

**Ethics, Child Protection and Safeguarding Regulations
of the Hungarian National Skating Federation
2025**

PREAMBLE

The principles of 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 that the ethical principles represented by FAIR PLAY are not based on voluntary choice, but constitute an integral part of all sporting activities, sports policies and sports governance. The Hungarian National Skating Federation (hereinafter: HNSF) is committed to ensuring a safe and clean environment for all participants in skating sports. In accordance with the guidelines of the International Skating Union (ISU), the Ethics and Child Protection Regulations are supplemented with safeguarding rules aimed at preserving the integrity of sport and ensuring that all participants in skating sports may carry out their activities in a safe environment free from any form of abuse, harassment or discrimination, and in accordance with the principles of Fair Play.

FAIR PLAY

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

1. The rules of the game and the regulations of competitions, championships and tournaments must be respected.
2. Every effort must be made to ensure sportsmanlike conduct towards opponents, officials and all other persons participating in competitions, including spectators, team leaders, parents and representatives of the media.
3. All participants in sport must 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 officials.
4. Any conduct constituting bribery or sports betting in connection with skating sports must be avoided, including any act capable of improperly influencing the outcome or result of a sporting event or competition.

Acting within its authority set forth in Section 8 (4) h) of the Articles, the Council of the Hungarian National Skating Federation hereby establishes the Ethics, Child Protection and Safeguarding Regulations of the Federation, taking into consideration the prohibition of discrimination and the full observance of the principle of equal treatment.

1. §

Purpose and Scope of the Regulations

- 1) The primary purpose of these Regulations is to promote and encourage compliance with and enforcement of the rules and regulations governing skating sports, to support identification with the objectives of HNSF, and to protect persons engaged in skating sports activities, in particular, but not exclusively, persons under the age of 18 (hereinafter: child protection). The purpose of these Regulations is also to protect the human dignity of participants in sporting activities from all forms of political, commercial or financial manipulation, degrading and dignity-violating practices, the use of doping substances, sexual misconduct, and any other form of physical or emotional abuse.
- 2) The HNSF Disciplinary Regulations refer to these Regulations for the definition of disciplinary offences constituting ethical violations and in respect of which disciplinary proceedings may be initiated.
- 3) These Regulations and the HNSF Code of Ethics define the ethical and moral standards mandatory within skating sports and regulate which breaches of standards entail disciplinary liability.
- 4) These Regulations and the HNSF Code of Ethics further define safeguarding rules which are mandatory for all participants in skating sports and for sports professionals working with children, both during and outside training sessions and competitions, and the violation of or non-compliance with which may result in disciplinary action.
- 5) The ethical standards and safeguarding rules set out in these Regulations apply:
 - a) to all events included in the HNSF competition calendar;
 - b) to sporting events announced, organised or hosted by HNSF, even if not included in the competition calendar;
 - c) to all international skating competitions and events not included in the HNSF competition calendar;
 - d) to training camps and training sessions organised by HNSF;

- e) to meetings of HNSF bodies, committees and conferences;
- f) to events organised by or on behalf of HNSF, or by the state or other sports organisations, or under sponsorship agreements (receptions, award ceremonies, etc.);
- g) to training sessions, training camps and sporting events organised within HNSF member organisations;
- h) to sporting events of other sports;
- i) to all other public appearances;
- j) to all other occasions where the athlete, official or sports professional is present in such capacity;
- k) with regard to safeguarding rules, to all behavioural situations involving children, including communication and meetings with children outside the events and activities listed in points a)-j), whether in person, by telephone, electronically, on social media platforms, etc.

2. §

Content of the Regulations and Definitions

- 1) **Safeguarding:** its purpose is to ensure a safe and clean environment for all participants in sport, free from any form of abuse, harassment or discrimination, and in compliance with the principles of Fair Play. Preserving the integrity of sport.
- 2) **Consent:** voluntary and informed agreement. A person may change their mind at any time, and such decision must be respected. Consent is essential in personal relationships.
- 3) **Harassment, bullying, abuse, misconduct:** repeated, unwanted and aggressive behaviour capable of causing another person to feel humiliated or intimidated. It may be emotional, physical or sexual in nature, may occur through neglect or online, and may involve a person in a position of authority using their power to harass another person physically or emotionally.
- 4) **Violence:** may take many forms, including physical, psychological, emotional, sexual or financial violence, such as humiliation, exploitation, isolation from the outside world, financial deprivation, indirect harassment, coercion into sexual activity, exploitation or harassment. Any aggressive physical act directed against another person.
- 5) **Physical abuse:** intentional or reckless conduct causing injury or physical harm, including hitting, kicking, beating, biting, burning, cutting, tripping, or physically forcing the consumption of alcohol or doping substances. It may also include forced or inappropriate physical activity not suitable for the athlete's age, physical condition or current health status.

- 6) **Emotional abuse:** conduct capable of violating another person's dignity, identity or self-esteem, including defamation, humiliation, belittlement, exclusion and/or isolation (except for legitimate sporting or disciplinary purposes), verbal attacks, intimidation or threats.
- 7) **Sexual abuse:** sexual conduct to which the affected person has not consented or could not legally consent, or where consent was obtained through manipulation or coercion. This includes viewing or capturing sexual images, observing sexual acts, encouraging sexually inappropriate behaviour, or coercing any form of sexual activity.
- 8) **Sexual harassment:** any unwanted verbal or physical conduct of a sexual nature, including sexual jokes, sexually suggestive staring or gestures, displaying or sending unwanted sexual images, unnecessary physical contact of a sexual nature or intention (e.g. touching, hugging, etc.) or demanding such contact, unwanted or degrading comments regarding someone's body, clothing or private life, or propositions involving non-consensual sexual acts.
- 9) **Gaining trust for exploitation:** when a person establishes a relationship with another person in order to gain their trust for personal benefit and subsequently manipulate or exploit them. During this process, the perpetrator causes the affected person to feel obliged to comply with their instructions or wishes. This may occur in person or online.
- 10) **Grooming:** when an adult establishes an emotional and trusting relationship with a minor in order to manipulate them into sexual or other inappropriate activities.
- 11) **Exploitation:** when a person exercises control or influence over another person and/or their property for personal gain without the voluntary consent of the affected person. Exploitation also occurs where one party benefits predominantly from a cooperation while the other does not.
- 12) **Neglect:** failure to provide the minimum level of physical or emotional care, which may result in harm or injury, such as ignoring or neglecting nutrition or hydration needs.
- 13) **Blackmail:** when a person compels another person, for selfish purposes, to do/refrain from doing or tolerate something, thereby causing emotional or physical harm. It may occur verbally, in writing, online, or together with other forms of abuse.
- 14) **Negative discrimination:** conduct violating the principle of equal treatment, whereby a person or group suffers disadvantage because of a perceived or actual characteristic, particularly gender, skin colour, race, nationality, age, mother tongue, disability, religion, political or other opinion, marital status, sexual orientation, gender identity or financial status.

3. §

Personal Obligations

- 1) Athletes, officials and sports professionals shall perform their sporting activities in accordance with the Code of Ethics and shall:
 - a) identify with the general and specific objectives of sport, HNSF and the International Skating Union (ISU);
 - b) respect Olympic ideals and comply with the Olympic Charter;
 - c) respect and preserve the traditions and values of the sport and the national team;
 - d) comply with all applicable HNSF regulations;
 - e) refrain from circumventing rules and competition regulations and behave respectfully towards officials and persons involved in organising competitions; respect the schedule of the competition, including being present and on time for the awarding ceremony;
 - f) pursue a sportsmanlike lifestyle and refrain from prohibited performance-enhancing substances, drugs and excessive alcohol consumption;
 - g) demonstrate conduct worthy of the reputation of the sport and their own personality;
 - h) properly and carefully use, store and maintain sporting equipment and other property provided by HNSF or its sponsors;
 - i) serve as role models for young athletes, teammates, fellow professionals and officials both in sport and in private life;
 - j) acknowledge and respect the work and achievements of others involved in the sport.
- 2) Sports professionals working with children shall additionally comply with the following safeguarding rules, always prioritising and ensuring the best interests of the child:
 - a) any form of abuse against a child is prohibited, including physical, emotional, verbal abuse and sexual harassment and all other realisations of such conducts including, but not limited to, the ones defined in *I. § (5) k*);
 - b) threats or coercion against a child are prohibited, except in extraordinary situations necessary to save the child's life or protect their physical integrity (to prevent accidents);
 - c) degrading or humiliating language towards a child is prohibited;

d) contact with a child may only be initiated with the knowledge of the parent or legal guardian, upon making contact, the parent or legal guardian needs to be notified about the form of contact that is usual at the member organisation between children and sports professionals, should the parent object to the form of direct contact that is necessary for the continuous operation, the objected way of contact should not be used with the child concerned;

e) the sports professional must remain approachable, provide age-appropriate, constructive feedback, and the opportunity for the child to communicate a problem;

f) the sports professional must inform the child about the health risks and moral damages of prohibited performance-enhancing substances;

g) if signs of abuse are detected by the appearance or conduct of a child, the sports professional must report them to the member organisation's management, the parent and if the sports professional deems the situation serious then it must be reported to the HNSF Safeguarding/Child Protection focal point via safeguarding@hunskate.hu and/or the designated phone number, along with the HNSF Director General, the Sports Director (ideally in writing); such signs of abuse may be the following:

- bruises, injuries of unknown origin,
- sudden change in conduct, becoming withdrawn, unjustified lateness, unjustified fears, sudden change in behaviour towards their peers, aggressive behaviour, sexualized behaviour,
- sudden performance decline that is not justified by sports professional reasons,
- conspicuous change in their appearance, such as sudden weight change, neglected clothing etc.

h) in the event of suspected or noticed abuse, or if the child gives notice of abuse to the sports professional, the sports professional must initiate an investigation, and in case the member organisation does not investigate the case while involving the parent – meaning they do not reveal the circumstances of the abuse to the extent that it can be defined whether further measures, disciplinary and/or criminal proceedings need to be initiated – the sports professional must report it to the HNSF Safeguarding/Child Protection Focal Point (via safeguarding@hunskate.hu and/or the designated phone number), and the Director General, Sports Director without delay, ideally in writing;

i) the sports professional must inform the child and parent that they may directly contact the HNSF Safeguarding/Child Protection Focal Point, if not available then the Director General, in the event of abuse or suspected abuse; should the child and/or parent request, the Director General shares

the contact of the designated psychologist (if there is a psychologist designated for safeguarding/child protection cases) with them.

- 3) Upon violations of the ethical standards set out in section (1) and safeguarding rules set out in section (2), athletes, sports professionals and management may be subject to disciplinary proceedings in accordance with the HNSF Disciplinary Regulations.

4. §

Violations

Taking into account the provisions set out in Section 3, **athletes** commit ethical violations and may be subject to disciplinary proceedings if they:

- a) intentionally and improperly influencing competition results, meaning improperly gaining advantage for oneself or another competitor, or causing setback to another competitor (the official's declaration provides guidance when deciding intentionality);
- b) violating the fundamental rules of coexistence in the common locker room or training camps, thus disrupting the preparation and/or rest of their peers, violating the norms announced by the team manager, head coach, or Sports Director in connection with the camp;
- c) consuming prohibited substances, drugs, or excessive alcohol, or encourages others to consume these;
- d) exploiting their popularity or physical strength to engage in conduct that is detrimental to the reputation of the sport or inconsistent with their own standing and reputation;
- e) unfairly disparaging the achievements or activities of fellow athletes, sports professionals, or officials engaged in the sport;
- f) abusing their age or experience in relation to fellow athletes engaged in the sport, or engaging in exclusionary, bullying, or abusive conduct towards them;
- g) behaving on the field of play or during competitions in a manner incompatible with their role as a role model.

Taking into account the provisions set out in Section 3, **sports professionals** commit an ethical violation and may be subject to disciplinary proceedings if they:

- a) incite, advise, assist, or otherwise contribute to an athlete under their supervision committing any of the acts or engaging in any of the conduct specified in Section 4, or fail to take all reasonable measures within their power to prevent or stop such conduct constituting an ethical violation;

- b) engage in conduct unworthy of a sports professional towards an athlete, another sports professional, or an official;
- c) consume prohibited performance-enhancing substances, drugs, or excessive amount of alcohol, or encourage others to do so;
- d) exploit their popularity to engage in conduct that is detrimental to the reputation of the sport or inconsistent with their own standing and reputation;
- e) unfairly disparage the achievements or professional activities of fellow sports professionals;
- f) violate the safeguarding rules set out in Section 3 (2).

Taking into account the provisions set out in Section 3, **members of sports management** commit an ethical violation and may be subject to disciplinary proceedings if they:

- a) make public statements on behalf of the HNSF that are inconsistent with the decisions adopted by the competent governing body;
- b) demonstrate a persistent lack of commitment to the work of the governing body arising from their official duties, including, without justified reason, failing to attend more than 50% of its meetings;
- c) cause moral or financial damage to HNSF by failing to fulfil the responsibilities undertaken within the governing body;
- d) consume prohibited performance-enhancing substances, drugs, or excessive amount of alcohol, or encourage others to do so;
- e) exploit their popularity to engage in conduct that is detrimental to the reputation of the sport or inconsistent with their own standing and reputation;
- f) unfairly disparage the achievements or activities of sports professionals or fellow management members engaged in the sport.

7. §

Procedural Rules

- 1) Any person participating in skating who observes signs of abuse or violence against another person, in particular against a child, or becomes aware of conduct that violates any provision of these Regulations or the Code of Ethics, or reasonably suspects such conduct, shall report it to the HNSF Safeguarding/Child Protection Focal Point or to the Director General, the Sports Director of the relevant discipline, or a management member of the relevant member organization, as well as to the parent or legal guardian where appropriate.

- 2) If a person participating in skating is in immediate danger as a result of conduct violating these Regulations or the Code of Ethics, the person becoming aware of the situation shall immediately notify the police or the competent child protection, social welfare, family support service/organization, or guardianship authority.
- 3) If a report made to the parents and/or the relevant member organization does not lead to appropriate action within a reasonable period of time, the reporting person shall initiate an investigation by the HNSF Safeguarding/Child Protection Focal Point.
- 4) If the Director General, the Sports Director of the relevant discipline, or any management member of HNSF receives such information, they shall immediately notify the HNSF Safeguarding/Child Protection Focal Point.
- 5) Disciplinary proceedings against a person committing an ethical violation may be initiated by any person authorized to do so under the Disciplinary Regulations. The Chair of the HNSF Ethics and Disciplinary Committee is entitled to initiate disciplinary proceedings.
- 6) The Chair of the HNSF Ethics and Disciplinary Committee shall initiate disciplinary proceedings whenever they become aware of a well-founded suspicion of a serious breach of the safeguarding rules, including, in particular, physical or verbal abuse.
- 7) Without initiating formal disciplinary proceedings, the person responsible for the relevant event:
 - a) in the case of a competition
 - the Chief Referee, where ethical violation concerns the rules of the sport;
 - the Sports Director of the relevant discipline, the team manager, the head coach, the President or Director General of HNSF, where the violation concerns other rules;
 - b) in the case of any other event:
 - the President and/or the Director General of HNSF, or, in their absence, another HNSF management member holding a leading role in organizing the event.
may exclude the offender from further participation in that event.

In all other respects, ethical violations and breaches of the safeguarding rules committed by sports professionals shall be dealt with in accordance with the provisions of the HNSF Disciplinary Regulations.

8. §

Competent Bodies

- 1) At first degree, the HNSF Ethics and Disciplinary Committee is eligible to conduct disciplinary proceedings. The rules governing the appointment and operation of the Committee are set out in the Organizational and Operational Regulations of HNSF.
- 2) During the proceedings, the HNSF Ethics and Disciplinary Committee shall thoroughly examine the act, conduct, or event giving foundation to the alleged ethical violation and, where necessary, establish the facts by hearing the persons concerned.
- 3) Where an ethical violation has been established, the HNSF Ethics and Disciplinary Committee may impose the following sanctions:

5.1. In case of coaches

- a) verbal warning;
- b) written warning;
- c) termination by ordinary notice in the case of a coach employed under an employment contract;
- d) immediate termination in the case of a coach engaged under a service or agency contract

5.2. In case of athletes

- a) verbal warning;
- b) written warning 2x;
- c) suspension from, or exclusion from, the HNSF national team

5.3. In case of parents

- d) verbal warning;
- e) written warning 2x;
- f) prohibition from attending training sessions and competitions

Where a parent repeatedly fails to comply with the provisions of the Code of Ethics applicable to parents and family members, the HNSF Ethics and Disciplinary Committee jointly with the Sports Director of the relevant discipline may submit a written proposal to the HNSF Council requesting the removal of the parent's child from the HNSF national team.

- 4) Disciplinary procedure and appeals:

Unless otherwise provided in these Regulations, disciplinary proceedings, decisions adopted during such proceedings, and the available legal remedies shall be governed by the provisions of the HNSF

Disciplinary Regulations, subject to any procedural differences arising from the specific nature of ethical proceedings.

9. §

HNSF Safeguarding / Child Protection Focal Point

- 1) The HNSF Safeguarding/Child Protection Focal Point shall be responsible for handling safeguarding matters falling within the competence of HNSF.
- 2) In performing their duties, the HNSF Safeguarding/Child Protection Focal Point shall cooperate closely with the HNSF Ethics and Disciplinary Committee.
- 3) The HNSF Safeguarding/Child Protection Focal Point shall be appointed by the HNSF Council.

Budapest, 12 May 2025