

IWSC
SafeSport
Program
Handbook

This handbook is intended to provide information about SafeSport awareness, training, IWSC's policies and Codes of Conduct for the SafeSport program.

It is expected that parents and guardians will review the provided materials and policies and then educate their children in a manner that they deem appropriate on the materials and policies contained in the manual.

The Codes of Conduct Signature page needs to be printed off the IWSC website, signed in the areas and returned to IWSC.

1. **IWSC Board Member Code of Conduct** – to be completed by IWSC Board members only
2. **Coaches Code of Conduct** – to be completed by Coaches only
3. **Parent Code of Conduct** – to be completed by parents or guardians only
4. **Skater Code of Conduct** – to be completed by skaters only
5. **U.S. Figure Skating Member Code of Conduct** – to be completed by ALL U.S. figure skating members

If anyone has any questions on the provided materials please contact the SafeSport Compliance Chair at safesport@iceworkssc.org

INTRODUCTION TO SAFESPORT

U.S. Figure Skating strives to provide a safe environment for its members and to protect the opportunity of its members to participate in the sport in an atmosphere that is free of harassment and abusive practices. The association will not tolerate or condone any form of harassment or abuse of any of its members including athletes, coaches, officials, directors, employees, parents, 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.

There are many positive reasons to participate in figure skating, but like all sports, it can also be a high-risk environment for misconduct: emotional, physical, sexual, bullying, harassment and hazing. All forms of misconduct are unacceptable and in direct conflict with U.S. Figure Skating values and ideals.

Misconduct may damage an athlete's psychological well-being. Athletes who have been mistreated experience social embarrassment, emotional turmoil, psychological scars, and loss of self-esteem, misconduct also may have a negative impact on family, friends and the sport. Misconduct often hurts an athlete's competitive performance and may cause him or her to drop out of sport entirely.

This SafeSport Handbook, originally created by the U.S. Olympic Committee, www.safesport.org, and adapted by U.S. Figure Skating, includes various guidelines that apply to all U.S. Figure Skating clubs, programs, events and activities. It further includes the available and required training of coaches and select U.S. Figure Skating volunteers, officials and staff members on recognizing and reducing circumstances for potential abuse to occur; information on U.S. Figure Skating's required screening and background check program; the availability and procedures for any person to report suspected abuse or misconduct (including protections from any retaliation or repercussions for such reporting); the procedures and means by which U.S. Figure Skating and its member clubs and programs should respond to allegations of abuse and misconduct; and how U.S. Figure Skating and its member clubs and programs will monitor and supervise this program to help ensure its effectiveness.

Each U.S. Figure Skating member club shall designate a club board member to hold the title of Club SafeSport Compliance Chair. The specific duties of the Club SafeSport Compliance Chair will include monitoring the SafeSport policies and procedures of the club, verifying coach compliance and being the initial contact for persons reporting suspected abuse, misconduct or other violations, compiling information, and when appropriate, reporting such information to U.S. Figure Skating. Also, each club should have at least three members who have completed the SafeSport Program training course.

Through the U.S. Figure Skating SafeSport Program, U.S. Figure Skating is committed to providing the safest possible environment for all participants.

For more information: Online - www.usfigureskating.org/safesport

SAFESPORT

What is SafeSport?

SafeSport is the Olympic community's initiative to recognize, reduce and respond to misconduct in sport. The six primary types of misconduct are:

- Bullying
- Harassment
- Hazing
- Emotional Misconduct
- Physical Misconduct, and
- Sexual Misconduct, including Child Sexual Abuse

Why SafeSport?

Sport provides athletes with an opportunity to perform on and off the field. Unfortunately, sport can also be a high risk environment for misconduct and abuse. ***For example, studies indicate that as many as 1 in 8 athletes will be sexually abused within their sport.*** Misconduct is a critical issue in sport, and one which we all need a game plan to prevent.

Who is affected by SafeSport?

We all play a role in reducing misconduct and abuse in sport. SafeSport provides resources for all members of the sport community organizations, coaches, parents and athletes to identify misconduct, implement ways to reduce it and enact plans to respond to it.

As a community, we have an opportunity to be part of the SafeSport solution.

COMPONENTS OF THE SAFESPORT PROGRAM

U.S. Figure Skating's SafeSport Program involves several component pieces:

- Policies Prohibiting Abuse and Misconduct
- Monitoring and Supervision of SafeSport Program
- Education and Awareness Training
- Screening of Coaches and Volunteers
- Responding to Reports of Abuse
- Reporting Concerns of Abuse

DEFINITIONS

Child, children, minor and youth

Anyone under the age of 18. Here, “child,” “children,” “minor” and “youth” are used interchangeably.

Child physical abuse

- Non-accidental trauma or physical injury caused by contact behaviors, such as punching, beating, kicking, biting, burning or otherwise harming a child. Child physical abuse also may include non-contact physical misconduct as described in the Athlete Protection Policy.
- Legal definitions vary by state. To find guidelines concerning your state, visit the Child Welfare Information Gateway (www.childwelfare.gov).

Child sexual abuse

- Child sexual abuse involves any sexual activity with a child where consent is not or cannot be given. This includes sexual contact with a minor that is accomplished by deception, manipulation, force or threat of force regardless of whether there is deception or the child understands the sexual nature of the activity. Sexual contact between minors can also be abusive if there is a significant imbalance of power or disparity in age, development or size, such that one child is the aggressor. The sexually abusive acts may include sexual penetration, sexual touching or non-contact sexual acts such as verbal acts, sexually suggestive written or electronic communications, exposure or voyeurism.
- Legal definitions vary by state. To find guidelines concerning your state, visit the Child Welfare Information Gateway (www.childwelfare.gov).

Misconduct

Conduct which results in harm, the potential for harm or the imminent threat of harm. Age is irrelevant to misconduct. There are six primary types of misconduct in sport: emotional, physical misconduct, sexual misconduct, bullying, harassment and hazing.

Participants

Participants are minors who participate in a sport activity through a club or organization and athletes 18 years and older and officials.

Participant Safety Handbook As used here, a set of guidelines collecting policies and practices related to an organization’s strategy for recognizing, reducing and responding to child sexual abuse and other misconduct in sport.

IWSC ATHLETE PROTECTION POLICY

COMMITMENT TO SAFETY

Overview

IWSC is committed to creating a safe and positive environment for athletes' physical, emotional and social development and to ensuring that it promotes an environment free of misconduct. Members should not attempt to evaluate the credibility or validity of child physical or sexual abuse allegations as a condition for reporting to appropriate law enforcement authorities. Instead, it is the responsibility of each member to immediately report suspicions or allegations of child physical or sexual abuse to the appropriate people as laid out in IWSC's reporting policy.

IWSC recognizes that the process for training and motivating athletes will vary with each coach and athlete, but it is nevertheless important for everyone involved in sport to support the use of motivational and training methods that avoid misconduct.

Application

This Policy applies to all IWSC club members, parents, coaches, volunteers, and participants.

Club members, parents, coaches, volunteers, and participants shall refrain from all forms of misconduct, which include:

- Bullying and Threats
- Harassment
- Hazing
- Emotional misconduct
- Physical misconduct
- Sexual misconduct, including child sexual abuse.

PROHIBITED CONDUCT

Bullying and Threats

Bullying is the use of coercion to obtain control over another person or to be habitually cruel to another person. Bullying involves an intentional, persistent or repeated pattern of committing or willfully tolerating physical and non-physical behaviors that are intended to cause fear, humiliation, or physical harm in an attempt to socially exclude, diminish, or isolate another person. Bullying can occur through written, verbal or electronically transmitted expression or by means of a physical act or gesture. Bullying behavior is prohibited in any manner in connection with all U.S. Figure Skating sanctioned activities and events.

Examples of bullying prohibited by this policy include, without limitation, physical behaviors, such as punching, kicking or choking an athlete; and verbal and emotional behaviors, such as, the use of electronic communications (i.e., "cyber bullying"), to harass, frighten, degrade, intimidate or humiliate.

While other members are often the perpetrators of bullying, it is a violation of this policy if a coach or other

responsible adult knows or should know of the bullying behavior but takes no action to intervene on behalf of the targeted participant(s).

A threat to harm others is defined as any written, verbal, physical or electronically transmitted expression of intent to physically injure or harm someone. A threat may be communicated directly to the intended victim or communicated to a third party.

Harassment

Harassment includes any pattern of physical and/or non-physical behaviors that (a) are intended to cause fear, humiliation, or annoyance, (b) offend or degrade, (c) create a hostile environment, or (d) reflect discriminatory bias in an attempt to establish dominance, superiority, or power over an individual participant or group based on gender, race, ethnicity, culture, religion, sexual orientation, gender expression, or mental or physical disability.

Harassment also includes creation of an environment through behavior or course of conduct that is insulting, intimidating, humiliating, demeaning or offensive. Harassment usually occurs when one person engages in abusive behavior or asserts unwarranted power or authority over another, whether intended or not. It includes, for example, name-calling, taunts, threats, belittling, unwelcome advances and requests for sexual acts, as well as undue threats to perform or succeed. Harassment includes child abuse.

Sexual Harassment is a form of harassment prohibited by this policy. It shall be a violation for any member, coach, official, director, parent or volunteer, to harass a participant(s) through conduct or communications of a sexual nature or to retaliate against anyone that reports sexual harassment or participates in a harassment investigation.

Unwelcome sexual advances, requests for sexual acts, or other verbal, nonverbal or physical conduct of a sexual nature may constitute sexual harassment, even if the harasser and the participant being harassed are the same sex and whether or not the participant resists or submits to the harasser, when:

1. Submission to such conduct is made either explicitly or implicitly a term or condition of a participant's participation in any activity; or
2. Submission to or rejection of such conduct by a participant is used as the basis for decisions affecting the participant; or
3. Such conduct is sufficiently severe, persistent or pervasive such that it limits a participant's ability to participate in or benefit from a program or activity or it creates a hostile or abusive environment.

Any conduct of a sexual nature directed by a minor toward an adult or by an adult to a minor is presumed to be unwelcome and shall constitute sexual harassment. Acts of verbal or physical aggression, intimidation or hostility based on sex, but not involving conduct of a sexual nature may also constitute sexual harassment. Legitimate non-sexual touching or other non-sexual conduct is not sexual harassment.

It is also a violation of this policy if a coach or other responsible adult knows or should know of the harassment or sexual harassment but takes no action to intervene on behalf of the targeted participant(s).

Hazing

Hazing includes any conduct that is intimidating, humiliating, offensive, or physically harmful. The hazing conduct is typically an activity that serves as a condition for joining a group or being socially accepted by a group's members.

Examples of hazing prohibited by this policy include, without limitation, requiring or forcing (including through peer pressure) the consumption of alcohol or illegal drugs; tying, taping, or physically restraining a participant; sexual simulations or sexual acts of any nature; sleep deprivation, or the withholding of water and/or food; social actions or public displays (e.g., public nudity) that are illegal or meant to draw ridicule; beating paddling, or other forms of physical assault.

Activities that fit the definition of hazing are considered to be hazing regardless of a person's willingness to cooperate or participate.

Hazing does not include group or team activities that are meant to establish normative team behaviors or promote team cohesion, so long as such activities do not have reasonable potential to cause emotional or physical distress to any participant.

It is also a violation of this policy if a coach or other responsible adult knows or should know of the hazing but takes no action to intervene on behalf of the targeted participant(s).

Emotional Misconduct

Emotional misconduct involves a pattern of deliberate, non-contact behavior that has the potential to cause emotional or psychological harm to a participant. These behaviors may include verbal acts, physical acts, or acts that deny attention or support.

Examples of emotional misconduct prohibited by this policy include, without limitation:

Verbal Acts:

A pattern of verbal behaviors that attack a participant personally (e.g., calling them worthless, fat, or disgusting) or repeatedly and excessively yelling at a particular participant or participants in a manner that serves no productive training or motivational purpose.

Physical Acts:

A pattern of physically aggressive behaviors, such as throwing sport equipment, water bottles, or chairs at, or in the presence of participants; or punching walls, windows, or other objects.

Acts that Deny Attention or Support:

A pattern of ignoring a participant for extended periods of time or routinely or arbitrarily excluding participant from practice.

Emotional misconduct does not include generally accepted and age-appropriate coaching methods of skill enhancement, physical conditioning, motivation, team building, appropriate discipline or improving athletic performance.

Note: Bullying, harassment, and hazing, defined above, often involve some form of emotional misconduct.

Physical Misconduct

Physical contact in sport is inherent in instruction and training. Appropriate physical contact has three elements:

1. The physical contact takes place in public.
2. There is no potential for, or actual, physical or sexual intimacies during the physical contact.

3. The physical contact is for the benefit of the athlete, not to meet an emotional or other need of an adult.

Physical misconduct means physical contact with a participant that intentionally causes or has the potential to cause the participant to sustain bodily harm or personal injury.

Physical misconduct also includes physical contact with a participant that intentionally creates a threat of immediate bodily harm or personal injury. Physical misconduct may also include intentionally hitting or threatening to hit an athlete with objects or sports equipment.

In addition to physical contact or the threat of physical contact with a participant, physical abuse also includes the providing of alcohol to a participant under the age of 21 and the providing of illegal drugs or non-prescribed medications to any participant.

It also includes any act or conduct described as physical abuse or misconduct under federal or state law (e.g., child abuse, child neglect, and assault).

Physical misconduct does not include professionally accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline or improving athlete performance.

Without limiting the above, any act or conduct described as physical abuse or misconduct under applicable federal or state law constitutes physical abuse under this policy.

Examples of physical misconduct prohibited by this Policy include, without limitation:

1. Contact offenses:
 - a. punching, beating, biting, striking, choking or slapping an athlete;
 - b. intentionally hitting an athlete with objects or sporting equipment;
 - c. providing alcohol to an athlete under the legal drinking age (under U.S. law);
 - d. providing illegal drugs or non-prescribed medications to any athlete;
 - e. encouraging or permitting an athlete to return to play prematurely or without the clearance of a medical professional, after a serious injury (e.g., a concussion);
 - f. prescribing dieting or other weight-control methods (e.g., public weigh-ins, caliper tests for humiliation purposes). *For further information please consult the U.S. Figure Skating Policy on Athlete Health and Well-Being.*
2. Non-contact offenses:
 - a. isolating an athlete in a confined space (e.g., locking an athlete in a small space);
 - b. forcing an athlete to assume a painful stance or position for no athletic purpose (e.g., requiring an athlete to kneel on a harmful surface);
 - c. withholding, recommending against, or denying adequate hydration, nutrition, medical attention or sleep.

It is critical for clubs, programs, coaches, staff members, volunteers, and parents to report suspicions or allegations of physical misconduct to the proper officials and appropriate law enforcement officials.

Note: Bullying, harassment and hazing, defined above, often involve some form of physical misconduct.

Sexual Misconduct Including Child Sexual Abuse

For the purposes of this Policy, a child is someone under the age of 18.

Sexual misconduct involves any touching or non-touching sexual interaction that is nonconsensual or forced, coerced or manipulated, or perpetrated in an aggressive, harassing, exploitative or threatening manner. It also includes any sexual interaction between an athlete and an individual with evaluative, direct, or indirect authority which is considered an imbalance of power. Last, any act or conduct described as sexual abuse or misconduct under federal or state law (e.g., sexual abuse, sexual exploitation, rape) qualifies as sexual misconduct.

Notes:

An imbalance of power is always assumed between an athlete, regardless of age, and an adult in a position of authority (such as a coach, official, director, employee, parent, or volunteer).

Minors cannot consent to sexual activity with an adult. All sexual interaction between an adult and a minor is strictly prohibited.

Sexual abuse of a minor occurs when an adult coach, official, director, parent, or volunteer touches a minor for the purpose of sexual arousal or gratification of the minor or the coach, official, director, parent, or volunteer. Sexual abuse of a minor also occurs when a minor touches a coach, official, director, parent, or volunteer for the sexual arousal or sexual gratification of either the minor or coach, official, director, parent, or volunteer; even if the touching occurs at the request or with the consent of the coach, official, director, parent, or volunteer.

Authority and Trust:

Once the unique coach-athlete relationship is established, the authority and trust on the part of the coach over the athlete shall be assumed, regardless of age. However, in some circumstances in regard to adult skaters, this assumption is rebuttable.

Imbalance of Power:

Factors relevant to determining whether there is an imbalance of power include, but are not limited to: the nature and extent of the coach's supervisory, evaluative or other authority over the athlete being coached; the relationship between the parties; the parties' respective roles; the nature and duration of the sexual relations or intimacies; the age of the coach; the age of the athlete or participant; and whether the coach has engaged in a pattern of sexual interaction with other athletes or participants. . Factors relevant to determining whether there is an imbalance of power include, but are not limited to: (a) the nature and extent of the coach's supervisory, evaluative or other authority over the athlete being coached; (b) the actual relationship between the parties; (c) the parties' respective roles; (d) the nature and duration of the sexual relations or intimacies; (e) the age of the coach; (f) the age of the athlete or participant; (g) and whether the coach has engaged in a pattern of sexual interaction with other athletes or participants.

Sexual contact between children also can be abusive if there is a significant disparity in age, development, or size that renders the younger child incapable of giving informed consent; if there is the existence of an aggressor; or where there is an imbalance of power and/or intellectual capabilities. The sexually abusive acts may include sexual penetration, sexual touching or non-contact sexual acts such as exposure or voyeurism.

Neither consent of the minor to the sexual contact, mistake as to the participant's age, nor the fact that the sexual contact did not take place at a U.S. Figure Skating function are defenses to a complaint of sexual abuse. Sexual abuse may also occur between adults or to an adult. Sexual abuse includes sexual interactions that are

nonconsensual or accomplished by force or threat of force, or coerced or manipulated, regardless of the age of the participants.

Sexual abuse may also include non-touching offenses, such as sexually harassing behaviors, an adult discussing his/her sex life with a minor, an adult asking a minor about his/her sex life, an adult requesting or sending nude or partial dress photo to minor; exposing minors to pornographic material, sending minors sexually explicit electronic messages or photos (e.g. "sexting"), deliberately exposing a minor to sexual acts, or deliberately exposing a minor to inappropriate nudity.

Without limiting the above, any act or conduct described as sexual abuse, sexual misconduct or child sexual abuse under applicable federal or state law constitutes sexual abuse under this policy.

Examples of Sexual Misconduct

Touching offenses

- Fondling an athlete's breasts or buttocks
- Exchange of reward in sport (e.g., team placement, scores, feedback, free lessons/ice time, etc.) for sexual acts
- Genital contact – whether or not either party is clothed
- Sexual relations or intimacies between participants in a position of trust, authority and/or evaluative and supervisory control over athletes or other sport participants

Non-touching offenses

- Sexually-oriented comments, jokes or innuendo made to or about an athlete, or other sexually harassing behavior
- Discussing his or her sex life with an athlete
- Asking an athlete about his or her sex life
- Requesting or sending a nude or partial-dress photo to athlete
- Exposing athletes to pornographic material
- Sending athletes sexually-explicit or suggestive electronic or written messages or photos (e.g., "sexting")
- Deliberately exposing an athlete to sexual acts
- Deliberately exposing an athlete to nudity (except in situations where locker rooms and changing areas are shared)
- Sexual solicitation, physical advances, or verbal or nonverbal conduct that is sexual in nature

These guidelines do not apply to a pre-existing relationship between spouses or life partners.

It is critical for clubs, programs, coaches, staff members, volunteers and parents to report suspicions or allegations of sexual misconduct to U.S. Figure Skating and appropriate law enforcement officials.

"Grooming" behaviors

Offenders typically control their victims through a systematic process called “grooming” or seduction. Many offenders exploit a child’s vulnerabilities using a combination of tactics to gain the victim’s trust, lower inhibitions, and gain cooperation and “consent.” Since the initial stages of the grooming process can occur in public or group settings, offenders also take care to groom the community, which makes it easier to gain the trust of staff and administrators. The grooming process has six steps:

1. Targeting the victim – An offender will identify a child and determine his or her vulnerabilities.
2. Gaining trust – Through watching and gathering information about the child, an offender will become acquainted with his or her needs.
3. Filling a need – Offenders will often lavish gifts, extra attention, and affection to forge a bond with their victims.
4. Isolating the child – By developing a special relationship with the child, an offender creates situations in which he or she is alone with the child.
5. Sexualizing the relationship – An offender will desensitize a child by talking to, taking photos of and even creating situations in which both the offender and victim are touching or naked. The adult then uses a child’s curiosity and feelings of stimulation to engage in sexual activity.
6. Maintaining control – To ensure the child’s continued participation and silence, offenders can use secrecy and blame as well as other tactics. Victims sometimes continue the relationship out of fear or shame at the thought of having to tell someone about the abuse.

Since interactions between a predator and child can occur in sport settings around other people, coaches, staff members or volunteers are well positioned to witness grooming behavior. Therefore, it is critical for all members of the sport community to be on the alert for policy violations, suspicious behavior, or other signals that an individual might be a sexual predator. Offenders will use tickling, wrestling, horseplay, photography and giving gifts to push the boundaries of what’s acceptable and form connections with their victims.

All questions or concerns related to inappropriate, suspicious or suspected grooming behavior should be directed to the appropriate persons within IWSC or U.S. Figure Skating.

WILLFULLY TOLERATING MISCONDUCT

It is a violation of this Athlete Protection Policy if a coach, official, director, parent, or volunteer knows of misconduct, but takes no action to intervene on behalf of the athlete(s), participant(s), staff member, and/or volunteer.

VIOLATIONS

Although these policies are designed to reduce child sexual abuse and other misconduct, it can still occur. Members, volunteers and participants of IWSC shall follow the reporting procedures set forth in IWSC’S Reporting Policy.

IWSC does not investigate suspicions or allegations of child physical or sexual abuse, or attempt to evaluate the credibility or validity of such allegations, as a condition of reporting suspicions or allegations to the appropriate law enforcement authorities.

IWSC Electronic Communications Policy

IWSC is committed to creating a safe and positive environment for members' physical, emotional and social development and ensuring that it promotes an environment free of misconduct. Effective communication concerning activities, schedules, and administrative issues among coaches, members and their families, officials, and volunteers is critical. However, the use of electronic communications (including mobile devices, web-based applications, social media, and other forms of electronic communication) increases the possibility for improprieties and misunderstandings, and also provides potential offenders with unsupervised and potentially inappropriate access to minor skaters. The improper use of electronic communications can result in misconduct. Accordingly, all members shall adhere to this Electronic Communications Policy at all times.

Social Media

IWSC maintains a website for the purpose of communicating non-personal information about club/skating related activities. This includes communication designed to show support of IWSC members and their accomplishments, and for the promotion of IWSC, its programs, and events.

All electronic communication of any kind between adults and minors, including the use of social media, must be non-personal in nature and be for the purpose of communicating information about club/skating-related activities.

No contact information for any minor will be placed on the IWSC website or any social media site established by IWSC in the future.

Email, Text Messaging and Similar Electronic Communication

All email and text message content between adults and minors must be non-personal in nature and be for the purpose of communicating information about club/skating activities.

Emails and text messages from any adult to any minor member must copy or include a parent. A parent may grant permission in writing to contact their minor without copying or including that parent. In such event, all electronic content between the adult and the minor should be readily available to share with the public or the families of the skater or coach/adult.

Coaches, skaters, and club volunteers must follow common sense guidelines regarding the volume and time of day of any allowed electronic communications.

Request To Discontinue All Electronic Communication or Imagery with Minors

Following receipt of a written request by the parents of a minor that their child not be contacted by any form of electronic communication by coaches or other adults in the program, IWSC and its members shall immediately comply with such request without any repercussions for such request.

Violations

Social media and other means of electronic communication can be used to commit abuse and misconduct (e.g., emotional, sexual, 'sexting', bullying, harassment, and hazing). Such communications by any coach, skater, parent, volunteer, or other participant in any IWSC activities will not be tolerated and will be considered violations of IWSC's Athlete Protection Policy and the USFS SafeSport Program.

Violations of IWSC's Electronic Communications Policy should be reported pursuant to IWSC's Reporting Policy.

IWSC Locker Room Policy

IWSC is committed to creating a safe and positive environment for members' physical, emotional and social development and ensuring that it promotes an environment free of misconduct. Skaters are vulnerable to misconduct in locker rooms and changing areas due to various stages of dress/undress and because they are often less supervised than at other times. Adherence to a locker room policy enhances privacy and reduces the likelihood of misconduct. Accordingly, all members shall adhere to this locker room policy at all times.

IWSC Member Locker Room

IWSC has one dedicated member locker room available for everyday use by all members. The locker room should be a safe and appropriate environment for ALL members. Members using the locker room should keep in mind that the locker room is for storage and active preparation for skating. The locker room is NOT a lounge or social area. Members wishing to socialize or pass time between sessions should use the public areas of the rink.

Privacy:

We do not have the facilities to provide separate male and female changing areas in the IWSC locker room. Due to the fact that the overwhelming majority of members are female, the changing stall in the locker room bathroom shall be restricted to one skater at a time and the door should be locked when in use. For all other purposes, the member locker room is co-ed.

Prohibited conduct:

The following is prohibited at all times in the IWSC locker room:

- All misconduct defined by the IWSC Athlete Protection Policy including but not limited to bullying, hazing, harassment (including sexual harassment), emotional misconduct, physical misconduct, and sexual misconduct (including child sexual abuse).
- The use of cell phones and other mobile devices with recording capabilities, including voice recording, still cameras and video cameras for the purpose of taking photos or making recordings.
- Food
- Profanity; obscenity; rowdy or boisterous behavior; music; disparagement of other skaters/clubs, their families, coaches, judges, USFS officials or any other conduct that might be construed or interpreted as improper, indiscreet, or offensive by others, even if the member may believe otherwise.

If a minor member witnesses a conversation or behavior that makes them uncomfortable, that member should go to an adult – their parent, a coach, or an IWSC Board Member or volunteer.

Special Events:

IWSC provides locker rooms/changing areas for USFS sanctioned events taking place at the Ice Rink, including but not limited to the annual ice show and competitions.

Privacy:

IWSC shall arrange for gender-specific locker rooms/changing areas. Females should not enter the male areas, and males should not enter the female areas.

Supervision:

Two-deep leadership shall apply to all monitoring of locker rooms/changing areas. Specifically, two volunteers shall be assigned to supervise each locker room/changing area. Those volunteers shall be the same gender as the area supervised.

Parental access:

Only same-gender parents may enter the locker room/changing area with their child. In order to keep events running as smoothly as possible, however, parents are encouraged to enter as seldom as possible and allow the assigned volunteers to assist the skaters.

Prohibited conduct:

The following is prohibited at all times in any IWSC-provided locker room or changing area:

- All misconduct defined by the IWSC Athlete Protection Policy and the USFS including but not limited to bullying, hazing, harassment (including sexual harassment), emotional misconduct, physical misconduct, and sexual misconduct (including child sexual abuse).
- The use of cell phones and other mobile devices with recording capabilities, including voice recording, still cameras and video cameras for the purpose of taking photos or making recordings.
- Food
- Profanity; obscenity; rowdy or boisterous behavior; music; disparagement of other skaters/clubs, their families, coaches, judges, USFS officials, or rink personnel; or any other conduct that might be construed or interpreted as improper, indiscreet, or offensive by others, even if the member may believe otherwise.

If a minor witnesses a conversation or behavior that makes them uncomfortable, that member should go to an adult – their parent, a coach, or an IWSC Board Member or volunteer.

Violations

Violations of IWSC's Electronic Communications Policy should be reported pursuant to IWSC's Reporting Policy.

IWSC Travel Policy

IWSC is committed to creating a safe and positive environment for members' physical, emotional and social development and ensuring that it promotes an environment free of misconduct. Minors are vulnerable to misconduct during travel, particularly overnight stays. Adherence to travel guidelines helps to reduce the opportunities for misconduct and promote safety. Accordingly, all members shall adhere to this Travel Policy at all times.

Individual Travel (Local)

IWSC does not sponsor, coordinate, or arrange for local travel to skating activities. All local travel arrangements for minor members are the responsibility of the parents of the minor.

Coaches who are not also acting as a parent should not drive alone with an unrelated minor unless otherwise agreed to in writing by the minor's parent.

Individual Travel (Overnight)

IWSC does not sponsor, coordinate, or arrange for overnight travel to skating activities. All overnight travel arrangements for minor members are the responsibility of the parents of the minor.

Regardless of gender, a coach shall not share a hotel room or other sleeping arrangement with a minor member unless the coach is the parent, guardian, or sibling of that particular member.

When only one minor member and one coach travel to a competition, the minor member must have written permission from a parent or legal guardian in advance to travel alone with the coach.

IWSC Reporting Policy

It is the policy of IWSC that every member, parent, or volunteer must report (1) suspicions or allegations of child physical or sexual abuse; (2) actual or perceived violations of the USFS SafeSport Program or (3) actual or perceived violations of the IWSC SafeSport Policies, Club Policies, or Codes of Conduct.

It is critical that all members, parents, and volunteers understand that they should not attempt to evaluate the credibility or validity of child physical or sexual abuse allegations as a condition for reporting to U.S. Figure Skating or to appropriate law enforcement officials.

Reporting Procedures

Suspicious or Allegations of Child Physical or Sexual Abuse

1. Report to law enforcement: Suspicions or allegations of child physical or sexual abuse should be reported first to law enforcement.
2. Report to U.S. Figure Skating: Suspicions or allegations of child physical or sexual abuse should be reported to U.S. Figure Skating by sending a detailed description of the abuse situation to safesport@usfigureskating.org
3. Report to IWSC: Suspicions or allegations of child physical or sexual abuse should be reported to any of the IWSC Reporting Contacts:
 - a. Tim Murray, SafeSport Compliance Chair safesport@iceworkssc.org
 - b. Lisa Shaw, IWSC Board President
 - c. Robert Schaub, IWSC Board Member

It is possible that a coach, member, parent, volunteer, or other participant may witness behavior intended to "groom" a child for sexual abuse. All questions or concerns related to inappropriate, suspicious, or suspected grooming behavior should be directed to U.S. Figure Skating or any of the IWSC SafeSport Reporting Contacts.

Violations of IWSC SafeSport Policies or USFS SafeSport Program

1. Report to U.S. Figure Skating: Violations of any of the IWSC SafeSport Policies or the USFS SafeSport Program Handbook should be reported to U.S. Figure Skating by sending a detailed description of the violation to safesport@usfigureskating.org.

2. Report to IWSC: Violations of any of the IWSC SafeSport Policies or the USFS SafeSport Program should be reported to any of the IWSC Reporting Contacts as listed above.

Failure to appropriately report, making a false report, or retaliating against a reporter are violations of the USFS SafeSport Program Handbook, the IWSC SafeSport Policies, and U.S. Figure Skating's Policy on Harassment and Abuse.

Violations of IWSC Club Policies or Codes of Conduct

Violations of IWSC Club Policies or Codes of Conduct should be reported to any of the IWSC Reporting Contacts as listed above. For a violation of a Code of Conduct, the member may file a written complaint with the IWSC Board of Directors. Depending on the severity of the offense, discipline may include the following:

First offense: club member will be addressed verbally (in private) regarding the violation.

Second offense: club member will be removed from the activity and given a written warning. A meeting with the member and/or member's parents may be held.

Repeated offenses: if a club member continually violates any tenet of the Code of Conduct, repeat offenses will be taken very seriously by the club board. Discipline may include loss of club privileges for extended periods (suspension), and/or revocation of club membership.

IN THE EVENT OF A SUSPENSION OR REVOCATION OF CLUB MEMBERSHIP, NO MEMBERSHIP DUES (PRORATED OR FULL) WILL BE REFUNDED. ADDITIONALLY, ANY SUSPENSION OR REVOCATION OF CLUB MEMBERSHIP WILL CREATE A LAPSE IN MEMBERSHIP STATUS AND THEREFORE, INELIGIBILITY FOR COMPETITOR FUNDING.

Confidentiality

IWSC and U.S. Figure Skating will maintain confidentiality with respect to the complaint, complainant, victim, accused, and other information related to the report and incident(s) until "notice" must be given about a suspension or the outcome of any proceedings.

Reports can be made anonymously, however, there must be enough detailed information within the report to allow U.S. Figure Skating or IWSC to investigate the claim.

When in doubt – report! If you have questions or concerns, ask any of the IWSC Reporting Contacts, or send an email to U.S. Figure Skating at safesport@usfigureskating.org.

More information on the SafeSport Program can be found on the IWSC website at www.iceworkssc.org or the U.S. Figure Skating website at www.usfsa.org.

Procedures and Guidelines for Skaters and Parents/Guardians

1. All skaters must check in with the ice monitor before entering the ice.
2. All sessions must be paid for *before* skating. Parents/guardians please do not send your child to skate with the intention of paying when you pick him/her up after the session. It is very difficult for the monitor to keep track of this, and your child will not be allowed to skate.

3. Skaters may only skate the sessions they are qualified to skate (e.g. high or low, all sessions, dance only sessions). Any skater can skate any session designated “all levels”. Exceptions may be made on lightly attended sessions *at the sole discretion of the skating director or ice monitor*.
4. All skating bags/skaters’ belongings must be stored in the assigned locker rooms. Please do not leave bags in the restaurant or hallways. A locker room has been provided for our club members in the back of Rink 2. Guests may request a locker room key from the front desk if an additional room is needed. Please do not leave valuables unattended in common areas. IceWorks and IceWorks Skating Club cannot be held responsible for lost or stolen items.
5. All skaters **MUST** enter and exit the locker room through the bleacher side of the rink as it is unsafe to cross in front of the Zamboni garage.
6. *It is everyone’s responsibility to keep the locker room clean and neat.* It is especially important to properly dispose of all food, drinks, and their containers, as even the smallest crumbs can encourage little critters to call our locker room home!
7. For your safety, absolutely no skaters may be on the ice during a resurfacing. *All skaters must promptly leave the ice when the Zamboni doors open. Skaters may not enter the ice until the resurface is complete, the Zamboni is off of the ice, and the doors are closed.* Parents/guardians, skaters, and coaches must respectfully comply with any and all instruction given by our ice maintenance crew.
8. Parents/guardians are encouraged to enjoy their children’s skating in the comfort (and warmth!) of our restaurant. For your safety, parents/guardians are not allowed to stand on the edge of the ice or sit in the hockey boxes. No one, except coaches, may be on the ice without skates on.
9. No food or gum is allowed on the ice or surrounding area. Skaters may keep water or sports drinks at the boards. NO glass containers.
10. Skaters and coaches must remove all items (music, sweaters, gloves, water bottles, tissues, etc.) from the boards and hockey boxes at the end of the session.
11. All Skaters, coaches, parents/guardians must observe all ice etiquette guidelines.

Ice Etiquette

- All skaters, coaches, and parents/guardians must strive to create a positive and fun atmosphere. Celebrate all of our skaters’ successes, and in challenging times, be quick to offer encouragement and a positive outlook.
- All members are to set a good example for new or prospective members and guests of our rink. Please be friendly and welcoming, and kindly assist those who may be unfamiliar with our facility and policies.
- While figure skating is a beautiful sport, it is also quite challenging, and at times can be downright frustrating! An essential element of any athlete’s development is learning how to productively manage negative emotions. Therefore, negative or disrespectful comments, profanity, and/or disruptive behavior (including, but not limited to, yelling, kicking the ice or the boards, banging on the glass) will not be tolerated from anyone, on the ice, off the ice, and/or at competitions and events.
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The verbal or physical abuse of any skater, parent/guardian, coach, volunteer, or rink staff member will never be tolerated.

Skaters may not congregate or socialize on the ice. All skaters are to *remain alert* while skating and to yield the right of way as follows:

- All skaters (and coaches) should yield to whomever is skating to the music
- Skaters who are not in a lesson should yield to those who are in a lesson

Special care should be taken with elements with limited visibility (e.g. certain freeskating moves or dances).

Experienced/older skaters and coaches should be courteous to less experienced/younger skaters who may not have the experience or skill to always know when/how to get out of the way. Remember, we were all beginners once!

- Skaters and coaches should use good judgment and fairness when playing music and programs. Please be mindful of our young skaters and refrain from playing music with explicit lyrics. During crowded sessions, program music will be played in the order in which it is turned in (please check with the monitor for the most current procedure). Coaches' requests for programs will have priority.

Parents/guardians are asked to refrain from coaching or offering instruction to their children during practices.

- Skaters and coaches find this distracting, and your instruction may conflict with the coach's, thus confusing the skater. If you are concerned about your child's practice habits, please discuss the situation with your child's coach. He/She may be able to offer more productive and less distracting ways for you to encourage your child and keep him/her on task.
- At skating competitions and events, please remember that you are a representative of IceWorks Skating Club and it is important that your conduct reflect positively on our club. *As a Club we are a **team** and we must strive to support all of our members.* Please be supportive and encouraging of all of our skaters.

All skaters, coaches, and parents/guardians are required to abide by all of the rules and regulations set by the IceWorks Skating Complex, and to cooperate with all directions from rink and coaching staff. This is our "home" and it is essential to treat our rink and its personnel with courtesy and respect.

IWSC Board Member Code of Conduct

As a board member of IWSC, I am fully committed and dedicated to the mission and have pledged to carry out this mission. I understand that my duties and responsibilities include the following:

IWSC is committed to creating a safe and positive environment for members' physical, emotional and social development and ensuring that it promotes an environment free of misconduct.

1. I will actively promote the club in a positive manner.
2. I understand my legal responsibilities for the club and those of my fellow board members. I am responsible for knowing and overseeing the implementation of policies and programs, including the SafeSport Program.
3. I accept the bylaws and operating principles and understand that I am morally responsible for the health and well-being of this club and adhering to the member code of conduct of U.S Figure Skating.
4. I promise to be fiscally responsible for this organization. I will make myself aware and knowledgeable regarding our budget and finances and will take an active part in reviewing, approving, and monitoring the budget and fundraising to meet the goals of our club.
5. I will actively engage in fundraising for this organization. These may include individual solicitation, undertaking special events, and the like. I am making a good faith agreement to do my best and to raise as much money as I can.

6. I promise to treat my fellow board members and other club members with respect. When conflict occurs, I will respectively work for a compromise that is in the best interest of the club.

7. I will attend board meetings, be available for phone consultation, and serve on at least one club committee. If I am not able to meet my obligations as a board member, I will offer my resignation.

In signing this document, I understand that no quotas are being set and that no rigid standards of measurement and achievement are being formed. Every board member is making a statement of faith about every other board member. We trust each other to carry out the above agreements to the best of our abilities.

Coaches Code of Ethics, Standards and Conduct

Mission Statement: To provide a standardized guideline of ethics, standards and conduct to ensure the quality, integrity and moral environment of U.S. Figure Skating, its member clubs and programs .

Purpose: IWSC is committed to creating a safe and positive environment for members' physical, emotional and social development and ensuring that it promotes an environment free of misconduct. This information is intended to provide both the general principles and the decision rules to cover most situations encountered by coaches and instructors. It has, as its primary goal, the welfare and protection of the individuals and groups with whom coaches work.

It is the individual responsibility of each coach to aspire to the highest possible standards of conduct. Above all, coaches of young people can have great influence on developing athletes who are reliant on these coaches for the basic instruction and guidance necessary to reach the top levels. Coaches can have tremendous power over these athletes in their quest to the top. This power must not be abused. Therefore, we have set forth these codes of ethics and conduct to guide our coaches and protect our athletes for the mutual benefit of all concerned.

General Principles:

- **Competence:** Coaches must strive to maintain high standards of excellence in their work. They should recognize the boundaries of their particular competencies and the limitations of their expertise. They should provide only those services and use only those techniques for which they are qualified by education, training and or experience. In those areas, where recognized professional standards do not yet exist, coaches must exercise careful judgment and take appropriate precautions to protect the welfare of those with whom they work. They shall maintain knowledge of relevant scientific and professional information related to the services they render, and they must recognize the need for ongoing education. Coaches should make appropriate use of scientific, professional, technical and administrative resources.
- **Integrity:** Coaches should seek to promote integrity in their coaching profession. Coaches should always be honest, fair and respectful of others. They must not make representations about their qualifications, services, products, or fees that are false, misleading or deceptive. Coaches should strive to be aware of their own belief systems, values, needs and limitations and the effect of these on their work. To the extent feasible, they should attempt to clarify for relevant parties, the roles they are performing and to function appropriately in accordance with those roles. Coaches must avoid conflicts of interest.
- **Professional Responsibility:** Coaches must uphold professional standards of conduct, clarify their professional roles and obligations, accept appropriate responsibility for their behavior, and adapt their

methods to the needs of different athletes. Coaches should consult with, refer to, or cooperate with other professionals and institutions to the extent needed to serve the best interest of their athletes, or other recipients of their services. Coaches should be concerned about the ethical compliance of their colleagues' conduct. When appropriate, they should consult with their colleagues in order to prevent or avoid unethical conduct.

- **Respect for Participants and Dignity:** Coaches shall respect the fundamental rights, dignity and worth of all participants. Coaches must be aware of cultural, individual and role differences, including those due to age, gender, race, ethnicity, national origin, religion, sexual orientation, disability, language and socioeconomic status. Coaches must eliminate the effect on their work of biases based on those factors, and they do not knowingly participate in or condone unfair discriminatory practices.
- **Concern for Others Welfare:** In their actions, coaches must consider the welfare and rights of their athletes and other participants. When conflicts occur among coaches' obligations or concerns, they should attempt to resolve these conflicts and to perform their roles in a responsible fashion that avoids or minimizes harm. Coaches shall be sensitive to differences in power between themselves and others, and should not exploit nor mislead other people during or after their relationship.
- **Responsible Coaching:** Coaches must be aware of their ethical responsibility to the community and the society in which they work and live. Coaches must comply with the law and encourage the development of law and policies that serve the interest of sport or activity. The coach shall strive to serve as a leader and model in the development of appropriate conduct for the athlete both within and beyond the U.S. Figure Skating setting. The coach shall strive to use strategies in practice and competition that are designed to encourage play within the letter and spirit of the rules. The coach shall strive to keep the concepts of winning and losing in proper perspective. The coach shall strive to enforce policies and rules with fairness, consistency and an appreciation for individual difference.

Ethical Standards:

- **Compliance with Rule Requirements:** All coaches must complete all annual coaching member requirements set forth by U.S. Figure Skating Rules and the PSA that apply to them by the appropriate deadlines.
- **Competence:** Coaches should not undertake these duties until they have first obtained the proper training, study and advice that they are competent to do so.
- **Maintaining Expertise:** Coaches should maintain a level of expertise through continued education and experience and shall strive to acquire additional education and experience through sources available to them.
- **Respecting Others:** Coaches shall respect the rights of other's values, opinions and beliefs even if they differ from their own.
- **Nondiscrimination:** Coaches must not engage in discrimination based upon age, gender, race, ethnicity, national origin, religion, sexual orientation, disability, language, socioeconomic status, or any other basis as proscribed by law.
- **Sexual Harassment:** Coaches must not, under any circumstances, engage in sexual harassment which includes solicitation, physical advances, verbal or non-verbal conduct which is sexual in nature and will respond to complaints of such a nature to respondents with dignity and respect.

- Personal Problems or Conflicts: Coaches should have a responsibility to be aware if there are personal problems or conflicts which may affect their ability to work with athletes. They should also be able to identify problems affecting their athletes, which could potentially create situations that place their athletes in harm or danger of injury, and take the appropriate steps to remove the athlete from this environment.

Further, any person who makes groundless allegations or complaints of abuse or harassment may be subject to disciplinary action per Article XXV, Section 3B, of the U.S. Figure Skating bylaws.

Coaches Code of Conduct:

- Must obey and abide by all U.S. Figure Skating published rules, regulations and procedures.
- Shall maintain exemplary standards of personal conduct.
- Must obey all state, national and international laws.
- Must not use alcohol, illegal drugs or substances, which could impair ability or judgment as a coach.
- Must refrain from using any profane or abusive language.
- Must not engage in sexual harassment or sexual misconduct with any athlete
- Must teach and support the athletes fairly and equitably.
- Never discriminate against any athlete

I understand that as a U.S. Figure Skating member coach, I have assumed certain responsibilities to prepare, develop and be an advocate and role model.

*Also refer to the PSA Code of Ethics and Tenets of Professionalism for more information.

U.S. Figure Skating Member Code of Conduct

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:

1. I will exhibit the highest standards of fairness, ethical behavior and genuine good sportsmanship in all of my relations with others.
2. 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.

3. 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.
4. 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.
5. I will comply with all applicable anti-doping rules including, but not limited to, ISU and USADA anti-doping rules.
6. 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
7. 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.
8. I understand that all disciplinary proceedings will be conducted pursuant to Article XXV, Section 3, of the U.S. Figure Skating bylaws, and that my rights and remedies are derived therefrom.

Parents Code of Conduct

IWSC is committed to creating a safe and positive environment for members' physical, emotional and social development and ensuing that it promotes an environment free of misconduct.

Preamble: The essential elements of character building and ethics in sports are embodied in the concept of sportsmanship and six core principles: respect, responsibility, fairness, caring, trustworthiness and good citizenship. The highest potential of sports is achieved when competition reflects these "six pillars of character" (Arizona Sports Summit Accord).

By signing below I hereby agree that:

1. I will encourage good sportsmanship by my actions, demonstrating positive support for all skaters, coaches, and officials at every practice, competition and test session.
2. I will place the emotional and physical well-being of my child and others ahead of my desire to win.
3. I will encourage my child to skate in a safe and healthy environment by maintaining a respectful and courteous attitude to others.
4. I will promptly inform my child's coach of any physical/mental disability or challenge affecting my child that may affect the safety of my child or others.
5. I will teach my child that doing his/her best is more important than winning.
6. I will do my best not to ridicule, bully, blame, or yell at my child or other skaters, coaches, officials or volunteers in response to a poor performance or for any other reason.

7. I will do my best to make skating fun at all times and will remember that my child participates in sports for his/her own enjoyment and satisfaction.
8. I will teach my child to treat other skaters, coaches, fans, volunteers, officials, and rink staff with respect, regardless of race, creed, color, sexual orientation or ability. I will also take action and report any acts of bullying, harassment or abuse to the appropriate authorities.
9. I will applaud any effort in both victory and defeat emphasizing positive accomplishments and learning from mistakes.
10. I will teach my child to resolve conflicts calmly and peacefully without resorting to hostility or violence.
11. I will be a positive role model for my child and others.
12. I will demand a figure skating environment for my child that is free of drug or alcohol abuse and agree that I will not use or provide to a third party any illegal drug prohibited by applicable federal, state, or municipal law .
13. I will not assist or condone any athlete's use of a banned substance as described by the International Olympic Committee, International Skating Union, United States Olympic Committee, or U.S. Figure Skating, or, in case of athletes, to use such drugs or refuse to submit to properly conducted drug tests administered by one of these organizations.
14. I will expect my child's coach to be in compliance with all requirements of U.S. Figure Skating and the Professional Skaters Association, to continue their education and training through programs offered by U.S. Figure Skating, the Professional Skaters Association and other accredited organizations.
15. I will respect my child's coach and refrain from "side line" coaching my child or other skaters.
16. I agree to educate myself regarding the proper procedures to follow when establishing or terminating the coaching relationship and refrain from third-party solicitation as outlined on the PSA website.
17. I will respect the decisions of officials, their authority and decisions during competitions and test sessions and teach my child to do the same.
18. I will show appreciation and recognize the importance of volunteers and club officials. I will fulfill my responsibility to help my club with membership, special projects, competitions, test sessions and any other special events.
19. I will become familiar with the rules of the U.S. Figure Skating and teach my child accordingly.
20. I will support and respect all skaters and their right to participate.

Skaters Code of Conduct

As a member of IWSC all skaters must adhere to this Code of Conduct at all times.

General Guidelines:

IWSC is committed to creating a safe and positive environment for members' physical, emotional and social development and ensuring that it promotes an environment free of misconduct. This Skater Code of Conduct

has been established to ensure the safety of all members using our ice to ensure quality practice time for all home club, associate, non-members and guests who purchase ice from the club or rink and who participate in all club-related activities.

1. All skaters, regardless of whether they hold home club, associate, non-member or guest status must follow and uphold the tenets in this Skater Code of Conduct regarding behavior on and off the ice. All club members are expected to exhibit good sportsmanship and be courteous toward their fellow skaters, coaches, parents of skaters, U.S. Figure Skating officials and guests.

2. Our club is committed to promoting a positive and friendly environment for all skaters. Remember 'The Golden Rule' treat other people like you want to be treated with respect.

Ice Etiquette and Safety:

1. While in lesson or practice, it is the skater's responsibility to always be conscientious and aware of other skaters around them.

2. Skaters must skate with the flow of other skaters and familiarize themselves with the most commonly used areas for jumps and spins.

3. The only time a skater has the SOLE right of way is when they are skating their program to music. When you hear another member's music, please extend that person the courtesy and move out of their path momentarily. This only takes a moment and you will enjoy the same courtesy while you are performing your program.

4. Advanced skaters are expected to exhibit patience toward an inexperienced skater. Remember, you were an inexperienced skater once, and it takes time for our future generation to advance to the point where they are completely comfortable skating with all levels of skaters.

Unsafe or Discourteous Behavior:

Unsafe or discourteous behavior of any kind will not be tolerated.

For more additional information on Ice Usage and Etiquette Guidelines, refer to the IWSC Ice Etiquette Guidelines