

INTERNATIONAL SKATING UNION

Communication No. 1717

ISU CODE OF ETHICS

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 newly revised ISU Code of Ethics and replaces Communication 1433 with immediate effect. In particular but not limited to, please refer to the revised Article 4.h) with a reference to betting activities.

Milan,
January 25, 2012
Lausanne,

Ottavio Cinquanta, President

Fredi Schmid, Director General

INTERNATIONAL SKATING UNION (ISU)

CODE OF ETHICS – 2012

1. Persons and Organizations Subject to this Code

This Code applies to all ISU Office Holders¹, Officials¹, Members and their members², ISU Employees and Consultants, ISU Commission members, Organizing Committees for ISU Events³ and their officials and volunteers, officials and volunteers at ISU sanctioned Member events⁴, 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 Member matters not involving an ISU interest. Of course, Members may freely adopt this Code for internal 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 objects of the ISU are the regulation, control and promotion of 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 interests of all Members are observed and respected.”

c) The values of the ISU are expressed in the ISU Statutes⁵. 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 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 Members and prospective 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, excessive commercialisation and corruption⁶.

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 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 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 Member often have close affection for the Skaters, Coaches and officials of that 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**, and to adhere strictly to the larger purposes and mission of the ISU as the Union of all Members. 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 favoritism for, or prejudice against, any Member, Coach, Skater or his/her family member, ISU Office Holder or country; and (4) strict observance of the confidentiality of non-public ISU information or when disclosure is prohibited by law or the ISU Statutes.

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 President and the 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 Vice President with copy to the Director General, or, in case the respective Vice President should be involved in the matter, to the 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 ISU⁷.

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 activities⁸. 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 Commission⁹ 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 2010 edition)

¹ Office Holders and Officials are defined in the Procedural Provisions to the ISU Constitution, Article 37, Paragraphs 1 & 2

² ISU Constitution, Article 1 and Article 6

³ ISU Constitution, Article 3, Paragraph 2; ISU General Regulations, Rule 100, Paragraph 3, Rule 107

⁴ ISU General Regulations, Rule 104

⁵ Procedural Provisions to the ISU Constitution, Article 38, Paragraph 1

⁶ “Code of Sport Ethics” (2010) Council of Europe –Committee of Ministers

⁷ ISU Constitution, Article 24, Paragraph 8

⁸ ISU General Regulations, Rule 125

⁹ ISU Constitution, Article 24, Paragraphs 5 & 6. For specific details concerning the filing of Complaints, see ISU Communication 1419 (or any update of this Communication), ISU Disciplinary Commission Rules of Procedure.

3. Olympic Winter Games 2014, Sochi – IOC Code of Ethics - betting

The Council herewith confirms that the ISU Code of Ethics (ISU Communication No. 1717) also applies to the Olympic Winter Games and Winter Youth Olympic Games and decided accordingly that the ISU Code of Ethics, Article 4, paragraph h) of the ISU Code of Ethics shall read as follows and that the amendments as underlined below will be included in the next update of the ISU Code of Ethics:

“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:

*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 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 favoritism for, or prejudice against, any Member, Coach, Skater or his/her family member, ISU Office Holder or country; and (4) strict observance of the confidentiality of non-public ISU information or when disclosure is prohibited by law or the ISU Statutes.”*

In line with the above, the Council decided that all participants in ISU sport disciplines at the Olympic Winter Games 2014 in Sochi are obliged to observe the IOC Code of Ethics including the Rules of Application concerning the prohibition on betting linked to the Olympic Winter Games and any form of cheating affecting the results of the Olympic competitions in the context of betting. These Rules can be found on the ISU website under “Sochi 2014”.

4. Conflicts of interest – interpretation of Rule 102, paragraph 4.b)

Several inquiries were received from Members relating to the ISU General Regulations, Rule 102, paragraph 4.b) and in particular the provision that *“paid employees of Members and their affiliated clubs, and remunerated Coaches, may not be a Referee, Assistant Referee, Technical Controller, Judge, OAC member, Starter or Competitors Steward in ISU Events or any other International Competitions sanctioned by a Member or the ISU, and such person may not be a member of the Council, an elected member of a Technical Committee or the Disciplinary Commission.”*

In line with Article 17.paragraph 1.r) of the ISU Constitution the Council made the following interpretation:

“A paid employee is defined as a person working an average of more than 25 remunerated hours per week for a Member or affiliated club, regardless of the legal nature of the respective contractual relationships”.

Milan,
March , 2013
Lausanne,

Ottavio Cinquanta, President

Fredi Schmid, Director General

INTERNATIONAL SKATING UNION

Communication No. 1853

Betting/Gambling in ISU Sports

The ISU Council deemed it opportune to remind ISU Members and participants on the ISU's position related to betting/gambling in sports.

The ISU has taken a clear position in the area of betting/gambling in Sports. Please refer to the ISU Code of Ethics (ISU Communication No. 1717)) which states in Art. 4.h), in particular but not limited to,

*“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**, and to adhere strictly to the larger purposes and mission of the ISU as the Union of all Members. 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 favoritism for, or prejudice against, any Member, Coach, Skater or his/her family member, ISU Office Holder or country; and (4) strict observance of the confidentiality of non-public ISU information or when disclosure is prohibited by law or the ISU Statutes.”*

ISU Communication No. 1784, clarified that the same applies also the Olympic Winter Games and Winter Youth Olympic Games (as per specific IOC Rules) as well as any other event/activity in which the ISU represents its sports.

Furthermore, during the 2012 ISU Congress in Kuala Lumpur, the following Resolution was unanimously adopted by the ISU Members

“Resolution

Whereas National Member Associations are firmly requested to adopt in their Rules a provision already being part of the ISU Code of Ethics in relation to betting in sports. The ISU Code of Ethics states that participants in ISU competitions/activities agree 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.”

The ISU had been approached by an entity named “Ice Derby” planning to organize international competitions involving Speed Skaters and Short Track Speed Skaters in special competition formats and possibly being closely connected to betting. A first competition is reportedly planned to be held in Dubai in May 2014.

The ISU responded that in view of the ISU's position in this area, the ISU was unable to cooperate in any activity relating to betting/gambling in sports and that the ISU will not sanction the proposed Ice Derby International Competitions. The involvement of Skaters and/or Officials from ISU Members will be sanctioned according to the ISU Rules, in particular but not limited to Rule 102, paragraph 2 of the ISU General Regulations relating to eligibility.

In addition, based on evidence of breach of the above-mentioned provision (or other provisions) of the ISU Code of Ethics, the ISU will initiate disciplinary proceedings. As per ISU Communication No 1717, the ISU Code of Ethics applies to all ISU Office Holders, Officials, ISU Members and their members, ISU Employees and Consultants, ISU Commission members, Organizing Committees for ISU Events and their officials and volunteers, officials and volunteers at ISU sanctioned Member events, 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 the Code of Ethics.

The ISU encourages these persons and bodies to respect the ISU Code of Ethics and 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 the Olympic Winter Games and at the Winter Youth Olympic Games and at any other event/activity in which the ISU represents its sports.

Regardless of the format of an international ice skating competition, the ISU reminds Members that participation in any international ice skating competition not sanctioned by the ISU will result in the loss of ISU eligibility of the participants (See Rule 102 for eligibility and Rule 104 paragraph 14 & 15 of the ISU General Regulations as well as the ISU Event Calendar on the ISU website relating to ISU sanctioned competitions).

Milano,
March 6, 2014
Lausanne,

Ottavio Cinquanta, President

Fredi Schmid, Director General