



ISU DISCIPLINARY PROCEDURES

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PART I - GENERAL PROVISIONS

Article 1 - Jurisdiction of the Disciplinary Commission

1. The Disciplinary Commission (hereinafter referred to as "DC") decides, in accordance with Article 37.2 of the Constitution, all charges and Complaints referred to it by any ISU Body or authority or a party against any Skater, Athlete Support Personal, ISU Official, ISU Office Holder or other participant in ISU activities (the Alleged Offender) accused of a disciplinary or ethical offence (Offence). A disciplinary or ethical offence shall consist of any violation of any material ISU disciplinary or ethical rule or any other conduct which can be deemed disciplinary or ethical by nature (e.g. violations of the Code of Ethics and the Anti-Doping Regulations).
2. The appointment of a person to an official position in the ISU, and the continued assignment of that person in such position, or any other ISU position, is not a matter of right but a function entrusted to the designated Body or Official of the ISU. Accordingly, such appointments or continued assignments are not subject to the jurisdiction of the DC.
3. Assessments, Letters of Warning and Demotions issued by the Technical Committees and/or the Council against ISU Officials for errors and mistakes in their officiating, and the appointment or removal of ISU Officials, are not disciplinary but technical decisions. Accordingly, they are not subject to the jurisdiction of the DC. However, if errors and mistakes by an ISU Official at the same time reveal a violation of the Duties of Officials and/or the ISU Code of Ethics, such violation is, apart from an Assessment, Letter of Warning and Demotion, also subject to disciplinary sanctions and within the jurisdiction of the DC.
4. An Alleged Offender objecting to the jurisdiction of the DC must do so in his/her Statement of Reply according to Article 12 hereof and shall not be permitted to raise an objection based upon lack of jurisdiction later. Such objection must give the reasons on which it is based.
5. The DC shall decide all matters relating to its jurisdiction. If the DC concludes that the matter is not within its jurisdiction, it shall terminate the proceedings by issuing an Order of Termination. In a case where the Complaint is obviously not within the jurisdiction of the DC, or evidently lacks any ground or chances of success, the DC Chair may dismiss the matter without submission to a full panel with a summary decision. Any Order of Termination and any dismissal of the matter with a summary decision is subject to appeal to the Court of Arbitration for Sports in Lausanne, Switzerland (CAS), in accordance with Article 40.1 of the Constitution.

Article 2 - Sanctions

- 1) Other Than Doping Cases
 - a) The DC may impose the following sanctions if the Alleged Offender is found to have committed an Offence:
 - i) a warning;

- ii) a financial penalty not exceeding 15,000 US Dollars;
 - iii) suspension of participation in any specific ISU activity or of all ISU activities for a definite period;
 - iv) exclusion for life from a specific ISU activity or from all ISU activities;
 - v) annulment of results, including forfeiture of medals, points and prizes obtained in competitions at which the Alleged Offender committed the Offense.
- b) Any sanction specified in the preceding paragraph (except warning) may be conditionally suspended for a certain period under the condition that the person committing the Offence (Offender) will not commit any other Offence during such period and/or under the condition that the Offender performs a remedial action specified by the DC.
 - c) The DC shall impose such sanction or sanctions which it finds adequate and justified by the facts of the case, by the seriousness of the Offence and by mitigating circumstances. Cooperation by the Offender may be considered a mitigating factor.
 - d) A financial penalty may be imposed in concurrence with any other sanction except warning.
- 2) Doping Case Sanctions
- a) Doping cases are subject to the jurisdiction of the DC, unless assigned to another body. If holding jurisdiction for doping cases, the DC shall impose sanctions in accordance with the Anti-Doping Regulations.

Article 3 - Charges against DC members

If a Complaint is filed against a member of the DC (including the Chair), the disciplinary proceeding shall be conducted by the IU Board. The ISU Disciplinary Procedures shall apply accordingly.

Article 4 - Decision-taking

1. The DC Chair shall act as Chair of each Panel (unless precluded) and shall appoint two other Panel members to hear and decide each case. All three members of the Panel shall have had no prior involvement with the case and shall not have the same nationality as the Alleged Offender.
2. Upon appointment to a Panel, each Panel member shall sign a declaration that there are no facts or circumstances known to them which might call into question their impartiality in the eyes of any of the Parties, other than any circumstances disclosed in the declaration. The form is attached as Annex 1. The signed forms shall be made available to the Parties. If such facts or circumstances arise at a later stage of the Hearing Process, the relevant Panel member shall promptly disclose them to the DC Chair, who announce it to the other Panel member and to the Parties.
3. The Parties shall be informed of their right to challenge the appointment of any Panel member if there are grounds for potential conflicts of interest within seven (7) days from the ground for the challenge having become known. The challenge must give the reasons on which it is based. Any challenge shall be decided upon by the DC Chair. If the challenge is directed

against the DC Chair, it will be decided by an independent person from the wider pool of Panel members.

4. If a member of the Panel is precluded from hearing a case, the Chair shall immediately appoint a replacement. If the Chair is precluded, the DC member elected with the highest number of votes shall act as Chair for that case.
5. The Panel may order any provisional measures as it may deem appropriate according to the circumstances. In the case of urgency, the Chair may order any such provisional measures.
6. The Final Decision on a Complaint shall be adopted if the majority of the members of the Panel have voted in favor thereof. Neither the number of votes thereof nor the dissenting opinion of any member voting against the Final Decision shall be published.

PART II - PROCEEDINGS - GENERAL PROVISIONS

Article 5 - Procedure, Language, Records and Administration

1. These rules of procedure apply except when other rules are provided for by the ISU Anti-Doping Regulations.
2. The proceedings are based upon the written submissions of the Parties. The Panel, at its sole discretion, may decide to hold a hearing. As a general rule, there shall be one hearing during which the Panel hears the Parties, any witnesses and any experts, as well as the Parties' final oral arguments, for which the Alleged Offender is heard last. Hearings may be held in person or be conducted, entirely or partially, by telephone or video conference or internet communication methods.
3. At the hearing, the proceedings take place in camera, unless the Parties agree otherwise. At the request of a physical person who is party to the proceedings, a public hearing should be held. Such request may however be denied in the interest of morals, public order, national security, where the interests of minors or the protection of the private life of the Parties so require, where publicity would prejudice the interests of justice or where the proceedings are exclusively related to questions of law.
4. Summary minutes of all hearings of the DC shall be recorded in writing and a copy thereof, signed by the keeper of the minutes and the Chair of the Panel shall be forwarded by the DC Chair to the ISU Director General following the rendering of the Final Decision. It may also be recorded electronically. Such minutes/electronic records shall be kept by the ISU Director General at the Headquarters of the ISU. In case of an appeal against the Final decision of the DC to the Court of Arbitration for Sport (CAS), the Parties shall receive copies of the minutes/records upon their request.
5. In the case of hearings the Chair, after consulting with the Director General, shall determine whether they are to be held in person or by telephone or video conference or internet communication, taking into account the availability or technical means, savings in cost and/or time, the convenience

of the Parties, the Panel, witnesses and experts and the efficient conduct of the proceedings.

6. All proceedings, memoranda, pleadings, minutes and all correspondence of the Parties shall be in English and submitted to the ISU Office acting as secretariat of the Disciplinary Commission. If a Party or a witness for such Party to be called to a hearing before the DC does not understand/speak English sufficiently and if such Party wishes an interpreter for the hearing, at such Party's expense, such Party shall so inform the Chair of the Panel immediately after receipt of the notice of the hearing. In such case the Chair of the Panel shall appoint an official interpreter. Documents presented as evidence which are written in another language than English must be accompanied by a translation into English.
7. Where these ISU Disciplinary Procedures request any signatures, such signatures may be in handwriting or an appropriate electronic version legally accepted in the country of the person signing and may be produced in original by e-mail or by other electronic means. However, in case of doubt about the authenticity of any signature transmitted the Chair of the Panel may order that the original signature has to be produced.
8. Rules of evidence applicable in Court are not applicable in DC proceedings.
9. The Director General and ISU Office shall deal with the administrative requirements associated with the activities of the DC including, in particular, notifying the members of the DC and any involved Parties of any pertinent matters, making all necessary arrangements for hearings, maintaining all necessary files and permanent records of the DC and its hearing/reviews, and notifying the members of the DC if any Decision of the DC is appealed to the Court of Arbitration for Sport in Lausanne, Switzerland (CAS), and providing the DC members with a copy of any Final Decision of the CAS in such matter and/or any settlement of any appeal to the CAS in respect of such matter.

Article 6 - Legal Basis of Decision-taking

1. The DC shall rule on the Complaint brought before it pursuant to the applicable provisions of the ISU Regulations, in particular the ISU Constitution, the Standing Orders of the Congress, the Council Procedures & Guidelines, the IU Regulations, the Competition and Event Regulations, the Sports Rules, other special rules, including the Code of Ethics, the Anti-Doping Regulations, these Disciplinary Procedures, other decisions of the Council made in accordance with Article 26 of the Constitution and general principles of law. If recourse to civil law is necessary or helpful, the applicable civil law shall exclusively be the Swiss law.
2. The Panel shall have full power to establish the facts on which the Complaint is based and heard. All Parties and witnesses who are participants in ISU activities are compelled to fully cooperate with the Panel, comply with a summons to appear at a hearing and provide statements and copies of relevant documents as requested by the Panel.

Article 7 - Parties and Representation Thereof

1. The Parties to the proceedings before the DC are: - the Alleged Offender who is accused of a disciplinary or ethical offence or a violation of the Anti-Doping

Regulations; - the Complainant, who can be the ISU, any Skater, Official, Office Holder or other participant in the ISU activities having a personal legitimate interest if such interest may be directly affected by the proceedings or by the Decision to be rendered by the DC; any person claiming to have such interest may request the DC to be admitted as a Party and the DC shall decide on such request and such decision shall be final.

2. Any Party to the proceedings may be represented by an attorney-at-law, legal or other advisor (legal counsel) whom such Party authorizes so to do.

Article 8 - Notifications and Communications

1. All notifications and communications from the DC and from the Parties shall be given by registered mail or by e-mail, except otherwise specifically provided for by these Rules. All communications between the Parties and the DC shall be made through the ISU Office or the Chair of the Panel.
2. If a Party is represented by legal counsel all notifications, communications and documents shall be sent to such counsel only.

Article 9 - Confidentiality

1. Proceedings and hearings under these Disciplinary Procedures are confidential, unless publicity is granted.

Article 10 - Filing of Complaints and Timing Provisions

1. Complaints must be filed with the DC in writing within one year of learning of the facts or events, which constitute a disciplinary or ethical offence, except in cases for which the Anti-Doping Regulations specifically provide for different time limits. Complaints filed later shall be dismissed.
2. Each Complaint together with all corresponding documents shall be forwarded without delay to the DC Chair by the ISU Office.
3. Time limits fixed by the Chair may be extended on justified grounds by the Chair of the Panel upon application by a Party if such application is timely made within the original time period allowed by the Disciplinary Procedures.
4. Official holidays and non-working days are included in the calculation of time limits. Time limits shall be deemed to be complied with if the communications by the Parties are sent before midnight on the last day on which such time limits expire. If the last day of the time limit is an official holiday or a non-business day in the country where the notification has been made, the time limit shall expire at the end of the first following business day.
5. The burden of proof for showing compliance with time limits rests on the Party whose compliance or non-compliance with a time limit is being questioned.

Article 11 - Statement of Complaint

A Statement of Complaint to the DC shall contain:

1. the name and function of the Complainant with postal address, telephone number and e-mail address and the name and contact details of his/her legal counsel or other representative, if any;

2. the name, function and address of the Alleged Offender;
3. the facts giving rise to the Complaint, together with all documents, exhibits and designation of other evidence which the Complainant believes the DC should consider, including the names, addresses, telephone numbers, postal and e-mail addresses of witnesses and experts, if any;
4. the signature of the Complainant or his/her attorney-at-law, legal or other representative;
5. power of attorney for attorney-at-law, legal or other representative.

Article 12 - Statement of Reply

Except in cases which are obviously not within the jurisdiction of the DC or evidently lack any ground or chances of success according to Article 1, Paragraph 3 of these Disciplinary Procedures, the DC Chair, with copy to the other Parties, will forward any Complaint to the Alleged Offender, and when doing so will name the DC members which form the Panel for the respective case and fix the time limit within which the Alleged Offender or his authorized representative shall deliver to the Panel a Statement of Reply containing:

1. the name of the Alleged Offender with postal address, telephone number and e-mail address and the name and contact details of their legal counsel or other advisor, if any, authorized to represent the Alleged Offender;
2. a statement of defense, together with all documents, exhibits and designation of other evidence which the Alleged Offender believes the DC should consider, including the names, addresses, telephone numbers, postal and e-mail addresses of witnesses and experts if any;
3. any defense of lack of jurisdiction stating the facts on which the defense is based;
4. any objection based on conflict of interest or prejudice against any member of the Panel, stating the reasons on which it is based;
5. signature of the Alleged Offender or his/her legal counsel or other representative;
6. power of attorney for legal counsel or other representative.

If the Alleged Offender fails to submit their Statement of Reply by the given or extended time limit, the DC may nevertheless proceed with the review and deliver its Final Decision.

Article 13 - Documentary Determination

1. As a general rule, the exchange of writs shall consist of a Statement of Complaint and one Statement of Reply. However, the Chair of the Panel may order, on the basis of exceptional circumstances, a second exchange of writs, in which case the Parties are authorized to supplement their argumentation, to produce new/additional exhibits, and to specify further evidence for consideration by the Panel.
2. A copy of all submissions of either Party, including exhibits, shall be made available to the other Parties and the ISU by the Chair of the Panel without delay.

Article 14 - Evidentiary Proceedings ordered by the DC

1. If it deems it appropriate to supplement the presentations of the Parties, the Panel may at any time order the production of additional documents or the examination of witnesses (oral or in writing) called by any of the Parties or by the Panel, appoint and hear experts, and proceed with any other procedural act.
2. A copy of any additional document or any written testimony of witnesses or experts shall be sent to the Parties by the Chair of the Panel without delay.

Article 15 - Hearing

1. In any case in which the Chair has decided to hold an in-person hearing, notice of the place and date of the hearing shall be forwarded to the Parties, witnesses and experts, if any, by e-mail or any other appropriate form of electronic transmission of messages at least thirty (30) days in advance of the date fixed for the hearing.
2. Should a duly notified Party fail to appear at the hearing without prior excuse acceptable to the members of the Panel, the Panel may nevertheless proceed.
3. The Chair of the Panel shall conduct the hearing and ascertain that the statements made are concise and limited to the subject of the written statements of the Parties, to the extent that the statements are relevant.
4. The members of the DC Panel have the right to question Parties during the hearing as well as witnesses and experts. The Parties and/or their legal counsels or other representatives shall have the right to examine and cross-examine any other Party, witness or expert. It is each Party's responsibility to ensure the appearance of a witness or expert called by such Party.
5. Before hearing any witness and/or expert, the Chair of the Panel shall solemnly instruct such person to tell the truth, pointing out the importance of the testimony for the decision of the DC.
6. As a general rule, a hearing shall be limited to one day. If necessary, a hearing may take more than one day. If so required in order to provide further evidence, the Chair of the Panel may adjourn the hearing to such other time, date and/or place as he/she may select.

Article 16 - Final Decision

- 1) The proceedings before the DC shall be considered terminated:
 - a) when the DC issues an Order of Termination according to Article 1 hereof;
 - b) when the DC Chair dismisses the matter according to Article 1 hereof;
 - c) when the Complaint is withdrawn by the Claimant or the ISU and the other party agrees with the withdrawal; or
 - d) when the Panel issues its Final Decision based on the merits of the Complaint.
- 2) The Final Decision shall be dated and signed by the members of the Panel and shall briefly state the facts and the reasons for the Final Decision.

- 3) The Chair of the Panel shall email the DC's Final Decision to the Parties and the ISU. The notification to the Parties by registered or courier mail that verifies receipt is done by the ISU Office.
- 4) Final decisions of the DC and any subsequent corresponding final decisions of the Court of Arbitration for Sport (CAS) shall be published in their entirety on the ISU website no later than the next business day following the rendering of any final decision and shall remain available on the ISU website for public access.
- 5) The Final Decision shall contain a statement that an appeal may be lodged by any Party against the Final Decision with the Court of Arbitration for Sport, Lausanne, Switzerland (CAS) within 21 days of its receipt, in accordance with Article 40.1 of the Constitution.
- 6) With the exception of decisions imposing sanctions for violations of the Anti Doping Regulations, which become effective immediately, a decision of DC against which an appeal to the CAS has been lodged does not become effective until the final decision of the CAS is rendered. However, in the case of a serious violation of the Constitution, the ISU Regulations or the Code of Ethics which reflects adversely upon the reputation or integrity of the ISU, the DC, upon a motion of the IU Board, or sua sponte may decide that an Appeal will have no suspensive effect.

PART III - CONCLUDING PROVISIONS

Article 17 - Costs of Proceedings and Parties' Expenses

1. Unless otherwise decided by the DC, each Party involved in the proceedings shall bear their own costs, including all costs of witnesses, experts and interpreters called by such party.
2. Unless otherwise decided by the DC, costs related to the participation of witnesses, experts and interpreters invited at the DC's own discretion shall be borne by the ISU.
3. As part of its Final Decision, the Panel may decide upon who shall bear or share the costs involved in the proceedings, hearings and/or to the participation of witnesses, experts, interpreters and legal representations and assess those costs accordingly. Costs may be assessed against any Party as deemed just by the DC in the circumstances.

Article 18 - Effective Date of the ISU Disciplinary Procedures

These ISU Disciplinary Procedures were established in accordance with Article 37.2 of the Constitution. They entered in force as of July 3, 2025.

APPENDIX - DEFINITIONS

For purposes of the ISU Constitution and Regulations, provided the context so permits:

- a. the singular shall include the plural and vice-versa;
- b. the feminine gender shall include the masculine and vice-versa;
- c. references to natural persons shall include any legal person or corporation.

“Athlete Support Personnel” means any coach, team leader, trainer, manager, agent, team staff, federation official, technician, medical, paramedical personnel, choreographer, parent or any other person working with, treating or assisting a Skater participating in or preparing for sports Competition.

“Internal Control System” / “SCI” means measures, which are adapted to regular risk assessment designed to help monitor important internal business processes in order to achieve corporate goals, to safeguard process security and to identify or prevent errors and irregularities. The SCI includes policies and internal regulations concerning the limitation of the powers and responsibilities of the President, Vice-Presidents, individual Council members, Director General and the ISU Office.

“ISU Communications” are the official means of publication of general decisions of the Council.

“ISU Events” are Competitions enumerated and described in Article 1 of the Competition and Event Regulations.

“ISU Office Holders” are:

- President, Vice Presidents and Council Members
- Director General
- Chair persons and members of the Technical, Athletes and Elections Committees.

“ISU Officials” are all persons, other than ISU Office Holders and ISU staff, having a special role in overseeing and upholding the rules of Competitions falling under the application of the Competition and Event Regulations. ISU Officials includes, but is not limited to, Judges, Referees, Assistant Referees, Assistant Referees Video, Starters, Competitors' Stewards, Sport Experts, Technical Controllers, Technical Specialists, Data & Replay Operators, OAC members, and Doping Control Officers and Chaperones.

“ISU Regulations” are sets of rules subordinate to the ISU Constitution adopted by the Council to provide for a consistent non-contradictory legal order of the ISU. If an ISU Regulation contains a section which must be approved by the Congress, it is adopted by the Council pending approval of that section by the next-following Ordinary Congress.

“ISU Sports” shall be defined as all sports disciplines that involve racing or artistic performances on ice skates, conducted on ice, as well as any e-sports, electronic, e-gaming or any other digital simulation of these sports.