



ELECTORAL CODE

ADOPTED BY THE ISU 1ST EXTRAORDINARY
CONGRESS AND THE ISU COUNCIL ON 3 & 4 JULY
2025

Effective 3 July 2025

1. Scope of application

- a. This Code is applicable to the election of:
 - President and Vice Presidents;
 - Council members;
 - Committee chairpersons and Committee members (where applicable); and
 - chairpersons and members of the Disciplinary Commission and Skating Integrity Unit Board.

2. General Principles

- a. The democratic principles of segregation of powers, transparency and publicising of the electoral processes within ISU must be observed without exception.
- b. In accordance with Article 4 of the ISU Constitution, the ISU is neutral in matters of politics and shall manage its affairs independently and with no influence from third parties. Accordingly, interference of any kind by any government of any ISU Member in the ISU electoral process is not permitted. For the avoidance of doubt, local and national government rules in any territory regarding elections shall not apply to the ISU electoral process.

3. Basic Principles

- a. The Elections Committee organises and supervises the election process and takes all decisions relating to elections within ISU.
- b. The members of the Elections Committee must under no circumstances be Council members or hold an elected or appointed position on any other ISU Body.
- c. The members of the Elections Committee must immediately decline to give an opinion and withdraw from the matter in progress if they are:
 - i. a candidate for an elected post to an ISU Body;
 - ii. a relative, whether by birth or marriage, of one of the candidates for an elected post;
 - iii. a government official of any kind.

- d. In the event a member of the Committee does not fulfil the above requirements, the member in question shall immediately resign their position and be replaced in accordance with Article 34.4 of the Constitution.

4. Nomination of the Elections Committee

- a. Candidates for election of three members to serve on the Elections Committee are nominated by the Skating Integrity Unit (IU) for vote by the Congress (Art. 33.4 of the ISU Constitution). The IU may nominate up to eight (8) candidates. The Elections Committee members shall elect their own chairperson.
- b. Members and the Council may make proposals to the IU for candidates for the Elections Committee within a timeframe defined and notified by the IU.
- c. The election by Members of the three members of the Elections Committee shall take place on or before the 1st September preceding the next electoral Congress, or 9 months prior to the start of the next electoral Congress, whichever is earlier. The election of the Elections Committee shall take place by electronic online voting.
- d. Members of the Elections Committee may serve no more than three terms, whether consecutive or not.

5. Composition

- a. In accordance with Article 33.4 of the ISU Constitution, the Elections Committee is composed of three persons.
- b. The Director General serves as secretary to the Elections Committee. The Director General takes part in the activities of the Elections Committee in a consultative capacity, is responsible for the related logistical matters and oversees administrative matters.
- c. In the event one or more members of the Elections Committee stand as candidates for an elected post to an ISU Body or are unable to carry out their duties, they shall resign from the Elections Committee. Any member who resigns shall be replaced in accordance with Article 34.4 of the ISU Constitution.
- d. The members of the Elections Committee shall officially declare their candidature for an elected post to another ISU Body in such a way as to allow the replacement process described above to be carried out harmoniously and without any time pressure that would be prejudicial to the elections at the electoral Congress in question.

- e. The Elections Committee members may be assisted by the ISU Office at any time provided they are not standing as candidates for an elected post to another ISU Body.

6. Duties

- a. The Elections Committee is responsible for all tasks relating to the organisation, running and supervision of elections set forth in the ISU Constitution. In particular, and with the greatest possible transparency towards ISU Members in all matters listed in this article, the Committee is responsible for:
 - i. strictly enforcing the applicable provisions of the ISU Constitution and ISU Regulations;
 - ii. strictly enforcing this Electoral Code;
 - iii. strictly enforcing the statutory deadlines relating to elections;
 - iv. timely distributing information to ISU Members as well as to government bodies (where necessary), the media and the public;
 - v. managing relations with ISU Bodies (where necessary);
 - vi. the candidature procedures (launch, distribution of information, evaluation, publication of official candidate list etc.);
 - vii. organising, in administrative and technical terms, the elections at the electoral Congress;
 - viii. verifying the identity of the voters;
 - ix. drawing up the list of voters;
 - x. the voting procedure, which shall comply with the respective provisions of the ISU Constitution;
 - xi. all other tasks necessary to ensure the smooth running of the electoral process;
 - xii. assisting the Council and ISU Office in setting up descriptions for functions of ISU Bodies and job descriptions for the elected positions, including relevant knowledge and experience; and
 - xiii. assisting the Council with necessary replacements which may occur between Congresses.
- b. In addition, the Elections Committee will perform a review of descriptions of functions of ISU Bodies and advise the appropriate ISU Body of any recommended amendments.
- c. Logistical matters shall be taken care of by the ISU Office, under the guidance of the Elections Committee.

7. Quorum and Decisions

For a valid decision, a quorum of two (2) members and a majority of two (2) votes must be given. Decisions are recorded in minutes signed by the chairperson and Committee secretary.

8. Eligibility

The eligibility criteria are defined by this Code, the ISU Code of Ethics and the ISU Constitution as well as by the respective Terms of Reference for the respective ISU Body.

9. Submission of candidatures

- a. Submissions of candidatures by Members and the Council shall be sent by recorded post or delivered in exchange for confirmation of receipt to the ISU Office at least three months before the start of the electoral Congress.
- b. Nominations of candidates by Members must be presented by using a Candidature Form, prepared by the ISU Office and Elections Committee, signed by the candidate, the Member's president and secretary general and giving the reasons why the Member considers the candidate qualified for the position they are presented for. In addition, the Candidature presentation must include : a CV, a motivation letter showing their visions and objectives for the position to be held, and a declaration of respect of the ISU Constitution, ISU Regulations, Code of Ethics and ISU Communications and commitment to their availability for fulfilling the responsibilities of the position as required by the ISU Constitution and ISU Regulations. The Candidature Form for candidates presented by the Council must be signed by the ISU President and include the same accompanying documents as above.
- c. Within two business days of receiving a Candidature Package, the ISU Office will conduct an initial review of the Candidature Package to ensure all required documents and information have been submitted. If the Candidature Package is complete, the ISU Office will submit the Candidature Package to the Elections Committee. If the Candidature Package is incomplete, the ISU Office will inform the nominating Member or Council and set a deadline of seven (7) days for completion of the Candidature Package. In case, this deadline is missed or the revised Candidature Package is found by the ISU Office to still be incomplete, the Candidature will be considered as

withdrawn. The ISU Office will so inform the nominating Member, the Council and the Elections Committee. The Elections Committee may ask the ISU Office to provide it with the incomplete Candidature Package and revise the decision in case the Committee finds the Candidature Package as complete.

10. Obligations of Candidates and their Members

- a. Candidates and/or the Members nominating them shall not enter into any promise or undertaking of the candidate to act, either as a member of an ISU Body or personally before and after the elections, for the direct or indirect benefit of a Member, an affiliate of a Member, any other person, an ISU sponsor or competitor of an ISU sponsor that is likely to influence the outcome of the election.
- b. Candidates and/or the Members nominating them shall not enter into any form of undertaking with, or give any guarantee to, any person that is likely to affect the candidate's freedom of decision or action, or otherwise bind the candidate, if elected or appointed to an ISU Body.
- c. Candidates and/or the Members nominating them shall not engage in any act, collaboration or collusion by or between candidates with the intent to defraud or manipulate the result of the vote.
- d. Candidates and/or the Members nominating them may not give or receive any form of gift or financial benefit likely to influence the outcome of the election or the freedom of decision or action in the future if the candidate is elected or appointed to an ISU Body.
- e. Only the candidate, their Member or the candidate's respective national sports governing body can bear any expenses related to the candidate's campaign, including but not limited to the creation, production and distribution of a website and materials to be used for the promotion of the candidate. Any such promotional expenses must not be excessive.
- f. Candidates and/or the Members nominating them shall not offer or accept travel, expenses, or accommodation to or from other candidates or their Members to attend meetings and activities directly related to a candidate's campaign for election or appointment.
- g. No candidate and/or the Member nominating them shall seek or accept gifts or gratuities for themselves, their family or friends from any outside organization or person having or seeking to have an involvement with the ISU.

- h. Candidates and/or the Member nominating them shall not directly or indirectly solicit or accept any benefits of any nature intended to influence decisions within the candidate's authority once elected or appointed, or which may reasonably be perceived as intending to have this effect.

11. Examination

- a. Candidatures shall be examined, and an integrity check shall be conducted by the Elections Committee. The Elections Committee is entitled to request the support of an external company to conduct the integrity check.
- b. The Elections Committee shall decide on the eligibility and on the integrity of the candidates and inform the nominating Member accordingly at least two months before the start of the electoral Congress.
- c. The official list of candidates, including an addendum of candidates who timely filed an appeal of the decision of non-eligibility to the Congress, shall be provided to the Members in accordance with Article 14.6 of the ISU Constitution. It shall also be published on the ISU website.

12. Appeal procedure

- a. Decisions of the Elections Committee can be appealed to the Congress. An appeal must be submitted to the ISU Office in writing with reasons within 14 days from their receipt of written notification to the respective Member(s).
- b. The Congress shall make the decision on the appeal and its decision is final.

13. Other eligibility checks

There is no appeal of all other eligibility checks conducted by the Elections Committee in accordance with the ISU Constitution.

14. Rules for Campaigning of Candidates to be elected or approved by the Congress

- a. From the moment of publication of the official list of candidates for election onwards, candidates on the official list and the Members having nominated them, can promote themselves/their candidates. Such promotion may happen by use of all legal tools, such as letters or other communications to ISU Members, social media posts, personal contacts at skating competitions or other events and activities such as media interviews.
- b. All communications undertaken by a candidate or their Member shall strictly respect the other candidates and shall in no way be prejudicial to any other candidate. A candidate shall refrain from referring to other candidates in communications to promote their own candidacy. Disparagement of another candidate is prohibited.
- c. Candidates and their Members may not make payments or offer any other benefit, directly or indirectly, to journalists or other persons affiliated with the media in order to prompt them to promote their candidacies or portray other candidates in a bad light.
- d. Unless organised by the ISU, no forum, debate or public meeting of any kind may be organized, held or participated in, by a candidate or their Member or any person on their behalf, for the sole purpose of promoting a candidacy.
- e. Any candidate who is an existing elected or appointed member of an ISU Body shall continue to carry out their official duties during their candidacy, including scheduling meetings or participating at meetings on a basis consistent with the ordinary course of their business as a chairperson or member of that Body. During such meetings, the candidate may only refer to their candidacy in a purely factual manner that they are a candidate for election or appointment to an ISU Body.
- f. The promotion of the candidacy of an existing member of an ISU Body by organizing or participating in meetings or other events, at ISU's cost, solely or mainly for the purpose of promoting a candidacy is prohibited.
- g. Candidates nominated by the Council shall abstain from any personal campaigning but will be presented by the Council to the Congress in an elegant and unobtrusive manner.

15. Obligations of the ISU Office, Office Holders and Officials

- a. No ISU funds shall be used to support or oppose the election of a candidate.
- b. The Director General, the ISU Office, ISU Office Holders and ISU Officials shall maintain a strict duty of neutrality at all times.
- c. The Director General, ISU Office, ISU Office Holders and ISU Officials shall limit their relations and communications with candidates strictly to the performance of their duties.
- d. Unless in the ordinary course of business with the Director General, the ISU Office, ISU Office Holders and ISU Officials, there shall not be provided any additional support or service to a candidate and/or the Member nominating them beyond ordinary administrative support and services provided to all candidates for election.

16. Breaches of Rules for Campaigning of Candidates and Obligations of the ISU Office, Office Holders and Officials

A breach by a candidate or their Member of the Rules for Campaigning of Candidates to be elected or appointed by the Congress or a breach of the Obligations of the ISU Office, Office Holders and Officials shall be reported to the IU which will review the alleged breach and determine what action, if any, should be taken.

17. Voting procedure

The voting procedure and respective duties of the Elections Committee are set forth in the Standing Orders of the Congress.

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.