



U.S. Figure Skating Judges Committee

Ethical Conduct and Conflict of Interest Procedures for Judges

1. Persons Subject to this Ethical Conduct and Conflict of Interest Procedures document

The Ethical Conduct and Conflict of Interest Procedures for Judges applies to all individuals holding U.S. Figure Skating judging appointments to officiate at any U.S. Figure Skating test session and/or sanctioned competition (“Sanctioned Events”).

2. Application and Purpose

The purpose of the Ethical Conduct and Conflict of Interest Procedures for Judges is to:

- Reinforce to all judges that the highest standards of ethics, fairness, honesty and integrity shall govern individuals appointed by U.S. Figure Skating to be eligible to judge at U.S. Figure Skating Sanctioned Events;
- Assure compliance by all such persons with the fundamental policies and values of U.S. Figure Skating;
- Inspire the confidence of the participating athletes, the public and U.S. Figure Skating’s members;
- Demonstrate that the expectation of U.S. Figure Skating is to require no less than the highest standards of ethics, fairness, honesty and integrity by those individuals appointed by U.S. Figure Skating to be eligible to judge at U.S. Figure Skating Sanctioned Events, and
- Eliminate the appearance of impropriety.

3. Personal Ethical Commitment to U.S. Figure Skating

All individuals appointed by U.S. Figure Skating to serve as judges in U.S. Figure Skating Sanctioned Events shall adhere to the following:

- a. I agree to read and become familiar with the Bylaws, Rules and Policies of U.S. Figure Skating as they pertain to the ethics and conduct of officials generally (specifically GR 1.01 [Code of Ethics], JR 1.00 Standard of Conduct; JR 4.04 – JR 4.08 [specifically the sections on membership requirements and conflict of interest]; SafeSport Program; the U.S. Figure Skating Social Media Policy; and the U.S. Figure Skating Travel and Expense Policy). I agree to comply fully with these Bylaws, Rules and Policies, and to exemplify by my conduct and my oral and written expressions, the highest standards of integrity, honesty, respect, truthfulness, fairness, ethical behavior and sporting attitude.



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- b. I will not serve as a U.S. Figure Skating judge on any panel for a U.S. Figure Skating test or sanctioned competition if I am teaching figure skating, except for teaching lessons as a part of Learn-to-Skate or Basic Skills programs and/or being a college student currently enrolled in the Teach and Judge program.
- c. I will not serve as a U.S. Figure Skating judge on any panel for a U.S. Figure Skating test or sanctioned competition in which I may have a possible conflict of interest or an appearance of a possible conflict of interest, either personal or financial. Such possible conflicts of interest include, but are not limited to:
 - Teaching test candidates or competitors, either privately or semi-privately, in: ballet, gymnastics, ballroom dancing, or physical fitness, within the past year.
 - Commercial activities that may suggest or have an appearance of a conflict such as sharpening skates, selling boots or blades, making costumes or providing financial support to athletes (refer to ER 8.06) within the past year.
 - Being the relative of a test candidate or competitor, or being the relative of a test candidate or competitor's coach.
 - Judging events in which I may be competing later in the season (for example judging an Adult Bronze event if I am planning to compete in Adult Bronze later in the season.)
 - Serving as a team manager of a synchronized skating team or skating as a partner of a test candidate or competitor within the past year.

If I find myself in the situation where I have been asked to judge, or have been assigned to judge, an event where any personal, family or financial interest that could reasonably be thought, by myself or others, to give rise to a possible conflict of interest, or give the appearance of a possible conflict of interest, I will promptly report the possible conflict to the chief referee or test chair of the event(s) in question. Further, I will recuse myself from judging the event in question if, after disclosure, the chief referee or test chair agrees that a possible conflict, or the appearance of a possible conflict, does exist which precludes me from serving as a judge on the event.



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- d. If I am a coach or parent of a skater competing in a competition where I am also assigned as an official, I will avoid entering the officials/judges room for at least one hour before and at least one hour after the event in which my skater is competing unless it is necessary due to my officiating responsibilities.
- e. I will conduct myself with absolute independence and neutrality at all times, and show no favoritism toward, or prejudice against, any skater, coach, judge, official, volunteer or other individual involved in a U.S. Figure Skating event.
- f. I agree that U.S. Figure Skating properties, funds, services and influence, including, but not limited to, any use of my position or identity as an individual appointed by U.S. Figure Skating to be eligible to serve as a judge in U.S. Figure Skating events, are not to be appropriated or misused for my private gain.
- g. I agree that all activities of U.S. Figure Skating are to be conducted in compliance with all applicable laws and U.S. Figure Skating Bylaws, Rules and Policies.
- h. I agree not to accept cash or other benefits and favors for my participation in any U.S. Figure Skating Sanctioned Events (except for nominal gifts that meet applicable IRS rules and regulations). I understand that expenses authorized and incurred in the performance of U.S. Figure Skating business will be reimbursed according to the U.S. Figure Skating Travel and Expense Policy.
- i. I agree that my failure to abide by these Ethical Conduct and Conflict of Interest Procedures for Judges may result in my suspension for a definite period of time, or may forever exclude me, from all U.S. Figure Skating events and activities under the applicable eligibility rules.

4. Monitoring/Critiquing Skaters*

Judges who are assigned to Sanctioned Events are allowed to monitor/critique skaters throughout the year with the following limitations.

- a. Judges are not allowed to be paid for monitoring/critiquing sessions but may be reimbursed according to U.S. Figure Skating Travel and Expense Policy.



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- b. Judges assigned to competitions or tests may not monitor/critique skaters registered to compete in the competition or test in the test session in which they will be serving on judging panels prior to the start of their assignment as follows.

Test: 15 days prior to the start of the test session

Nonqualifying: 15 days prior to the start of the nonqualifying competition

Regionals: 30 days prior to the start of the regional championship

Sectionals: 30 days prior to start of the sectional championship

Nationals: 30 days prior to the start of the national championship

- c. Judges who are also active skaters or a parent of an active skater and frequently in a rink should only provide feedback, opinions and critiques when such information is directly requested by a coach or a skater.

*Section 4 does not apply to the monitoring of Team USA athletes prior to international competitions assigned at the request of the International Committee, ICMS or Synchronized Management Subcommittee

5. Reporting Violations

To be effective, the Ethical Conduct and Conflict of Interest Procedures for Judges relies on the honesty and integrity of each person to whom it applies. Any alleged violation of the Ethical Conduct and Conflict of Interest Procedures for Judges shall be brought to the attention of the Chair of the Judges Committee of U.S. Figure Skating for review and possible action.

6. Modification of Ethical Conduct and Conflict of Interest Procedures for Judges

U.S. Figure Skating reserves the right to modify these Ethical Conduct and Conflict of Interest Procedures for Judges at any time.