



Ice Skating Australia Incorporated

Affiliated to the International Skating Union

Policy Document : BMP-1001-V1

ISA Code of Ethics and Behaviour

Overview

The Board of Management of Ice Skating Australia (ISA) has adopted a new Code of Ethics and Behaviour taking into consideration the ISU Code of Ethics and the Australian Sports Commission (ASC) Officials Code of Behaviour. This Policy is effective immediately.

Related Documents

1. ISU Communications 1433, 1481 and 1596 Point 9 (Avoiding Conflicts of Interest) available on the ISU website www.isu.org
2. ASC Officials Code of Behaviour available on the ASC website www.ausport.gov.au

POLICY

1. Persons and Organisations Subject to this Code

This Code applies to all ISA Office Holders, Officials, Members and their members, Organising Committees for ISA events and their officials and volunteers, officials and volunteers at ISA sanctioned Member events, skaters, coaches, trainers and all other persons claiming or seeking a standing as present or prospective participants in any ISA activity.

2. ISA: Its Purpose, Mission and Values

The objects of ISA are the regulation, control and promotion of the sport of Figure Skating. ISA will work to broaden the interest in Figure Skating by increasing its popularity, improving the quality and increasing the number of participants. ISA will ensure the interests of all Members and their members are observed and respected.

This Code is being adopted to declare that high ethical standards must govern the purposes and mission of ISA, assure compliance by all involved persons with the fundamental policies and values of ISA and inspire public and internal confidence in the fairness, honesty and integrity of ISA and all who act under the auspices of ISA.

3. Ethical Commitment to ISA

All persons described in clause 1 of this Policy will be deemed to agree to comply with this Code at all times.

The persons described in clause 1 must:

- a. read and become familiar with the Constitution, Rules and Regulations of ISU and ISA that are applicable to the relevant Figure Skating activity;
- b. respect the rights and worth of every person regardless of gender, ability, cultural background or religion;
- c. act with integrity and objectivity, and accept responsibility for their own decisions or actions;
- d. place the safety and welfare of the athletes above all else;
- e. conduct activities with fairness, and impartial sports competition measures;
- f. comply with all ISU and ISA requirements;
- g. conduct oral or written expressions with the highest level of honesty, respect, truth, fairness, ethical behaviour and with a sporting attitude;
- h. advocate and practice “fair play” as defined below:

'Fair Play' incorporates the concepts of friendship, respect for others, and participating with the spirit of Figure Skating. It incorporates the elimination of cheating, doping, violence (both physical and verbal), exploitation, unequal opportunities and corruption,
- i. not use or possess illegal drugs, or directly or indirectly participate or aid in illegal drug use or drug rule violations,
- j. not cause injury to persons or damage to property;
- k. maintain the highest level of personal behaviour and respect for all skaters, officials, and volunteers;
- l. protect the young and vulnerable to the best ability from exploitation of any kind
- m. endure to stimulate trust and confidence amongst members, skaters, officials and the public when performing, serving or otherwise participating in ISA or Member related activities and events;
- n. acknowledge that Members' and their members' actions can reflect on ISA and the sport of Figure Skating both positively and negatively;
- o. not hold any official position within ISA or a Member that, by virtue of their personal employment or interests, may reasonably appear to be in conflict with their maintaining an independent status, duty and loyalty to ISA or the Member;
- p. not hold a position on the Board or Council of ISA or a position on the Council of a Member if they are an employee of ISA or a Member or receive significant income, or bid for commercial contracts as a business supplier to ISA or a Member;
- q. abstain from making or influencing decisions involving personal or family gain or public acclaim;
- r. act with independence which excludes favouritism for or prejudice against, any member or and his/her family members;
- s. avoid evaluating, voting upon, or in any way influencing, directly or indirectly, any decision respecting possible conflict of interest (direct or indirect), including the awarding of contracts, the purchase of goods and services, engaging consultants, and allocation of ISA or Member funds or services;

- t. not appropriate or misuse or unduly influence any ISA and Member properties, funds, services for private gain;
- u. comply with all applicable laws, the ISA constitution and all ISU regulations; and
- v. acknowledge that the appointment of a person to an official position on ISA is not a matter of right.

4. Consequences

A breach or violation of this Code may be taken into account in evaluating a role as an ISA Official.

A breach or violation of this Code may be deemed to be misconduct, a disciplinary offence, and/or an ethical offence and ISA may suspend any such person(s) for a definite period or forever exclude that person(s) from all ISA events and activities.

5. Monitoring and Modification of the Code

Alleged breaches or violations of this Code must be referred to the ISA Board of Management for consideration and possible action as soon as possible after the alleged breach or violation. The ISA Board may in its discretion refer any breach or violation of this code to the ISA Disciplinary Committee.

Authorized by: ISA Board of Management

Authorization date: 27 February 2010