



# *New South Wales Ice Skating Assoc Inc*

## **NSWISA Code Of Ethics & Behaviour Policy**

<b>Date Approved:</b>	25/02/2020	<b>Effective Start Date:</b>	26/02/2020
<b>Policy Number:</b>	NSWISA018	<b>Version Number:</b>	1.0
<b>Review Date:</b>	February 2021		
<b>Related Policies/Procedures/Forms:</b>	NSWISA011 NSWISA Conflict of Interest Policy ISA Code of Ethics and Behaviour ISU Communication 2215 – ISU Code Of Ethics ISU Communication 2265 – ISU Code Of Ethics – Conflict of Interest		

### **Introduction**

NSWISA aims to provide a safe and fair environment for all Members participating in figure skating activities under its purview. The responsibilities relating to Member Protection in the activities endorsed by NSWISA are of the utmost importance. In the interests of all participants in our sport, this NSWISA Code Of Ethics & Behaviour Policy has been composed.

### **1 Purpose of the Policy**

The purpose of this Policy is to provide a safe and positive environment for all participants in events held by or endorsed by NSWISA. This environment should support Members in their participation in our sport and be free from discrimination or harassment of any kind. NSWISA declare that high ethical standards must govern all activities of the Association and our Members and that compliance to this Policy by all involved persons is expected at all times. The values of NSWISA, ISA & ISU must be respected at all times, inspiring public and Member confidence in the fairness, honesty and integrity of NSWISA and all who participate in NSWISA events.

### **2 Scope**

This Policy applies to all NSWISA Members, Guests from other State Associations, ISA and ISU Members, as well as anyone who attends NSWISA events or has dealings or arrangements with NSWISA.

### **3 General Policy**

All individuals and groups to which the Policy applies agree to:

- a. Read and become familiar with the NSWISA, ISA & ISU Constitution, Rules and Regulations



## *New South Wales Ice Skating Assoc Inc*

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- b. Comply with all NSWISA, ISA & ISU requirements and applicable laws
- c. Respect the rights and worth of every person regardless of age, gender, sexual orientation, ability, cultural background, religion, disability or any other distinguishing feature
- d. Act with honesty, integrity, respect and objectivity, and accept responsibility for their own decisions or actions
- e. Respect the dignity of myself and others
- f. Demonstrate a high degree of individual responsibility
- g. Place the safety and welfare of all participants above all else
- h. Conduct activities with fairness and impartial sports competition measures
- i. Conduct oral or written expressions with the highest level of honesty, respect, truth, fairness, ethical behaviour and with a sporting attitude
- j. 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, practiced fairly, enriches society and friendship between nations
  - Fair Play 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 the elimination of cheating, doping, violence (both physical and verbal), exploitation, unequal opportunities and corruption
- k. Not use or possess illegal drugs, or directly or indirectly participate or aid in illegal drug use or drug rule violations
- l. Not participate in betting in relation to the sport of figure skating
- m. Not cause injury to persons or damage to property
- n. Maintain the highest level of personal behaviour and respect for all skaters, officials and volunteers
- o. Protect the young and vulnerable to the best ability from exploitation of any kind
- p. Stimulate trust and confidence amongst members, skaters, officials and the public when performing, serving or otherwise participating in NSWISA related activities and events
- q. Acknowledge that Members' and their members' actions can reflect on NSWISA and the sport of Figure Skating both positively and negatively
- r. Not hold any official position within NSWISA 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 NSWISA or the Member
- s. Not hold a position on the Board of NSWISA or a position on the Committee of a Member if they are an employee of NSWISA or a Member or receive significant income through commercial contracts as a business supplier to NSWISA or a Member
- t. Abstain from making or influencing decisions involving personal or family gain or public acclaim
- u. Act with independence which excludes favouritism for or prejudice against, any member or and his/her family members



# *New South Wales Ice Skating Assoc Inc*

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- v. 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 NSWISA or Member funds or services
- w. Not appropriate or misuse or unduly influence any NSWISA or Member properties, funds or services for private gain
- x. Acknowledge that the appointment of a person to an official position on NSWISA is not a matter of right
- y. Agree that my performance, conduct and comments while serving or participating in the sport of figure skating should genuinely stimulate trust and confidence among all Members, Skaters, Officials, media and the public at large
- z. Understand that my membership, actions, association or interaction with the sport of figure skating can reflect on the NSWISA and its members, and the sport of skating both positively and negatively.

## **4 Breaches of this Policy**

All concerns about breaches of this Policy must be reported to NSWISA by emailing [admin@nswisa.com](mailto:admin@nswisa.com) or contacting a member of the NSWISA Board. All reports will be investigated and any breach or violation of this Policy will be taken into account in evaluating further participation in NSWISA activities. This may include attendance or participation in events, or holding appointed or elected NSWISA positions.

A breach or violation of this Policy may be deemed to be misconduct, a disciplinary offence, and/or an ethical offence and NSWISA may suspend any person(s) for a definite period or forever exclude that person(s) from all ISA events and activities. NSWISA reserves the right to refer any complaints to the ISA Disciplinary Committee and/or relevant authorities.

### **Version History:**

<b>Version</b>	<b>Approval Date</b>	<b>Change</b>
1.0	25/02/2020	Policy Introduction