

# **CODE OF ETHICS OF THE HUNGARIAN NATIONAL SKATING FEDERATION**

## **PREAMBLE**

The EUROPEAN SPORTS CHARTER and the CODE OF SPORTS ETHICS, adopted by the Committee of Ministers of the Council of Europe on 24 September 1992 and amended on 16 May 2001, establish as a fundamental principle that the ethical values represented by FAIR PLAY are not based on voluntary choice, but constitute an integral part of all sporting activities, sports policy and sports governance.

Pursuant to Article 1(2) of the Charter, “the moral and ethical foundations of sport, as well as the human dignity and safety of those involved in sporting activities, must be protected and promoted by safeguarding sport and athletes from all forms of political, commercial and financial manipulation, degrading and dignity-violating practices, the use of doping substances, and sexual abuse, particularly in relation to the harassment of children, young people and women.”

Fully identifying with the objectives referred to in the Charter, and with due regard to the principle of equal treatment and the prohibition of discrimination, the Council of the Hungarian National Skating Federation (hereinafter: HNSF) hereby adopts the following Regulations:

## **FAIR PLAY**

Fair Play means competing by fair means and demonstrating sportsmanlike conduct towards opponents. It is one of the noblest aspects of sport, as Fair Play itself was created by sport. This principle is important because only fair competition provides genuine experience and enjoyment. The concept of Fair Play may be expressed through the following principles, which apply to all persons involved in sport:

1. The rules of the game and the regulations governing competitions, championships and tournaments must be respected.
2. Every effort must be made to demonstrate sportsmanlike behaviour towards opponents, judges and all other persons participating in competitions, including spectators, team leaders, parents and representatives of the media.
3. All participants in competitions should be encouraged to behave in accordance with these rules of conduct before, during and after competitions, regardless of the outcome of the competition or the decisions of the judges.
4. Any conduct involving bribery or sports betting related to skating sports must be avoided, including any act capable of improperly influencing the outcome or result of a sporting event or competition.

## **Objectives and Principles of the Code of Ethics; Rules Governing the Conduct of Coaches, Parents and Athletes**

### Purpose of the Code of Ethics:

1. To define the professional standards applicable to coaches and sports managers.
2. To establish the ethical norms governing the practice of the profession for all participants (sports professionals, athletes and parents).
3. To safeguard the integrity of the coaching profession and enhance its moral standards.
4. To protect coaches and sports managers whose conduct complies with professional and ethical standards, and to sanction those who violate professional and/or ethical rules.
5. To protect athletes from abuse, misconduct and activities that are inconsistent with ethical rules and moral standards,
6. To define the ethical rules governing connection and cooperation with athletes and colleagues in the course of coaching activities.
7. To define the ethical rules governing connection and cooperation with coaches, sports professionals and fellow athletes in the course of sporting activities.
8. To define the ethical rules governing connection and cooperation between parents or relatives of athletes and coaches, sports professionals and athletes.

### General Guidelines of the Code of Ethics:

The objective of the Code of Ethics is to establish general principles and decision-making rules concerning the most common situations arising among coaches, athletes and parents.

Its primary aim is to ensure the welfare and protection of individuals, groups/teams and communities working together with coaches. The Code of Ethics establishes a generally applicable system of values. Coaches bear individual responsibility for determining how to achieve the highest possible standards of conduct. The Code of Ethics primarily concerns coaches, who are responsible for protecting the welfare of athlete children and developing their sporting skills; however, it also applies equally to all members of the sports organisation, athletes, contracted and full-time employees, as well as volunteers and unpaid personnel.

This Code of Ethics has been issued by the Hungarian National Skating Federation (hereinafter: HNSF), which is also responsible for ensuring compliance therewith. Every person who is a member or athlete of the HNSF, a full-time employee, contracted employee or contractual partner of HNSF, fully accepts the Code of Ethics approved by the Council.

The HNSF is committed to ensuring that its employees, staff members, coaches, athletes and the parents of athletes comply with the Code of Ethics as the fundamental charter of sportsmanship within HNSF.

## **I. Code of Ethics for Coaches**

Coaches shall act honestly, fairly and respectfully towards others. They shall respect and protect human rights and shall neither participate in nor promote discriminatory practices.

All coaches and sports professionals employed within HNSF national teams and member organisations shall possess appropriate professional qualifications, continuously pursue professional development, be familiar with children's needs, rights and the fundamentals of child protection, and hold a valid certificate of good conduct (certificate of no criminal record).

Under all circumstances, coaches and sports professionals shall prioritise the welfare, health and safety of athletes, even above professional development.

Children shall be trained and educated in the spirit of Fair Play, with full respect for their dignity and rights. Coaches shall design training tasks and levels of difficulty in accordance with the athlete's age group, skills and abilities. During training sessions, individual differences shall be taken into account, and expectations shall be tailored to support each athlete's development and capabilities. The athlete's current physical and mental condition shall always be considered. All athletes shall be treated with respect, dignity and equal treatment, while recognising their individual abilities. No form of discrimination or unequal treatment shall be accepted or applied. Coaches shall comply with the provisions of this Code of Ethics at all times, in particular with the rules of conduct relating to children.

### ***Coaches' Declaration of Principles:***

1. As a coach, I accept that I serve as a role model. Accordingly, I am obliged at all times to act in accordance with the highest principles, integrity and dignity of sport, and to represent high standards through my behaviour and professional activities. During training sessions I do not eat, nor smoke in the presence of athletes, or engage in inappropriate conduct before them, and I communicate accordingly on social media and online forums.
2. As a coach, I consult and cooperate with other coaches and external institutions in order to best serve the interests of my athletes and HNSF.
3. I accept that no conduct is permitted which harms the physical, mental or emotional well-being of young athletes while participating in programmes organised by HNSF (training sessions, camps, competitions or other events).
4. As a coach, I accept that the use of abusive tone, offensive language or profanity towards athletes, judges, coaches or persons involved in sporting activities is not permitted.
5. As a coach, I accept that humiliating, abusing or directly or indirectly harassing children is prohibited under all circumstances, neither publicly or privately.
6. As a coach, I maintain self-discipline and self-control at all times.
7. Victory is important, but it is not the sole or most important consideration. Caring for children is more important than winning. I bear in mind that children participate in sport for enjoyment and for their physical, moral and mental development.
8. I shall serve as a positive role model for my athletes and competitors and demonstrate emotionally mature and responsible behaviour while safeguarding their physical and mental integrity.
9. I pay attention to my appearance and attend training sessions in clean and appropriate attire.
10. I generously provide deserved praise. I shall be consistent, honest, fair and just towards my athletes and competitors. I shall not criticise them publicly.

11. I accept that even strong ambitions focused on victory and success may never justify violating the rules of the game or failing to fully respect opponents. Acceptance of this principle is a cornerstone of sportsmanship and Fair Play.
12. Through my intentional actions, I shall never endanger the safety or physical integrity of opponents, teammates, officials or spectators.
13. I shall never intentionally attempt to circumvent the rules, whether during training, competitions or outside them. I accept responsibility for becoming familiar with and complying with the rules applicable to my sport.
14. I shall address emerging conflicts face-to-face right at the start and resolve them respectfully and appropriately.
15. In addition to my own desire for success, I take joy in the achievements and success of my fellow coaches.
16. I shall act with discipline and punctuality both in my work and in other areas of life.
17. I shall not engage in intrigue behind others' backs and shall openly present my opinions and decisions.
18. I am capable of appreciating both my own success and the success of others.
19. I commit myself to continuous improvement, learning and education, while striving for excellence.
20. I demonstrate responsible conduct towards myself and do not seek to blame others.
21. I accept the decisions of the Council, management, leadership, team manager and national head coaches, and I do not publicly criticise such decisions to the media, athletes or parents.
22. During competitions, I provide the maximum of my knowledge and attention. If prevented from doing so or unable to attend, I ensure appropriate substitution and notify the athletes in advance whenever possible.
23. As a coach, I prepare training plans and establish professionally grounded objectives for athletes, modifying them when necessary.
24. During training sessions, I focus on the athletes and keep away any devices that may distract my attention (mobile phone, etc.), unless they serve a specific training function.
25. As a coach, I ensure that athletes are informed in due time about training sessions, competitions and any changes thereto via the designated communication channels.
26. As a coach, I inform parents of all information that may affect the athlete's life and make them aware of any forms of behaviour that may be harmful to the athlete.
27. As a coach, I hold consultation hours periodically to provide parents with personal feedback. Outside consultation hours, I remain available to parents at pre-arranged times.
28. As a coach, I understand and apply the needs of injured athletes and the specific aspects of their return to sport. I monitor rehabilitation and ensure proper preparation following the return to training, while consulting with the healthcare professional responsible for the athlete's treatment.
29. As a coach, I establish communication channels enabling daily contact when necessary, while respecting privacy and maintaining appropriate boundaries.
30. I ensure the integration of new members.
31. I do not show favouritism based on results and recognise differences in rates of development.
32. I do not accept any financial support or gifts from parents that may constitute bribery or result in preferential treatment of athletes regarding training or competitions.
33. I do not publicly disclose the amount of my remuneration or support.

**A coach commits an ethical violation and may be subject to proceedings in the following cases:**

- inciting, advising or assisting an athlete to commit an ethical violation;
- demonstrating conduct unworthy of a sports professional;
- consuming drugs or excessive alcohol, possessing prohibited performance-enhancing substances, distributing them or offering them to athletes (which also constitutes more than an ethical violation);
- behaving in a manner unworthy of their own or the sport's reputation;
- abusing their authority or status towards athletes, including emotional, physical or sexual abuse (which likewise constitutes more than an ethical violation);
- unfairly disparaging the achievements or activities of fellow professionals.

## **II. Code of Ethics for Athletes**

Athletes acknowledge that participation in national team training camps, training sessions and competitions within their sport is provided by HNSF. Athletes accept such participation as an opportunity rather than an entitlement.

Athletes shall, through their conduct at all times and to the best of their abilities, protect the honour and reputation of HNSF. Athletes shall treat coaches, sports professionals and fellow athletes with respect and dignity and shall not engage in or tolerate any form of discrimination or unequal treatment.

As members of the national team, athletes accept and undertake to support the objectives and priorities of HNSF as set out below.

### ***Athlete's Declaration of Principles:***

1. I respect my teammates and coaches.
2. Through my words and conduct, I strive to uphold and promote the dignity of my teammates, fellow competitors, coaches, opponents and the reputation of our sports organisation.
3. I shall always express myself appropriately and refrain from using offensive, vulgar or inappropriate language.
4. In fulfilling my sporting responsibilities, I shall demonstrate the highest standards of honesty and integrity and shall perform my obligations with the utmost care and diligence.
5. I shall not engage in any unethical or unlawful conduct, nor shall I undertake any action that may jeopardise the fulfilment of my obligations.
6. I acknowledge the trust and responsibility placed upon me and shall make every effort to enhance the prestige and reputation of my sport.
7. I shall always comply with HNSF regulations, particularly those relating to sportsmanship, Fair Play, and the prohibition of doping substances/performance-enhancing drugs and narcotics. I acknowledge that any violation of such regulations may result in my exclusion from the national team and may also have legal consequences.
8. I shall comply with all HNSF regulations and the provisions of this Code of Ethics, both within and outside the sports organisation, in accordance with both their spirit and meaning by letter.
9. I shall listen attentively to my coach's instructions and carry out assigned tasks to the best of my ability. I shall maintain a positive attitude and avoid hindering the work or performance of others.
10. I shall avoid situations that may pose a risk to my own safety or that of others.
11. Should any issue arise concerning the conduct of fellow athletes that I am unable to resolve, I shall report it to my coach.
12. During training sessions, I shall behave in accordance with the principles of Fair Play and sportsmanship. I shall not publicly criticise my coach and shall encourage my fellow athletes.
13. I shall arrive at training sessions on time. If I am unable to attend, I shall inform my coach in advance.
14. During training sessions, I shall give my full effort and keep away any devices that may distract my attention (mobile phone, tablet, etc.). I acknowledge that the use of a mobile phone during training is permitted only for a reason communicated to and accepted by the coach in advance.
15. I shall not question my coach's professional work, decisions, team selections or competition assignments. I shall make every effort to be a good athlete and team member.
16. I accept and respect the authority of officials. Under no circumstances shall I visibly challenge or question their decisions or actions.

17. I accept that even a strong desire for victory and success can never justify violating the rules of the sport or failing to fully respect opponents. Acceptance of this principle is a cornerstone of sportsmanship and Fair Play.
18. Through my intentional actions, I shall never endanger the safety or physical integrity of opponents, teammates, officials or spectators.
19. I shall never intentionally attempt to circumvent the rules, whether during training sessions, competitions or outside them. I accept responsibility for becoming familiar with and complying with the rules applicable to my sport.
20. I shall always report honestly and without delay any injury or change in my health condition to my coach.
21. I shall arrive at training sessions and competitions well-rested, properly prepared and on time.
22. I may be absent from training sessions or competitions only due to illness, educational commitments or family reasons. I shall inform my coaches and team manager of the reason for my absence in a timely manner, either in writing, by telephone or in person.
23. I acknowledge and comply with the requirement to contact the designated national team medical person immediately in the event of illness. If my illness limits my mobility, I shall notify them as soon as reasonably possible.
24. If, for any reason, I need to leave the ice rink during training, I shall inform my coach in advance.
25. I shall fully comply with all provisions of the anti-doping regulations.
26. I shall use all mandatory equipment and protective gear required by the specificities of my sport during training sessions and competitions and shall attend in appropriate sporting attire.
27. I shall comply with the rules governing the locker room and the internal regulations of the sports facility.
28. I shall not use profanity, mock or ridicule fellow athletes during training sessions or immediately before or after them. All forms of abuse, whether physical and/or verbal, are prohibited. If I experience or witness any form of abuse, I shall report it to my coach and/or the HNSF Safeguarding/Child Protection Focal Point (via [safeguarding@hunskate.hu](mailto:safeguarding@hunskate.hu) and/or the designated telephone number), or, if unavailable, in writing to the Director General of HNSF.
29. If I have any concerns regarding my coach, I shall discuss them with the coach after training. If the issue cannot be resolved and continues to cause concern, I shall report it to the club management or to the HNSF Safeguarding/Child Protection Focal Point through the designated contact channels, or, if unavailable, in writing to the Director General of HNSF.
30. At the beginning of each season, I shall discuss and commit to my coach's training programme. If I am unable to fulfil this commitment, I shall inform my coach accordingly.
31. I shall inform my parents/legal guardians and my coach of any events or circumstances that may significantly affect my performance, including injuries, personal difficulties etc.
32. During (also) competitions, I shall behave respectfully towards my coach, fellow athletes, opponents, officials and all participants involved in the event.
33. Participation in competitions shall be agreed upon in advance with my coach. If I am unable to attend an event, I shall notify my coach in advance and provide an explanation.
34. I shall arrive at competitions on time and in the attire prescribed by my club and/or national team.
35. Prior to competition, I shall warm up and prepare in accordance with the instructions of my coach or the designated substitute professional.
36. During competitions, I shall strive to perform to the best of my mental, physical and technical abilities and shall support and encourage my teammates.

37. Following competitions, I shall complete the prescribed cool-down activities in accordance with the instructions of my coach or designated substitute professional.
38. I shall remain at the competition until its conclusion, including medal ceremonies and official closing activities, unless otherwise agreed in advance with my coach.
39. As an athlete, I shall not make statements to the media without the prior approval of HNSF. I shall refrain from making comments, observations or criticisms that may damage the reputation of the federation, the discipline or coaching activities, or otherwise create a negative public perception.
40. I shall actively promote HNSF and my sporting discipline and contribute to unity, cooperation and constructive thinking within my community.
41. I shall not publicly disclose or comment on the financial support received by me or by my fellow athletes.

**An athlete commits an ethical violation and may be subject to disciplinary proceedings in the following cases:**

- intentionally influencing the outcome of a competition in an improper manner or unlawfully obtaining an advantage for themselves or another athlete;
- violating the fundamental standards of respectful coexistence during training sessions, training camps or sporting events, thereby disturbing or preventing fellow athletes from preparing or resting appropriately;
- using, possessing, distributing or offering prohibited performance-enhancing substances to fellow athletes;
- engaging in any form of abuse or misconduct towards fellow athletes, including emotional, physical, sexual or verbal abuse;
- demonstrating conduct that is unworthy of their own reputation or that of the sport.

### **III. Code of Ethics for Parents, Legal Guardians and Family Members**

Parents have the right to request information regarding their child's development, progress and future objectives at a pre-arranged time, and to be informed of any significant changes or urgent situations affecting their child.

Parents may submit a complaint to the club management or to HNSF if they believe that a club or national team employee has acted inappropriately or in a manner inconsistent with the values, principles or sporting objectives of the club or HNSF. Parents may also submit complaints on behalf of their child to the club management or, in the case of national team matters, to the leadership of HNSF. Concerns relating to abuse, safeguarding or child protection may be reported directly to the HNSF Safeguarding/Child Protection Focal Point via [safeguarding@hunskate.hu](mailto:safeguarding@hunskate.hu) or the designated telephone number.

#### ***Parents' Declaration of Principles:***

1. I accept participation in the national team as an opportunity for my child or family member, rather than as an entitlement.
2. I acknowledge that the opportunities provided for my child's or family member's sporting development significantly exceed the value of any sports service fees paid by me.
3. I shall not force my child or family member to participate in sport; however, I shall support their interest in and commitment to the sport of their choice. I recognise that participation in organised sport is primarily for their enjoyment, development and personal fulfilment.
4. I shall encourage my child or family member to learn and follow the rules of the sport. I acknowledge that young athletes learn through positive examples and, accordingly, I shall applaud and respect the achievements of all competitors.
5. I shall not embarrass my child or family member by shouting at athletes, officials or referees.
6. During training sessions and competitions, I shall not publicly criticise the work or performance of coaches or athletes, nor shall I question coaches' professional opinions or decisions.
7. I shall never shout at, insult or verbally abuse my child or family member during training sessions or competitions.
8. I shall demonstrate sportsmanlike conduct towards sports managers, coaches, fellow athletes and their parents. Through my positive attitude towards sport and its participants, I seek to contribute to my child's positive sporting experience.
9. I shall emphasise the importance of learning, development and regular training to my child or family member.
10. During competitions, particularly in younger age groups, I shall focus on the importance of learning, practice and gaining experience rather than solely on results.
11. I shall ensure that my child or family member complies with the rules and regulations of the sport, particularly those relating to sportsmanship and the intentional use of prohibited substances. I acknowledge that violations may result in exclusion from the HNSF national team.
12. I shall familiarise myself with the key rules of the sport and support officials both during and outside competitions.
13. I shall recognise and acknowledge good performances regardless of whether they result in victory or defeat.
14. I shall reinforce the positive aspects of participation and competition.
15. I shall actively contribute to the elimination of physical and verbal aggression in youth sport.
16. I shall value and support the work of coaches and accept their professional decisions.

17. I acknowledge that I have no authority to interfere with athletes' preparation, training programmes or competitive activities.
18. I shall maintain respectful relationships with the parents of fellow athletes and avoid conflicts with the parents and supporters of opposing athletes.
19. I shall ensure that my child or family member arrives at training sessions and competitions well-rested, properly prepared and on time. I shall also ensure appropriate transportation home following training sessions and competitions. If I am unable to do so, I shall inform the coach in advance.
20. If my child's age requires it, I shall assist them in preparing for on-ice training and ensure that they have the appropriate equipment. If I am unable to do so and another person assumes this responsibility on my behalf, I shall inform the coach in advance.
21. If my child must leave training early, or if another person is collecting them, I shall notify the coach in advance and provide the name of the person authorised to do so.
22. I shall support the work of the coach, accept their professional decisions and respect the trust-based relationship between coach and athlete.
23. If I have questions or concerns regarding the coach, their work or effectiveness, I shall address them directly with the coach at a mutually agreed time.
24. I understand that negative comments regarding the coach may undermine the coach-athlete relationship and adversely affect the young athlete's performance. As a parent or legal guardian, I accept the club's values, sporting objectives and the coach's training programme.
25. I shall inform the coach of any circumstances in my child's life that may significantly affect their performance, while respecting their privacy.
26. I acknowledge and accept that my child or family member may be absent from training sessions or competitions only for legitimate reasons such as illness, educational commitments or serious family matters. In the event of an absence, I shall notify the coaches and team manager in writing and in a timely manner.
27. I shall ensure that my child or family member wears appropriate sporting equipment and protective gear during training sessions and competitions. I acknowledge and accept that, within HNSF programmes, coaches' instructions apply to my child or family member, and I shall support their implementation without undermining the authority of the coach.
28. During training sessions and competitions, I shall avoid entering the immediate vicinity of the ice rink and acknowledge that access is permitted only with specific authorisation from a coach or in emergency situations.
29. I accept that, as a parent or family member, I have the same rights as any other spectator. Where no designated parental area is provided, I acknowledge that I may observe training sessions and competitions only from the spectator area.
30. While watching competitions, I shall manage my emotions appropriately and strive to set a positive example for other parents and spectators.
31. I understand that publicly criticising coaches or officials reflects negatively on both the athlete and the team; therefore, I shall refrain from such conduct.
32. I understand that inappropriate parental spectator behaviour may cause anxiety in my children, which can negatively affect their performance and eventually contribute to burnout among others.
33. During competitions, I shall support my child and their team through positive encouragement and constructive feedback, thereby contributing to the development of their sporting identity.
34. I shall avoid giving instructions to my child during competitions, as such instructions may cause confusion and poor decision-making, particularly when they contradict the coach's guidance.

35. Following competitions, I shall allow both my child and the coach sufficient time to process the experience. I acknowledge that immediate post-competition evaluation may cause anxiety for the athlete.
36. I shall comply with all rules and regulations governing sports facilities.
37. I shall encourage my child to comply with the rules of the ice rink. While on the premises, I shall avoid profanity, disruptive behaviour and any conduct that is inappropriate to the sporting environment.
38. I shall ensure that my child's nutritional needs are met and shall consider the advice and recommendations of coaches and nutrition professionals. If I am unable to do so, I shall inform the coach accordingly.
39. I shall support my child in enjoying sport and achieving development consistent with their talent, commitment and individual potential.

## **26. Procedural Rules and Competent Bodies**

1. In the event of a violation of the ethical rules or the provisions of this Code, the HNSF Ethics and Disciplinary Committee may conduct disciplinary proceedings in accordance with the provisions of the HNSF Ethics, Child Protection and Safeguarding Regulations.

Budapest, 12 May 2025