

**U.S. FIGURE SKATING  
REPORT OF ACTION  
taken by the  
BOARD OF DIRECTORS  
Dec. 16, 2024**

The Board of Directors took the following actions via e-ballots:

**1. APPROVED the following changes to the U.S. Figure Skating bylaws, rules and policies (as shown below) to comply with the USOPC NGB Certification Audit**

*Note: Per Article XVII, Section 4, and Article XXIX, Section 4, of the U.S. Figure Skating bylaws, this action is not subject to alteration or cancellation by the Governing Council, as such action would contradict applicable law, rule, regulation or policy of a regulatory body or organization with jurisdiction over U.S. Figure Skating.*

**GR 1.02 Code of Conduct**

The following code of conduct applies to all participants including, but not limited to, employees, members, board of directors, committee members, contractors, and officers who participate 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; the rules governing fair play and competitive manipulation in the Olympic and Paralympic movements; the Olympic Movement Code on the Prevention of the Manipulation of Competitions and/or the IPC Code of Ethics, Section 6.1, as applicable; and state or country laws, as applicable.
- 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.

Violations of the Code of Conduct and/or Conflict of Interest Disclosure requirements, as outlined within this rulebook and other U.S. Figure Skating policies, may be referred to the U.S. Figure Skating Ethics and

Professional Standards Committee for review. Reports can be submitted through the online reporting tool at [www.usfigureskating.org/skatesafe](http://www.usfigureskating.org/skatesafe). An investigation may be warranted and would be led by the chair of the Ethics and Professional Standards Committee, or their designee, where the outcome would be decided by disinterested parties where the determining body would include a minimum of 33.3% athlete representation. Review of alleged violations and all communications regarding decisions will be conducted pursuant to the disciplinary proceeding outlined in rule section ECR 3.00. Questions regarding the Ethics and Professional Standards process can be directed to the chair of the Ethics and Professional Standards Committee, or to [ethics@usfigureskating.org](mailto:ethics@usfigureskating.org). An opportunity for a hearing will be provided if the determination limits an individual's right to participate.

The U.S. Figure Skating Whistleblower Policy and additional resources, such as the USOPC Athlete Ombudsman, can be found on the U.S. Figure Skating website under the policies and governance section.

**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](http://usfigureskating.org). Harassment of such nature between or among U.S. Figure Skating members must be reported to the chair of the Ethics and Professional Standards, 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. Per the Ted Stevens Act, "Retaliation" means any adverse or discriminatory action, or the threat of an adverse or discriminatory action, including the removal from a training facility, reduced coaching or training, reduced meals or housing, and removal from competition, carried out against a protected individual as a result of any communication, including the filing of a formal complaint, by the protected individual or a parent or legal guardian of the protected individual relating to the allegation of physical abuse, sexual harassment, or emotional abuse, with:

1. The U.S. Center for SafeSport;
2. A coach, trainer, manager, administrator, or official associate with the corporation;
3. The Attorney General;
4. A Federal or State law enforcement authority;
5. The Equal Employment Opportunity Commission; or
6. Congress.

BA. 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.

CB. 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.

DC. Retaliatory conduct must be reported to the chair of the Ethics and Professional Standards, 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 antidoping 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.

## **Article XV Nominations and Elections**

### **Section 4. Elections.**

- A. The Governing Council, by majority vote of the votes cast of the Governing Council delegates present in person or by proxy, elects:
  - (i) A president, to hold office for a term specified in Article X, Section 2, of these bylaws, commencing upon the conclusion of the meeting at which elected or until their successor, is elected and assumes office; and
  - (ii) Such number of additional voting members of the Board of Directors as are to be elected pursuant to the provisions in Article VIII, Section 2, of these bylaws for a term specified in Article VIII, Section 3, of these bylaws, commencing upon the conclusion of the meeting at which elected or until their respective successors are elected and assume office; and
  - (iii) The four non-voting group coordinator members of the Board of Directors: Administrative/Legal, Athlete Services, Membership Development, and Technical and Officials, who each serve a term of two years and may serve a maximum of four consecutive terms as such group coordinator.

The Board of Directors will annually approve an electronic voting system to deliver the election in a fair, consistent, conflict free, and appropriate manner including the review and validation of voter eligibility. The approved voting system and election process will be communicated to delegates in the standing rules at least 20 days prior to the Governing Council meeting.

- B. The 10 Year Athlete Representatives, as defined in Article XXII, Section 1 (A), of these bylaws elects four athlete-voting members of the Board of Directors, pursuant to the provisions of Article VIII, Section 2 of these bylaws for a term specified in Article VIII, Section 3, of these bylaws commencing upon the conclusion of the meeting of the Governing Council at which elections under paragraph A of this Section 4 occur, or until their respective successors are elected and assume office. The fifth athlete on the Board of Directors will be the elected USOPC Athletes Advisory Council representative. The chair of the Athletes Advisory Committee will be elected by the Athletes Advisory Committee from the five members of the Board of Directors.

## **ARTICLE VIII Board of Directors**

**Section 1 Powers and Duties.** The Board of Directors possesses all the powers and duties necessary or desirable to govern, establish strategic direction, and set policy for U.S. Figure Skating, and to oversee management of the business and affairs of U.S. Figure Skating, except such powers and duties as are reserved solely for the Governing Council or otherwise limited by these bylaws. Directors do not receive compensation for carrying out these duties. Subject to such reservations and limitations, the Board of Directors' responsibilities and functions will include, but not be limited to:

- A. Selection, compensation, evaluation, and termination of the chief executive officer.
- B. Review and approval of U.S. Figure Skating's strategic plan and budget.
- C. Focus on long-term objectives and impacts rather than day-to-day management.
- D. Oversight of the financial activities of U.S. Figure Skating throughout the fiscal year.
- E. Review and approval of the financial statements, annual reports, and financial and control policies, and selection of U.S. Figure Skating's independent auditors.
- F. Ensuring that athlete safety rules, policies, and procedures comply with the requirements of the USOPC and the U.S. Center for SafeSport.
- G. Attendance at a minimum of 70% of scheduled meetings.

## **ARTICLE XVIII Composition of Permanent Committees and Designated Committees**

### **Section 1 General Provisions.**

- A. Each permanent committee will consist of no fewer than nine voting members, with the exception of the Audit Committee, the Compensation Committee, the Finance Committee, the Grievance Committee and the Strategic Planning Committee, which will be of such size as specified in Section 2 of this Article XVIII.
- B. Insofar as practical, and subject to committee composition requirements specified elsewhere in these bylaws, members of committees will be appointed based on the skill set and experience needed, reflect geographical representation, and be reflective of diversity and inclusivity.
- C. Chairs of permanent committees, except the Athletes Advisory Committee, the Audit Committee, the Coaches Council, the Compensation Committee, the Finance Committee and the Strategic Planning Committee, as well as except for the chair of the Nominating Committee, will be appointed annually by the president upon the recommendation of the Nominating Committee. Each chair will hold office for one year from the conclusion of the annual meeting of the Governing Council or until their respective successors are appointed and assume office. With the exception of the chair of the Finance Committee, the chair of a permanent committee may be removed by the president with the concurrence of the Board of Directors.
- D. With the exception of athlete members, the members of permanent committees, other than the Audit Committee, the Coaches Council, the Compensation Committee, the Finance Committee, the Grievance Committee and the Strategic Planning Committee, will be appointed annually by their chairs to hold office for one year or until their successors are appointed and assume office. Members may be removed from a committee by the chair of the applicable committee with the concurrence of the president. Members of all committees may serve a maximum of six (6) consecutive one-year terms, or if the specified term is more than one year, the total of terms may not exceed six consecutive years. A chair or national vice chair may serve an additional six consecutive one-year terms in that role.

- E. Athlete members of permanent committees will be elected or appointed annually as outlined below to hold office for one year (with the exception of the Grievance Committee, which has three-year terms of service) or until their successors are appointed and assume office. Athlete members may be removed from a committee by the chair of the applicable committee with the concurrence of the president and the chair of the Athletes Advisory Committee. Athlete members may serve a maximum of 10 consecutive one-year terms, or if the term is more than one year, the total term length may not exceed 10 consecutive years.
- (i) Members of the Athletes Advisory Committee will be elected annually following the procedures in rule AACR 1.11.
  - (ii) Athlete members of the Audit Committee, Compensation Committee, Ethics and Professional Standards Committee, Finance Committee, Grievance Committee, International Committee and International Officials Committee will be elected annually by the members of the Athletes Advisory Committee.
  - (iii) Athlete members of the Strategic Planning Committee will be appointed annually according to Section 2 (E) of this Article XVIII.
  - (iv) Athlete members of all other permanent committees will be appointed by their chairs and approved annually by the chair and discipline vice chairs of the Athletes Advisory Committee.
- F. Committee members are expected to attend at least 70% of scheduled meetings and do not receive compensation for their service as a committee member.

## Article VIII Board of Directors

### Section 2 *Composition and Qualifications.*

#### C. Criteria for independence.

- (i) An individual will not be able to serve as an independent director if, within the five years preceding election:
  - (a) Such individual or an immediate family member of such individual was employed by or held any governance position (whether a paid or volunteer position) with U.S. Figure Skating, any member club, a Learn to Skate USA® program, the ISU, the Professional Skaters Association, or any other figure skating entity or organization connected to U.S. Figure Skating
  - (b) Such individual was affiliated with or employed by U.S. Figure Skating's outside auditor or outside counsel, or an immediate family member of such individual was affiliated with or employed by U.S. Figure Skating's outside auditor or outside counsel as a partner, principal, or manager;
  - (c) Such individual was a member of U.S. Figure Skating's Athletes Advisory Committee;
  - (d) Such individual was a delegate at Governing Council;
  - (e) Such individual holds an appointment as an official within U.S. Figure Skating;
  - (f) Such individual is a member of U.S. Figure Skating who participates in a U.S. Figure Skating qualifying competition;
  - (g) Such individual is a parent, an immediate family member, or a coach, of an athlete who competes in a U.S. Figure Skating qualifying competition;
  - (h) Such individual was a member of any constituent group with representation on the U.S. Figure Skating Board of Directors;
  - (i) Such individual received any compensation from U.S. Figure Skating, directly or indirectly; or
  - (j) Such individual was an executive officer, controlling shareholder, partner, or member of a corporation, partnership, or other business entity that does business with U.S. Figure Skating.
- (ii) An individual must maintain an independent perspective by maintaining the requirements above for their entire term and any successive term, with exceptions of governance positions related to their service on the board.
  - (a) Such individual is excepted from the requirement prohibiting them from holding any governance position with U.S. Figure Skating or the International Skating Union, provided the only governance position they hold is their board position or related to their board position (e.g., a board member does not lose their independence as a result of serving successive terms or serving as a board liaison to the International Skating Union).
  - (b) Such individual is excepted from the requirement prohibiting them from accepting any payment from U.S. Figure Skating, provided that all payments received are reimbursements for approved expenses reasonably incurred as part of their board duties.

### **Athletes Advisory Committee (No Group)**

#### **AACR 2.00 Responsibility**

#### **AACR 2.01** The Athletes Advisory Committee will:

- A. Act as a collecting base for the viewpoints and ideas of individuals who are actively engaged in athletic competition in figure skating or who have represented the United States in international athletic competition in figure skating within the preceding 10 years, and conduct informational meetings from time to time in implementation thereof;
- B. Elect from the athletes elected to the Board of Directors, the chair of the Athletes Advisory Committee, and from the elected members of the Athletes Advisory Committee, the athlete members of the Nominating Committee;
- C. Elect from among the athletes defined in Article XXII, Section 1, paragraphs A or B, in accordance with Article XXII, Section 2, paragraph A, section ii, of the U.S. Figure Skating bylaws, the athlete members of the Audit Committee, Compensation Committee, Ethics and Professional Standards Committee, Finance Committee, Grievance Committee, International Committee and International Officials Committee pursuant to procedures established in rule AACR 1.11 (C).
- ~~D. Finalize the USOPC athlete representative election process by Jan. 1., one year before the new Olympic Quadrennial starts. This process will be incorporated into the annual athlete election cycle, when applicable.~~
- ~~E~~D. Make recommendations for the nomination of the figure skating members of U.S. Figure Skating and ISU, as well as for the selection of staff personnel of teams to represent U.S. Figure Skating in international competition.
- ~~F~~E. Establish rules, procedures and guidelines for carrying out Athletes Advisory Committee functions.
- ~~G~~F. Approve appointment of athlete members to committees where athlete members are not elected.
- G. With the Nominating Committee, jointly develop a process to identify and vet candidates to serve as U.S. Figure Skating's 10 Year and 10 Year+ Athlete representatives for:
  1. The U.S. Figure Skating Board of Directors;
  2. Designated Committees; and
  3. All other U.S. Figure Skating Committees.
- H. Ensure that all athlete representatives to the Team USA Athletes' Commission are elected consistent with the Team USA Athletes' Commission Bylaws.

### **ARTICLE XXI**

#### **Prerequisites to Participation in U.S. Figure Skating Activities**

- A. Any person who is a member in good standing of a member club, collegiate club or an honorary or individual member and is registered with U.S. Figure Skating and is otherwise eligible to do so in accordance with the official rules of U.S. Figure Skating has the opportunity to participate in the activities of U.S. Figure Skating, including but not limited to:
  - (i) The opportunity to compete in competitions, take tests and participate in ice shows and exhibitions sponsored by U.S. Figure Skating; and
  - (ii) The opportunity to serve as an officer, a director or committee member or as an official in figure skating.
- B. As a condition of membership in U.S. Figure Skating and a condition for participation in any competition or event sanctioned by U.S. Figure Skating or its member clubs, each member and each athlete, coach, team staff, official and any other person who participates in U.S. Figure Skating or U.S. Figure Skating events (whether or not a U.S. Figure Skating member), agrees to comply with and be bound by the rules, policies and procedures of the U.S. Center for SafeSport and agrees to submit, without reservation or condition, to the jurisdiction of the U.S. Center for SafeSport for the resolution of any alleged violations of those rules, policies and procedures, as may be amended from time to time. To the extent any U.S. Figure Skating rule is inconsistent with the rules of the U.S. Center for SafeSport, such rule is superseded.
- C. It is the duty of all athletes, athlete support personnel and other persons (as those terms are defined in the World-Anti Doping Code), by virtue of their participation in an event or competition organized or sanctioned by U.S. Figure Skating, participation on a national team, participation in the Olympic or Youth Olympic Games, utilization of a USOPC Training Center, receipt of benefits from the USOPC or U.S. Figure Skating, inclusion in the Registered Testing Pool, or otherwise subject to the World Anti-Doping Code to comply with

all anti-doping rules of the World Anti-Doping Agency (WADA), the International Skating Union (ISU), the USOPC, including the USOPC National Anti-Doping Policy, and of the U.S. Anti-Doping Agency (USADA), including the USADA Protocol for Olympic and Paralympic Movement Testing (USADA Protocol) and all other policies and rules adopted by WADA, U.S. Figure Skating, the USOPC and USADA. If it is determined that an athlete, athlete support personnel, or other person may have committed a doping violation, the individual agrees to submit to the results management authority and processes of USADA, including arbitration under the USADA Protocol, or to the results management authority of U.S. Figure Skating, if applicable or referred by USADA. In addition, athletes agree to submit to drug testing by U.S. Figure Skating and/or USADA or their designees at any time and understand that the use of methods or substances prohibited by the applicable anti-doping rules make them subject to penalties including, but not limited to, disqualification and suspension.

D. It is the duty of individual members of U.S. Figure Skating to comply with all anti-doping rules of the World Anti-Doping Agency (WADA), the International Skating Union (ISU), the USOPC including the USOPC National Anti-Doping Policy, and of the U.S. Anti-Doping Agency (USADA), including the USADA Protocol for Olympic and Paralympic Movement Testing (USADA Protocol) and all other policies and rules adopted by WADA, the ISU, the USOPC and USADA. Athlete members agree to submit to drug testing by the ISU and/or USADA or their designees at any time and understand that the use of methods or substances prohibited by the applicable anti-doping rules make them subject to penalties including, but not limited to, disqualification and suspension. If it is determined that an individual member may have committed a doping violation, the member agrees to submit to the results management authority and processes of USADA, including arbitration under the USADA Protocol, or to the results management authority of the ISU, if applicable or referred by USADA.

E. It is the duty of each member to understand and agree that the International Skating Union (ISU) Anti-Doping Rules and U.S. Anti-Doping Agency Protocol for Olympic and Paralympic Movement Testing (USADA Protocol) and all other policies and rules adopted by the ISU, USADA, and the USOPC apply to each member and that it is each member's responsibility to comply with those rules. Each member must agree to submit to drug testing at any time and understand that the use of methods or substances prohibited by the applicable anti-doping rules would make a member subject to penalties including, but not limited to, disqualification and suspension. If it is determined that any member may have committed a doping violation, said member must agree to submit to the results management authority and processes of USADA, including arbitration under the USADA Protocol, or to the results management authority of the ISU and/or my national federation, if applicable or referred by USADA.

## **GR 1.00 Policy**

### **GR 1.01 Code of Ethics**

- A. It shall be the responsibility of all officials in sanctioned figure skating events, registered members of member clubs or collegiate clubs and individual members to be thoroughly familiar with the rules of U.S. Figure Skating, to comply with them in full and to exemplify the highest standards of fairness, ethical behavior and genuine good sportsmanship in any of their relations with others. Those who serve U.S. Figure Skating must do so without personal gain, must avoid any institutional loss or embarrassment and must behave in a way that enhances U.S. Figure Skating's trust and public confidence.
- B. *Conflicts of Interest.* All persons associated with U.S. Figure Skating, including but not limited to its employees, directors, officers, judges, ~~and~~ committee members, task force members, hearing panel members, including panels empowered to resolve grievances, and identified volunteers are expected to abide by high ethical standards in all dealings relating to the business and affairs of U.S. Figure Skating. All members and staff should understand that conflicts of interest diminish the integrity and quality of decision-making required by U.S. Figure Skating and may jeopardize U.S. Figure Skating's reputation and public support. In order to avoid harm to the goodwill and public image of U.S. Figure Skating and to better ensure the expected high ethical standards in all dealings, if any person who is an officer, director, judge, member of a committee, employee, paid consultant to or representative of U.S. Figure Skating (each of these persons shall be referred to as a "representative") is aware that U.S. Figure Skating is about to enter into any business transaction directly or indirectly with any representative, any member of a representative's family or any entity in which a representative has any legal, equitable or fiduciary interest or position (including without limitation as a director, officer, shareholder, partner, employee, beneficiary or trustee), or if a representative is aware that U.S. Figure Skating is about to enter into any business transaction or take other corporate action

in which a representative may be directly or indirectly financially interested or otherwise derive a material personal benefit, the representative shall:

1. Immediately inform, in writing, the chief executive officer and president of such representative's involvement, position, interest or benefit with respect thereto;
  2. ....
  3. ....
  4. ....
- C. Prior to appointment as an officer, member of the Board of Directors, committee chair or member, subcommittee chair or member, paid U.S. Figure Skating staff, or to any outside organization, the member must execute a Conflict of Interest and Ethical Behavior statement without amendment or alteration. The Ethics and Professional Standards Committee chair shall oversee an annual review of the Conflict of Interest and Ethical Behavior statements for any person required to complete the disclosure. To contact the person responsible for enforcement of this requirement, email [ethics@usfigureskating.org](mailto:ethics@usfigureskating.org). ~~continuing appointments and paid staff. All conflicts must be reviewed, investigated, and/or resolved by disinterested parties.~~ The U.S. Figure Skating Whistleblower Policy and additional resources, such as the USOPC Athlete Ombudsman, can be found on the U.S. Figure Skating website under the policies and governance section. Additional information regarding reporting a concern to the USOPC can be found in the UCOPS's Integrity Portal at [www.usopc.org/report-a-concern](http://www.usopc.org/report-a-concern).
- D. *Private Inurement...*
- E. U.S. Figure Skating has adopted...
- F. All Conflicts of Interest regarding a board or committee meeting agenda must be verbally declared by members of the Board of Directors and committees at the start of each meeting. Disclosures will be documented within the minutes.

## 2. APPROVED – Competitions Committee

Amend rules 1501, 1503, 1504 and 1505 (page 108, rulebook) to update the protest rules to align with current practice.

### 1500 Complaints, Protests, Appeals – All Disciplines

- 1501 All protests to the chief and/or event referee must be in writing. The protest must identify the specific basis for the protest, including the name of the official, rule number or bylaw article at issue or other basis for the protest. In the case of an element identification error, error in data input, mathematical or calculation error, error in application or omission of a bonus, or error in fall entry, the type of error and element being challenged must be specified in the protest.
- 1502 A protest concerning the participation of a competitor must be filed with the chief referee before the start of the first event of the entire competition. If an immediate decision cannot be reached, the competitor will be permitted to start, but in the event the protested competitor wins a prize, the announcement of the result and the distribution of prizes will be deferred until a final decision has been made.
- 1503 Protests other than concerning the participation or eligibility of a competitor must be filed with the chief and/or event referee as follows:
1. For the U.S. Figure Skating Championships and U.S. Synchronized Skating Championships, no later than ~~60~~ 10 minutes after the posting of the official results of ~~that~~ the competitor's event.
  2. For all other competitions, no later than 30 minutes after the posting of the official results for the competitor's event.
- 1504 Decisions of the chief and/or event referee affecting the eligible status of a competitor, the exclusion, disqualification or qualification of an entrant or official, or the determination of a result may be appealed to an Expedited Hearing Panel (see per rule rule GCR 5.04). Appeals must be made per rule GCR 5.04. ~~in writing and sent to the chief referee of the competition, and the secretary and Administrative/Legal Group coordinator of U.S. Figure Skating within five days after the chief and/or event referee's decision.~~ No other appeals from the decisions of chief and/or event referee will be permitted.
- 1505 Protests to the chief and/or event referee and appeals to the Expedited Hearing Panel can be filed by the competitor, or by ~~either the club or~~ the coach on behalf of the competitor.
- 1506 **Formal Complaints Against Officials at a Competition**  
Complaints concerning any official at a competition must be made in writing to one of the following:
- A. Chief referee of the competition;

- B. Event referee at the competition;
- C. Technical panel captain at the competition in the case of a complaint against a technical panel official.

*Note: If the above changes are approved, the Technical Panel Error Correction Protocol will also be updated. (Please see updated version attached.)*

**Implementation date:** Jan. 20, 2025

**3. APPROVED – Judges and Referees Management Subcommittee**

Amend **rule 3032 (page 136, Rulebook)** as follows:

**3032 For all sanctioned, nonqualifying competitions, the local organizing committee must select the following officials:**

- A. A chief referee. Additional referees may be selected at the discretion of the host club.
  - 1. For nonqualifying competitions, the chief referee must be a nonqualifying, qualifying, sectional or national referee ~~in the area of service, selected from the official lists.~~

**Implementation date:** July 1, 2025

**4. APPROVED – Judges and Referees Management Subcommittee**

Amend **rule 3047 (page 138, rulebook)** to align with the practice for National Showcase and allow qualifying competition judges and higher to judge the competition.

**3047 Judges Required for Showcase Events at Competitions**

The competitions to which reference is made in the following rules are those over which U.S. Figure Skating has jurisdiction. See rule DOR 1.02 (B). The following judges are required to judge showcase events at nonqualifying competitions:

Original Table

Judges Required for Showcase Events	Judge Classifications				
	National Showcase Judge	Certified 6.0 Judge – All Disciplines	Singles/Pairs Comp Judges – NQ and Above	Dance Comp Judges – NQ and Above	Synchronized Comp Judges – NQ and Above
6.0 Showcase Events at Nonqualifying Competitions (all levels)	J	J	J	J	J
CJS Showcase Events at Nonqualifying Competitions (all levels)	J		J	J	J
National Showcase (all levels)	J				

J = Qualified to judge events at competitions without limitation

New Table

Judges Required for Showcase Events	Judge Classifications			
	National Showcase Judge	Qualifying and Higher Comp Judges – All	Nonqualifying and Higher Comp Judges	Certified 6.0 Judges – All Disciplines

		<u>Disciplines</u>	<b>– All Disciplines</b>	
<b>6.0 Showcase Events at Nonqualifying Competitions (all levels)</b>	J	<u>J</u>	J	J
<b>CJS Showcase Events at Nonqualifying Competitions (all levels)</b>	J	<u>J</u>	J	
<b>National Showcase (all levels)</b>	J	<u>J</u>		

J = Qualified to judge events at competitions without limitation

**Implementation date:** Jan. 20, 2025