

## **Communication No. 2478**

### **ISU Code of Ethics 2022**

In accordance with the ISU Constitution, the ISU Council has considered and adopted a revised version of the ISU Code of Ethics.

This Communication contains the ISU Code of Ethics 2022 and replaces Communication 2450 with immediate effect. Changes compared to the previous version are underlined.

Tubbergen,  
May 13, 2022  
Lausanne,

Jan Dijkema, President

Fredi Schmid, Director General

# INTERNATIONAL SKATING UNION (ISU)

## CODE OF ETHICS - 2022

### ARTICLE 1 Purpose

The purpose of the ISU Code of Ethics is to establish clear conduct and integrity standards for all persons involved in the activities of the ISU, to prohibit conduct that might undermine public and internal confidence in the integrity of the ISU and the sports under its jurisdiction (the ISU sports) and to provide safeguards for protecting all participants in ISU Events, exhibitions and other ISU activities, in particular but not limited to Skaters, from any form of harassment and abuse.

### ARTICLE 2 Scope of Application

#### 2.1 Personal Scope of Application

Subject to this Code of Ethics are all persons who involve themselves with the ISU in any capacity, claiming or seeking standing as current or prospective participants in any ISU Event or activity, in particular but not limited to all ISU Office Holders, ISU Officials, ISU Members (and their members when participating in an ISU Event or activity), ISU employees and consultants, Organizing Committees for ISU Events and their Officials and volunteers, Skaters, Coaches, doctors, team leaders, and other members of their entourage as well as any other persons who engage in any conduct or activity in relation to the ISU.

#### 2.2 Material Scope of Application

- a) This Code of Ethics applies broadly whenever an ISU interest is involved. It also applies while persons subject to it are attending but not participating in an ISU Event or activity and with respect to conduct or statements unrelated to an ISU Event or ISU activity if such statements or conduct are detrimental to the interests or reputation of the ISU or to the reputation and welfare of the ISU sports.
- b) The ISU Code of Ethics does not apply to national, internal ISU Member matters which do not occur on site during the period of an ISU Event or activity, i.e. during the period from the arrival at the respective location until departure.
- c) The ISU Code of Ethics does not apply to third-party organizers. The ethical requirements applicable to third-party organizers are set out in the ISU Statutes, in particular the ISU Communication governing Open International Competitions (currently ISU Communication No. 2171) and any update thereof.
- d) ISU Members organizing events on the International Calendar shall be bound by and strictly observe the Declaration of Ethics provided in the Annex to this Code of Ethics.
- e) ISU Members and third-party organizers are encouraged to adopt this Code for their internal activities.

### ARTICLE 3 General Standards of Conduct

Persons subject to this Code of Ethics shall:

- exemplify, by their conduct and by their written and oral communications, the highest standards of honesty, respect, fairness, fair play, ethical behavior, and sporting attitude and shall not act in any manner which might damage the reputation of the ISU or the ISU sports;
- inspire internal and public confidence in the fairness, honesty and integrity of the ISU, the ISU sports and all who act under the auspices of the ISU sports.

The same ethical restrictions that apply to any form of statement also apply to the use of social media, especially, but not limited to, by ISU Officials.

In particular, ISU Officials shall neither post on social media any specific comments about other Officials, Skaters, Coaches, ISU Members or their representatives, volunteers or any related personnel, including employees of the ISU, nor post comments about Officials' assignments, decisions made by the ISU, or the evaluation or results of an ISU Event.

#### **ARTICLE 4 Discrimination**

Persons subject to this Code of Ethics shall not discriminate in any kind against anyone on the basis of reasons such as race, color, sex which includes sexual orientation, gender identity, gender expression and sex characteristics, language, religion, political or other opinion, national or social origin, property, birth or other status, or athletic ability.

#### **ARTICLE 5 Freedom of Expression**

5.1 No kind of demonstration or political, religious or racial propaganda is permitted in any sites, venues or areas of ISU Events or activities subject to the application of the ISU Code of Ethics as set forth in Article 2 of this Code.

5.2 During ISU Events and activities subject to this Code of Ethics, Skaters and other persons to whom this Code applies have the opportunity to express their views, including

- in the zones and centres reserved for contact with media when speaking to the media;
- during press conferences and interviews;
- at team meetings;
- in traditional or digital media;
- through social media channels;
- on the field of play prior to the start of the competition and provided that the expression (for example, gesture)
  - i) is consistent with the ISU Constitution and ISU Statutes, including this Code of Ethics;
  - ii) is not targeted, directly or indirectly against people, countries, organisations and/or their dignity;
  - iii) is not disruptive (e.g. during another Skater's or team's national anthem; physical interference with the introduction of another Skater or team or the protocol (e.g. by unfolding a flag, a banner etc.); causing (or assuming the risk of) physical harm to persons or property, etc.).

#### **ARTICLE 6 Harassment and Abuse**

6.1 Persons subject to this Code of Ethics shall refrain from all forms of harassment and abuse, be it sexual, physical or psychological, whether occurring in isolation or in combination or whether consisting of a one-off incident or a series of incidents, whether done in person or online, (including but not limited to social media) and in particular from any abuse of authority, i.e. the improper use of a position of influence, power or authority over another person. Abuse can also take the form of neglect or negligence.

6.2 For purposes of this provision:

- "Sexual harassment" means unwanted and unwelcome physical, verbal or non-verbal conduct of a sexual nature. Sexual harassment can take the form of sexual abuse.
- "Sexual abuse" means any conduct of a sexual nature, whether non-contact, contact or penetrative, where consent is manipulated or is not or cannot be given, where consent is coerced, manipulated, obtained based on a relationship of dependency or cannot be given with any legal validity.

- “Physical abuse” means any deliberate, non-accidental trauma or unwelcome act caused, for example, by punching, beating, kicking, biting, or burning or otherwise physically harming an athlete. Such act can also consist of forced or inappropriate physical activity (e.g. age- or physique-inappropriate training loads when injured or in pain), forced alcohol consumption, or forced or systemic doping practices.
- “Psychological abuse” means a pattern of deliberate, prolonged, repeated non-contact behaviors within a power-differentiated relationship. “Psychological abuse” can consist of any unwelcome act including confinement, isolation, verbal assault, humiliation, intimidation, infantilization, or any other treatment which may diminish the sense of identity, dignity and self-worth. This form of abuse is at the core of all other forms of abuse.
- “Neglect or negligence” means the failure of a Coach or another person with a duty of care towards an athlete to provide a minimum level of care, thereby causing harm, allowing harm to be caused or creating an immediate danger of harm. “Neglect or negligence” can consist of acts of omission regarding athlete safety. For example, “neglect or negligence” can include depriving an athlete of food and/or drink; insufficient rest and recovery; failure to provide a safe physical training environment; or developmental age-inappropriate or physique-inappropriate training methods. This definition applies to Coaches and athlete entourages.

## **ARTICLE 7 Reporting and Procedures for Addressing Incidents of Harassment and Abuse**

7.1 Anyone affected by or who has observed an alleged incident of harassment or abuse during the period of an ISU Event or any other ISU activity may either file a Statement of Complaint against the Alleged Offender in accordance with the ISU Disciplinary Rules of Procedure (currently ISU Communication No. 2001) or report the incident in writing or verbally to one of the following persons:

- The ISU Representative for the ISU Event;
- The ISU Event Manager;
- The Chair of the ISU Medical Commission;
- The designated ISU Ombudsperson for Harassment and Abuse, currently Ms. Christine Cardis, ISU Anti-Doping Director ([ombudsperson@isu.ch](mailto:ombudsperson@isu.ch)), who will also provide guidance to any individual regarding whether and how to report to the ISU observed or suspected harassment or abuse, in particular of an athlete;
- If a Skater is involved in the incident: any ISU Athletes Commission member.

7.2. All reports of harassment and abuse of a Skater through any of the above reporting channels shall be referred to the ISU Ombudsperson for Harassment and Abuse.

The ISU Ombudsperson for Harassment and Abuse shall ensure that such reports are documented to the extent possible. The documentation shall include the name, function, address, contact information, and signature of the reporting person, information pertaining to the basis for the report, including any facts and evidence (e.g. video recording, photos, other documentary or electronic evidence, and names of other persons who witnessed the alleged incident).

Based on the facts and evidence in the report, the ISU Ombudsperson for Harassment and Abuse will, if appropriate, after consultation with the Chair of the ISU Medical Commission and/or the ISU Legal Advisors, determine whether any follow-up action is warranted and recommend to the reporting person whether the matter should be submitted to the ISU Disciplinary Commission and/or notified to local authorities, as appropriate and required by local law.

In case the reporting person decides not to submit the matter to the ISU Disciplinary Commission and/or to notify it to local authorities against the recommendation of the ISU Ombudsperson for Harassment and Abuse, the ISU Ombudsperson for Harassment and Abuse shall forward the report together with any comments to the ISU Council which may then decide whether to file a Statement of Complaint to the ISU Disciplinary Commission and/or notify the local authorities in its own name. However, if the reporting person is the alleged victim of the alleged incident, the ISU Ombudsperson

for Harassment and Abuse shall forward the report only with the explicit oral or written consent of the reporting person.

7.3 ISU bodies and all individuals performing any ISU function shall, as a matter of principle, keep strictly confidential all matters pertaining to an alleged incident of harassment or abuse, personal information of the concerned persons, other information gathered during an investigation and the results of an investigation ("Confidential Information") of which they gained knowledge in their capacity as member of an ISU body or individual performing an ISU function.

7.4 Confidential Information may be disclosed to appropriate persons or authorities only:

- within the framework of disciplinary proceedings before the ISU Disciplinary Commission, initiated in accordance with Article 25 of the ISU Constitution; or
- if failure to disclose such information may allow the harassment and abuse to continue, resulting in additional harm to the victim, in particular, athletes; or
- if such Confidential Information relates to a potential criminal act.

7.5 Notwithstanding paragraphs 7.3 and 7.4 above, decisions of the ISU Disciplinary Commission, including Confidential Information, shall be published according to Article 28, paragraph 2 of the ISU Constitution. However, when publishing the decision of the Disciplinary Commission, the ISU shall not include any personal information of the victim without first obtaining the victim's consent and, to the extent possible, keep confidential personal information of the reporter or other witnesses in certain cases where prevailing privacy interests so require.

## **ARTICLE 8 Fraud, Corruption, Misappropriation, Unjust Enrichment**

Persons subject to this Code of Ethics shall refrain from any act involving fraud, corruption, misappropriation or misuse of ISU funds, properties, and services for any non-ISU interest, including but not limited to for an individual's private gain.

## **ARTICLE 9 Personal Benefits**

Persons subject to this Code of Ethics shall not, directly or indirectly, solicit, accept or offer any form of remuneration or commission, or any concealed benefit or service of any nature for their personal benefit connected with any ISU Event or activity, unless allowed by the ISU's or ISU Members' Statutes or Regulations or based on contracts.

## **ARTICLE 10 Gifts and Favors**

10.1 Persons subject to this Code of Ethics shall not, in connection with their involvement in any ISU activities, provide or accept gifts, payments, or other benefits which might reasonably be expected to bring the ISU or the ISU sports into disrepute. This includes but is not limited to providing or accepting gifts and other favors such as e.g. entertainment, which, in accordance with prevailing local customs, are more than tokens of consideration of nominal value and common signs of hospitality.

10.2 Gifts of more than Two Hundred Swiss Francs in value shall not be provided and shall not be accepted, except if circumstances do not permit refusal of such gift. In this case the recipient shall deliver the gift to the ISU Secretariat and inform the donor that the gift is being accepted on behalf of the ISU.

10.3 Other favors and benefits with a value in excess of Two Hundred Swiss Francs shall not be accepted by any Person subject to this Code of Ethics without the advance written approval of both the ISU President and the ISU Director General, if such prior approval is feasible under the given circumstances.

## **ARTICLE 11 Conflicts of Interest**

11.1 Persons subject to this Code of Ethics shall avoid any conflict of interests and refrain from placing themselves in any situation which could reasonably be conceived to create a conflict of interests.

11.2 Persons subject to this Code of Ethics shall:

- a) promptly disclose a personal interest in any situation that could reasonably be considered to involve a conflict of interest;
- b) abstain from making or influencing decisions involving personal or family gain or public acclaim;
- c) refrain from providing undue favors to third parties or their own ISU Member.

11.3 Persons subject to this Code of Ethics, while serving the ISU in an official position, shall not concurrently hold any official position within their ISU Member that at any time could be or reasonably appear to be, in conflict with their independent status, duty and loyalty to the ISU.

## **ARTICLE 12 Influence and Manipulation**

12.1 Persons subject to this Code of Ethics shall refrain from any action or attempt to improperly influence or manipulate the course and/or results of any Skating event under the jurisdiction of the ISU in any manner that is contrary to sporting ethics and sporting conduct or the principle of fair play.

12.2 Persons subject to this Code of Ethics shall maintain absolute independence and strictly adhere to the Olympic Movement Code on the Prevention of Manipulation of Competitions, which in particular prohibits any involvement in any kind of corruption, any misuse of inside information and favoritism for, or prejudice against, any ISU Member Coach, Skater, or his/her family member(s), ISU Office Holder or ISU Member.

12.3 ISU Officials must act in a neutral manner and conduct themselves in a manner free from bias, including but not limited to national bias.

12.4 ISU Officials must strictly observe their obligation under Rule 125, paragraph 3 of the ISU General Regulations to report immediately to the Referee or the ISU Representative any observed or suspected improper or irregular conduct on site concerning any Official at an ISU Event.

## **ARTICLE 13 Betting**

13.1 Persons subject to this Code of Ethics must refrain from participating in Skating events organized by sports betting operators and in all forms of sports betting activities related to any Skating event/activity under the jurisdiction of the ISU, the Olympic Winter Games, the Winter Youth Olympic Games, and at any other event/activity in which the ISU represents its sports. In particular they must not bet on any Skating event, irrespective of their participation in that event or whether it is their Skating discipline.

13.2 Persons subject to this Code of Ethics must not participate in any illegal betting activities irrespective of the sport concerned.

13.3 For the purpose of this Article, “betting” means sports betting activities whereby a wager is placed on the outcome of a sporting event in order to win money. Except where specifically stated, this Code of Ethics does not apply to other gambling (poker and casino services) or games of chance such as lottery services, bingo services, scratch cards, or sales promotion services consisting of promotional games.

## **ARTICLE 14 Reporting**

Persons subject to this Code of Ethics shall disclose to the ISU President or to the IOC on the IOC Integrity and Compliance Hotline ([www.olympic.org/integrityhotline](http://www.olympic.org/integrityhotline)) at the first available opportunity, full details of any knowledge or approaches as to any kind of betting, manipulation, corruption and/or misuse of inside information.

## **ARTICLE 15 Doping**

Persons subject to this Code of Ethics must respect and adhere to the provisions of the ISU Anti-Doping Rules and ISU Anti-Doping Procedures.

## **ARTICLE 16 Illegal Drugs**

Persons subject to this Code of Ethics participating in or attending any ISU Event or any activity or event sanctioned by the ISU shall not distribute, use or possess illegal drugs, or directly or indirectly participate or aid in illegal drug use or drug rule violations.

## **ARTICLE 17 Sanctions**

Any violation of this Code of Ethics is subject to disciplinary proceedings and sanctions in accordance with Article 25 of the ISU Constitution.

## **ARTICLE 18 IOC Code of Ethics and Other IOC Ethical Documents**

18.1 The application of the IOC Code of Ethics and the other IOC ethical documents listed below in paragraph 2 to persons subject to this Code of Ethics remains explicitly reserved.

18.2 The respective other ethical documents of the IOC are the following:

- The Directions Concerning the Election of the IOC President;
- The Rules Concerning Conflicts of Interest Affecting the Behavior of Olympic Parties;
- The Rules Governing the Candidature Process for the Olympic Winter Games 2026;
- The Rules of Conduct for the Candidature Process for the Youth Olympic Games;
- The Rules of Conduct for the Proposed International Federations seeking inclusion in the program of the Tokyo 2020 Olympic Games;
- The Basic Universal Principles of Good Governance of the Olympic and Sports Movement;
- The Olympic Movement Code on the Prevention of the Manipulation of Competitions;
- The Statutes of the IOC Ethics Commission;
- The Rules of Procedure Governing Cases of Possible Breach of Ethical Principles.

## ANNEX

### DECLARATION ON ETHICS

[NAME AND DETAILS] (the “Organizer”) declares to the ISU that it shall adhere to the following ethical principles in order to protect the integrity of the International Competition(s) authorized by the ISU:

- (i) The Organizer is required to adhere to the highest standards of fair play, honesty, respect, truth, fairness, ethical behavior and sporting attitude. The Organizer shall refrain from any attempt to influence the course and/or results of any ice skating event in a manner contrary to sporting ethics.
- (ii) The Organizer will apply best practices to protect young Skaters from sexual exploitation (notably with respect to employees, service providers and Officials acting under its direction).
- (iii) The Organizer agrees to treat all Skaters, Officials, volunteers and employees, including the young and vulnerable, in a respectful and non-discriminatory manner.
- (iv) The Organizer will not exploit young Skaters and will ensure that any minor Skater (under 18) is represented by a competent person.
- (v) The Organizer commits to disclose any interest that could reasonably be considered to involve a conflict of interest and to refrain from any activity directly or indirectly giving rise to a conflict of interest.
- (vi) The Organizer will not engage in any conduct which brings Skating into disrepute or jeopardizes the integrity of Skating.
- (vii) The Organizer confirms that it does not hold a conviction by final judgment for one of the following reasons: participation in an organized criminal organization; corruption; fraud; offences linked to terrorist activities; offences linked to illegal drugs; and money laundering.
- (viii) The Organizer confirms that it will not engage in advertising of tobacco products or hard liquor (above 20% alcohol by volume ABV) at the venues for its events or on its website or its social media platforms.
- (ix) The Organizer confirms that it is not a sports betting operator\* and that it shall refrain from any sports betting activity at the venues for its events or on its website or social media platforms.
- (x) The Organizer commits to disclosing to the ISU President or to the IOC on the IOC Integrity and Compliance Hotline ([www.olympic.org/integrityhotline](http://www.olympic.org/integrityhotline)) at the first available opportunity, full details of any knowledge or approaches as to any kind of betting, manipulation, corruption and/or misuse of inside information. The Organizer shall also report improper or irregular conduct or proposals concerning Officials at any event according to Rule 125, paragraph 3 of the ISU Constitution.

The Organizer hereby acknowledges to the ISU that any breach of the above principles may result in the withdrawal at any time of the authorization to hold the International Competition and that any losses incurred as a result of such a withdrawal shall be borne solely by the Organizer.

[ORGANIZER]

[DATE]

\* For the purpose of this Declaration, “betting” relates to sports betting activities whereby a wager is placed on the outcome of a sporting event in order to win money. Except where specifically stated, this Declaration does not apply to other gambling activities (poker and casino services) or games of chance (such as lottery services, bingo services, scratch cards or sales promotion services consisting of promotional games).