

# INTERNATIONAL SKATING UNION

## **Communication No. 2104**

### **ISU CODE OF ETHICS**

In accordance with the ISU Constitution, the ISU Council has considered and adopted a revised version, which incorporates the Olympic Movement Code on the Prevention of the Manipulation of competitions.

This Communication contains the newly revised ISU Code of Ethics and replaces Communication 1717 with immediate effect. In particular but not limited to, please refer to the revised Article 4.h) with a reference to betting activities and manipulation of competitions.

Tubbergen,  
June 27, 2017  
Lausanne,

**Jan Dijkema**, President

**Fredi Schmid**, Director General

# INTERNATIONAL SKATING UNION (ISU) CODE OF ETHICS – 2017

## **1. Persons and Organizations Subject to this Code**

This Code applies to all ISU Office Holders<sup>1</sup>, Officials<sup>1</sup>, ISU Members and their members<sup>2</sup>, ISU Employees and Consultants, ISU Commission members, Organizing Committees for ISU Events<sup>3</sup> and their Officials and Volunteers, Officials and Volunteers at ISU sanctioned ISU Member events<sup>4</sup>, Skaters, Coaches, Trainers, Doctors, Team Attendants, Team Officials, all other persons claiming or seeking standing as present or prospective participants in any ISU activity, and persons without status or title who engage in any activity in relation to the ISU that is prohibited by this Code.

## **2. Application**

This Code is intended to apply broadly when an ISU interest is involved. The ISU Code does not assert competence as to internal ISU Member matters not involving an ISU interest. Of course, ISU Members may freely adopt this Code for internal ISU Member application.

## **3. The ISU - Its Purpose, Mission and Values**

a) The ISU is a leader among all International Sports Federations and the IOC-recognized International Federation for both Speed and Figure Skating on ice. The ISU has a long and illustrious history of high-level performance in presenting - in collaboration with its Members - World Championships, Olympic Winter Games, Winter Youth Olympic Games and International Competitions.

b) The ISU Constitution, Article 3, Paragraph 1 states the essential purpose and mission of the ISU in the following text:

“The objectives of the ISU are regulating, governing and promoting the sports of Figure and Speed Skating and their organized development on the basis of friendship and mutual understanding between sportsmen. The ISU shall work for broadening interest in Figure and Speed Skating Sports by increasing their popularity, improving their quality and increasing the number of participants throughout the world. The ISU shall ensure that the interest of all ISU Members are observed and respected”

c) The values of the ISU are expressed in the ISU Statutes<sup>5</sup>. These various and detailed provisions, rules and regulations have been developed since the founding of the ISU in 1892 to regulate the organization of fair, impartial, international skating competitions held in various ISU Member ice venues since the foundation of the Union.

d) This Code is being adopted to: (1) declare that high ethical standards must govern pursuit of the purposes and mission of the ISU, (2) assure compliance by all involved persons with the fundamental policies and values of the ISU, (3) inspire public and internal confidence in the fairness, honesty and integrity of the ISU and all who act under the auspices of the ISU, and (4) serve as an example for all ISU Members and prospective ISU Members.

#### **4. My Personal Ethical Commitment to the ISU and Skating**

All who involve themselves with the ISU in any capacity shall be deemed to agree that this Code is a commitment to be observed and honored as if expressed in a written document, solemnly signed by the involved person, and containing the following provisions:

a) I agree to read and become familiar with the ISU Statutes applicable to the ISU sport activity that I serve. I agree to give particular attention to all provisions respecting fair, impartial sports competition measures. I agree to comply fully with all ISU requirements, and to exemplify by my conduct and my oral and written expressions, the highest standards of honesty, respect, truth, fairness, ethical behavior and sporting attitude.

b) I further agree to advocate and practice “sports ethics” and “fair play”, as defined below:

Sports ethics is a positive concept that guides human action. Sport is a social and cultural activity which, practised fairly, enriches society and friendship between nations. Sport is also recognised as an activity which, if played fairly, offers the individual the opportunity for self-knowledge, self-expression and fulfilment, personal achievement, skill acquisition and demonstration of ability, social interaction, enjoyment, good health and well-being. Sport promotes involvement and responsibility in society and the environment with its wide range of clubs and leaders working voluntarily. In addition, responsible involvement in some activities can help to promote sensitivity to the environment.

Fair play is defined as much more than playing within the rules. It incorporates the concepts of friendship, respect for others and sportsmanship. Sports ethics is defined as a way of thinking, not just a way of behaving. It incorporates issues concerned with the elimination of cheating, the use of unfair strategies whilst respecting the rules, doping, misuse of nutritional supplements, violence (both physical and verbal), sexual harassment and abuse of children, young people and women, trafficking in young sportspeople, discrimination, exploitation, unequal opportunities, manipulation of competitions, excessive commercialisation and corruption<sup>6</sup>.

c) I accept that my participation in any ISU activity is an honor and privilege that carries important responsibilities. I will not use or possess illegal drugs, or directly or indirectly participate or aid in illegal drug use or drug rule violations, cause damage to persons or property, or engage in illegal activity, recognizing that all such activities bring disrepute to the skating sports and the ISU, and, in certain cases, may result in criminal charges and ISU action against me.

d) I acknowledge that the ISU sports include among the competitors, young boys and girls seeking to attain a high level of sport achievement and recognition. I acknowledge that opportunities exist for sexual and commercial exploitation. I understand that young Skaters may be highly successful athletes and at the same time immature and vulnerable to deceit and promises of fame. I agree to maintain the highest level of personal behavior and respect for all Skaters, Officials, volunteers and employees including the young and vulnerable, and agree to protect them, to the best of my ability, from exploitation of any kind.

e) I will adhere to all announced rules of the ISU and the host organization that are: (1) published in the required announcement of the competition and (2) not inconsistent with ISU Regulations, at all ISU hosted, sponsored or supported competitions, events and activities.

f) I agree that my performance, conduct and comments while serving the ISU should genuinely stimulate trust and confidence among the ISU Members, Skaters, Officials, media and the public at large. I understand that my actions can reflect on the ISU and the sport of skating both positively and negatively. I recognize that even the appearance of misconduct, impropriety, insincere attitude or purpose can be damaging. I agree not to hold any official position within my ISU Member organization that at any time could be, or reasonably appear to be, in conflict with my independent status, duty and loyalty to the ISU.

g) I understand that, with my ISU colleagues, I am a guardian of sport ideals for international skating events. I acknowledge that within the ISU skating family, strong friendships are established between Officials from different countries. Also, those ISU Officials who come to their ISU positions after years of loyal service to their ISU Member often have close affection for the Skaters, Coaches and Officials of that ISU Member, and for their home country. I recognize that these factors, coupled with opportunities as an ISU Official to reward friends, trade favors or receive things of value by engaging in unethical conduct, may present temptations which are inconsistent with my personal integrity and my commitments to the ISU.

h) To assure my independence and integrity, and the honesty of the ISU sports, I agree to absolutely reject and forego any partisan and parochial attitudes, approaches and interests, to refrain from any attempt to influence the course and/or results of any ice skating event in a manner contrary to sporting ethics, to refrain from participating in all forms of betting or support for betting or gambling related to any event/activity under the jurisdiction of the ISU, at Olympic Winter Games and at Winter Youth Olympic Games and at any other event/activity in which the ISU represents its sports, and to adhere strictly to the larger purposes and mission of the ISU as the Union of all ISU Members as well as to the particular rules set up for the implementation of the prohibition on betting at the Olympic Winter Games and Winter Youth Olympic Games. I agree to: (1) prompt disclosure of my personal interest in any situation that could reasonably be considered to involve a conflict of interest; (2) abstain from making or influencing decisions involving personal or family gain or public acclaim; (3) absolute independence on my part which excludes any violation of the Olympic Movement Code on the Prevention of Manipulation of Competition, in particular any kind of corruption, any misuse of inside information, favoritism for, or prejudice against, any ISU Member, Coach, Skater or his/her family member, ISU Office Holder or country; (4) strict observance of the confidentiality of non-public ISU information or when disclosure is prohibited by law or the ISU Statutes; (5) disclose to the ISU President or to the IOC on the IOC Integrity and Compliance Hotline ([www.olympic.org/integrity](http://www.olympic.org/integrity) hotline) 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; (6) strict observance of the duty of Officials to report improper or irregular conduct or proposals concerning Officials on site at any event according to Rule 125, paragraph 3 of the ISU Constitution.

i) I agree to avoid evaluating, voting upon, or in any other way influencing, directly or indirectly, any decision respecting possible conflict of interest (direct or indirect ) on my part. I agree to withdraw from the room during any discussion, evaluation or vote respecting such matter. This includes, but is not limited to, the award of contracts, the purchase of goods and services, engaging consultants, hiring of employees and the allocation of ISU resources.

j) I agree that ISU properties, funds, services and influence are not to be appropriated or misused for my private gain and that all commercial and sport activities of the ISU are to be conducted in compliance with all applicable laws and the ISU Statutes.

k) I agree not to accept cash, travel, hotel accommodations, entertainment or other benefits and favors except normal entertainment in accordance with prevailing local custom and souvenirs

of nominal value exchanged in the normal course of sport and commercial activity carried out for the best interests of the ISU. I agree not to provide or receive any gift, payment or other benefit in circumstances that might reasonably have been expected to bring the ISU sports into disrepute. I particularly understand that gifts and favors of more than Two Hundred Swiss Francs in value should not ordinarily be accepted, but that if circumstances do not permit refusal of such gift, the donor should be thanked and told that the gift is being accepted on behalf of and will be delivered to the ISU. Favors and benefits with a value in excess of Two Hundred Swiss Francs shall not be accepted without the advanced written approval of both the ISU President and the ISU Director General.

l) I acknowledge that, due to my ISU status, sports, media, sponsors, entertainment and other organizations might invite me to attend sports and social events of more than nominal value. I understand that such invitations may be accepted if: (1) they are part of open and generally accepted practices; (2) serve to promote the best interests of the ISU; (3) would not embarrass me, my colleagues or the ISU if publicly disclosed; and (4) do not compromise in any degree my objectivity and integrity.

m) I understand that expenses authorized and incurred in performance of ISU business will be reimbursed according to the ISU Expense Guidelines approved by the ISU Council, and that all payments for Office Allowances and consulting services must be authorized by the ISU in accordance with procedures established by the ISU Council.

n) I agree to disclose any information and full details of any approaches and invitations to engage in conduct and incidents which would amount to a breach of this Code without delay to the respective ISU Vice President with copy to the ISU Director General, or, in case the respective ISU Vice President should be involved in the matter, to the ISU President with copy to the ISU Director General.

o) I agree that my failure to abide by this Code may be taken into account in evaluating my performance as an ISU Official. I recognize that appointment of a person to an official position in the ISU is not a matter of right, but a function entrusted to the designated body or Official of the ISU<sup>7</sup>.

p) I understand that if a violation of this Code on my part is determined also to be “misconduct”, the ISU may suspend me for a definite period or forever exclude me from all ISU events and activities<sup>8</sup>. I understand that all disciplinary proceedings respecting “misconduct” will be conducted as provided in the ISU Statutes.

## **5. Monitoring and Modification of the Code**

For effectiveness, this Code looks to the honesty and integrity of the persons to whom it applies. Claimed violations of the Code shall be brought to the attention of the ISU Disciplinary Commission<sup>9</sup> for consideration and possible action. Changes to the Code will be the subject of authorized Communications from the ISU which shall be applicable from the date of issue.

**\*Endnotes** (all references to the ISU Constitution and General Regulations are based on the 2016 edition)

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<sup>1</sup> Office Holders and Officials are defined in the Procedural Provisions to the ISU Constitution, Article 38, Paragraphs 1 & 2

<sup>2</sup> ISU Constitution, Article 1 and Article 6

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<sup>3</sup> ISU Constitution, Article 3, Paragraph 2; ISU General Regulations, Rule 100, Paragraph 3, Rule 107

<sup>4</sup> ISU General Regulations, Rule 104

<sup>5</sup> Procedural Provisions to the ISU Constitution, Article 39, Paragraph 1

<sup>6</sup> “Code of Sport Ethics” (2010) Council of Europe –Committee of Ministers

<sup>7</sup> ISU Constitution, Article 25, Paragraph 8

<sup>8</sup> ISU General Regulations, Rule 125

<sup>9</sup> ISU Constitution, Article 25, Paragraphs 5 & 6. For specific details concerning the filing of Complaints, see ISU Communication 2001 (or any update of this Communication), ISU Disciplinary Commission Rules of Procedure.