



The [U.S. Biathlon Athlete Health and Safety Task Force](#) established by the U.S. Biathlon Board of Directors has engaged [Vestry Laight](#) to review and assess our organization's athlete safety and wellness program and team culture, and provide recommendations to enhance our overall approach to providing the best environment where athletes feel safe, supported and can achieve their goals.

The task force engaged with representatives from the IOC, USOPC, IBU, several NGBs and other organizations for recommendations on independent third party auditors with experience in sports and athlete safety and wellness. Five firms were interviewed and the task force solicited and reviewed proposals from four of those firms.

Vestry Laight was selected based on its [principals'](#) extensive experience partnering with sports and business organizations to address athlete and employee safety and wellness and organizational culture. Their wealth of expertise lies in addressing and resolving these important issues and devising strategies and plans that enable organizations to deliver programs and create environments where athlete safety and wellness is paramount.

We recognize that your confidence in our actions drives our culture, and we are committed to self-evaluation and continued evolution to ensure our sport is welcoming, safe and supportive. Vestry Laight will begin the project immediately. Their initial work will focus on survey and interviews of athletes and staff that have traveled and/or competed internationally during the current and previous quadrennium. We expect the review and analysis to be complete by late summer and a report shared with the membership by early fall.

The task force will act as a liaison during the review process and updates on the panel's work will be available through a dedicated section of the U.S. Biathlon website: www.usbiathlon.org/taskforce.

We are committed to strengthening our culture, oversight and safeguards against future incidents and we appreciate your support in fostering a culture within U.S. Biathlon where everyone can thrive.

Sincerely,

Rachel Steer
U.S. Biathlon Board Vice Chair
Task Force Chair