission of U.S. Biathlon is to “foster the growth of the biathlon community in the U.S., developing athletes with integrity and achieving international and Olympic success.”³ U.S. Biathlon is the United States’ representative to the International Biathlon Union, the international federation that governs biathlon. The U.S. Biathlon national office is located in Midway, Utah.⁴

Certification History

U.S. Biathlon was originally certified in January 2021.⁵ This is the first time U.S. Biathlon has undergone a certification review.

Certification Exceptions⁶

U.S. Biathlon did not request any exceptions from the NGB Compliance Standards during its certification review.

Athlete Representation Approval and Exceptions⁷

U.S. Biathlon requested that the Athlete Representation Review Working Group (ARRWG) approve additional international competitions as qualifying events for 10 Year and 10 Year+ status to expand the pool of athletes eligible to serve as athlete representatives. All these events are IBU-sanctioned events for which Team USA was chosen in accordance with NGB-led selection procedures. The ARRWG approved the following competitions as presented:

- IBU World Championships
- IBU World Cups
- IBU Cup Competitions

Certification Review⁸

Governance and Compliance

The CRG determined that U.S. Biathlon is fulfilling many of the governance and compliance-related responsibilities of an NGB, including adopting and enforcing most key ethics and compliance-related policies; making the policies publicly available on its website; and defining procedures to address violations of these policies. Additionally, U.S. Biathlon has not been the subject of any formal complaints filed with the Dispute Resolution Unit within the last four years.

As a result of the 2023 compliance audit, U.S. Biathlon is working to implement its updated conflict of interest disclosure and review process, consistent with all requirements of the NGB Compliance Standards. The NGB submitted sufficient evidence to the Audit department to

³ [About U.S. Biathlon](#), U.S. Biathlon website.

⁴ *Id.*

⁵ Refer to the Appendix for details about the initial certification of NGBs.

⁶ Refer to the Appendix for details on exception requests to the NGB Compliance Standards.

⁷ Refer to the Appendix for details on athlete representation exception requests.

⁸ Refer to the Appendix for details on the review standards and process for information related to the compliance audit.

mitigate risk, and thus, the open audit finding does not adversely impact US Biathlon’s certification status to-date. US Biathlon also updated its bylaws to ensure all required language for athlete representation is codified, consistent with its practices.

The CRG received positive athlete feedback regarding U.S. Biathlon’s governance and compliance operations, noting sufficient communication with the NGB. Athletes expressed that they felt improvement under the NGB’s new leadership, with increased transparency from the board of directors. Athletes expressed that their voice is respected, and they feel empowered in decision making processes, particularly with increased inclusion and engagement in the drafting phase of selection procedures and in the development of athlete agreements. Athletes noted an opportunity to improve upon an American talent pipeline given the sport has historically been “European-centric”. Although athletes provided mostly positive feedback, they also expressed the need for increased clarity of the role of the internal AAC.

Financial Standards and Reporting Practices

U.S. Biathlon meets the requirements for an NGB’s Financial Standards and Reporting Practices. The organization demonstrates financial operational capability to administer its sport and is financially and operationally transparent with its membership by publishing its audited financial statements and tax forms.

As a result of the 2023 compliance audit, U.S Biathlon updated and implemented financial policies and procedures that comply with all elements of the NGB Compliance Standards. The revised policies are now board-approved.

Athlete Protection and Rights

U.S. Biathlon is working to maintain and enforce an athlete safety program consistent with the requirements of relevant federal law, as well as with the policies and standards of the USOPC and the U.S. Center for SafeSport (the Center). The NGB maintains an anti-doping program consistent with the requirements of the USOPC and the U.S. Anti-Doping Agency.

To address 2023 compliance audit findings, U.S. Biathlon implemented timely background checks of all required individuals, with a timeline for the completion of background checks before covered events. In 2024, U.S. Biathlon also began an independent third-party audit of athlete health and safety⁹ to address concerns raised about athlete safety, and to assure compliance with the Center’s reporting requirements. For its part, the USOPC has reported all matters to the Center relating to U.S. Biathlon that the USOPC was required to report.

On June 18, 2024, the Center conducted its most recent event audit of a U.S. Biathlon event held in Midway, Utah.¹⁰ The event audit resulted in fully implemented ratings in all areas of the Center’s evaluation but also resulted in corrective actions. The Center confirmed that US Biathlon completed all corrective actions on September 30, 2024.¹¹

Sport Performance

⁹ [Independent third party audit of athlete health and safety at US Biathlon](#), U.S. Biathlon website.

¹⁰ [US Center for Safe Sport 2024 Event Audit Report](#) – U.S. Biathlon, June 18, 2024.

¹¹ [US Center for SafeSport Corrective Actions Update](#) – U.S. Biathlon, September 30, 2024.

U.S. Biathlon is fulfilling its obligations in Sport Performance. The organization maintains and executes a strategic plan that supports athletes in achieving sustained competitive excellence and grows the sport. U.S. Biathlon established selection procedures and executed them effectively to name and train Team USA athletes for Delegation Events.

Within the review period, U.S. Biathlon drafted, approved, and implemented its event sanctioning document, consistent with the NGB Compliance Standards.

Operational Performance

The CRG determined that U.S. Biathlon meets all operational performance standards. The organization demonstrates managerial capability to administer its sport and keeps current insurance policies, demonstrates financial sustainability, maintains grievance procedures, and enforces a whistleblower and anti-retaliation.

U.S. Biathlon developed a 2021-2024 Diversity, Equity, and Inclusion (DE&I) Action Plan aimed to create an environment that is diverse and inclusive on all levels, including but not limited to teams, officials, staff, coaches, board, committees and spectators. U.S. Biathlon submitted its action plan to the USOPC with sufficient detail to meet the NGB Compliance Standards. The action plan includes initiatives to foster a welcoming, inclusive, and diverse population. To achieve this, U.S. Biathlon encourages and supports clubs to be inclusive of local minority populations and underserved communities, through scholarships and outreach programs.

Conclusion

The CRG concluded that U.S. Biathlon is performing satisfactorily based on input from the CRG members and the results of the Audit department's 2023 compliance audit. There are no outstanding areas of concern affecting the NGB's certification status at this time. Accordingly, the CRG recommends that U.S. Biathlon's certification as a member organization of the USOPC be renewed with a rating of Renewal in Good Standing for a four-year certification term ending in 2028.

Appendix

Certification Renewal Process

The USOPC believes in a culture of strong governance, ethics, and compliance among the NGBs that, as member organizations of the USOPC, make up the Olympic and Paralympic movement. Recent amendments to the Ted Stevens Olympic and Amateur Sports Act, which became effective in late 2020, require the USOPC to certify NGBs.¹² The USOPC determined that as of January 1, 2021, all member organizations would be certified, and their certifications would be reviewed for renewal on a rolling basis every four years.¹³

Governed by the USOPC's [NGB Certification Policy](#), the NGB certification review process is supported by a cross-functional body of professionals at the USOPC, the Certification Review Group (CRG), who interact with NGBs in their day-to-day work. These professionals evaluate an NGB's operations across multiple functional areas to provide a holistic review of an NGB's performance and culture.¹⁴ In addition to enumerated standards for NGB performance described in the Act, the Bylaws, and the USOPC's [NGB Compliance Standards](#), the CRG considers departmental observations about an NGB's operations that may not be identified in a formal audit scenario but are relevant to consider when evaluating an NGB's overall performance.

Certification Standards, Exceptions, and Review Components

As described in Section 8.4.1 of the [USOPC Bylaws](#), NGBs must satisfy certification requirements in five core areas: Governance and Compliance, Financial Standards and Reporting Practices, Athlete Safety, Sport Performance, and Operational Performance. The USOPC Implementation Guide for NGB Compliance Standards provides NGBs with specific guidance for how they will be evaluated in each of these core areas.

Section 8.4.2 of the USOPC Bylaws permits an NGB to submit a request for limited exceptions to any of the NGB Compliance Standards which, as a result of its overall structure or other extenuating circumstances, cannot or need not be reasonably met. The CRG evaluates all requests received and grants or denies such limited exceptions.

Various provisions of Section 8.5 of the USOPC Bylaws permit NGBs to seek exceptions related to minimum athlete representation requirements on boards and designated committees as well as exceptions or additions to which of its committees are considered designated committees. The Athlete Representation Review Working Group evaluates and approves or denies all requests made under Section 8.5.

¹² See §220521(a) of the Ted Stevens Olympic and Amateur Sports Act.

¹³ NGB Certification Policy, Section 1.

¹⁴ The CRG uses a four-year lookback period during this review process.