

U.S. FIGURE SKATING RULES PERTAINING TO THE SAFESPORT PROGRAM

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 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.

C. 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.

D. 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.

E. I will comply with all applicable anti-doping rules including, but not limited to, ISU anti-doping rules.

F. 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.

G 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.

H. I understand that all disciplinary proceedings will be conducted pursuant to Article XXIV, Section 3, of the U.S. Figure Skating bylaws, and that my rights and remedies are derived therefrom.

GR 1.03 - Reporting Procedures

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. Harassment of such nature between or among U.S. Figure Skating members shall be reported to the chair of the Ethics or Grievance Committee as soon as is practicably possible, per ECR 2.00 and GCR 2.00.

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 XXIV, Section 3, of U.S. Figure Skating bylaws.

Article XXV section 3, A and B - Grievance and Disciplinary Proceedings

Suspension, Expulsion and Loss of Membership Privileges

Section 3 Grievance and Disciplinary Proceedings. All grievance and disciplinary procedures must be filed and resolved pursuant to the procedures outlined in this section and in the Grievance Committee Rules and Ethics Committee Rules. The forms and instructions for filing a grievance are available from U.S. Figure Skating Headquarters upon request of a member or member club.

A. Grievance Proceedings:

(i) Scope:

(a) Any U.S. Figure Skating member or member club aggrieved or harmed by the alleged violation of a U.S. Figure Skating bylaw or rule by any other U.S. Figure Skating member or member club may bring a grievance citing the alleged violation of the U.S. Figure Skating bylaw or rule.

(b) The member or member club must be a member in good standing both at the time the grievance is filed and at the time of the alleged violation of the U.S. Figure Skating bylaw or rule.

(c) Such grievance must include the allegation that violation of a specific U.S. Figure Skating bylaw or rule caused harm to the Grievant.

(ii) Time period: A grievance must be filed:

(a) Within 60 days of the occurrence of the alleged violation, or

(b) Within 60 days of the discovery of the alleged violation, or

(c) In the case of a minor, within 60 days after the minor's 18th birthday, whichever is later.

(iii) Requirements: The specific Grievance Statement filing requirements and hearing procedure guidelines for a grievance that proceeds under Section 3 (A) are found in the Grievance Committee Rules (GCR).

B. Disciplinary Proceedings:

(i) Scope: A vice president, by referral to the chair of the Ethics Committee, or the chair of the Ethics Committee, after

a referral by a vice president, or the chair of the Grievance Committee pursuant to applicable Grievance Committee or Ethics Committee Rules, may initiate disciplinary proceedings as to any matter arising under GR 1.01, GR 1.02 or GR 1.03.

(ii) Review: Upon referral of the matter by a vice president or the chair of the Grievance Committee, the chair of the Ethics Committee has 30 days to review the matter.

(a) If the chair of the Ethics Committee determines that further proceedings are not warranted, the chair of the Ethics Committee will so advise, in writing, the person initiating the disciplinary proceeding and the person(s), if any, who filed the complaint or grievance.

(b) If the chair of the Ethics Committee determines that further proceedings are warranted, the chair of the Ethics Committee will so advise, in writing, the person initiating the disciplinary proceeding and indicate either:

1. That such person or the person(s), if any, who filed the complaint or grievance may file a Grievance Statement (in which case the person who files the Grievance Statement will be the "Grievant") or

2. Alternatively, and at the discretion of the chair of the Ethics Committee, that the chair of the Ethics Committee has decided to file a Grievance Statement (in which case U.S. Figure Skating will be the "Grievant" with the chair of the Ethics Committee acting on behalf of U.S. Figure Skating).

(iii) The specific Grievance Statement filing requirements and hearing procedure guidelines for a "Disciplinary Proceeding" under this Section 3 (B) are found in the Ethics Committee Rules (ECR).

MR 5.11 Coach Compliance

In order for a coach to be granted access to work within U.S. Figure Skating sanctioned activities, each coach must complete the following requirements on an annual basis:

A. Must be a current full member of U.S. Figure Skating – either through a member club or as an individual member;

B. Must complete the coach registration process through the U.S. Figure Skating Members Only site, submit proper payment for the annual registration fee of \$30, and successfully pass the background screen, if 18 years of age or older.

C. Must complete the appropriate CER courses (A, B, C or D) depending on the highest level of coach's students. See rule MR 5.12.

D. Must submit proof of current general liability insurance with limits of \$1 million per occurrence/\$5 million aggregate.

E. Must be a PSA member if coaching skaters/teams in qualifying events at U.S. Figure Skating qualifying competitions. See rule 1022.

Basic Skills Instructors: Any person, 18 and older, instructing in a U.S. Figure Skating Basic Skills Program must have successfully passed the annual background screen and be registered as a Basic Skills instructor member.

For deadline and penalties, see rules MR 5.13 and MR 5.14.

ECR 2.00 Ethics Committee

ECR 2.00 Jurisdiction and Responsibility

ECR 2.01 Jurisdiction: Unless and until a grievance or disciplinary matter has been referred to the Grievance Committee pursuant to Article XXV of the U.S. Figure Skating bylaws, the Ethics Committee shall have jurisdiction over all matters arising under U.S. Figure Skating's Code of Ethics or Code of Conduct.

ECR 2.02 Responsibility: It shall be the responsibility of the Ethics Committee to interpret, administer and apply U.S. Figure Skating's Code of Ethics and Code of Conduct, including the development of principles of ethical behavior and conflict of interest applicable to U.S. Figure Skating members and member clubs and the administration of U.S. Figure Skating's conflict of interest annual disclosure process in accordance with GR 1.01.

GCR 2.00 Grievance Committee

GCR 2.00 Responsibility and Jurisdiction

GCR 2.01 The Grievance Committee is responsible for maintaining and administering the various grievance and hearing rules and processes provided under U.S. Figure Skating bylaws and rules and providing standard hearing and complaint procedures for resolving grievances in a prompt and equitable manner for its members.

GCR 2.02 The Grievance Committee has jurisdiction over:

A. All grievances filed under Article XXV of the U.S. Figure Skating bylaws.

B. All disciplinary proceedings brought under Article XXV of the U.S. Figure Skating bylaws.