Communication No. 2827

ISU Code of Ethics 2026

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 2026 and replaces Communication 2702 with immediate effect.

October 9, 2026

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INTERNATIONAL SKATING UNION (ISU)

CODE OF ETHICS - 2026

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 prevent and 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, staff, office holders, consultants, athletes and coaches of ISU Members and any affiliated clubs (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 any other Athlete Support Personnel[1] as well as any other persons who engage in any conduct or activity in relation to the ISU. For the avoidance of doubt, ISU activities include, without limitation, ISU-sanctioned International Competitions (see Article 3.1 Competition and Event Regulations) and activities supported by the ISU Development Program.

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 undermine public and internal confidence in the ISU or the ISU sports.

b) The ISU Code of Ethics does not apply to national, internal ISU Member matters that 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.

[1] Athlete Support Personnel: Any Coach, trainer, manager, agent, team staff, official, medical, paramedical personnel, parent or any other Person working with, treating or assisting an Athlete participating in or preparing for sports Competition. (World Anti-Doping Code 2021 definition.)

c) The ISU Code of Ethics does not apply directly to third-party organizers of Open International Competitions. Such third-party organizers are instead bound by the ethical requirements set out in (i) the Declaration on Ethics in the Annex to this Code, which they are required to sign as a condition of authorization, and (ii) 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.

Persons subject to this Code of Ethics 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, age, disability, 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 after the competition and provided that the expression (for example, gesture)
    i) is consistent with the ISU Constitution and ISU Regulations, 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.

Harassment is a form of improper, unwanted, and offensive behavior that might reasonably be expected to cause offence or humiliation to another person. This could be an isolated incident or a pattern of behaviour over time and can occur online or offline.

Abuse includes all forms of physical, emotional, psychological and sexual abuse, the creation, possession, accessing, viewing or dissemination of child sexual abuse material, sextortion, neglect and negligent treatment, trafficking, violence and exploitation, bullying and grooming whether it is inflicted directly or indirectly.

6.2 For purposes of this provision:

- "Sexual harassment" means any unwanted and unwelcome conduct of a sexual nature, whether verbal, non-verbal or physical**.** Sexual harassment can take the form of sexual abuse. Sexual harassment can take place in person or online.

- "Sexual abuse" means any conduct of a sexual nature, whether non-contact, contact or penetrative, where consent is coerced, manipulated, is not or cannot be given, or is obtained based on a relationship of dependency.
- 'Sexual exploitation' means actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual reasons.
- "Physical abuse" means any non-accidental trauma or physical injury caused, without limitation, by punching, beating, kicking, biting, or burning or otherwise physically harming an athlete. This can include forced or inappropriate physical activity (e.g. age- or physique-inappropriate training loads when injured or in pain, or hazing), forced alcohol consumption, or forced or systemic doping practices.
- "Psychological or emotional abuse" means the regular and deliberate use of a range of words and non-physical actions to manipulate, coerce, hurt, weaken or frighten a person mentally and emotionally; and/or to distort, confuse or influence within a power-differentiated relationship that could cause physical or psychological harm, including physical self-harm. This can consist of any unwelcome act including confinement, isolation, verbal assault, hazing, 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 that may take place in different forms in-person or online.
  - "Bullying" (or cyberbullying if conducted online) means unwanted, repeated and intentional behavior which may be aggressive in nature, usually among peers, and can involve a real or perceived power imbalance. Bullying can include actions such as making threats, spreading rumours or falsehoods, attacking someone physically or verbally and deliberately excluding someone.
  - "Hazing" means an organised, usually team-based, form of bullying, involving degrading and hazardous initiation of new team members by veteran team members.
  - "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 to meet a person's basic physical, emotional, social or psychological needs, which is likely to result in an impairment of the person's well-being, 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 and 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.
- "Online abuse" is a type of psychological or emotional abuse, including cyber-bullying. "Online abuse" encompasses various forms of harmful behavior on digital platforms. It entails the use of violent, aggressive hate speech, directed at an individual or a specific subgroup sharing a common identity. It is typically rooted in factors like race, ethnicity, nationality, gender, sexual orientation, disability, physical appearance, or is sexualized in nature. The most common forms of "Online abuse" in sport are:

-**Flaming**: Flaming is the sending of threatening, abusive or rude messages to an identified target.
-**Harassment**: In the context of the internet, harassment can involve abusive, threatening, or intimidating messages to an individual or group or making such posts on a social media platform(s) that cause harm. This behavior can include stalking, cyberbullying, or making unwelcome, non-consensual sexual or intimate advances, images or videos.
-**Denigration**: Denigration is the act of unfairly or maliciously damaging someone's reputation or character with the intention of undermining their credibility or social standing.
-**Outing**: Outing is the unauthorized disclosure of someone's private or confidential information, including but not limited to photos, videos, or screenshots, particularly relating to their personal identity, sexual orientation, or activities.
-**Cyberstalking**: Cyberstalking is the use of electronic communication or internet services to repeatedly harass, intimidate, or threaten an individual. It often involves monitoring someone's online activity, sending unwanted messages, or making malicious comments with the intent to instill fear or distress. Cyberstalking can escalate to offline harassment or even physical harm.

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 shall report the incident to the Skating Integrity Unit via the Integrity Reporting Platform (https://skating.integrityline.com/). Any person, such as an ISU Representative for an ISU Event, ISU Office staff member, or Athletes Committee member who receives a report of such an incident shall recommend to the reporting person to make a report through the Integrity Reporting Platform, or shall themselves report the incident through the Integrity Reporting Platform. Any incident that occurs at an ISU Event or activity shall also be reported immediately to the Safeguarding contact or the highest ISU representative on site so that appropriate action can be taken, if necessary.

In the case that an ISU Member learns of a Safeguarding incident at an ISU Event or activity, or if a report of such an incident is made to them, in addition to informing the designated Safeguarding contact for the Event or activity, the ISU Member must immediately report the incident to the Skating Integrity Unit through the Integrity Reporting Platform (https://skating.integrityline.com) and take appropriate action in relation to the complaint, if necessary.

To report incidents or suspicions of doping, anyone can connect to REVEAL (https://www.reveal.sport), a platform managed by the International Testing Agency (ITA) in cooperation with the ISU, which allows the reporting of anything

suspicious that has been seen, heard or experienced concerning doping, in a completely anonymous and secure manner.

7.2.

a) All reports of harassment and abuse received through the Integrity Reporting Platform or by any other means shall be dealt with by the Skating Integrity Unit in accordance with its established procedures.
b) Based on the facts and evidence in the report and any subsequent investigation, the Skating Integrity Unit shall determine whether any follow-up action is warranted and whether the matter should be submitted to the ISU Disciplinary Commission and/or notified to local authorities, as appropriate and required by local law.
c) Where the reporting person decides not to submit the matter to the ISU Disciplinary Commission and/or notify the local authorities, the Skating Integrity Unit Board may nevertheless decide to do so in the name of the ISU. However, if the reporting person is the alleged victim, the Skating Integrity Unit shall forward the report only with their explicit written consent unless disclosure is required under applicable law, including any mandatory reporting.

Notwithstanding this clause 7.2, should a victim withdraw their allegation or withhold or withdraw their consent to forward their report, the Skating Integrity Unit may continue to investigate the allegations through alternative means if they deem, in the interests of the sport, that there is a reasonable risk of further harm. Any continued investigation under this paragraph shall not require the alleged victim to participate further, provide additional evidence, or consent to the disclosure of their personal information. Any referral, disclosure or onward use of Confidential Information remains subject to Articles 7.2.c) and 7.4.

7.3 The Skating Integrity Unit, other 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 by the ISU or the Skating Integrity Unit to appropriate persons or authorities only:

a) within the framework of disciplinary proceedings before the ISU Disciplinary Commission, initiated in accordance with Article 37 of the ISU Constitution; or
b) 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
c) if such Confidential Information relates to a potential criminal act.

Where the reporting person is the alleged victim, disclosure under this Article 7.4 is subject to the consent requirement in Article 7.2.c).

Where the Skating Integrity Unit discloses confidential information under i)-iii) above, it shall, so far as safe and practicable, inform the victim and/or the reporting person in advance and offer appropriate support.

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 16, paragraph 4 of the ISU Disciplinary Procedures. 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, maintain the anonymity of and keep confidential personal information of the reporter or other witnesses in certain cases where prevailing privacy interests so require.

7.6 ISU Members are obliged to inform the ISU about any sanction (except an Anti-Doping Rule Violation sanction) imposed on an international level Skater, Coach, Athlete Support Personnel, Official, or other relevant individual by their Federation, their national Safe Sport organization, their National Olympic Committee or the criminal or civil courts in their country. Such information must be sent to the Skating Integrity Unit (skatingintegrityunit@isu.org) as soon as possible after the ISU Member has imposed the sanction or has become aware of the sanction. ISU Members are also obliged to inform the ISU as soon as possible if there has been a modification to or removal of such sanction.

7.7 Reciprocity with Other Organizations

a) Duly imposed disciplinary decisions of another organization (such as an ISU Member, National Anti-Doping Agency, national Safe Sport body, WADA etc.) against a participant in ISU Events or activities may be honored by the ISU on a case-by-case basis, except in cases where to do so would not be in compliance with the ISU Constitution and Regulations or other applicable law, rule, or requirement to which the ISU is subject; or unless there are extenuating circumstances or compelling reasons for the ISU not to follow the disciplinary decision of the other organization.
b) The disciplinary decision will be reviewed by the Skating Integrity Unit to determine if any of the exceptions to granting reciprocity apply and the Skating Integrity Unit Board will decide whether or not to honor the imposed disciplinary decision.
c) In the event the disciplinary decision of another organization is granted reciprocity by the ISU, the person who is subject to the decision may make a statement of complaint to the ISU Disciplinary Commission pursuant to the procedures set forth in Article 37 of the ISU Constitution and the ISU Disciplinary Procedures.

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' Constitution 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 be intended to, or be likely to, influence decision-making or 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 offered of more than five hundred US Dollars in value or received of more than two hundred US Dollars in value respectively shall not be provided and/or 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 General Counsel 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 US Dollars 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.

10.4 Organizing ISU Members may invite ISU Office Holders and ISU Officials to attend ISU Events as guests, and such invitations may be accepted provided the limits in paragraphs 10.1 to 10.3 and the ISU Expense Guidelines are strictly observed and subject to the following:

a) intended attendance as a guest must be notified to the ISU Office at least 14 days in advance; and
b) the organizing ISU Member may provide only accreditation, local transport, meals, accommodation at the official hotel(s), the usual welcome kit, and invitation to official functions, provided that any special gifts or benefits do not exceed two hundred US Dollars in total value. All other costs, in particular travel, shall be borne by the invited person, unless the ISU President grants an exception for special reasons or the invited person also performs another

function at the event (e.g. moderating a seminar) for at least one full day, in which case the organizing ISU Member may cover economy-class travel. Further detail is set out in the ISU Expense Guidelines.

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 to the extent relevant to their skating role and involvement.

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.

11.4 Personal, Commercial and Family Relationships

a) The ISU Code of Ethics, including but not limited to its "conflict of interest" provisions, is applicable to appointed ISU Officials and other participants as stated in the ISU Code of Ethics.

b) Without detracting from the broad and personal applicability of the Code of Ethics, the following examples are presented for guidance:

i. At an ISU Event or the Olympic Winter Games or the Winter Youth Olympic Games, Office Holders, elected or appointed, shall not act as members of any national team, or act as team leaders, assistant team leaders, chaperones, team doctors or team coaches, or wear national team uniforms (except A) Coaches serving on an ISU Technical Committee who may coach individually their students who are entered in an ISU Event or an International Competition; and B) members of the ISU Athletes Committee, other than its Chairperson and Vice-

Chairperson, subject to the conditions in sub-paragraph i-bis) below)).

i-bis. A member of the ISU Athletes Committee relying on the exception in sub-paragraph i) B) may act as a team coach, team leader, assistant team leader, chaperone or team doctor for their own ISU Member, and wear the corresponding national team uniform, at an ISU Event, the Olympic Winter Games or the Winter Youth Olympic Games, provided that they:

a) disclose the intended role in writing and in advance to the Skating Integrity Unit and the Vice President of the relevant Branch;
b) do not, in their capacity as an Athletes Committee member, participate in, influence, advise on or vote upon any Committee, Council or other ISU matter relating to that ISU Event, that national team, or any Skater they support, and recuse themselves in accordance with Articles 8.1 and 8.2 of the Athletes Committee Terms of Reference;
c) do not concurrently serve as an ISU Official (including as Referee, Judge, Technical Controller, Technical Specialist or member of a Technical Panel) at the same competition, and remain bound by any applicable restriction in the ISU Sport Rules; and
d) take all reasonable steps to avoid, and do not place themselves in, any situation that could reasonably appear to a third party to be a conflict of interest.

A member who is elected or appointed as Chairperson or Vice-Chairperson must relinquish any role permitted under this sub-paragraph with effect from the date they take up that office. Any dispute as to whether a conflict of interest exists or has been adequately managed shall be resolved under the Athletes Committee Terms of Reference and the Skating Integrity Unit Regulations. The Skating Integrity Unit may impose conditions on, or withhold, the benefit of this exception where it considers that the conflict cannot be adequately managed.

ii. For the Figure Skating Branch only, ISU Officials (Referees, Judges, Technical Controllers, Technical Specialists, etc.), when at an ISU Event or the Olympic Winter Games or the Winter Youth Olympic Games where they are not serving as an ISU Official, may act as a member of a national team, team leader, assistant team leader, chaperone, team doctor or team coach, and may wear national team uniforms. However, ISU Officials must not act as a team leader (or assistant) in ISU Figure Skating Championships, Olympic Winter Games or Winter Youth Olympic Games in the same season during which they serve as Referee, Judge, Technical Controller, Technical

Specialist or OAC member in ISU Figure Skating Championships or Olympic Winter Games.

iii. At an ISU Event or the Olympic Winter Games or the Winter Youth Olympic Games, a person of the family of a competing Skater is not permitted to serve as an Official of the competition in which such Skater is entered, but such person may serve at other competitions of such ISU Event or the Olympic Winter Games or the Winter Youth Olympic Games unless such service may reasonably appear to be a conflict of interest.

iv. At an ISU Event or the Olympic Winter Games or the Winter Youth Olympic Games, a person of the family of an ineligible person, or of the family of a Coach, is not permitted to serve as an Official of the competition in which a competing student of the ineligible person or Coach is entered, but such person may serve at other competitions of such ISU Event or the Olympic Winter Games or the Winter Youth Olympic Games unless such service may reasonably appear to be a conflict of interest.

v. "Family" means a person related by birth, marriage or domestic partnership, and any close personal relation, friend or associate whose relationship could reasonably appear to create a conflict of interest.

vi. For purposes of staffing at an event, the Referee(s) shall decide any issues raised at the event concerning conflicts of interest or other matters involving the applicability of the ISU Code of Ethics to assigned ISU Officials.

vii. The following are additional examples of conflict of interest situations for ISU Officials:

A. It is a conflict of interest for an ISU Official at an ISU Event to attend a "Team" dinner of any ISU Member prior to the conclusion of the ISU Event, the Olympic Winter Games, the Winter Youth Olympic Games, or Challenger Series competition in Figure Skating or Synchronized Skating.

B. A Technical Specialist who is also a Coach must wait for one entire season before serving on a Technical Panel at an ISU Event, the Olympic Winter Games, the Winter Youth Olympic Games, or a Challenger Series competition at which their former student is competing.

C. A Technical Specialist who is also a Coach may not serve on a Technical Panel at an ISU Event, the Olympic Winter Games, the Winter Youth Olympic Games, or a Challenger Series competition if the Technical Specialist is also the Coach of a Skater competing at the same competition even if their student is competing in a different discipline.

D. It is a conflict of interest for an ISU Official to serve at an ISU Event, the Olympic Winter Games, the Winter Youth Olympic Games, or a Challenger Series competition if their spouse, partner and/or "family" member is coaching a Skater(s) in another discipline at the same competition.
E. An ISU Official may not serve at an ISU Event, the Olympic Winter Games, the Winter Youth Olympic Games, or a Challenger Series competition in any discipline if their spouse, partner or "family" member is a Team Leader or Assistant Team Leader at the same ISU Event, Olympic Winter Games, Winter Youth Olympic Games, or Challenger Series competition.
F. For ISU Officials who are also Coaches, it is a conflict of interest for a Coach to serve as an Official at an ISU Championships in a discipline and then coach Skater(s) at another ISU Championships in the same discipline during the same season.
G. For the period starting October 1 until the conclusion of the last ISU Championships of each competition season, an ISU Official assigned to an ISU Championships, the Olympic Winter Games, or the Winter Youth Olympic Games shall not provide monitoring or feedback to a Skater (and/or their Coach) - either in-person or remotely using electronic devices - who is competing at the same competition to which the Official is assigned during the 60 days prior to the start of the competition's first Official Practice. For all other ISU Events and Challenger Series competitions, an assigned ISU Official shall not provide any form of monitoring or feedback to a Skater (and/or their Coach) during the 30 days prior to the start of the competition's first Official Practice. It is permissible, however, for an assigned ISU Official to provide feedback to a Skater (and/or to the Skater's Coach) with respect to the Skater's performance at the competition after both competition segments are concluded and the final result has been officially posted.

c) Technical Panel Officials and Referees
Due to the material impact which the members of Technical Panels and Referees can have on the outcome and the results of competitions, they are particularly susceptible to being perceived to be in a conflict of interest situation, especially with respect to ISU Grand Prix Series events, the ISU Grand Prix Final, ISU Championships, Winter Youth Olympic Games, Olympic Winter Games, and Challenger Series competitions. In order to avoid potential conflict of interest situations, the following principles shall apply:
i. No individual shall serve as a member of the Technical Panel or Referee in any discipline of any ISU Senior and Junior Grand Prix Series event, the

ISU Junior and Senior Grand Prix Final, any ISU Championships, Challenger Series competitions, Winter Youth Olympic Games, or Olympic Winter Games in which a Skater participates with whom the member of the Technical Panel or the Referee has a special relationship. Such a special relationship can be created e.g. by family relations (see Rule 121, paragraph 3.k) ii) 5.); godparenthood; close friendship with or personal animosity against a Skater, his/her parents, other relatives or Coaches; and, in the case of individuals who are Technical Specialists who are also active as Coaches, there may be a strong rivalry with a Coach of a Skater. In addition, a Coach who is coaching a Skater in a Senior Grand Prix event shall not serve as a member of the Technical Panel at any other Senior Grand Prix event or the Junior and Senior Grand Prix Final of the same season; and a Coach who is coaching a Skater in a Junior Grand Prix event shall not serve as a member of the Technical Panel at any other Junior Grand Prix event or the Junior and Senior Grand Prix Final of the same season.

ii. No individual shall serve as a member of the Technical Panel or as the Referee at the Olympic Winter Games in a discipline in which Skaters/Pairs/Ice Dance couples of their own ISU Member participate who has/have placed 1 – 5 at the ISU World Championships in the immediately preceding season or who can reasonably be expected to place 1 – 5 at the respective Olympic Winter Games.

iii. When appointing the members of the Technical Panel and the Referees for ISU Senior Championships, whenever possible, there shall be no appointments of Officials from ISU Members whose Skaters can reasonably be expected to place 1 – 5 in the respective discipline. In case this is not possible, all members of the Technical Panel and the Referee for the respective discipline shall, whenever possible, be from ISU Members whose Skater(s) can reasonably be expected to place 1 – 5 in the respective discipline at the ISU Championships concerned.

iv. No individual appointed to serve as Technical Controller, Technical Specialist, or Referee at the Olympic Winter Games and all ISU Championships shall serve as Technical Controller, Technical Specialist, or Referee in any discipline whatsoever at the national championships or any other national competition of an ISU Member, other than their own, which will likely participate at the Olympic Winter Games during the same season.

v. ISU Member Presidents, Vice-Presidents, Directors General, General Secretaries, CEOs, Executive Directors, Sport Directors or equivalent, shall not serve as a member of the Technical Panel or Referee at any ISU Events, Winter Youth Olympic Games, Olympic Winter Games, or, as of the 2027/28 season, at any International Competitions, in each case during the entire time of his or her elected/appointed period of service in the respective above-mentioned ISU Member function.

d) Judges

i. No individual shall serve as a Judge at the Olympic Winter Games and all ISU Championships who has served as Referee, Technical Controller, Technical Specialist, or Judge in any discipline whatsoever at the national championships or any other national competition of an ISU Member, other than their own, which is participating in any Figure Skating event at the Olympic Winter Games during the same season.
ii. ISU Member Presidents, Vice-Presidents, Directors General, General Secretaries, CEOs, Executive Directors, Sport Directors or equivalent, shall not officiate as a Judge at any ISU Events, Winter Youth Olympic Games, Olympic Winter Games, or, as of the 2027/28 season, at any International Competitions, in each case during the entire time of their elected/appointed period of service.

e) Responsibility of ISU Officials for Assessing and Reporting Conflicts of Interest
   i. The above examples of conflicts of interest are not exhaustive. It is the responsibility of each Official assigned to serve as a member of a Technical Panel or as the Referee or as a Judge to assess whether they could be perceived to be in a conflict of interest situation. In case of doubt, they shall promptly address the situation with the Vice President Figure Skating to determine whether a potential conflict of interest exists. It is important to note that not only actual conflicts of interest need to be avoided, but specifically also situations which could reasonably appear as conflict of interest to any third party.
   ii. Officials shall inform the ISU Vice President Figure Skating in writing at their earliest convenience of any potential conflict of interest situation the Official may have as described in paragraphs b-d above. If such a conflict of interest arises or seems likely to arise under paragraphs b-d above, the concerned Official must report this situation on the ISU availability form. If the conflict of interest or the likelihood of a conflict of interest situation arises only later or during the ongoing ISU season, the ISU Vice President Figure Skating shall be informed in writing immediately by the concerned Official and/or their ISU Member.

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 14.9.2 of the ISU Competition and Event 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, or a specific incident or happening during, 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 of Corruption, Manipulation or Betting

Persons subject to this Code of Ethics shall make a report via the Integrity Reporting platform (or to the IOC on the IOC Integrity and Compliance Hotline (www.olympic.org/integrityhotline) at the first available opportunity, with full details of any knowledge or approaches as to any kind of betting, manipulation, corruption, and/or misuse of inside information or any undeclared conflict of interest.

ARTICLE 15 Cooperation with Skating Integrity Unit Investigations and with Investigations by Anti-Doping Organizations

15.1 Persons subject to this Code of Ethics must cooperate fully with any investigation (whether internal or by a mandated third party) conducted by the Skating Integrity Unit.

15.2 Persons subject to this Code of Ethics must cooperate fully with investigations of Anti-Doping Organizations of alleged Anti-Doping Rule violations. Failure to

cooperate in full with the investigation of an Anti-Doping Organization(s) of any alleged Anti-Doping rule violation(s) may be considered a violation of this Code of Ethics.

15.3 Offensive conduct (including but not limited to any type of abusive, threatening or disrespectful behavior as defined in Article 6 of this Code of Ethics) by an Athlete towards a Doping Control official or any other person involved in Doping Control, or otherwise in connection with other Anti-Doping activities, may result in a charge of a disciplinary or ethical offense under the ISU Code of Ethics.

ARTICLE 16 Doping

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

15.2 Coaches and any other Athlete Support Personnel are obligated to maintain the highest standards of integrity and transparency in all their interactions with athletes. Under no circumstances should they suggest, compel, or surreptitiously administer a supplement or substance listed on the World Anti-Doping Agency's (WADA) prohibited list. This encompasses refraining from facilitating/or enabling use of such substances, whether at the behest of an athlete or any other person or otherwise, to ensure compliance with Anti-Doping rules and to safeguard the athlete's health and safety, and further, safeguard the integrity of sport.

In addition, they shall not use or possess any Prohibited Substance or Prohibited Method without valid justification, nor engage in any personal conduct which conflicts with their responsibility to encourage their Athletes not to dope.

ARTICLE 17 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 18 Acts to Discourage or Retaliate Against Reporting to the ISU or Authorities

It is a violation of this Code of Ethics to engage in any type of retaliation against a person who, in good faith, has provided evidence or information that relates to an alleged Anti-Doping rule violation, ISU Code of Ethics violation, or non-compliance with the WADA Code, to the ISU, the Skating Integrity Unit, ITA, WADA, other Anti-Doping organization, law enforcement, regulatory or disciplinary body, hearing body, or person conducting an investigation on behalf of the ISU, ITA or WADA.

ARTICLE 19 Violation of ISU Transgender Policy

Persons subject to the ISU Transgender Policy must respect and adhere to all of the eligibility criteria and conditions, monitoring and filing requirements set forth in the ISU Transgender Policy. A failure to comply with any of the eligibility criteria and conditions and/or the monitoring and/or filing requirements of the ISU Transgender Policy constitutes a violation of this Code of Ethics.

ARTICLE 20 Sanctions

Any violation of this Code of Ethics is subject to disciplinary proceedings and sanctions in accordance with Article 37 of the ISU Constitution and Article 2 of the ISU Disciplinary Procedures.

ARTICLE 21 Conflicts in Rules

In case of a conflict between provision(s) of the ISU Code of Ethics on the one hand and provision(s) of the ISU Constitution, Regulations, Rules, Procedures, and Electoral Code, the provision(s) of the Constitution, Regulations, Rules, Procedures, and Electoral Code shall prevail.

ARTICLE 22 IOC Code of Ethics and Other IOC Ethical Documents

23.1 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.

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

- The Rules Concerning Conflicts of Interest Affecting the Behavior of Olympic Parties;
- The Rules Governing the Candidature Process for the Olympic Winter Games;
- The Rules of Conduct for the Candidature Process for the Youth Olympic Games;
- The Rules of Conduct for the Recognized International Federations seeking inclusion in 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 all Skaters, including but not limited to young or vulnerable 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, especially 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 (child) (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 Skating Integrity Unit or to the IOC on the IOC Integrity and Compliance Hotline (www.olympic.org/integrityhotline) at the first available opportunity, full details of any observed or suspected abuse or harassment or 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 Article 14.9.2 of the Competition and Event Regulations.

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).