



# **SKATING INTEGRITY UNIT REGULATIONS**

ADOPTED BY THE ISU COUNCIL ON 4 JULY 2025

Effective 10 June 2026

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# I. SKATING INTEGRITY UNIT

## 1. INTRODUCTION

- 1.1 In accordance with Article 12h of the Constitution, the ISU established a Skating Integrity Unit (IU), which is the body responsible for investigation of matters involving alleged violations of ethical standards and other integrity-related misconduct in the sport and for proposing best-practice standards of ethics to the Council and the Congress, with the specific following mandate (Art. 35.1 of the Constitution):
  - a) to maintain confidence in the integrity of the ISU Sports, and in the commitment of the ISU to take all reasonable steps necessary to protect that integrity, through the effective policing and enforcement of the ISU Code of Ethics, ISU Safeguarding Policy, ISU Anti-Doping Rules and other relevant ISU Regulations; and
  - b) as part of that effort, to ensure the ISU is in full compliance at all times with its obligations as a signatory to the World Anti-Doping Code, with the IOC Code of Ethics, and with its other governance and ethical compliance obligations set out in the Constitution and ISU Regulations.
- 1.2 These IU Regulations were adopted by the Council on 4 July 2025. They supplement Article 12.h) and Section F of the Constitution – which sets out the mandate and powers of the IU and its operational independence (Articles 35 and 36) – by setting out and defining the structure and operations of the IU, including the respective powers, roles, responsibilities and authority of the IU Board and the Head of Integrity.
- 1.3 These IU Regulations come into effect on 10 June 2026 and supersede any previous ISU rules covering the same subject-matter. The Council may amend and/or supplement them from time to time at the request of the IU Board or at its own initiative. In case of any conflict between these IU Regulations and the Constitution, the Constitution will prevail.
- 1.4 Unless stated otherwise, the definitions and rules of interpretation set out in the Constitution will also apply to these IU Regulations.

## 2. RESPONSIBILITIES

- 2.1 As set forth in Article 35.2 of the Constitution, the IU will have all the powers that are necessary or desirable to fulfilling its mandate, including the power:
  - a) to educate all ISU Office Holders, ISU Office staff, Officials, Members, Athletes, Athlete Support Personnel, and others who are bound by the ISU Code of Ethics, the ISU Anti-Doping Rules and relevant ISU Regulations about their obligations thereunder, and to monitor their compliance with those obligations;

- b) to request that the Council make amendments to the ISU Code of Ethics, ISU Safeguarding Policy, ISU Anti-Doping Regulations (to the extent these amendments are in compliance with ISU obligations as a Signatory of the World Anti-Doping Code) and other relevant ISU Regulations;
- c) to monitor compliance by the ISU with its obligations as a Signatory to the World Anti-Doping Code and with its other governance and ethical compliance obligations set out in the Constitution, ISU Code of Ethics and these IU Regulations;
- d) in the name of the ISU, to investigate potential violations of the ISU Code of Ethics, the ISU Anti-Doping rules and other relevant ISU Regulations;
- e) in the name of the ISU, to prosecute alleged violations of the ISU Code of Ethics, the ISU Anti-Doping Regulations and other relevant Regulations before the ISU Disciplinary Commission, or another assigned body;
- f) in the name of the ISU, to pursue or defend (as applicable) appeals to the CAS from decisions of the Disciplinary Commission;
- g) to obtain relevant intelligence and information from and to share relevant intelligence and information with other relevant authorities; and
- h) to nominate to the Congress up to eight (8) candidates for the election of the three members of the Elections Committee, in accordance with the Electoral Code

### **3. LOCATION**

- 3.1 The IU will be based at the ISU headquarters. Physical and electronic security covering IU's workplace and operations shall be fit for purpose and, to the extent possible, ringfenced from the ISU's main infrastructure.

### **4. OPERATIONAL STRUCTURE**

- 4.1 The operational structure of the IU, including, if applicable, any IU departments or divisions, and staffing structures, will be approved by the IU Board, in collaboration with the ISU Director General and in line with approved budgets.
- 4.2 In coordination with the Director General, the IU may use functions and services provided by ISU Staff on agreed terms, provided that the independence of the IU is not compromised, and the confidentiality of the IU's work and records is maintained.

- 4.3 The IU Board and the Director General will agree on written protocols and policies to the extent necessary to manage any day-to-day matters relevant to both the IU and the ISU generally. This may include matters such as external communications on integrity-related matters, disclosure of information received by the ISU that relates to the work of the IU, and staff policies and procedures. These protocols and policies must, to the extent practicable, preserve the independence of the IU and the confidentiality of its work.

## **5. IU STAFF**

- 5.1 All IU Staff will be employed or engaged by the ISU. The reporting structure within the IU team will be decided by the IU Board in collaboration with the ISU Director General.
- 5.2 All permanent positions for IU Staff will be publicly advertised on the official ISU website.

## **6. SYSTEMS AND SECURITY**

- 6.1 The ISU Office, in close collaboration with the IU Board, will put in place sufficient systems and procedures to ensure the security of all information held by the IU and that such information is kept confidential (including from ISU Office Holders and Officials and ISU Staff) in all material respects. Such systems and procedures should meet current best practices and must be strictly compliant with applicable data protection and privacy laws. Such systems and procedures will be properly documented.

## **7. WEBSITE**

- 7.1 Should the ISU Director General approve and if budget is available, the IU may create and manage an official IU website, under the name Skating Integrity Unit.
- 7.2 The IU, under the overall supervision of the ISU's marketing and branding teams, can develop its own branding, which would highlight its affiliation with and independence from the ISU.
- 7.3 All intellectual property related to the IU, including its branding, will be owned by the ISU.
- 7.4 The IU Board will formulate policies and procedures for the use of the branding, in collaboration with the ISU Office.

## II. THE IU BOARD

### 8. COMPOSITION

In accordance with Article 36.3 of the Constitution, the IU Board shall be composed of five (5) members, as follows:

- a) Three individuals who are independent of the ISU and all ISU Members, and who possess suitable experience in matters of sports governance and/or integrity and ethics. The three independent members of the IU Board will be nominated by the Council to the Congress for appointment to the IU Board. Members may submit proposals to the Council of potential candidates with suitable experience, qualifications and background for the Council to consider for nomination to the IU Board. One of the individuals, who additionally shall have a legal background, shall be appointed by the Congress to serve as the Chairperson of the IU Board. The IU Board Chairperson and two independent members shall each have one vote.
  - b) A member of the Council designated by the Council, who will not have a vote.
  - c) A designated staff member, who will not have a vote.
- 8.2 Each independent member of the IU Board shall fulfil the independence criteria as defined in the Code of Ethics and Electoral Code and pass an Eligibility check carried out by the Elections Committee. If after their appointment as an independent member, a member is determined by the Elections Committee to no longer be eligible, the position of that member on the IU Board will be automatically vacated.

### 9. APPOINTMENT

- 9.1 The independent members of the IU Board shall be nominated by the Council, and, after vetting by the Elections Committee, are appointed by the Congress. In each case, the appointment process will take place as follows:
- a) The Elections Committee will invite the ISU Council to identify and recommend persons for appointment as independent members of the IU Board, after the advertising of these positions publicly on the official ISU website, and following such assessment, interview and enquiries of applicants as the Elections Committee sees fit to conduct, will propose a list of candidates for the Council to submit to Congress.

- b) The Council will submit the nominations for the positions of the three independent members of the IU Board to the Congress, including nominating one of them as Chairperson of the IU Board in accordance with Article 17.3 of the Constitution.
- 9.2 The Council will appoint a Council member to be a non-voting member of the IU Board.
- 9.3 The term of office for the Chairperson and members of the IU Board shall be four years.
- 9.4 The Congress may re-appoint the Chairperson and member(s) to the IU Board to serve a second term. No IU Board member or Chairperson may serve more than two terms, whether consecutive or not.
- 9.5 If at any time the position of a member of the IU Board is vacated by the person appointed to it prior to the expiry of their term of office for any reason (including (i) resignation; (ii) illness or death; (iii) a decision that the person is no longer eligible; (iv) their removal or retirement in accordance with the Constitution; or (v) their removal for serious breach or repeated or persistent breach of duties):
- i. If the position of an independent member becomes vacant, it will be filled until the next Congress by a person appointed by the Council.
  - ii. If the position of the Council member becomes vacant (whether because they cease to be a Council member or for any other reason), the vacant Council position will be replaced by another Council member chosen by majority vote of the other Council members.

## **10. POWERS**

- 10.1 The IU Board shall be responsible for governing the IU and ensuring it carries out its role and responsibilities in accordance with the Constitution and these IU Regulations.
- 10.2 The IU Board will have the power to:
- a) propose an IU strategic plan for approval by the ISU Council and regularly monitor progress against that strategic plan;
  - b) propose to the ISU Council for approval an annual plan, budget and multi-year forecast of funding requirements for the IU, and regularly monitor progress against the annual plan and budget. IU's financial management shall be undertaken by ISU Staff who will provide to the IU Board any information reasonably requested and participate in IU Board meetings for any financial agenda points.

- c) approve and review the anti-doping, safeguarding and integrity programs of the ISU;
- d) appoint IU staff (including all terms and conditions of such appointment) and monitor the performance of the IU staff and report to the ISU Director General, Chief – Finance and Operations, Human Resources team on any IU staff matters to the extent that it does not infringe on confidential IU matters;
- e) identify and manage the risks arising in relation to the IU, the Code of Ethics, the Safeguarding Policy, the Anti-Doping Regulations, and other ethical and integrity-related matters;
- f) consider and recommend to the Council any amendments to the Constitution and ISU Regulations (including these IU Regulations, the Code of Ethics, and the Anti-Doping Regulations), and the Safeguarding Policy that are relevant to the mandate of the IU;
- g) propose policies and procedures for the operation of the IU, in particular, to ensure that it operates independently from the ISU (provided that such policies and procedures follow the Constitution and are compatible with the functioning of the ISU Office);
- h) establish committees of the IU Board and other working groups, taskforces or persons to carry out aspects of the work of the IU Board under its delegated authority, within the budget approved by the ISU Council;
- i) approve decisions as to:
  - i. whether the IU (in the name of the ISU) should bring proceedings for alleged violation of the ISU Code of Ethics or the Anti-Doping Regulations;
  - ii. whether the IU (in the name of the ISU) should appeal decisions of the ISU Disciplinary Commission to CAS in cases arising under the Code of Ethics or the Anti-Doping Regulations; and/or
  - iii. whether the IU (in the name of the ISU) should participate/intervene in any appeal or other proceeding before CAS or any other forum to which the ISU is not a party;
- j) in accordance with Article 33.4 of the Constitution, receive nominations for the Elections Committee and oversee the election of the Elections Committee Members;
- k) make recommendations to the Council or Congress on any proposal by the Council or Congress to suspend or sanction Members;
- l) engage, contract or otherwise agree to obtain the assistance or advice of any person or organization to assist in carrying out the IU's mandate;

- m) report to Congress and the Council in accordance with the Constitution and these IU Regulations; and
- n) subject to the Constitution and the budget and operational constraints set out above, conduct all other work necessary or desirable to fulfil the mandate of the IU.

## **11. DUTIES**

11.1 All members of the IU Board must always :

- a) act in good faith and in the best interests of the IU;
- b) exercise the powers of the IU Board for proper purposes;
- c) act, and ensure the IU Board acts, in accordance with the Constitution and ISU Regulations, including the Code of Ethics, Anti-Doping Regulations, these IU Regulations, and the ISU Safeguarding Policy;
- d) maintain a reputation for high standards of ethical business conduct and safeguarding;
- e) comply with and publicly support IU Board decisions, even if privately they do not agree with them (principle of collective responsibility);
- f) act independently from the other ISU Bodies and their chairpersons and members, including the President, Vice-Presidents, Director General, Council, and Committees, except to the extent specified in these IU Regulations;
- g) except for the Chairperson, refrain from making public statements on behalf of the IU Board unless specifically authorised to do so by the Chairperson, or in accordance with delegated written authority from the IU Board;
- h) exercise the care, diligence and skill that any reasonable IU Board member would exercise in the same circumstances;
- i) disclose to the IU Board the nature and extent of any interest they have in a transaction or proposed transaction of the IU as soon as they become aware of such interest or such transaction;
- j) not disclose to any person and keep confidential any information they would not have access to other than in their capacity as an IU Board member, or make use of or act on that information except:
  - i. for the purposes of the IU, as agreed by the IU Board; or
  - ii. as required by law; and
- k) make reasonable efforts to attend and actively participate in all IU Board meetings.

11.2 In addition to their general duties as a member of the IU Board, the IU Chairperson has the following responsibilities:

- a) when required, to serve as the lead ambassador and spokesperson for the IU;
- b) to promote the IU and liaise and co-operate with other sports organisations, public and private organisations and authorities (including WADA) and other stakeholders, including, when necessary, the media;
- c) to chair meetings of the IU Board and lead the work of the IU Board, including ensuring it implements good governance practices, functions effectively, acts within its powers, and meets its obligations and responsibilities;
- d) to support, monitor and liaise with and to form a strong collaborative working relationship with IU staff; and
- e) to authorise transactions and sign documentation binding the ISU only in accordance with the powers set out in 10.2, above, or:
  - i. together with at least one of the following ISU Office Holders: President, Vice President or Director General; and
  - ii. in line with decisions, policies and procedures decided by the ISU Council and in accordance with the Swiss Commercial Register.

## **12. MEETINGS, VOTING AND DECISIONS**

- 12.1 Meetings of the IU Board will be held at such regular intervals as the IU Board may decide and may also be called at any time by the Chairperson or any two members of the IU Board. Except to the extent set out in the Constitution or in these IU Regulations, the IU Board will regulate its own procedure.
- 12.2 IU Board members will generally participate in any meeting of the IU Board without being physically present. Meetings of the IU Board may be held in person, by videoconference or by another appropriate means of communication. The IU Board will always operate in the most economical and efficient manner possible.
- 12.3 The quorum for an IU Board meeting will be three IU Board members, of which at least two must be independent members of the IU Board.
- 12.4 Each independent member of the IU Board present at the meeting will be entitled to one vote on each item to be decided. Voting by proxy or by letter is not permitted. The two non-voting members of the IU Board may express their views on any item, but such views will not be counted for voting purposes. Unless expressly specified otherwise in these IU Regulations, all decisions will be taken by the votes of at least two independent members of the IU Board. In the case of a tie regarding any decision of the IU Board, the Chair shall have the deciding vote. Except for decisions passed outside of an IU Board meeting under Article 12.5, voting at IU Board meetings will be by show of hands, or (upon request of any independent member of the IU Board) by secret ballot.

- 12.5 The IU Board may make decisions by circular vote, by email or any other appropriate technological means.

### **13. REPORTING**

- 13.1 The IU Board shall:
- a) prepare a written annual report, for circulation to the Members by the ISU Director General; and
  - b) prepare and present a report to each Ordinary Congress meeting. The presentation at Congress will be made in person by the Chairperson or, (if the Chairperson is unavailable, by one of the other independent members of the IU Board.
- 13.2 The IU reports will be published on the official ISU website after circulation to the Members or after presentation at the Congress.
- 13.3 The IU Board shall provide the following information to the Council between Congress meetings, on at least a quarterly basis. The Council may request an IU representative to attend a Council meeting (in person or remotely):
- a) A general report (as appropriate and necessary and without disclosure of confidential information) about any significant cases or controversies involving the IU.
  - b) A general update on IU activities and future plans, while maintaining confidentiality of the IU's operations and cases.
  - c) Financial and non-financial information necessary for the ISU to prepare the annual report and comply with any requirements from the state authorities or other legal obligations.

### **14. INDEMNITY, REMUNERATION, AND EXPENSES**

- 14.1 The ISU will indemnify members of the IU Board.
- 14.2 Each member of the IU Board will be entitled to daily, per case or annual indemnities or remunerated for their services to the IU Board in a manner defined by the Council, and will be reimbursed reasonable and necessary business expenses, in accordance with the ISU Travel & Expenses policy. Any indemnities or other remuneration paid to IU Board members (including the Head of Integrity) will be disclosed in each IU and ISU annual report.

## III.FINANCES

### 15. FUNDING

- 15.1 The IU, as a Body of the ISU, will be fully funded by the ISU. Budgets will be established by the ISU Finance and Accounting Department in close co-ordination with the IU Board and personnel and will be part of ISU budgets submitted to Congress for approval every two years in accordance with Article 15 of the Constitution, the ISU Council Procedures and Guidelines and any other relevant policy. Any material budgetary addition must be submitted to the ISU Office and approved by the ISU Council.
- 15.2 The IU Board will provide such support for all funding requests as the ISU Office may reasonably request, subject at all times to the requirement of confidentiality attaching to the cases, investigations and other activities of the IU. Funding requests to the Council shall be presented at a Council meeting.
- 15.3 Funding allocated to the IU will only be used to fulfil the mandate of the IU, and for no other purpose. Unutilised funding in any financial year shall not be carried forward.

## 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.