



**APPOINTMENT OF PARENTS, FAMILY MEMBERS,  
SIGNIFICANT OTHERS AS:**

**COACHES, OFFICIALS, TEAM MANAGERS,  
SUPPORT PERSONNAL AT:**

**NATIONAL TEAM INTERNATIONAL AND  
AUSTRALIAN BIATHLON EVENTS, ACTIVITIES  
AND TRANING CAMPS**

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## **Part A: Purpose and application of this policy**

### **1. Introduction**

Biathlon Australia should operate harmoniously and with respect towards all participants in and supporters of the sport of Biathlon. In biathlon, there is often multiple layers of parents, family members and significant others involved across different levels of the sport which leads to both real and perceived conflicts of interest.

This policy has been adopted to manage and resolve conflicts of interest and avoid real and perceived bias, preference, and favouritism in relation to National Team(s) athletes.

### **2. Who this policy applies to**

This policy applies to the following people:

- (a) members of Biathlon Australia;
- (b) athletes involved in Australian and international based activities, events and training camps;
- (c) coaches, managers, officials and other support personnel involved in BA Australian or international activities, events or training camps.

### **3. Responsibilities of those covered by this policy**

Those who this policy covers are responsible for:

- (a) making themselves aware of the policy and complying with it;
- (b) being responsible and accountable for their behaviour;
- (c) following the steps outlined in this policy for resolving situations or making a complaint;
- (d) complying with any decisions and/or disciplinary measures imposed under this policy.

## **Part B: Specific Guidelines**

Biathlon Australia recognises that for athletes to perform at their best, particularly at international events, they should be provided with a supportive team environment, motivating and knowledgeable coaching and strong administrative support.

In addition, Biathlon Australia wishes to ensure that all support should be provided in as fair and proper way as possible. A parent, family member, relative or significant other who is coaching/officiating/providing team support at an Australian or international training camp, event or other activity, may be perceived to have or does have a real conflict of interest.

To manage conflict of interest BA has adopted a policy to not appoint parents/relatives/family members/significant others of National Team(s) athletes as coaches/officials/team managers/support personnel at any Australian or International biathlon events, including National Team(s) training camps, events or other activities, unless there are extenuating circumstances.

#### **Extenuating Circumstances**

- (a) An extenuating circumstance may be where a parent, family member or significant other is given authorization for an administrative reason, such as transport of a child's rifle into another country. In this situation, the parent, family member or significant other are required to stay in separate accommodation to the team and have no role during the event.
- (b) A second extenuating circumstance may be where an athlete requires a parent, family member, relative or significant other, to accompany them to an event, training camp or activity due to medical reasons. In this circumstance, documentation must be provided 3 months prior to the date of Team departure for approval, to allow for logistical implications to be managed and role of the parent, family member, relative or significant other is limited to management of the medical item only. They will not be permitted to play a training, instructing, officiating or coaching role.

In extreme circumstances, an extenuating medical reason, may prevent an athlete being part of a National Team competing overseas, if medical safety cannot be achieved.

- (c) An exception may be made for the role of Team Manager / Team Support personnel in the event that an applicant has demonstrated experience of management roles in biathlon administration in Australia, including athlete interaction experience, and successful management of conflict of interest.