

## ***From the 2023-24 U.S. Figure Skating Rulebook***

### **GR 1.02 Code of Conduct**

The following code of conduct applies to all participants in activities hosted, supported, sponsored or engaged in by U.S. Figure Skating including but not limited to competitions, exhibitions and training camps:

I recognize that my participation in all activities hosted, supported, sponsored or engaged in by U.S. Figure Skating, including but not limited to competitions, exhibitions and training camps, is an honor and privilege that carries certain responsibilities. I agree to fully abide by the rules and guidelines set forth by U.S. Figure Skating or its properly designated agents. As a precondition to participation in activities hosted, supported, sponsored or engaged in by U.S. Figure Skating,

I will adhere to the following tenets in good faith:

- A. I will exhibit the highest standards of fairness, ethical behavior and genuine good sportsmanship in all of my relations with others.
- B. I will not discriminate against any member or participant on the basis of race, color, religion, age, gender, gender identity, sexual orientation, national origin, or any other status protected by federal, state or local law, where applicable.
- C. I will not damage public or private property. I understand that I may be held financially responsible for damage deemed to be wantonly or willfully executed on my part, and that I may be subject to disciplinary action by U.S. Figure Skating.
- D. I will not use or possess illegal drugs, and I will not engage in criminal activity. I understand that, if I am found to use or possess illegal drugs, or if I am found to engage in any criminal activity during any activity hosted, supported, sponsored or engaged in by U.S. Figure Skating, I may be subject to criminal penalties as well as penalties imposed by U.S. Figure Skating.
- E. I will adhere to the rules of U.S. Figure Skating and the host organization at all activities hosted, supported, sponsored or engaged in by U.S. Figure Skating.
- F. I will comply with all applicable anti-doping rules including, but not limited to, ISU anti-doping rules.
- G. I will conduct myself in a manner not detrimental to the welfare of figure skating. I understand that my actions reflect on U.S. Figure Skating and the sport of figure skating both positively and negatively. I understand that if my acts, statements, or conduct are considered detrimental to the welfare of figure skating by the appropriate authority, I may be subject to penalties imposed by U.S. Figure Skating pursuant to GR 1.04.
- H. I understand that the penalties that may be imposed may include, but are not limited to, loss of future international selections, loss of financial support from U.S. Figure Skating and its Memorial Fund, and loss of participation in activities hosted, supported, sponsored or engaged in by U.S. Figure Skating.
- I. I understand that all disciplinary proceedings will be conducted pursuant to Article XXV, Section 1, of the U.S. Figure Skating bylaws, and that my rights and remedies are derived therefrom.

**GR 1.03** U.S. Figure Skating will not tolerate or condone any form of harassment (including sexual harassment), misconduct, (including sexual, physical and emotional misconduct), bullying or hazing of any of its members including coaches, officials, directors, employees, parents, athletes and volunteers — or any other persons — while they are participating in or preparing for a figure skating activity or event conducted under the auspices of U.S. Figure Skating. The U.S. Figure Skating Policy Statement on Harassment and Abuse may be found in its entirety online at [usfigureskating.org](https://usfigureskating.org). Harassment of such nature between or among U.S. Figure Skating members must be reported to the chair of the Ethics, Grievance or SkateSafe® Committee as soon as is practicably possible, per rules ECR 2.00, GCR 2.00 and SFR 3.00.

- A. If any form of child abuse is observed or suspected, the observer should immediately contact either local law enforcement or a public child welfare agency and make a report.
- B. Any person who violates this rule, who fails to appropriately report or who makes a false report or otherwise violates U.S. Figure Skating's Policy on Harassment and Abuse will be subject to disciplinary action in accordance with Article XXV, Section 1, of the U.S. Figure Skating bylaws.

**GR 1.04** Any person whose acts, statements or conduct violate the provisions of the preceding General Rules or otherwise violate the person's applicable duties and responsibilities to U.S. Figure Skating or whose acts, statements or conduct are otherwise considered detrimental to the welfare of figure skating is subject to the loss of the privilege of registration by U.S. Figure Skating in accordance with the procedure outlined in Article XXV, Section 1, of the U.S. Figure Skating bylaws relating to loss of membership privileges, suspension and expulsion.

**GR 1.05 Retaliatory Conduct**

- A. Retaliatory conduct is prohibited toward any person who in good faith (i) reports, or bears witness to, an action that is a possible violation of the rules or bylaws of U.S. Figure Skating or (ii) participates in the grievance, disciplinary or SkateSafe® processes of U.S. Figure Skating.
- B. Retaliatory conduct includes threatening, intimidating, harassing, coercing, or any other conduct that would discourage a reasonable person from (i) reporting, or bearing witness to, an action that is a possible violation of the rules or bylaws of U.S. Figure Skating or (ii) participating in the grievance, disciplinary or SkateSafe® processes of U.S. Figure Skating, when the conduct is reasonably related to the report or engagement with the grievance, disciplinary or SkateSafe® processes of U.S. Figure Skating. Retaliation may be present even when there is a finding that no violation of the rules or bylaws of U.S. Figure Skating occurred. Retaliation does not include good faith actions lawfully pursued in response to a report of a violation of the rules or bylaws of U.S. Figure Skating.
- C. Retaliatory conduct must be reported to the chair of the Ethics, Grievance or SkateSafe® Committee. Any member engaging in retaliatory conduct will be subject to disciplinary action in accordance with Article XXV, Section 1, of the U.S. Figure Skating bylaws.

**GR 1.06 Jurisdiction**

U.S. Figure Skating is a member of the International Skating Union (ISU), an Olympic/Pan American member of the United States Olympic and Paralympic Committee (USOPC) and an allied member of the Amateur Athletic Union of the United States (AAU). U.S. Figure Skating is recognized by the ISU, USOPC and AAU as the governing body of figure skating on ice in the United States. As such, U.S. Figure Skating observes the rules of the ISU, including but not limited to the ISU anti-doping rules, and administers its own rules so as to ensure the eligibility of qualified United States skaters and officials to participate in international skating events. In addition, the purpose of the official rules of U.S. Figure Skating, and in particular those rules relating to eligibility and sanctions, is to protect the eligibility of registered members so as to enable them to fully participate in the benefits of such membership.

**GR 1.07** Any current or past member (living or deceased) who has been permanently banned from U.S. Figure Skating by U.S. Figure Skating or in accordance with measures enacted by the U.S. Center for SafeSport will be removed from the U.S. Figure Skating Hall of Fame and stripped of all U.S. Hall of Fame recognitions. In accord, any banned member is ineligible for consideration by the Nominating Committee to the U.S. Figure Skating Hall of Fame.

**GR 1.08 Job Recommendations for Individuals Who Have Violated Policies of the U.S. Center for SafeSport**

No individual who is an employee, member, or contractor of U.S. Figure Skating may assist a member or former member of U.S. Figure Skating in obtaining a new job (excluding the routine employment verification and/or transmission of administrative or personnel files) if the individual knows that the member or former member has done one or more of the following:

- A. Violated the policies or procedures of the U.S. Center for SafeSport related to sexual misconduct;
- B. Been convicted of a crime involving sexual misconduct with a minor in violation of applicable law or the policies and procedures of the U.S. Center for SafeSport.

**GR 1.09 Enforcement**

Failure by any U.S. Figure Skating member or representative to enforce any bylaw or rule of U.S. Figure Skating does not preclude the bylaw or rule from being enforced in the future.



## **GR 2.00 Registration**

All persons who participate in the activities of U.S. Figure Skating must be registered members of U.S. Figure Skating in accordance with Article XXIII, Section 1, of the bylaws.

## **GR 3.00 Suspended Member**

A “suspended member” is a member of U.S. Figure Skating whose rights and privileges as a member have been temporarily restricted due to disciplinary action taken against the member by U.S. Figure Skating for violation of U.S. Figure Skating bylaws and/or official rules. The suspended member will be restricted from all U.S. Figure Skating activities including, but not limited to, testing, competing, coaching, partnering tests, officiating at U.S. Figure Skating sanctioned events or serving as an officer, director or committee member for U.S. Figure Skating or one of its member clubs, collegiate clubs or school-affiliated clubs until such time as the member is removed from the suspended member list.