

Northern Blades NSC Figure Skating Club

Professional Membership Information 2019-20

All Renewal Applications Due June 15th, 2019
Please Complete & Submit Applicable Pages 7-15

On behalf of the Northern Blades NSC Figure Skating Club, the Board of Directors would like to wish you a warm welcome as we begin to prepare for the 2019-20 skating season. Our unique partnership with the National Sports Center allows Northern Blades NSC FSC members access to consistent ice time, on and off-ice training opportunities, world class facilities, and professional coaching staff without the financial liability or management commitment that other clubs require.

Our club's purpose is:

- To promote amateur figure skating
- To foster a community of figure skaters with positive attitudes and good sportsmanship
- To carry out the objects and precepts of the United States Figure Skating Association in accordance with the provisions of the United States Figure Skating by-laws and official rules

The club's activities are designed to meet the needs of all its members, regardless of ability, and stresses sportsmanship, discipline, friendship, goodwill and cooperation within its membership.

MEMBERSHIP INFORMATION

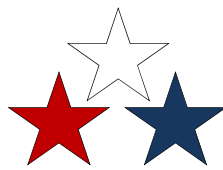
Benefits:

- Membership to USFS (*Doesn't apply to Associate Membership*)
- Participate in events/competitions sanctioned by USFS
- Ability to vote at the annual banquet in May (*Home Club Members ONLY*)
- Participate in all club sponsored events, including Club sponsored Clinics/Seminars
- Reduced and/or no fees for club sponsored events
- No volunteer requirements

Northern Blades NSC Figure Skating Club has high standards for conduct and professionalism both on and off the ice; these expectations are outlined in the attached Code of Conduct Policy. All Club Members must annually review and agree to abide by this code of conduct with their annual membership. Professionals are also bound under PSA ethics guidelines as outlined at <http://www.skatepsa.com>.

The NBNSCFSC Board has guidelines for any Professional who wishes to instruct as a NBNSCFSC Coach, the guidelines are as follows:

- Fully complete the Professional Application and pay all fees required by NBNSCFSC
- Complete the Coaches Registration & pass the Background Screening as required by US Figure Skating
- Provide proof of current liability insurance
- Be compliant with the US Figure Skating Continuing Education Requirement



- Professionals **MUST** be committed to keeping their students at NBNSCFSC
- Professionals are not required to but may submit a resume to the NBNSCFSC Board as part of their membership application.

Professionals are encouraged to complete renewal applications with payment before June 15th, 2019 in order to avoid a late fee. We realize that additional forms and certifications may not be available until the end of June. Please turn those in as soon as possible. As long as the membership application and payment were submitted before the deadline, no late fee will be assessed. Applications will be reviewed by the Board of Directors for approval prior to June 30, 2019. Professionals who have not submitted their paperwork by June 30, 2018 will be removed from the NBNSCFSC roster, will not be eligible to receive any member benefits, and will be assessed the late fee of \$25 if renewing. Coaches must also meet all requirements for USFS coach compliance to be eligible to coach on NSC ice sessions.

Once you have read and understand all applicable membership information, fill out the ***Application for Membership*** found on pages 7-15. Complete and submit ***only applicable pages*** and turn in to the Membership Chairperson, deposit in the mailbox on the club locker in rink #3 (labeled Club Mail) or mail to the Club by June 15th, 2019 (be sure to add extra postage if mailing your forms) at:

NBNSCFSC-Membership
12527 Central Avenue N.E.
Suite 124
Blaine, MN 55434

We will be continuing to enforce the late renewal policy for Professional Club Memberships:

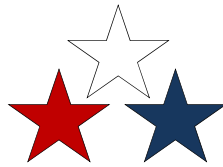
- If renewal forms and dues are not submitted to the membership chairperson or postmarked by **June 15th, 2019**, a \$25.00 late fee will be assessed and required with application

If you are not planning on renewing your membership with Northern Blades NSC FSC, please let us know so we do not send you a reminder email (membership@northernblades.org). If you have any questions, please contact any Northern Blades NSC FSC Board Member. Information and applications can also be found on our website at www.northernblades.org.

Thank you,

The Northern Blades NSC Figure Skating Club Board of Directors

Molly Fitzel, Jane Schaber, Tania Uhde, April Gibbs (2018-19 Executive Committee)
Mel Berghuis, Rachel Harris, Charity Stanchfield (2018-19 Members at Large)



NORTHERN BLADES NSC FIGURE SKATING CLUB 2019-20 CODE OF CONDUCT

Northern Blades National Sports Center Figure Skating Club ("NBNSCFSC") supports a zero tolerance policy for unsportsmanlike behavior. Its members, whether athletes, professionals, parents or supporters should continually raise the standard of behavior to create a comprehensive skating experience, where hopes and dreams are realized, through a supportive and inspiring network of people and experiences.

RULES OF ENGAGEMENT

1. Always assume good intentions.
2. Treat others as you would want to be treated.
3. Always come from a perspective of understanding vs. blaming or criticizing.
4. Be solution minded! Always search for solutions rather than blaming.
5. Opinions are always welcomed, but, once a decision has been made, stand behind the decision for the forward progress of the program/Club.
6. Everyone should bring their "best" self and attitude to skating each day.
7. If a problem or issue should arise, raise it with those individuals that can most effectively and efficiently deal with the issue or problem. Gossip, rumors and negative PR will not be tolerated.
8. It is ok to say "I'm sorry". Everyone makes mistakes. This is how we learn and grow. Maintaining relationships is more important than being right or getting in the last word.
9. Remember we are all here for the betterment of the *overall* skating program and experience! We can accomplish more together, than separately. If we all work together; Skater, Coach, Parent, Board Member, Volunteer, NSC Staff, etc. then we will produce a greater experience for all!

PROFESSIONAL MEMBERS RESPONSIBILITIES

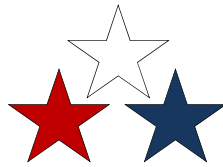
I will support and respect the NBNSCFSC by encouraging membership, good sportsmanship behavior and by showing positive support for all members, coaches, board members, judges, officials and rink management both on and off the ice. I will adhere to the Professional Skaters Association ("PSA") Code of Ethics and Tenets of Professionalism. I understand that all professional members must be compliant with all USFS rules which require a background check, insurance, continuing education as well as membership in PSA. I will support and enforce the expectations of skaters, parents and professionals as outlined on the following page to the extent my authority allows.

PARENT/GUARDIAN/ALUMNI RESPONSIBILITIES

I will support and respect the NBNSCFSC by encouraging membership, good sportsmanship behavior and by showing positive support for all members, coaches, board members, judges, officials and rink management both on and off the ice and will encourage the same from my child. I will support the expectations of skaters and follow the expectations of parents as outlined on the following page.

SKATERS RESPONSIBILITIES

I will support and respect the NBNSCFSC by encouraging membership, good sportsmanship behavior and by showing positive support and respect for all members, coaches, board members, judges, officials and rink management both on and off the ice. I will follow the rules of skater etiquette as published by the National Sports Center and NBNSCFSC. I will support and follow the expectations of skaters as outlined on the following page.



COURSE OF ACTION

Should a parent, member or professional not adhere to the above Code of Conduct, NBNSCFSC Board of Directors will hold the member, parent or coach accountable and will take necessary action that may be as simple as a verbal warning up to disciplinary hearings before the Board of Directors. At such time the Board of Directors will decide if suspension or expulsion from NBNSCFSC is in order.

IMPLEMENTATION

Anyone may file a complaint, in writing and signed to the President of the NBNSCFSC. Please Do Not Email.

ACKNOWLEDGEMENT

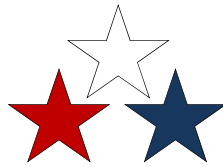
I will read and understand the terms and conditions set forth in this document and the expectations outlined below and on the following page(s) and agree to adhere to them.

EXPECTATION OF SKATERS

1. I will work toward and support:
 - a. Individual growth and excellence in figure skating.
 - b. Positive and constructive behavior with all of my fellow skaters, other parents and professional staff in the Club.
 - c. Respect and appreciation for the individual and different personalities and skills of all skaters and Pros.
 - d. Feeling of "belonging" to the Club, Club unity and working together to accomplish Club goals.
 - e. Support and respect for all skaters participating in competitive events.
2. I will be respectful of all skaters, Pros and others at the ice arena by exhibiting appropriate behavior at all times.
3. I will abide by the disciplinary procedures as outlined in the Expectations of Professional Staff and restated below:
 - a. All Pros are responsible to be observant for inappropriate skating etiquette.
 - b. If inappropriate skating etiquette is observed, the Pro of the skater involved and the Pro who observed the behavior will meet off the ice and all parties will address and resolve the problem. This will take place at the time of the incident. If the skater's Pro is not present, the issue will be discussed with the skater, and the skater's Pro will be notified as soon as possible.
 - c. If I disagree with how I was treated, I will follow the grievance procedure, as outlined by the Board.
4. I will conduct myself chemically free (alcohol, illicit drugs) whenever participating in a Club skating session, exhibition or skating competition.

EXPECTATION OF PARENTS

1. I will review and explain the Expectations of Skaters with my skater(s). I will support and respect these Expectations.
2. I will review and explain the Expectations of Professional Staff with my skater(s). I will support and respect all Pro's philosophies, work and disciplinary procedures.
3. I will support the Club by:
 - a. Volunteering to help with any competitions hosted by or worked by Northern Blades NSC FSC.
 - b. Participating and/or volunteering in other Club activities as requested.
 - c. Paying my bills on time.
4. I will use the grievance procedure whenever I or my skater(s) has/have a problem which cannot be informally resolved.
5. I will read, understand and respect the policies of Professional Skaters Association regarding Solicitation, Promotion and Tampering. I agree not to participate in Solicitation or Tampering and to report instances as they occur.

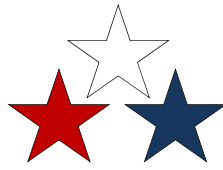


EXPECTATION OF ALUMNI

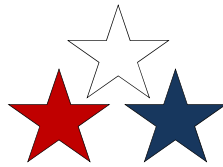
1. I will review the Expectations outlined above and will support and respect these Expectations.
2. I will be a role model and facilitate:
 - a. Individual growth and excellence in figure skating for all members of the Club.
 - b. Positive and constructive interaction between all members in the Club.
 - c. Respect and appreciation for the individual and unique personalities/skills of all members in the Club.
 - d. Feeling of “belonging” to the Club, Club unity and working together to accomplish Club goals.
 - e. Support and respect for all skaters participating in competitive events.
3. I will use the grievance procedure whenever I have a problem which cannot be informally resolved.

EXPECTATION OF PROFESSIONAL STAFF

1. I will be a role model and facilitate:
 - a. Individual growth and excellence in skating for all members of the Club.
 - b. Positive and constructive interaction between all skaters, parents, and Pros in the Club
 - c. Respect and appreciation for the individual and unique personalities/skills of all skaters and Pros in the Club.
 - d. Feeling of “belonging” to the Club, club unity, and working together to accomplish Club goals.
 - e. Support and respect for all skaters participating in competitive events.
2. I will support and respect other Pros and their philosophy, work and disciplinary procedures, and treat all skaters fairly.
3. I will cooperate with other Pros and skaters regarding space on the ice by moving around and using the whole rink, and holding meetings with groups of my skaters off the ice.
4. I have the authority to maintain a positive training atmosphere on the ice.
5. I will provide all of my students with written documentation of my fees and expectations upon contracting services with them.
6. I will talk to each of my students about proper skating procedures and behavior on the ice, following all of the Ice Rules as published by the National Sports Center and demand proper behavior at all times.
7. I will be responsible to be observant for inappropriate skating etiquette. If inappropriate skating etiquette is observed, the Pro of the skater involved and the Pro who observed the behavior will meet off the ice and all parties will address and resolve the problem. When possible, this should take place at the time of the incident. If the skater’s Pro is not present, the issue will be discussed with the skater, and the skater’s Pro will be notified as soon as possible.
8. If I need help with a problem, I will follow the appropriate Grievance Procedure, as outlined by the Board.
9. I will conduct myself chemically free (alcohol, illicit drugs) whenever coaching on an NSC ice session, exhibition or skating competition.
10. I will support the NBNSCFSC Board and the Club as I do my work and encourage my students and their parents or guardians to be active Club members and supporters.
11. I will actively participate in all Club sponsored clinics and seminars.
12. I will not request skaters to become home club skaters elsewhere and if I do this I will be subject to losing my membership status with the NBNSCFSC.
13. As a courtesy to my skaters, I will obtain permission from my skater and/or their parent before posting pictures or videos of them on social media.
14. I will abide by the Club’s mandatory two (person)-deep leadership for travel to and from practice sessions and competitions and **will not** participate in one-athlete and one-coach travel (unless I am the parent, guardian, or sibling of that particular athlete).



15. I will adhere to Club travel guidelines which must be signed and agreed upon by all members, parents/guardians, coaches and other adults traveling with the club.
16. Regardless of gender, I will not share a hotel room or other sleeping arrangement with an athlete (unless I am the parent, guardian, or sibling of such athlete).



Northern Blades NSC Figure Skating Club

Membership Application 2019-20

All Renewal Applications Due June 15th, 2019

PLEASE PRINT CLEARLY

Name: _____ Birth Date: _____

Address: _____

City: _____ State: _____ Zip: _____

Home Ph: _____ Cell Ph: _____ USFSA#: _____

Email: _____

Email is the Club's primary method of communication, so please provide an address that is checked regularly

Will NBNSCFSC be your Home Club? _____ If not, Home Club: _____

Date Coaches Registration Completed: _____

CER Level: _____ Date Achieved: _____

PSA #: _____ PSA Ranking: _____ Date Achieved: _____

Years Coaching: _____ Insurance Provider: _____ Exp. Date: _____

Highest Registered USFS Test Passed:

	Level	Date
Moves in the Field		
Freestyle		
Dance		
Pairs		
Figures		
Other (Specify)		

Type of Membership you are requesting (please check only one)

- ☐ Professional Home Club Member 1st Family Member \$75.00
- ☐ Professional Home Club Member Additional Family Member \$30.00
- ☐ Professional Associate Club Member (USFA Membership is thru another Club or Independent) \$30.00
- ☐ Dual Membership (Professional and Skating) *Applicants must also fill out and submit the Home Club Membership Application w/required payments and volunteer requirements.* \$0.00

Membership Dues \$

Late Fee (\$25 if after 6/15) \$

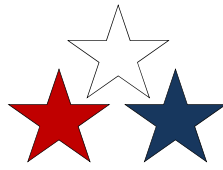
Total Amount Due \$

Please make checks payable to:

Northern Blades NSC FSC **or** NBNSCFSC

Membership Dues
Check Number

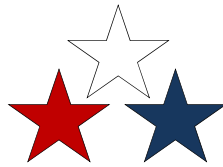
Date
Submitted



- ☐ I understand that becoming a member for the 2019-20 season, I am committing to fulfilling my obligations to the Club and there are NO refunds, member type changes or reimbursements. NO EXCEPTIONS.

Drop payment and required paperwork in the Club mailbox in Rink #3 or mail to:

NBNSCFSC Membership
12527 Central Ave NE
Suite 124
Blaine, MN 55434



NORTHERN BLADES NSC FIGURE SKATING CLUB PROFESSIONAL APPLICANT STATEMENT

I hereby apply for professional membership in the Northern Blades National Sports Center Figure Skating Club ("Club"), a member club of the United States Figure Skating Association ("USFS") and agree that, in accordance with the By-laws of the Club, all membership applications are subject to approval by the Board of Directors in regard to class of membership, acceptance, or rejection.

I will adhere to all Club & USFS rules in any and all activities. If I am applying for a dual membership (professional and skating) I attest that I have neither tried out for nor appeared in any professional groups or shows, nor in any way violated amateur rules of the USFS. It is understood that the Club will take reasonable means to provide a safe experience for its membership. However, it is further understood that neither the Club nor its officers assume any financial responsibility for any accidents or incidents that may occur. Should it be necessary, I authorize the Club to call for emergency medical treatment and will hold no member or Board of Director liable for treatment.

I understand that to remain a member in good standing in the Club, I must pay all Club bills promptly. If any bills due to the Club are paid with checks that are returned for non-sufficient funds I agree that I will pay a handling fee of \$35 for the NSF Check in addition to reimbursing any reasonable fees the Club may incur associated with the NSF. This includes billings for membership, apparel, testing, exhibitions, and all other fees not specifically listed. I understand that if the requested payment becomes 30 days overdue without contacting the Club Treasurer, I will cease to be a member in good standing of the Club and will be disqualified from the following:

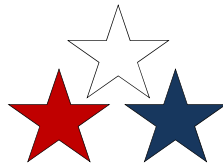
USFS Testing, USFS Competitions, Contracting Club Ice, participation in Club events such as exhibitions, social events, and individual fundraising opportunities.

- ☐ I have read and understand the terms and conditions set forth above and agree to adhere to them.
- ☐ I have read and understand the information provided on the previous pages and agree to adhere to all applicable information.
- ☐ I have read and understand the terms and conditions set forth in the Code of Conduct and the Expectations outlined on the previous pages and agree to adhere to them.
- ☐ I understand that club membership fees are **NON-REFUNDABLE**.

Printed Name of Professional Applicant

Signature of Professional Applicant

Date



WAIVER & RELEASE OF LIABILITY, ASSUMPTION OF RISK AND INDEMNITY AGREEMENT ("AGREEMENT")

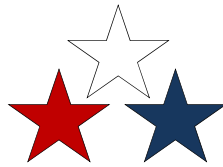
In consideration of participating in Northern Blades National Sports Center Figure Skating Club ("NBNSCFSC") activities, I represent that I understand the nature of figure skating activities ("activity") and that I am qualified, in good health and in proper physical condition to participate in such "activity". I acknowledge that if I believe event conditions are unsafe, I will immediately discontinue participation in the "activity". I fully understand that this "activity" involves risks of serious bodily injury, including permanent disability, paralysis and death, which may be caused by my own actions, or inactions, those of others participating in the "activity", the conditions in which the "activity" takes place, or the negligence of the "releases" named below; and that there may be other risks either not known to me or not readily foreseeable at this time; and I fully accept and assume all such risks and all responsibility for losses, costs, and damages I incur as a result of my participation in the "activity". I hereby release, discharge, and covenant not to sue the Northern Blades National Sports Center Figure Skating Club, United States Figure Skating, its directors, officers, administrators, sponsors, volunteers, agents, employees, staff, instructors, trainers, other participants and if applicable, owners and lessors of premises on which the "activity" takes place (each considered one of the "Releases" herein) from all liability, claims, demands, losses, or damages on my account caused or alleged to be caused in whole or in part by the negligence of the "releases" or otherwise, including negligent rescue operations; and I further agree that if, despite this release, waiver of liability, and assumption of risk, I, or anyone on my behalf, makes a claim against any of the Releases, I will indemnify, save, and hold harmless each of the releases from any loss, liability, damage, or cost which any may incur as the result of such claim. The NBNSCFSC has the right, but not the obligation, to provide rules, regulations and/or ice monitors for Club Ice. We hereby acknowledge that the NBNSCFSC shall not be responsible for the supervision of the members at Club Ice.

I have read this RELEASE AND WAIVER OF LIABILITY, ASSUMPTION OF RISK, AND INDEMNITY AGREEMENT, understand that I have given up substantial rights by signing it and have signed it freely and without any inducement or assurance of any nature and intend it to be a complete and unconditional release of all liability to the greatest extent allowed by law and agree that if any portion of this agreement is held to be invalid, the balance, notwithstanding, shall continue in full force and effect.

Printed Name of Professional Applicant

Signature of Professional Applicant

Date



ADDITIONAL CONSENTS & RELEASES

NORTHERN BLADES NSC FIGURE SKATING CLUB 2019-20 CONSENT FOR MEDICAL ATTENTION OR TREATMENT

I certify that I, the member, or I, the parent/guardian of said participant, give my consent to the Northern Blades National Sports Center Figure Skating Club and the facility the activities are taking place in and their staff and to members of the Northern Blades National Sports Center Figure Skating Club, their Board of Directors and volunteers to obtain medical care from any licensed physician, hospital or clinic, including transportation and emergency medical services, for myself/ourselves and/or said participant for any injury that could arise from participation in these activities. This Consent for Medical Attention shall be binding and effective for the 2019-20 membership year of the Northern Blades National Sports Center Figure Skating Club.

NORTHERN BLADES NSC FIGURE SKATING CLUB 2019-20 MEDIA RELEASE

Photos and videos may be taken during practice ice sessions, competitions, seminars, ice show practices, test sessions, exhibitions, social events, or group skating lessons and may be displayed on the NBNSCFSC website, bulletin board, NBNSCFSC Facebook page, brochures or in other NBNSCFSC materials or communications. On behalf of yourself, please indicate below your authorization to post photos or videos; photos and videos displayed will **NOT** contain individual identification in the captions without the prior and separate written approval of the individual. The Club does not control or regulate the taking of pictures, images, video, or names of Club members for purposes unrelated to Club publications and is not responsible for their use or distribution.

NORTHERN BLADES NSC FIGURE SKATING CLUB 2019-20 CLUB DIRECTORY RELEASE

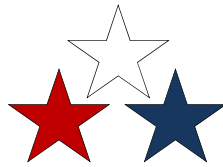
The Club Directory will be emailed to all Club members annually and updated periodically throughout the year. This directory and its contents are for the exclusive use of the membership of NBNSCFSC and should not in any case be used as a mailing list or database for commercial purposes. The Club directory will include member name, address (city/state/zip), phone number, and email address. Please indicate below your authorization to be included in the 2019-20 Club Directory. If you do NOT wish to be included in the directory, please send an email to membership@northernblades.org.

- ☐ I have read and agree to the Consent for Medical Attention or Treatment as outlined above.
- ☐ I hereby give my permission for photos or videos of my skater/family to be displayed by NBNSCFSC.
- ☐ I hereby give my permission to be included in the NBNSCFSC Club Directory.

Printed Name of Professional Applicant

Signature of Professional Applicant

Date



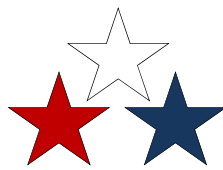
COACHES' CODE OF ETHICS, STANDARDS AND CONDUCT

Northern Blades National Sports Center Figure Skating Club is committed to creating a safe and positive environment for members' physical, emotional and social development and ensuring that it promotes an environment free of misconduct. This information is intended to provide both the general principles and the decision rules to cover most situations encountered by coaches and instructors. It has, as its primary goal, the welfare and protection of the individuals and groups with whom coaches work.

It is the individual responsibility of each coach to aspire to the highest possible standards of conduct. Above all, coaches of young people can have great influence on developing athletes who are reliant on these coaches for the basic instruction and guidance necessary to reach the top levels. Coaches can have tremendous power over these athletes in their quest to the top. This power must not be abused. Therefore, we have set forth these codes of ethics and conduct to guide our coaches and protect our athletes for the mutual benefit of all concerned.

GENERAL PRINCIPLES:

1. **Competence:** Coaches must strive to maintain high standards of excellence in their work. They should recognize the boundaries of their particular competencies and the limitations of their expertise. They should provide only those services and use only those techniques for which they are qualified by education, training and/ or experience in those areas, where recognized professional standards do not yet exist, coaches must exercise careful judgment and take appropriate precautions to protect the welfare of those with whom they work. They shall maintain knowledge of relevant scientific and professional information related to the services they render, and they must recognize the need for ongoing education. Coaches should make appropriate use of scientific, professional, technical and administrative resources.
2. **Integrity:** Coaches should seek to promote integrity in their coaching profession. Coaches should always be honest, fair and respectful of others. They must not make representations about their qualifications, services, products, or fees that are false, misleading or deceptive. Coaches should strive to be aware of their own belief systems, values, needs and limitations and the effect of these on their work. To the extent feasible, they should attempt to clarify for relevant parties, the roles they are performing and to function appropriately in accordance with those roles. Coaches must avoid conflicts of interest.
3. **Professional Responsibility:** Coaches must uphold professional standards of conduct, clarify their professional roles and obligations, accept appropriate responsibility for their behavior, and adapt their methods to the needs of different athletes. Coaches should consult with, refer to, or cooperate with other professionals and institutions to the extent needed to serve the best interest of their athletes, or other recipients of their services. Coaches should be concerned about the ethical compliance of their colleagues' conduct. When appropriate, they should consult with their colleagues in order to prevent or avoid unethical conduct.
4. **Respect for Participants and Dignity:** Coaches shall respect the fundamental rights, dignity and worth of all participants. Coaches must be aware of cultural, individual and role differences, including those due to age, gender, race, ethnicity, national origin, religion, sexual orientation, disability, language and socioeconomic status. Coaches must eliminate the effect on their work of biases based on those factors, and they do not knowingly participate in or condone unfair discriminatory practices.
5. **Concern for Others Welfare:** In their actions, coaches must consider the welfare and rights



of their athletes and other participants. When conflicts occur among coaches' obligations or concerns, they should attempt to resolve these conflicts and to perform their roles in a responsible fashion that avoids or minimizes harm. Coaches shall be sensitive to differences in power between themselves and others, and should not exploit nor mislead other people during or after their relationship.

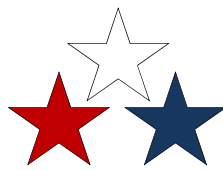
6. **Responsible Coaching:** Coaches must be aware of their ethical responsibility to the community and the society in which they work and live. Coaches must comply with the law and encourage the development of law and policies that serve the interest of sport or activity. The coach shall strive to serve as a leader and model in the development of appropriate conduct for the athlete both within and beyond the U.S. Figure Skating setting. The coach shall strive to use strategies in practice and competition that are designed to encourage play within the letter and spirit of the rules. The coach shall strive to keep the concepts of winning and losing in proper perspective. The coach shall strive to enforce policies and rules with fairness, consistency and an appreciation for individual differences.

ETHICAL STANDARDS:

1. **Compliance with Rule Requirements:** All coaches must complete all annual coaching member requirements set forth by U.S. Figure Skating Rules and the PSA that apply to them by the appropriate deadlines.
2. **Competence:** Coaches should not undertake these duties until they have first obtained the proper training, study and advice that they are competent to do so.
3. **Maintaining Expertise:** Coaches should maintain a level of expertise through continued education and experience and shall strive to acquire additional education and experience through sources available to them.
4. **Respecting Others:** Coaches shall respect the rights of other's values, opinions and beliefs even if they differ from their own.
5. **Nondiscrimination:** Coaches must not engage in discrimination based upon age, gender, race, ethnicity, national origin, religion, sexual orientation, disability, language, socioeconomic status, or any other basis as proscribed by law.
6. **Misconduct:** Coaches must not, under any circumstances, engage in any form of misconduct and will respond to complaints of such a nature to respondents with dignity and respect.
7. **Personal Problems or Conflicts:** Coaches should have a responsibility to be aware if there are personal problems or conflicts which may affect their ability to work with athletes. They should also be able to identify problems affecting their athletes, which could potentially create situations that place their athletes in harm or danger of injury, and take the appropriate steps to remove the athlete from this environment.
8. Further, any person who makes groundless allegations or complaints of abuse or harassment may be subject to disciplinary action per Article XXV, Section 3B, of the U.S. Figure Skating bylaws.

COACHES CODE OF CONDUCT:

1. Must obey and abide by all U.S. Figure Skating published rules, regulations and procedures.
2. Shall maintain exemplary standards of personal conduct.
3. Must obey all state, national and international laws.



4. Must not use alcohol, illegal drugs or substances, which could impair ability or judgment as a coach.
5. Must refrain from using any profane or abusive language.
6. Must not engage in any type of misconduct with any athlete.
7. Must teach and support the athletes fairly and equitably.
8. Never discriminate against any athlete.



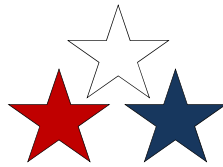
I understand that as a U.S. Figure Skating member coach, I have assumed certain responsibilities to prepare develop and be an advocate and role model. I agree to the "Coaches Code of Conduct," have read the "Coaches Code of Conduct" and understand what is expected of me.

- ☐ I have been informed about the SafeSport Program and what it encompasses and have familiarized myself with the new SafeSport Handbook provided by USFS.
- ☐ I understand that bullying, threats and harassment will not be tolerated and should be reported immediately.
- ☐ I have been informed of who to contact if I witness, overhear a conversation or am currently being abused, bullied or harassed.
- ☐ I will work and conduct myself in compliance with the SafeSport Program enacted by USFSA.

Printed Name of Professional Applicant

Signature of Professional Applicant

Date



U.S. FIGURE SKATING MEMBER CODE OF CONDUCT

The following code of conduct applies to all participants in activities hosted, supported, sponsored or engaged in by U.S. Figure Skating including but not limited to competitions, exhibitions and training camps. I recognize that my participation in all activities hosted, supported, sponsored or engaged in by U.S. Figure Skating, including but not limited to competitions, exhibitions and training camps, is an honor and privilege that carries certain responsibilities. I agree to fully abide by the rules and guidelines set forth by U.S. Figure Skating or its properly designated agents. As a precondition to participation in activities hosted, supported, sponsored or engaged in by U.S. Figure Skating, I will adhere to the following tenets in good faith:

- A. I will exhibit the highest standards of fairness, ethical behavior and genuine good sportsmanship in all of my relations with others.
- B. I will not damage public or private property. I understand that I may be held financially responsible for damage deemed to be wantonly or willfully executed on my part, and that I may be subject to disciplinary action by U.S. Figure Skating.
- C. I will not use or possess illegal drugs, and I will not engage in criminal activity. I understand that, if I am found to use or possess illegal drugs, or if I am found to engage in any criminal activity during any activity hosted, supported, sponsored or engaged in by U.S. Figure Skating, I may be subject to criminal penalties as well as penalties imposed by U.S. Figure Skating.
- D. I will adhere to the rules of U.S. Figure Skating and the host organization at all activities hosted, supported, sponsored or engaged in by U.S. Figure Skating.
- E. I will comply with all applicable anti-doping rules including, but not limited to, ISU anti-doping rules.
- F. I will conduct myself in a manner not detrimental to the welfare of figure skating. I understand that my actions reflect on U.S. Figure Skating and the sport of figure skating both positively and negatively. I understand that if my acts, statements, or conduct are considered detrimental to the welfare of figure skating by the appropriate authority, I may be subject to penalties imposed by U.S. Figure Skating pursuant to GR 1.04.
- G. I understand that the penalties that may be imposed may include, but are not limited to, loss of future international selections, loss of financial support from U.S. Figure Skating and its Memorial Fund, and loss of participation in activities hosted, supported, sponsored or engaged in by U.S. Figure Skating. H. I understand that all disciplinary proceedings will be conducted pursuant to Article XXV, Section 3, of the U.S. Figure Skating bylaws, and that my rights and remedies are derived therefrom.

U.S. Figure Skating will not tolerate or condone any form of harassment (including sexual harassment), misconduct, (including sexual, physical and emotional misconduct), bullying or hazing of any of its members including coaches, officials, directors, employees, parents, athletes and volunteers — or any other persons — while they are participating in or preparing for a figure skating activity or event conducted under the auspices of U.S. Figure Skating.



- ☐ I have been informed about the SafeSport Program and what it encompasses and have familiarized myself with the new SafeSport Handbook provided by USFS.
- ☐ I understand that bullying, threats and harassment will not be tolerated and should be reported immediately.
- ☐ I have been informed of who to contact if I witness, overhear a conversation or am currently being abused, bullied or harassed.
- ☐ I will work and conduct myself in compliance with the SafeSport Program enacted by USFSA.

Printed Name of USFS Member

Signature of USFS Member

Date