



CODE OF CONDUCT

The South African Figure Skating Association (SAFSA) and its Affiliate members (individuals, clubs, and provinces) are committed to ensuring that all athletes can participate in a safe, welcoming environment that is encouraging and promotes their overall development. The Code intends to ensure the enjoyment of the sport by all participants by giving clear guidelines to follow as not to offend anyone and enhance the image of the sport and the SAFSA. This CODE OF CONDUCT applies to all who participate as a member or guest member of the South African Figure Skating Association and/or an Affiliate member.

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ATHLETES CODE OF CONDUCT

Skating is a competitive and individualised sport which requires safe and courteous behaviour from all participants on and off the ice. Skaters need to be aware of one another and react predictably to ensure their own and others' safety. Each skater is responsible for being aware of and practicing the rules of etiquette and safety noted below. I therefore agree that:

- 1) I will always abide by the local ice rink rules.
- 2) I will exhibit the following behaviour on the ice:
 - a) Skaters must always look both ways when leaving the boards.
 - b) Skaters are expected to be always skating while on the ice, and to get up promptly after a fall to keep pathways clear for other skaters.
 - c) The ice surface should be used for practice, not for conversation. (Working in small groups with coach's approval is acceptable.)
 - d) When practicing routines, skaters must learn to manoeuvre around other skaters and still do jumps, spins, and footwork successfully.
 - e) The skater whose music is playing has the right of way. Calling out "Excuse me!" or "Heads up!" will alert other skaters to move out of the way.
 - f) Foul language, yelling, and abusive or aggressive behaviour, including kicking holes in the ice, are prohibited, and will result in loss of privileges.
- 3) If I am eligible and chosen to be part of a team, I will also adhere to the [TEAM CODE OF CONDUCT](#) at all times.
- 4) I will abide by this Code of Conduct, the SAFSA Code of Ethics, SAFSA Constitution, Rules & Regulations and other Policies and Procedures always. I understand that failure to abide by these guidelines may result in disciplinary action by the relevant authority.

COACHES CODE OF CONDUCT

A good coach is passionate about figure skating and committed to his/her profession. They look out for the best interests of every athlete. I therefore agree that:

- 1) I shall always show respect to fellow coaches.
- 2) I shall NOT solicit pupils from another coach, directly or indirectly, or through third parties.
 - a) Prior to acquiring a new client that has been previously taught by another coach, I will determine that all outstanding fees that are due to the previous coach are paid up in full.
- 3) I shall dress neatly in a clean and appropriate manner.
- 4) I shall be mindful of the influence I exercise over my pupils and under all circumstances this trust should never be abused.
- 5) I shall recognise that I shall act in a manner which avoids verbal or physical abuse of any skater, other coach, parent or official.
- 6) I shall only wear National or Protea colours while coaching if the colours are their own personal achievements, and they are coaching in them in the discipline for which they were received.
- 7) I shall exercise the greatest care and discretion in my relationships with my clients.
- 8) I shall provide the skater and their parent(s) with the basic information necessary to enable them to choose a realistic and affordable course of action to achieve their goals and objectives.
- 9) I shall ensure that the best interests of the skater are taken into consideration.
- 10) I shall ensure regular communication providing relevant information affecting the skater's participation in the sport.
- 11) I shall promote a positive learning environment.
- 12) I shall respect all skaters regardless of their racial or religious practices.
- 13) I shall provide up-to-date information to my skaters as per ISU & SAFSA regulations.
- 14) If I am eligible and chosen to represent a team, I will always adhere to the TEAM CODE OF CONDUCT.
- 15) I shall abide by this Code of Conduct, the SAFSA Code of Ethics, SAFSA Constitution, Rules & Regulations and other Policies and procedures always. I understand that failure to abide by these guidelines may result in disciplinary action by the relevant authority.

OFFICIALS CODE OF CONDUCT

Persons (i.e., Executive -, Council -, Provincial - & Club committee members, Judges, Coaches, and members of organising committees) subject to this Code of Conduct shall:

- 1) exemplify, by their conduct and by their written and oral communications, the highest standards of honesty, respect, fairness, fair play, ethical behaviour, and sporting attitude and shall not act in any manner which might damage the reputation of the SAFSA or its Affiliated Members.
- 2) inspire internal and public confidence in the fairness, honesty, and integrity of the SAFSA and all who act under the auspices of the SAFSA.
- 3) The same ethical restrictions that apply to any form of statement also apply to the use of social media, especially, but not limited to, by SAFSA Officials.
- 4) SAFSA Officials shall neither post on social media any specific comments about other Officials, Skaters, Coaches, SAFSA Members or their representatives, volunteers, or any related personnel, nor post comments about Officials' assignments, decisions made by the SAFSA, or the evaluation or results of a SAFSA Event.

I then agree that:

- 5) I shall not discriminate in any kind against anyone based on reasons such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status, or athletic ability.
- 6) I shall refrain from all forms of harassment and abuse, be it sexual, physical, or psychological, whether occurring in isolation or in combination or whether consisting of a one-off incident or a series of incidents, whether done in person or online, (including but not limited to social media) and from any abuse of authority, i.e., the improper use of a position of influence, power, or authority over another person. Abuse can also take the form of neglect.
 - a) For purposes of this provision:
 - i) "Sexual harassment" means unwanted and unwelcome physical, verbal, or non-verbal conduct of a sexual nature. Sexual harassment can take the form of sexual abuse.
 - ii) "Sexual abuse" means any conduct of a sexual nature, whether non-contact, contact or penetrative, where consent is manipulated or is not or cannot be given, where consent is coerced, manipulated, obtained based on a relationship of dependency, or cannot be given with any legal validity.
 - iii) "Physical abuse" means any deliberate and unwelcome act, for example, punching, beating, kicking, biting, or burning. Such act can also consist of forced or inappropriate physical activity (e.g., age- or physique-inappropriate training loads when injured or in pain), forced alcohol consumption, or forced doping practices.
 - iv) "Psychological abuse" means any unwelcome act including confinement, isolation, verbal assault, humiliation, intimidation, infantilization, or any other treatment which may diminish the sense of identity, dignity, and self-worth.
 - v) "Neglect" means the failure of a Coach or another person with a duty of care towards an athlete to provide a minimum level of care, thereby causing harm, allowing harm to be caused or creating an immediate danger of harm.
- 7) shall refrain from any act involving fraud, corruption, misappropriation, or misuse of SAFSA funds, properties, and services for any non-SAFSA interest, including but not limited to for an individual's private gain.
- 8) I shall not, directly, or indirectly, solicit, accept, or offer any form of remuneration or commission, or any concealed benefit or service of any nature for their personal benefit connected with any SAFSA Event or activity, unless allowed by the SAFSA or based on contracts.
- 9) I shall refrain from any action or attempt to improperly influence or manipulate the course and/or results of any Skating event under the jurisdiction of the SAFSA in any manner that is contrary to sporting ethics and sporting conduct or the principle of fair play.

- 10) I shall maintain absolute independence and strictly adhere to the Olympic Movement Code on the Prevention of Manipulation of Competitions, which prohibits any involvement in any kind of corruption, any misuse of inside information and favouritism for, or prejudice against, any SAFSA Coach, Skater, or his/her family member(s), SAFSA Office Holder or SAFSA Member.
- 11) I shall act in a neutral manner and conduct myself a manner free from bias, including but not limited to provincial bias.
- 12) I shall strictly observe their obligation to report immediately to the Referee or the SAFSA Representative any observed or suspected improper or irregular conduct on site concerning any Official at a SAFSA Event.
- 13) I shall refrain from participating in Skating events organised by sports betting operators and in all forms of sports betting activities related to any Skating event/activity under the jurisdiction of the SAFSA or any event/activity in which the SAFSA represents its sports. They must not bet on any Skating event, irrespective of their participation in that event or whether it is their Skating discipline.
- 14) I shall not participate in any illegal betting activities irrespective of the sport concerned.
- 15) I shall respect and adhere to the provisions of the World Anti-Doping Rules and Procedures.
- 16) I, when participating in or attending any SAFSA Event or any activity or event sanctioned by the SAFSA shall not distribute, use, or possess illegal drugs, or directly or indirectly participate or aid in illegal drug use or drug rule violations.
- 17) If I am eligible and chosen to represent or accompany a team, I will also always adhere to the [TEAM CODE OF CONDUCT](#).
- 18) I shall abide by this Code of Conduct, the SAFSA Code of Ethics, SAFSA Constitution, Rules & Regulations and other Policies and procedures always. I understand that failure to abide by these guidelines may result in disciplinary action by the relevant authority.

For the purpose of this Article, “betting” means sports betting activities whereby a wager is placed on the outcome of a sporting event to win money. Except where specifically stated, this Code of Ethics does not apply to other gambling (poker and casino services) or games of chance such as lottery services, bingo services, scratch cards, or sales promotion services consisting of promotional games

ORGANISING COMMITTEES CODE OF CONDUCT

The Organising Committee of any event (the “Organiser”) declares to the SAFSA that it shall adhere to the following ethical principles to protect the integrity of any event authorised by the SAFSA.

- 1) The Organiser is required to adhere to the highest standards of fair play, honesty, respect, truth, fairness, ethical behaviour, and sporting attitude. The Organiser shall refrain from any attempt to influence the course and/or results of any ice-skating event in a manner contrary to sporting ethics.
- 2) The Organiser will apply best practices to protect young Skaters from sexual exploitation (notably with respect to employees, service providers and Officials acting under its direction).
- 3) The Organiser agrees to treat all Skaters, Officials, volunteers, and employees, including the young and vulnerable, in a respectful and non-discriminatory manner.
- 4) The Organiser will not exploit young Skaters and will ensure that any minor Skater (under 18) is represented by a competent person.
- 5) The Organiser commits to disclose any interest that could reasonably be considered to involve a conflict of interest and to refrain from any activity directly or indirectly giving rise to a conflict of interest.
- 6) The Organiser will not engage in any conduct which brings Skating into disrepute or jeopardises the integrity of Skating.
- 7) The Organiser confirms that it does not hold a conviction by final judgment for one of the following reasons: participation in an organized criminal organization; corruption; fraud; offences linked to terrorist activities; offences linked to illegal drugs; and money laundering.
- 8) The Organiser confirms that it will not engage in advertising of tobacco products or liquor at the venues for its events or on its website or its social media platforms.
- 9) The Organiser confirms that it is not a sports betting operator* and that it shall refrain from any sports betting activity at the venues for its events or on its website or social media platforms.
- 10) The Organiser commits to disclosing to the SAFSA President and to the National Secretary at the first available opportunity, full details of any knowledge or approaches as to any kind of betting, manipulation, corruption and/or misuse of inside information. The Organiser shall also report improper or irregular conduct or proposals concerning Officials at any event to the National Federation Secretary and President.
- 11) The Organiser hereby acknowledges to the SAFSA that any breach of the above principles may result in the withdrawal at any time of the authorization to hold the authorised event and that any losses incurred because of such a withdrawal shall be borne solely by the Organiser.

* For the purpose of this Code, “betting” relates to sports betting activities whereby a wager is placed on the outcome of a sporting event to win money. Except where specifically stated, this Code does not apply to other gambling activities (poker and casino services) or games of chance (such as lottery services, bingo services, scratch cards or sales promotion services consisting of promotional games).

PARENTS CODE OF CONDUCT

Parents act as role models for their children; therefore, I 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 always make skating fun 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, colour, sexual orientation, or ability. I will also act 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 local, municipal, regional, provincial, or national 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, SASCOC, or SAFSA, 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 follow all requirements of SAFSA and the SASFCC, to continue their education and training through programs offered by SAFSA, the SASFCC and other accredited organisations.
- 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 a coaching relationship.
- 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 fulfil my responsibility to help my club with membership, special projects, competitions, and test sessions.
- 19) I will become familiar with the rules of the SAFSA and teach my child accordingly.
- 16) I will support and respect all skaters and their right to participate.
- 17) If I am accompanying a team, I will also always adhere to the [TEAM CODE OF CONDUCT](#).
- 18) I shall abide by this Code of Conduct, Code of Ethics, SAFSA Constitution, Rules & Regulations and other Policies and procedures always. I understand that failure to abide by these guidelines may result in disciplinary action by the relevant authority.

TEAM CODE OF CONDUCT

It is an honour to represent South Africa, the South African Figure Skating Association (SAFSA) and/or its Affiliated members (i.e., club, region, or province). Representing teams are committed to creating a positive environment, free of misconduct. Participants are ambassadors of their team and should act as such.

- 1) PARTICIPANTS are:
 - Athletes,
 - Coaches,
 - Managers,
 - Any other officials,
 - Any person or persons accompanying a team.
- 2) Representing the South African Figure Skating Association or one of its Affiliate members is an honour reserved for the selected and the ultimate honour would be victory.
- 3) Participants are ambassadors of the South African Figure Skating Association and its Member Affiliates as such must behave in an exemplary manner and must be a credit to the South African Figure Skating Association.
- 4) Guidelines have been compiled to serve as broad criteria for all those involved in representative participation to ensure –
 - a) basic uniformity,
 - b) group unity,
 - c) discipline,
 - d) friendly and comfortable disposition within the group or team.
- 5) The South African Figure Skating Association and its Affiliate members must ensure that team management consists of seasoned and responsible adults who can provide the necessary guidance to young and or inexperienced team members, especially if participants are travelling for the first time.
- 6) Every participant shall, during all events and always while participating in the sports arena conduct themselves in a true sportsmanlike manner. These provisions apply to each participant's conduct while within the precincts of each venue or site of the tournament, as well as at any official event or function related to the tournament, including while travelling and while wearing the official colours.
- 7) PUNCTUALITY must be adhered to.
- 8) DRESS – must conform to the standards as set out by the South African Figure Skating Association or Affiliate member. The official dress of the teams should be worn at departure and arrival and at official receptions.
- 9) LEAVING THE PREMISES OF THE SPORTS VENUE may only be allowed with the permission of the team management.
- 10) CEREMONIES – Opening and Closing Ceremonies must be attended with due respect to all speakers and organisers.
- 11) CONDUCT especially when travelling – bad language, rowdy behaviour, singing of vulgar songs will not be permitted. Participants and persons accompanying the team, must respect fellow travellers and must be well behaved in public places, at venues, towards staff or hosts and respect the persons and property of others.
- 12) UNATHLETELIKE CONDUCT – participants shall always conduct themselves in a sportsmanlike manner and give due regard to the authority of officials and the rights of opponents, spectators, and others. If such violation occurs during an event (including a warm-up) the participants shall be subject to disciplinary action.
- 13) AUDIBLE OBSCENITY – participants may not use word(s) commonly known and understood to be profane and uttered clearly and loudly enough to be heard by others. This would be considered a violation of the Code of Conduct.
 - a) This code extends to the music played by participants as part of a team, including
 - b) The music used in by participants in their programs.
- 14) VISIBLE OBSCENITY – participants may not make obscene gestures of any kind. This would also be considered a violation of the Code of Conduct.
- 15) VISIBLE OBSCENITIES on clothing or any equipment of participants or persons accompanying the participants would also be considered a violation of the Code of Conduct.

- 16) VERBAL ABUSE – participants and persons travelling with the team, shall not at any time directly or indirectly verbally abuse any official, opponent, sponsor, spectator, or other person while representing the South African Figure Skating Association or an Affiliate member, while wearing the South African Figure Skating Association or its Affiliates Colours or while travelling. Verbal abuse is defined as a statement about an official, opponent, sponsor, spectator, or other person that implies dishonesty or is derogatory, insulting or otherwise abusive.
- 17) PHYSICAL AND SEXUAL ABUSE – participants may not at any time physically or sexually abuse any official, opponent, spectator, or other person. Physical and sexual abuse is the unauthorised touching of or sexual advances to an official, opponent, spectator, or any other person.
- 18) SUBSTANCE ABUSE – by participants and persons accompanying a team will be regarded as a violation of the Code of Conduct and can lead to disciplinary action.
- 19) DRUGS, and the use thereof, will not be tolerated. Subscription drugs must be checked for content. The WADA code will apply and must be adhered to.
- 20) ALCOHOL abuse will not be permitted.
- 21) TOBACCO use while wearing South African Figure Skating Association or its Affiliate member's Colours will not be permitted.

LOGGING OF COMPLAINTS

- 1) A participant or other party must lodge a complaint with the Secretary of the South African Figure Skating Association or its Affiliate member.

DISCIPLINARY HEARING

- 1) If the Code of Conduct is infringed, disciplinary steps, in the discretion of the South African Figure Skating Association and its Affiliated members may be taken against such participant.
- 2) A participant may be sanctioned on violation of any grounds appearing under any items as set out above in the Code of Conduct.
- 3) The South African Figure Skating Association reserves the right to withdraw South African Figure Skating colours which have been awarded to any participant, on any violation of the Code of Conduct.
- 4) The South African Figure Skating Association reserves the right to revise the outcome of any Disciplinary Action taken by any Affiliated member relating to a code of conduct violation.

The South African Figure Skating Association