



## **HEART OF TEXAS FIGURE SKATING CLUB** **CODE OF CONDUCT**

The Heart of Texas Figure Skating Club is an inclusive club which values its members and serves to enhance the sport of figure skating in Texas for skaters of all ages and levels, whether recreational or competitive. The Heart of Texas Figure Skating Club promotes growth and positivity both on and off the ice, in skating and in life. We foster a supportive community and good sportsmanship among skaters, coaches, officials, parents, fans and volunteers. The Heart of Texas Figure Skating Club abides by the general policies of and seeks to accomplish the objectives of U.S. Figure Skating.

Skaters, coaches, officials, parents, fans and volunteers should continually raise the standard of behavior on and off the ice. The Club is committed to establishing a positive environment for the development of our members, the tenants of such environment to include responsibility, respect, trustworthiness, good sportsmanship and good citizenship. Club participation requires that all members, coaches and parents accept certain responsibilities.

### **SKATER/MEMBER CODE OF CONDUCT**

The following code of conduct applies to all participants in events and/or 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 events and 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 a 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 events and activities hosted, supported, sponsored or engaged in by U.S. Figure Skating, I will adhere to the following tenants in good faith:

**As a member of the Heart of Texas Figure Skating Club, all members must adhere to this Code of Conduct at all times.**

#### **General Guidelines:**

1. All members must follow and uphold the mission of the Heart of Texas Figure Skating Club and the tenets of this Skater Code of Conduct regarding behavior on and off the ice. All members are expected to exhibit good sportsmanship and be courteous toward their fellow members, skaters, coaches, parents of skaters, U.S. Figure Skating officials and guests.

2. I will abide by the Club Code of Conduct, Club Bylaws, SafeSport, the U.S. Figure Skating Code of Conduct and Ethics, and all other Club policies and directives.

3. All skaters, regardless of whether they hold home club, associate, non-member or guest status, must follow and uphold the provisions in this 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/guardians of skaters, U.S. Figure Skating officials and guests.

4. While in lessons or practices, it is the skater's responsibility to always be conscientious and aware of other skaters around them.

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

6. Skaters wearing the belt, or otherwise performing their program to the music, ALWAYS have the right of way. When you see a skater wearing the belt, or otherwise performing their program to the music, please extend that person the courtesy and move out of their path momentarily.

7. Advanced skaters are expected to exhibit patience toward beginner skaters. Remember, you were once a beginner skater, and it will take time for future generations of skaters to advance to the point of comfortably skating with all levels of skaters.

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

*For more information on Ice Usage and Etiquette Guidelines, refer to the SafeSport webpage.*

9. **Heart of Texas Figure Skating Club SafeSport Statement for Membership.**  
The Heart of Texas Figure Skating Club 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. The following code of conduct in **Section 10** hereof applies to all participants and members in events and/or activities hosted, supported, sponsored or engaged in by U.S. Figure Skating and the Heart of Texas Figure Skating Club, including but not limited to, competitions, exhibitions, training camps and local rink activities. I recognize that my participation or my child's participation in all the activities and events associated with U.S. Figure Skating and the Heart of Texas Figure Skating Club is an honor and privilege that carries certain responsibilities. The Club is committed to promoting a positive and friendly environment for all skaters, whilst remembering "The Golden Rule" – treat others the way you would like to be treated – with respect. I agree to fully abide by the rules and guidelines set forth by U.S. Figure Skating, the Heart of Texas Figure Skating Club, or their properly designated agents. The U.S. Figure Skating SafeSport Program addresses the following types of misconduct: sexual misconduct, physical misconduct, emotional misconduct, bullying, hazing, threats, and the willful toleration of misconduct.

10. **U.S. Figure Skating Member Code of Conduct:**

GR 1:02 Code of Conduct

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.

F. I will comply with all applicable anti-doping rules including, but not limited to, ISA and USADA 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 3, of the U.S. Figure Skating bylaws, and that my rights and remedies are derived therefrom.

11. 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.

12. I understand that poor sportsmanship, on or off the ice, will not be tolerated, and I will continually strive to maintain a positive environment at the Club.

## PARENT CODE OF CONDUCT

1. I will model and encourage good sportsmanship by showing positive support for all skaters, members, participants, coaches, board members, Club officers, officials, and volunteers, both on and off the ice.
2. I will encourage my child to treat all other skaters, members, participants, coaches, board members, Club officers, officials, volunteers and other Club parents with respect and courtesy, and will teach my child to resolve conflict calmly and peacefully, without resort to hostility or violence.
3. I will place the emotional and physical well-being of my child and others ahead of any parental desire to win.
4. I will teach my child that doing his/her best is more important than winning, and will applaud all efforts in both victory and defeat, emphasizing positive accomplishments and learning from mistakes.
5. I will encourage my child to skate in a safe and healthy environment.
6. I will inform my child's coach of any physical disability or ailment that may affect the safety of my child or the safety of others.
7. I will do my best to make skating fun and will remember that my child participates in sports for his/her own enjoyment and satisfaction, not mine.
8. I will ask my child to treat other skaters, coaches, fans, officials and volunteers with respect regardless of race, creed, color, sexual orientation or ability.
9. I will be a positive role model for my child and other skaters.
10. 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 drug proscribed by applicable federal, state or municipal law.
11. I will not assist or condone any competing athlete's use of a drug banned by the International Olympic Committee, International Skating Union, United States Olympic Committee, or U.S. Figure Skating, or in the case of athletes, to use such drugs or refuse to submit to properly conducted drug tests administered by one of these organizations.
12. I will respect the decisions of officials and their authority during competitions and test sessions and teach my child to do likewise.
13. I will show appreciation and recognize the importance of volunteers and Club officials.
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, and I will respect my child's coach by refraining from the "side-line" coaching of my child or other skaters.

15. I will read and follow the Club Bylaws, all other Club policies and directives, and the rules of U.S. Figure Skating.

COURSE OF ACTION. I fully acknowledge and understand that should a member or parent member not adhere to the above Code of Conduct, the Club is empowered to take any and all such actions as specifically set forth in the Club Bylaws.

\_\_\_\_\_  
Printed Name of Member/Participant

\_\_\_\_\_  
Date

\_\_\_\_\_  
Printed Name of Minor

\_\_\_\_\_  
Signature of Participant or Parent/Legal Guardian

## COACH CODE OF CONDUCT

Purpose: The HEART OF TEXAS FIGURE SKATING CLUB 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:**

1. 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.
2. 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.
3. 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.
4. 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.

5. 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.

6. 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 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 differences.

7. ETHICAL STANDARDS.

A. *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.

B. *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.

C. *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.

D. *Respecting Others.* Coaches shall respect the rights of other's values, opinions and beliefs even if they differ from their own.

E. *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.

F. *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.

G. *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.

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.

8. COACHES CODE OF CONDUCT:

- A. Must obey and abide by all U.S. Figure Skating published rules, regulations and procedures.
- B. Shall maintain exemplary standards of personal conduct.
- C. Must obey all state, national and international laws.
- D. Must not use illegal drugs or substances, which could impair ability or judgment as a coach.
- E. Must refrain from using any profane or abusive language.
- F. Must not engage in sexual harassment or sexual misconduct with any athlete
- G. Must teach and support the athletes fairly and equitably.
- H. 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. I agree to the "Coaches Code of Conduct," have read the "Coaches Code of Conduct" and understand what is expected of me.

\_\_\_\_\_  
Signature of Coach

\_\_\_\_\_  
Date

\_\_\_\_\_  
Printed Name of Coach

\*Also refer to the PSA Code of Ethics