

ISU Toolkit for Writing a Code of Conduct for Coaches

This toolkit provides 10 concepts to guide ISU Members in developing their own Code of Conduct for Coaches and ASP.

As you consider how to write the Code of Conduct for Coaches in your country, you can consider these points to help you in the process

1. Introduction

- Consider the idea of ethics as a moral philosophy involving right and wrong conduct.
- Emphasize the importance of ethical practices in coaching due to the close interaction with Skaters and young people.

2. Definitions

- Make sure to clearly define what constitutes harassment and abuse.
- Useful links:

[ISU Safeguarding Policy](#)

[IOC Safeguarding Toolkit](#) (page 36)

3. Core Values and Ethical Profile – check the *box of tools* at the end of this document for some ideas

- List 3-5 values guiding the behavior of Coaches towards Skaters.
- Identify virtues like integrity, reliability, commitment to norms, and trustworthiness that are important in the coaching environment.

4. Stakeholder Considerations – Understanding the landscape.

- Define clear boundaries.
- Establish confidentiality protocols and discuss potential breaches.

- **Communication:** How will your Code of Conduct be communicated to Coaches and others in a positive way.
- **Best interests of the child** – Consider at all times the best interests of the child as set forth in [Convention on the Rights of the Child](#).



5. Outlining the scope of your Code of Conduct

- Who needs to sign it (i.e. Coaches registered in your Federation and/or all Coaches, Team Leaders, physiotherapists, and/or massage therapists)
- At what point do they need to sign it (i.e. upon recruitment, after taking a Safeguarding training, etc.)

6. Resource Considerations

- **Laws and Legislation:** When drafting your Code of Conduct be aware of relevant laws in your country.
- **Professional Associations:** Engage with other sports organizations in your country (such as other national federations, your National Olympic Committee, any national Safe Sport body or NGOs) for guidance and support.

7. Considerations for Professional Excellence

1. **Do No Harm:** Coaches shall prioritize the well-being of the Skaters and refrain from actions or advice that may cause harm.
2. **Make Things Better:** Coaches shall strive to enhance the lives and situations of their Skaters through their guidance and support.
3. **Respect Others:** Coaches shall demonstrate respect for their Skaters beliefs, and values, fostering an environment of trust and collaboration.
4. **Be Fair:** Coaches shall ensure fairness in their interactions and decisions, treating all Skaters with equity and impartiality.

5. **Be Empathetic:** Coaches shall approach their work with compassion, empathy, and understanding, recognizing the humanity and dignity of each Skater

8. **Continued Professional Development:** Where possible, Coaches shall engage in ongoing professional development to enhance their competency and ethical capacity.

9. Consequence

- Make sure to establish consequences for any breach of the Code of Conduct.
- Remember consequences should only be implemented after an impartial investigation procedure

10. Community and cooperation

Contact safeguarding@isu.ch if you need more information or guidance.