FINAL DECISION OF THE

ISU DISCIPLINARY COMMISSION

Case No. 2025-01

27 October 2025

In the matter of

The International Skating Union

Mr Jae Youl KIM **President;** Mr Benoit LAVOIE, **Vice President Figure Skating;** Mr Colin Smith **Director General**

- Complainant

represented by

Prof Dr Michael Geistlinger, ISU Legal Advisor

against

Ms Olena LISOVA

- Alleged Offender

represented by

Ms Kristina Piatyhora, Attorney

Regarding Violation of the ISU Code of Ethics

I. History of the Procedure

[1] On 7 January 2025, the ISU Disciplinary Commission (the DC) received a Statement of Complaint (dated 6 January 2025) against the Alleged Offender, Ms Olena Lisova, together with 10 Exhibits.

[2] The Complaint alleged that Ms Lisova had breached the ISU Code of Ethics (the COE) and had harassed a skater during an ISU event. A Statement from the skater dated 20 December 2024 was included.

[3] On 14 January 2025, having convened a Panel, the DC rendered Order No 1, provided the Complaint to the Alleged Offender and invited her to file a Statement of Reply within 21 days.

[4] Order No 1 provisionally suspended the Alleged Offender under Article 2 No. 5 of the ISU Disciplinary Commission Rules of Procedure (ISU Communication No. 2551) from participation in all ISU events until rendering of the DC's Final Decision. Due to the nature of the allegations, a restraining order was also made, prohibiting the Alleged Offender from physical association with [the skaters] involved and/or any contact/communication with them either personally/directly or indirectly through other individuals/bodies. This included any means of communication including verbal, written, electronic or otherwise. This restraining is in place until cancelled by the DC.

[5] Ms Lisova, for this proceeding, was also provisionally suspended from participation in all ISU events from 14 January 2025 until cancelled by the DC.

[6] On 2 February 2025, a Statement of Reply with 7 Exhibits was provided on behalf of the Alleged Offender. The allegations were denied. The credibility and authenticity of [the skater's] statement was challenged, and the motivation for the allegations. A copy of [the skater's statement], with an original handwritten signature rather than an electronic signature was requested.

[7] On 3 February, attorney Ms Piatyhora provided her Power of Attorney for Ms Lisova for this case, including that "*I confirm that I will be representing Ms Lisova's interests at the hearing*" and how she proposed to appear.

[8] Given that no hearing had been requested in the Statement of Reply, the DC, inquired by email of 3 February 2025 whether or not the Alleged Offender was requesting a hearing. If so, and if a request was granted, the DC proposed that a hearing could be held in Munich on 5th – 6th of March 2025. This followed an earlier case involving the same Parties.

[9] On 4 February 2025 counsel for Ms Lisova replied, "*we will provide our response within the next few days*" and requested that the case be withdrawn.

[10] On 6 February 2025, the DC Chair ordered the ISU to provide a version of [the skater's statement], with an original handwritten signature.

[11] The DC was notified that on 10 February 2025; the ISU had received a document from [the skater] by email entitled "Withdrawal of Report Regarding Incident at [ISU event] 2024" (Exhibit 13). It stated, "*I have decided to withdraw the report I previously submitted regarding the incident at [ISU event] 2024.*" The skater's name was typed below, accompanied with the electronic signature seen on the challenged statement.

[12] On 11 February 2025, the ISU notified the DC that they could no longer obtain an original copy of a statement from [the skater] or the skater's family. Instead, screenshots showing the development and provenance of the statement were provided through the skater's Coach ('the present Coach").

[13] On 12 February the ISU received a further email from the skater stating:

"*I would like to clarify that neither I nor my family have ever been subjected to any threats related to*

this case from Ms Lisova or her attorney. I respectfully request to be excluded from these proceedings. Additionally I insist on withdrawing my report and kindly ask that my decision be duly considered" and the typed name of the skater (no electronic signature)(Exhibit 12).

[14] The Alleged Offender submitted that the ISU Complaint should be withdrawn and the case terminated as the Complainant had asked to withdraw the statement. The ISU disagreed, maintaining the Complaint, and submitting that the case should continue on the papers without any further physical involvement of The skater or her family. The statement was made by the athlete, and not by the Complainant who brought the case to the DC (the ISU) and still formed part of the documentary evidence in the case and before the DC.

[15] The DC was required to decide this issue; hence on 31 March 2025, the DC rendered Order No 2 regarding the authenticity and admissibility of [the skater's] statement. The DC found that the statement was corroborated by the details and screenshots of it being drafted, and contents that corroborated the immediate report made by the skater to the skater's coach, then to the Referee, Technical Controller and the ISU Ombudsperson at, and immediately following, the [ISU event]. The statement had been filed as part of the ISU Complaint, was not withdrawn by the ISU and formed part of the ISU evidence in these proceedings.

[16] Given the allegations of psychological abuse and harassment, and the vulnerability of the skater, the DC agreed with the ISU submission that neither [the skater nor the skater's family] would be required to attend any in-person hearing. The other witnesses remained available and could be summonsed if Ms Lisova wished an in-person hearing.

[17] The Alleged Offender was again ordered to confirm, within 5 days of 31 March 2025, whether or not she requested an in-person hearing. The Alleged Offender replied that counsel and her client would "*support the holding of the hearing*", under certain conditions which included the summonsing of [the skater] and/or her family (disregarding the Decision of Order No 2), otherwise it would be "pointless". She would not attend a hearing in person due to inability to travel, childcare and cost issues (despite having advised the DC Ms Lisova could not attend the previous hearing as she was attending another skating competition with her children, in breach of the provisional suspension).

[18] The DC rendered Order No. 3, dated 27 April 2025. Given the decision in Order No 2 and the above response, and that no request for an in person hearing with the other ISU witnesses was made, by the Parties, decided to follow the *prima facie* presumption under the DC ROP and that the Final Decision would be based on the written submissions of the Parties.

[19] The Alleged Offender had requested translation of ISU filed documents regarding the statement. The DC ordered the ISU to provide an independent, authenticated English translation of the electronic communications between [the skater] and the skater's present coach while drafting the Statement and of any other non-English documents relied upon. These were provided by the ISU on 7 May 2025 and to the Alleged Offender.

[20] Throughout this case, further submissions continued to be sent to the DC on behalf of the Alleged Offender, outside the DC Rules of Procedure and her Statement(s) of Reply. This caused delays, and the DC considered it impacted on the ability of both Parties to respond. Hence, out of an abundance of caution, to ensure that the Alleged Offender had the opportunity to confirm she had made all her points, and that the ISU also had the opportunity to respond, the DC ordered a Second Exchange of writs pursuant to Article 11(1) (of the DC Rules of Procedure), which sets out as follows:

> *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.

[21] These second exchanges were ordered to contain all additional submissions outside the first exchange, to ensure the Alleged Offender had the opportunity to consolidate any further points.

[22] The ISU's second Statement of Complaint was received on 20 May 2025, regarding the authentication of [the skater's] statement, along with 3 Exhibits.

[23] The Alleged Offender's second Statement of Reply was received on 30 May 2025, objecting to the admissibility of the statement, submitting there was no violation of the ISU Code of Ethics and that the proceedings should be terminated.

II. Procedural Matters

[24] Pursuant to Article 25, Para. 1 of the ISU Constitution 2024 (the ISU Constitution), the DC is a first instance authority to hear and decide complaints from an ISU authority against an Alleged Offender accused of a disciplinary or ethical offence.

[25] Under Article 4, Para. 1 of the ISU Disciplinary Commission Rules of Procedure (Communication 2551) the DC rules on Complaints pursuant to the applicable ISU Statutes, and Rules, including the ISU Code of Ethics.

[26] The ISU Statement of Complaint alleges that the Alleged Offender violated Articles 3 and 6 of the ISU Code of Ethics on 12 October 2024 during the 2024 [ISU event] (an international event and part of an ISU recognised series). The Complaint was filed within the one-year limitation period pursuant to Article 25 Paragraph 6 a) of the ISU Constitution.

[27] The allegations are clearly of an ethical/disciplinary nature; the DC has jurisdiction.

[28] According to Article 3 of the DC Rules, the proceedings are based upon the written submissions of the Parties. The Panel, at its sole discretion, may decide whether or not to hold a hearing.

III. Facts

The ISU Complaint

[29] The Complaint alleges that ISU Ice Dance judge Ms Olena Lisova of Ukraine, breached the ISU Code of Ethics and also harassed [the skater] during the [ISU event] 2024 where Ms. Lisova was officiating as a Judge.

[30] The relevant event took place over 3 days. The relevant incident is alleged to have occurred on Day 2. It was reported to [the skater's] Coach by [the skater] that day, then to the Referee and Technical Controller the following morning.

[31] The ISU Ombudsperson was officially notified 3 days later, following preliminary information from the Coach on Day 3.

[32] The Referee, Technical Controller and Coach were present at the event and subsequently made immediate reports.

Statement of Coach

[33] The skater's present Coach provided a Statement for this case. The present Coach stated that [the skater] was previously coached by another Coach (the former Coach). They had transitioned to the present Coach's team. This change in coaching was described as initially difficult for the former Coach to accept.

[34] The Junior competition at the [ISU event] was on the Friday and Saturday, with the Senior competitions on Friday and Sunday. Ms Lisova served as a Judge in both competitions, hence was officiating from Friday to Sunday.

[35] On Saturday morning, during an unofficial practice for the Juniors, the present Coach noticed Ms. Lisova and the former Coach talking together.

[36] Following the junior competition on the Saturday, the present Coach met with [the skater] to prepare them for the following day. While waiting by the locker rooms, [the skater] arrived, looking upset, and with a frightened expression. [The skater] disclosed that [the skater] had been approached by Ms. Lisova during the ice resurfacing break, recounting that: "*Ms. Lisova came up to me and said that she didn't like the skating at all and didn't understand what we were doing. She said we had gotten worse. This wasn't just her opinion, but five other judges also told her that they no longer recognized us*."

[37] [The skater] asked Ms. Lisova what she would suggest and was told *"Go back to your former coach. This is your last chance. If you don't, you won't see the […] Championships. I will make sure of that."*

[38] [The skater] was deeply unsettled by these words and due to compete before Ms Lisova, one of the judges on the panel, in the Sunday competition.

[39] At approximately 11pm on Saturday night, the present Coach informed the relevant Referee and Technical Controller of the incident.

[40] They met on Sunday morning, deciding to file an official report after the competition, to avoid further distress to [the skater]. Despite these precautions, the present coach stated [the skater] appeared intimidated before their Sunday performance, which impacted on their skating. The Technical Controller spoke with [the skater] after the competition and a psychologist was arranged following the return home.

Report of the Technical Controller

[41] The Technical Controller Report for the event, includes a "*Report on an Incident during the [ISU event]*. This repeats and affirms the report of the present Coach, made to the Technical Controller on the morning after the alleged incident.

[42] The Report states that [the skater] sat in the rink and watched the Free Dance of the Junior Ice Dance event. It includes:

> *During the ice resurfacing break, [X] went down to congratulate other skaters and the skater was left alone. The Ukrainian judge, Ms Lisova, who was officiating as judge in the junior competition, used the ice resurfacing break of the same competition to leave the Judges' Room, and come upstairs and accost the skater. She told [the skater] that their skating had deteriorated since having left their former coach and threatened that [they] would lose all support of the Ukraine if they did not go back immediately to their former coach and they would have to fend on their own in the future and forget all dreams of […] etcetera.*

Statement from the skater

[43] [The skater] was submitted to have been too intimidated to immediately submit a statement.

[44] However, by December 2024 the situation had changed, and [the skater] made the following statement:

During the [ISU event] 2024, […] I attended the ice rink to support the Junior Ice Dancers. During the ice resurfacing break before the last group of junior skaters, I was sitting alone in the hall. At this moment, Ms. Olena Lisova approached me and initiated a conversation. Ms. Lisova criticized our work, stating that everything we do is "awful" and that our performance has turned into something "unclear." She implied that the way we skate and work is unacceptable, adding that most judges find it difficult to watch us perform because it is, in her words, "awful." In response, I asked her what she suggested we do. She replied that we must return to our former coaching team, describing it as our last chance. She claimed that our current coaching team was unsuitable for us and insisted that we needed to return to our previous coaches. After this conversation, I immediately went to the changing room, where I was scheduled to meet [the present coach] […]. who asked what had happened, and I informed [the present coach] about my interaction with Ms. Lisova. To ensure privacy, we moved to another location where I shared the details of the conversation ….]. I expressed my concerns about the situation, especially given that Ms. Lisova was part of the judging panel for the next day's competition. My [present coach] reassured us, stating that [the present coach] would address the issue and that we should feel confident knowing we had support from others in the community This warning deeply affected me, and out of concern for my parents' well-being and to protect them from potential repercussions, I chose not to proceed with filing an official report at the time. I hope this record will contribute to ensuring fairness and addressing inappropriate behaviour within the skating community. [Dated: the skater]" (Exhibit 10, dated 20 December 2024, signed by typed name and electronic version of a handwritten signature.)

Ms Lisova's Statements of Reply

[45] The Alleged Offender provided two initial Statement(s) of Reply. The DC duly received a Statement of Reply from counsel Ms Piatyhora, dated 1 February 2025. This contained legal submissions, and an italicized, unsigned section, described as from Ms Lisova. This document was signed electronically by Ms Piathyora, with 6 Exhibits annexed; no separate Statement from Ms Lisova was attached.

[46] On 4 February 2025, the DC received an almost identical document from Ms Lisova, dated 3 February 2025, with 3 additional Exhibits. These responded to a Letter of Warning from the ISU IDTC regarding judging in other competitions (which is partly disputed by the Alleged Offender; however that is a matter for the IDTC and not the DC) or a different letter to a Federation. The DC does not consider either of these relevant to the present case and has not taken them into account.

[47] Both Statements of Reply were identical, except for comment on the additional Exhibits. Both included an identical italicized section describing a narrative of the meeting between Ms Lisova and [the skater]. That section was not signed by a handwritten signature.

[48] The lawyer's version is on her letterhead, drafted in the third person and signed with a scanned/ PDFed signature for Ms Piatyhora. Ms Lisova's version was in the first person, headed with Ms Lisova's address and signed as from Ms Lisova by a scanned version of a handwritten signature.

[49] The identical submissions were that the allegations against Ms Lisova were entirely baseless, speculative, lacking any credible or substantive evidence, and based on subjective interpretations and assumptions that did not reflect the actual circumstances of the events.

[50] They submit that Ms Lisova had always conducted herself to the highest standards of professionalism, integrity, and impartiality in accordance with the ISU Code of Ethics with an unblemished professional record over 10 years of judging. She had never received a single disciplinary sanction, warning[1], or complaint about her judging, nor had her professionalism been questioned by the federation or her fellow judges. A targeted smear campaign had suddenly emerged, accompanied by fabricated accusations and attempts to remove her from the sport.

[51] The Alleged Offender's submissions are summarised below, regarding the specific allegations. Ms Lisova and her counsel accept that a conversation took place between The skater and Ms Lisova at the relevant time. The unsigned italicized portion (referred to in Ms Piatyhora's version as Ms Lisova's statement), explains it as follows:

> *On […], during the ice resurfacing between the second and third groups of the junior free dance competition, I accidentally encountered [the skater] in the rink lobby. This meeting was not planned; it was entirely coincidental.*
>
> *I have known [the skater] for many years, since […] childhood, […….]. I immediately noticed that [the skater] looked very upset and distressed. I greeted [the skater] and asked how [the skater] was doing and whether everything was alright.*
>
> *During our conversation, I realized that [the skater's] distress was related to [the skater's] performance the previous day, which [the skater] believed had been unsuccessful. I agreed that their performance had indeed looked heavy and not very elegant, but at the same time, I emphasized that this was no reason to be discouraged, as there is always an opportunity to improve and refine one's skills.*
>
> *I tried to reassure [the skater] and told [the skater] not to be upset and to remain calm during [the skater's] next performances.*
>
> *In response, [the skater] asked me. 'What should we do?' I replied that there are always ways to improve the situation, adjust one's approach, and work on mistakes. I added that 'the doors are always open, meaning that there are many groups and opportunities for development worldwide. This was purely a sincere gesture of support, intended to help [the skater] overcome (the skater's] emotional distress and look at the situation from a positive perspective.*
>
> *There were no hints of threats or intimidation. My response was entirely motivational and general. I did not discuss any specific circumstances or other coaches, including [the former Coach], nor any other topics that could be perceived as pressure.*

[1] The DC notes that this is incorrect. Ms Lisova had received a Letter of Warning from the Ice Dance Technical Committee, unrelated to the present Complaint, which was filed to the DC by the ISU and by the Alleged Offender in her Statement of Reply for the present case. She was also the subject of another ISU Complaint (ISU v Lisova, Mader, Esen and Balkov, case ISU 2024-02. An in-person hearing for that case on 5 March 2025 found the case against Ms Lisova was not proven.

I deliberately avoided any conversations that could cause additional negative emotions for [the skater] and focused solely on words of encouragement. I had no intention of influencing [the skater's] decisions, performances, or future. Instead, my only goal was to help [the skater] understand that any problem has a solution and that [the skater's] career, like any challenge, can be successfully overcome.

Furthermore, I want to emphasize that there has never been any conflict or misunderstanding between me and [the skater]. "

[52] The meeting was submitted as accidental and brief, occurring in the rink lobby during a break; a simple act of kindness and human support from someone she had known for years, entirely natural, not contradicting any behavioural norms, was general encouragement with no further contact or conversations. Any harassment could have easily been observed/ overheard and reported by others. There was no intent to exert influence or manipulation, no actions to influence the athlete or question the judge's independence.

[53] She further submits that [the skater] does not directly assert threats or pressure exerted by Ms Lisova. It lacks specific circumstances that could be classified as threats or unlawful actions is just a general description of [the skater's] emotional state, which at the time was severely impacted by a series of unsuccessful performances. [The skater's] language was vague and neither clarified the nature of the conversation nor specified any words indicating intimidation or pressure, suggesting that the accusations are based solely on [the skater's] subjective feelings.

[54] The evidence of [the present Coach], the Technical Controller, the Referee and [another Coach] are submitted as false, unsupported, deliberately distorted, from persons who didn't witness the conversation and for personal reasons to remove Ms Lisova from judging.

[55] The skater's athletic performance was submitted as having declined significantly after changing coaches, affecting [the skater's] psychological and emotional state and perception of the situation during the [ISU event]. [The skater] would have immediately reported pressure of threats to ISU officials and filed a complaint as soon as possible, rather than waiting for three months and continuing to compete. The [present coaches] would have immediately contacted ISU disciplinary bodies if they truly believed their athlete was subjected to pressure or threats. [The skater] was likely pressured to file and sign a complaint against Ms. Lisova. The statements lacked a handwritten signature, were alleged to be drafted by others, of questionable authenticity and part of a systematic campaign to discredit Ms. Lisova.

[56] Ms. Lisova had no actual or potential influence over [the skater's] family, nor posed any kind of threat to them. [The former Coach] provided a Statement. [The skater's] […]r has been living with her. There had never been any conflict between them. [The former Coach] alleges that [the skater] was manipulated to change coaches and may now be attempting to discredit her team.

[57] [The skater's] results in the following segment were due to changing coach, an overall level of preparation and technical mistakes and not to the interaction with Ms. Lisova. Ms Lisova has always treated both [Coach A] and her athletes with respect.

[58] The second response was received on 30 May 2025. It submitted that [the skater's] statement was prepared by [the present Coach], who was not a witness to the relevant conversation; external pressure

by others was forcing [the skater] to sign the statement; it did not mention any misconduct by Ms. Lisova nor a violation of the ISU Code of Ethics. The correspondence was just editing an unspecified document without specific facts, dates, or event locations.

[59] The lack of a handwritten signature from [the skater] meant there was no confirmation that [the skater] personally signed the final version. An electronic signature could have been inserted by anyone; without a digital trail or verification of its authenticity, the content could have been manipulated. The attached PDF "file" is submitted as unknown, unverified and a request to return a signed version. It is dated 20 December 2024; however, the messenger correspondence took place days later, between 26 and 28 December 2024.

[60] The correspondents are unknown, there is no indication that [the skater] intended to initiate a disciplinary complaint. It is submitted that [the skater] later attempted to withdraw it, because [the skater] had become aware of the incorrect content and the legal consequences.

[61] The only source of factual information in the ISU Complaint was the unsigned and withdrawn statement of [the skater], with no other independent evidence of any violation by Ms. Lisova.

[62] There was no violation as Ms Lisova's conversation with [the skater] was coincidental, supportive, and friendly, containing no coercion, manipulation, or threats.

[63] The Commission was asked to terminate these proceedings.

IV Law

[64] The alleged offence is of an ethical/disciplinary nature. Therefore the ISU DC has jurisdiction.

[65] The ISU Code of Ethics is part of the ISU Statutes (see Article 39 Para. 1, ISU Constitution). Following Article 2 Para. 2.1 of the ISU Code of Ethics (COE), all persons who involve themselves with the ISU in any capacity, claiming or seeking standing as current or prospective participants in any ISU Event or activity, fall within its personal scope:

[66] As ISU Official, the Alleged Offender falls under the personal scope of the ISU Code of Ethics per its Article 2.1. The incident happened at an International Competition as part of an ISU Series and, thus, an ISU interest was given, so that the incident also falls under the material scope of the ISU Code of Ethics according to its Article 2.2.

[67] According to Article 2 Para. 2.2 a), the ISU Code of Ethics applies broadly whenever an ISU interest is involved.

[68] Under Article 3 of the ISU Code of Ethics, the Alleged Offender is bound to:

> *- exemplify, by their conduct and by their written and oral communications, the highest standards of honesty, respect, fairness, fair play, ethical behavior, and sporting attitude and shall not act in any manner which might damage the reputation of the ISU or the ISU sports;*

-inspire internal and public confidence in the fairness, honesty and integrity of the ISU, the ISU sports and all who act under the auspices of the ISU sports.

[69] Under Article 6 of the ISU Code of Ethics, Harassment and Abuse:

> *6.1 Persons subject to this Code of Ethics 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 in particular 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 or negligence.*
>
> *6.2 For the purposes of this provision:*
>
> *[…]*
> *- "Psychological abuse" means a pattern of deliberate, prolonged, repeated non-contact behaviors within a power-differentiated relationship. "Psychological abuse" can consist of any unwelcome act including confinement, isolation, verbal assault, hazing, humiliation, intimidation, infantilization, or any other treatment which may diminish the sense of identity, dignity and self-worth. This form of abuse is at the core of all other forms of abuse. Psychological abuse may take place in person or online. - "Online abuse" is a type of "psychological abuse".*
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> *"Online abuse" encompasses various forms of harmful behavior on digital platforms. It entails the use of violent, aggressive hate speech, directed at an individual or a specific subgroup sharing a common identity. It is typically rooted in factors like race, ethnicity, nationality, gender, sexual orientation, physical appearance, or is sexualized in nature. The most common forms of "Online abuse" in sport are: -*
>
> *-Flaming: Flaming is the sending of threatening, abusive or rude messages to an identified target. […]*
>
> *-Harassment: Harassment is a form of unwanted, persistent, and offensive behavior that can occur online or offline. In the context of the internet, it involves repeatedly sending abusive, threatening, or intimidating messages to an individual or group. This behavior can include stalking, cyberbullying, or making unwelcome, non-consensual sexual or intimate advances. […]*
>
> *"Neglect or negligence" 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. "Neglect or negligence" can consist of acts of omission regarding athlete safety. For example, "neglect or negligence" can include depriving an athlete of food and/or drink; insufficient rest and recovery; failure to provide a safe physical training environment; or developmental age-inappropriate or physique inappropriate training methods. This definition applies to Coaches and any other Athlete Support Personnel.*

[70] Under Article 7, anyone affected by or who has observed an alleged incident of harassment or abuse during the period of an ISU Event or any other ISU activity may either file a Statement of Complaint against the Alleged Offender in accordance with the ISU Disciplinary Rules of Procedure (currently ISU Communication No. 2551) or report the incident in writing or verbally, and a process is set out.

[71] Article 3, para. 7 of the DC Rules of Procedure, ISU Communication 2551, states that "*where these Rules of Procedure request any signatures such signatures need to be in handwriting and may be produced in original, by telefax or by e-mail. However in case of doubt about the authenticity of any signature*

transmitted by telefax or by e-mail the Chair of the Panel may order that the original signature has to be produced".

Jurisdiction

[72] Ms Lisova signed and acknowledged the ISU Declarations accepting the authority of the ISU Constitution, the ISU Disciplinary Commission, and the ISU Code of Ethics in the relevant season.

[73] In addition, all persons involved in an ISU activity (including participation in ISU sanctioned events and activities listed in the ISU calendar, cf. Rule 107 GR 2024, or other ISU events and activities such as Congress, Seminars, etc.) are declaring, through entering, implied consent with all applicable ISU Rules and Statutes, such as in Rule 125 Para. 4 and 5 GR 2024.

[74] Ms Lisova was an ISU Official at the time of the alleged incident(s) and participated as a Judge in the [ISU event] in 2024 (cf. Rule 107 Para. 5a General Regulations 2024).

[75] Under Rule 125 Para. 4 of the ISU General Regulations, Officials participating in any ISU activity shall comply with any applicable statutes, ethical declarations and codes of conduct prescribed by the Council.

[76] According to Rule 125 Para. 5 of the ISU General Regulations, Officials or any other participants in ISU activities who can be proven to have acted against the spirit of the ISU Statutes or otherwise improperly, undergo sanctions.

[77] Under the ISU DC Rules of Procedure, a Complaint (which in this case was filed by the ISU) must be filed within one year. That has been respected. No significance attaches to any alleged delay by the [Complainant] in making the Complaint. The Complaint is duly filed.

[78] Due to the nature of the allegations in the Complaint, Ms Lisova was provisionally suspended, under Article 2 No. 5 of the ISU Disciplinary Commission Rules of Procedure ("ROP" as included in ISU Communication No. 2551) from participation in all ISU events until the Final Decision of the case. This provisional suspension started on 14 January 2025 (it was included in Order No. 1 delivered to Ms Lisova on that day). The restraining order (also included in Order No. 1 delivered on 14 January to Ms Lisova) became effective on that date as well. The legal base for this order is also Article 2 No. 5 of the ISU ROP.

V. Analysis

Authenticity and evidential value of the Statement of the skater

[79] In DC Order No 2, the authenticity of the statement was determined, and is repeated and expanded upon here.

[80] The Alleged Offender submitted that failure of the Complainant to provide a signed witness statement from [the skater] was a serious breach of the DC Rules of Procedure, Communication 2551, Article 3 para. 7. This is incorrect.

[81] The DC ROP do not require that witness statements must be signed. Even where signatures are required, they could be transmitted by fax, email (i.e. as a copy). Since the Alleged Offender challenged the authenticity of the statement, the DC nevertheless ordered production.

[82] Instead of a handwritten signature, a series of screenshots of an online conversation between the skater and the present coach were provided and clearly showed the provenance and development of the statement.

[83] As set out earlier in this Decision, the provenance of the Statement from [the skater] was challenged. The ISU supplied screenshots showing the process of the drafting and electronic signing of the statement, from phones bearing the assignations of [the skater] and [the present coach], reproduced in part below as translated to English:

Date	Present Coach	The skater
26 Dec 2024 Mp-screenshot 09:47 Document: Report [skater's name].pdf, 68kB 00:26 00:27	[…], could you please review the report and digitally sign it if you approve? Happy holidays to you and let's put this behind us. And, please, return the signed document to me.	
27 December 2024 12:06 Document with highlighted text mp-screenshot Voice messages	 12:15 okay.	Hello! Apologies for that delayed response […….]; If it's alright I'd like to remove that one sentence. I'll send the signed document. Happy holidays to you too and may all the bad things be in the past.
28 December 2024 Document: report [skater's name] 2.pdf 1 page 93 kB Mp-screenshot 8 09:55 Document: report [skater's name] Mariia 2	7:04 am Good morning., Please, send me the document (*document with highlighted text)* 7:52 Can we just take it all out? (after receiving a voicemail message) Thank you. 10:48 We should talk on the phone again for a short time. 11.26 "I will write him also that this is very important for you 12:45 Thank-you	 11:21 Okay 11:26 Thanks! 12.44 Screenshot: Dear [present Coach], thank you very much. I will point at the necessity to keep the issue as confidential as possible. Yours Kindest. 12:52 Thank-you.

[84] The sequence shows that a draft witness statement, dated 20 December 2024 was sent by [the present coach] to the skater on 26th December 2024. The date of the statement was not changed despite the drafting continuing until 28th of December 2024. One sentence was deleted at the request of [the skater] on 27 December 2024 at 12: 06 and the report attached, showing the sentence to be deleted. A further paragraph was deleted at [the skater's] request on 28 December 2024 at 7:52. [The present coach] amended it and the final, version two, was sent to [the skater] on 28 December 2024. [The skater] then returned the signed statement, Report [skater's name] 2.pdf, without changing the date from 20 December 2024) to 28 December 2024 then returned it to [the present coach].

[85] The Statement was filed to the DC as part of the present case. [The present coach] remained a party and witness to those text message exchanges.

[86] On 10 February 2025, the ISU's counsel Mr Geistlinger received a written request from [the skater] to withdraw [the skater's] Statement. The Chair of the DC subsequently also received the request from [the skater]. These written requests also used [the skater's] electronic signature. The requests did not state the allegations were untrue, just that [the skater] sought to withdraw the Statement.

[87] The DC finds that the screenshot message exchange between [the present Coach and the skater] showed the development the Statement and corroborates its authenticity. Not only did it show the development of the statement, but it also showed portions deleted, a timeline and discussions between [the skater] and the skater's coach.

[88] There are no indications of pressure on the skater to modify [the skater's] statement, nor pressure to sign without agreement. The messages are accompanied by the names of pdf documents- report [skater's name] and version 2, and screenshots of it.

[89] Regarding the date of the statement, this is typed as 20 December 2024. However, it is clear that the same document has been edited on the later dates. Therefore, the DC accepts that this is the statement of [the skater], but the date had not been updated to reflect its completion after 20 December.

[90] [The skater's] email request to withdraw [the skater's] statement was signed with an electronic signature resembling the same on the statement. The fact that [the skater] requested to withdraw [the skater's own] report/statement (see Exhibit 12: ".. *I insist on withdrawing my report")* also supports that this was actually [the skater's] statement.

[91] Furthermore, the fact that [the skater] had asked for withdrawal of the statement does not mean that the proceedings must be terminated. [The skater's] statement formed part of the evidence of the ISU case, which continues.

[92] The procedure for reporting this type of behaviour is set out in Article 7 of the ISU Code of Ethics and also the obligations of coaches. It is entirely appropriate for a coach or the ISU to report and make a complaint to the DC. The ISU has done so.

[93] Finally, under the DC ROP a statement does not need a handwritten signature in order to be considered as relevant evidence. However, it can be challenged and a handwritten signature requested if the authenticity is challenged.

[94] In this case, the circumstances and facts including the subsequent correspondence from [the skater] support that the original statement and report came from the skater. Furthermore, the fact that [the skater] had asked for withdrawal of [the skater's statement] does not raise any doubts about its evidential value, as this is just a procedural request, which does not affect the content of the statement itself.

[95] It was the ISU who made the decision to file a Complaint to the Disciplinary Commission. It is the ISU who is the Complainant. The ISU, not [the skater], can withdraw a complaint and they do not.

[96] Considering all of this, the Disciplinary Commission determined that [the skater's] statement in the ISU Complaint to be authenticated and admissible in the present case. However, the weight to be attached to it is considered with regard to the other corroborating evidence in this case- that of the immediate oral report to the present coach, [the skater's] referral to the other witnesses while still at the [ISU event], the reports of the Technical Controller and the Referee, the referral to the ISU Ombudsperson and then the written statement of [the skater].

[97] Of note, while [the skater] asked to withdraw [the skater's own] report (thereby validating the skater had made it), and did not express that the incident at the [ISU event] was untrue. Instead, [the skater] stated

that [the skater] did not want to continue in the proceedings. After the ISU request for a handwritten signature, [the skater] added that no threats had been made to [the skater or family], by Ms Lisova or counsel.

[98] In cases which allege psychological pressure and/or threats, to an individual, it is evident that the recipient of such abuse or threats is placed in a vulnerable position. It is not unusual to want to withdraw from the situation, or to withdraw a report when subjected to behaviour of this type.

[99] [The skater] was a skater in a vulnerable position, in the middle of a competition, who reported threats and denigrating comments made to [the skater] by a person with considerable power over [the skater]. That person was a judge in [the skater's] upcoming event and likely to be a judge in future competitions.

[100] The content of the conversation was immediately reported by [the skater] to the present coach. It was then reported to the Referee, the Technical Controller and the ISU Ombudsperson. The evidence, circumstances, reporting, and subsequent corroboration are credible and accepted by the DC.

[101] The Complainant in this case is the ISU, and not [the skater]. The matter was immediately reported by [the present coach], on behalf of a skater for whom [the present coach] had a duty of care. It would have been negligent if [the present coach] did not report it. It is incorrect to say that no complaint was made at the relevant time or to criticise [the skater] for delay.

[102] The written statement of [the skater] was obtained subsequently, and forms part of the evidence in this case. It was not made in a vacuum- it confirms [the skater's] original report of the incident.

[103] It was not [the skater] who made the complaint to the DC- that was the ISU. It does not matter whether or not [the skater] envisaged this would happen, nor is there any delay as the one year filing limitation period is respected. The ISU is the Complainant. The Complaint also relies on the evidence of [the present coach], the Technical Controller and the Referee. The DC does not dismiss it as there is an evidential basis for the Complaint.

Regarding the present case

[104] Both Parties have provided full written submissions, in two exchanges of writs as set out above.

[105] After reviewing the submissions and evidence, the DC accepts the ISU submission that the Alleged Offender, by leaving her Judge's position during an ongoing competition and moving to the public arena, approaching and intimidating a Skater, whom she had and was to judge herself, violated Article 3 of the ISU Code of Ethics.

[106] The DC finds it proven that Ms Lisova engaged the skater (between the two segments of their event), while officiating as a Judge in the Junior event. A break for ice resurfacing, or any other purpose during a competition does not mean there is a break in the Judge's duties and obligations.

[107] This behaviour does not inspire internal and public confidence in the fairness, honesty and integrity of the ISU and its sports, but to the opposite, could cause damage to the reputation of the ISU and its sports.

[108] The Alleged Offender, by degrading and intimidating a skater did not exemplify the highest standard of respect, fairness, fair play, and violated Article 3 of the ISU Code of Ethics.

[109] The DC finds that Ms Lisova violated her duty to :

-exemplify, by her conduct, the highest standards of honesty, respect, fairness, fair play, ethical behaviour, and sporting attitude, and not act in any manner which might damage the reputation of the ISU or the ISU sports;

-inspire internal and public confidence in the fairness, honesty and integrity of the ISU, the ISU sports and all who act under the auspices of the ISU sports.
(Art. 3 COE)

[110] In this case, the words and context of the conversation undermined the affected the skater's sense of identity, dignity, and self-worth—both by disparaging her and her skating abilities, and by threatening [the skater's] professional future unless the team reverted to former coaches.

[111] Regarding the allegation of harassment, Article 6.1 of the ISU Code of Ethics proscribes that even a single incident can satisfy the criteria for harassment and abuse. This is expanded under Article 6.2, where harassment is defined as a "pattern of deliberate, prolonged, repeated non-contact behaviours within a power-differentiated relationship."

[112] In this case, the form of harassment and abuse alleged is psychological abuse. However, the definition of psychological abuse in Article 6.2 of the Code of Ethics requires a pattern of prolonged behaviour.

[113] Should provisions conflict, then the provision that is more favourable to the Alleged Offender should apply.

[114] Therefore, whilst agreeing that the conduct alleged violates the ISU Code of Ethics, we do not find the specific breach of Article 6 proven.

[115] The DC finds the violation of Article 3 of the Code of Ethics is proven to the standard of comfortable satisfaction.

[116] This type of behaviour will not be tolerated in ISU sports, where the highest ethical standards and principles of fair play must be upheld.

[117] Turning to appropriate sanction, the DC notes that the ISU asked to suspend the Alleged Offender for a period of 12 months from all ISU activities.

[118] Following a thorough review of the evidence, facts and circumstances of the case, and the interim sanction imposed, DC finds that a minimum of 12 month suspension is an appropriate sanction for the Alleged Offender.

[119] This sanction is effective from the commencement date of the interim suspension.

VI. Decision

Based on the above considerations the ISU Disciplinary Commission rules as follows:

1. Ms Olena Lisova is found to have violated Article 3 of the ISU Code of Ethics.

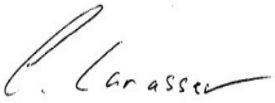
2. A suspension of 12 months from participation as a judge and participation in all ISU events and activities is imposed on her.

3. The suspension is from 14 January 2025 and ends at 5pm on 13 January 2026.

4. The restraining order remains in place until 5pm on 13 January 2026.

5. The Parties bear their own costs.

Dated : 27th October 2025



Susan Petricevic	Eugen Larasser	Dr Keith King
Chair, ISU DC	ISU DC Panel	ISU DC Panel

The present decision is subject to appeal to the Court of Arbitration for Sport, Avenue de Beaumont 2, CH 1012 Lausanne, Switzerland, within 21 days upon receipt of the decision, in accordance with Article 25 Para. 12 and Article 26 of the ISU Constitution 2022.