



## TECHNICAL PANEL CODE OF ETHICS AND CONFLICT OF INTEREST POLICY

The Technical Panel Code of Ethics and Conflict of Interest Policy applies to all individuals appointed by U.S. Figure Skating to serve as officials on a Technical Panel (TP). Officials subject to this policy include: Technical Controller (TC), Technical Specialist (TS), Assistant Technical Specialist (ATS), Data Operator (DO) and Video Replay Operator (VO).

The purpose of this Policy is to:

- Reinforce that the highest standards of ethics, fairness, honesty and integrity must govern all officials eligible to serve on technical panels at U.S. Figure Skating sanctioned events
- Ensure that all such officials comply with the fundamental policies and values of U.S. Figure Skating

### I. CODE OF ETHICS

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

- A. All TP officials appointed by U.S. Figure Skating must agree to read and comply with the Bylaws and Rules of U.S. Figure Skating as they pertain to the ethics and conduct of officials generally. These include:
- [Rulebook GR 1.00-1.06](#)
  - [SafeSport Program Rules SFR 1.00-3.06](#)
  - [U.S. Figure Skating Social Media Policy for Officials](#)
  - [U.S. Figure Skating Travel and Expense Policy](#)
- B. In addition, all TP officials agree to the following:
- I will conduct myself with independence and neutrality at all times, and will exemplify by my conduct the highest standards of ethical behavior.
  - I will display no favoritism for, or prejudice against, any skater, coach, judge, official, volunteer or other individuals involved in a U.S. Figure Skating event
  - My performance, conduct and comments should stimulate trust and confidence among all skaters and coaches. I recognize that even the appearance of misconduct or impropriety can be damaging.
  - I will not accept cash or other benefits and favors for my participation in any U.S. Figure Skating competition. I understand that expenses authorized and incurred in performance of U.S. Figure Skating business will be reimbursed according to the U.S. Figure Skating Reimbursement Policy.
  - I understand that my failure to abide by the Code of Ethics and Conflict of Interest Policy for Technical Panel officials will 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.

## II. CONFLICT OF INTEREST

- A. A direct conflict of interest exists when I (or my parent, sibling, child, spouse, skating or life partner) have accepted any monies during the previous one year for teaching, choreographing or consulting any competitor in an event.
- B. An indirect conflict of interest could arise through any personal, family or financial relationship that could be perceived as a conflict of interest. This includes any situation that has the potential to undermine the impartiality of a person.
- C. As a TP official, I agree to the following:
  - i. I will not participate in any event (i.e. intermediate ladies free skate) in which I have a direct conflict of interest.
  - ii. I will disclose all direct and possible indirect conflicts to the LOC when accepting an invitation to serve at a nonqualifying competition. If a conflict is discovered after the invitation has been accepted, I will notify the Chief Referee immediately.
  - iii. I will disclose all direct and possible indirect conflicts when submitting my availability to serve at qualifying competitions. If a conflict is discovered after I have been assigned to a qualifying competition, I will notify the TP Captain immediately.
  - iv. If I discover a conflict or possible conflict while at a competition, I will immediately notify the TP Captain (if applicable), TC of the event, and Chief Referee.
  - v. After disclosure, if those officials agree that a conflict exists, I will remove myself from serving on that event. If those officials do not agree, the chief referee will make the final decision.

## III. CRITIQUES, FEEDBACK AND MONITORING

- A. Technical Controllers and Specialists can critique and provide feedback to skaters throughout the year with the following stipulations:
  - i. Officials are not allowed to be paid for critique sessions but may be reimbursed according to the U.S. Figure Skating Travel and Expense Policy.
  - ii. Officials may not critique skaters who will be competing in a qualifying event to which the official is assigned for a period of time prior to the start of the competition, as follows:
    - a. **Regionals:** 30 days prior to the start of the regional championship
    - b. **Sectionals:** 45 days prior to start of the sectional championship
    - c. **Nationals:** 60 days prior to the start of the national championship
- B. MONITORING SKATERS  
Officials may monitor skaters prior to international competitions as assigned by the International Committee (IC), International Committee Management Subcommittee (ICMS) or Synchronized Management Subcommittee (SMS).

## IV. CONDUCTING CLUB AND RINK SEMINARS:

- Technical Controllers and Specialists who are asked by rinks or clubs to conduct a seminar for skaters may do so as long as it is announced and is available to all skaters who wish to participate. All technical officials must adhere to the following:
- A. Technical officials who are also judges may not be paid for conducting seminars.
  - B. Any TS accepting payment by a club or rink to conduct a seminar is required to disclose the names of all participants, and the conflict of interest policy applies.
  - C. For all technical officials, any expenses authorized and incurred in performance of U.S. Figure Skating business will be reimbursed according to the U.S. Figure Skating Travel and Expense Policy.

## **V. MONITORING THE TECHNICAL PANEL CODE OF ETHICS AND CONFLICT OF INTEREST POLICY**

For effectiveness, the Policy looks to the honesty and integrity of the persons to whom it applies. Claimed violations of the Policy shall be brought to the attention of the Chair of the Technical Panel Committee for consideration and possible action.

U.S. Figure Skating reserves the right to modify the Policy at any time.

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