

Code of Conduct and Safeguarding Policy

Preamble

The ISA Code of Conduct (the “Code”) outlines the standard of behavior expected of all staff, officials, coaches, athletes, volunteers and members of Federations that are members of the International Surfing Association (ISA), and/or associated with the ISA and its events (also referred to herein as “covered individuals”).

Considered a formal statement of the values and ethical standards that guide individuals in the sport, the Code is a set of principles and norms to which covered individuals shall be held accountable when representing their country or taking part in any official capacity at any ISA event or activity.

The Code shall be used as a point of reference when dealing with disciplinary procedures involving any of the above-mentioned covered individuals.

This document also functions in conjunction with and is cross-referenced with the ISA Code of Ethics, ensuring that all ethical and behavioral standards are comprehensively addressed across both frameworks.

1. Professionalism and Respect:

- Avoid the use of profane, insulting, harassing, or otherwise offensive language or behavior while performing your duties or otherwise participating.
- Uphold the integrity of each event, our sponsors, and the ISA by refraining from any disparaging or unfairly negative speech.
- Remain open to constructive feedback, and demonstrate respect for differing opinions and perspectives.
- Maintain control, professionalism, and respect in interactions with athletes, coaches, officials, parents, and spectators at all times.

2. Commitment to Excellence:

- Attend all scheduled meetings and arrive punctually, prepared to fulfill the tasks assigned to you. If there is an emergency or other circumstances that prevent your attendance, provide notice to others promptly.
- Strive to maintain a safe, positive, and supportive environment for all participants.
- Commit to ongoing education and skill development by seeking performance reviews and participating in training opportunities, when you are able to do so.
- Consistently project a positive image of the sport and uphold international standards in your conduct.

3. **Fairness and Inclusivity:**

ISA values diversity and inclusion, promoting respect for all individuals. Decisions about participation in ISA events must be based solely on merit and ability.

- **Non-Discrimination Policy:** Covered Individuals must not discriminate on the basis of race, color, ancestry, national origin, citizenship, religion or creed (including religious dress and grooming practices), sex, marital or domestic partnership status, sexual orientation, gender, military or veteran status, age, physical or mental disability, medical condition, genetic information, political affiliation, or any other protected characteristic of an individual or their associates and relatives.
- **Merit-Based Participation:** Participation decisions are to be based on merit and ability. However, events or competitions may be separated by sex and age, or restricted for medical or health reasons.
- **Accommodations:** Wherever possible, reasonable accommodations should be made for the known physical or mental limitations of otherwise qualified individuals with disabilities, as well as for religious dress and practices, provided doing so does not cause undue hardship, compromise safety, or negatively impact the program or event.
- **Reporting Violations:** Individuals who believe they or another covered individual have been subjected to any form of discrimination should follow the reporting procedure set out in this policy. Violations will be investigated and addressed accordingly.

4. **Health and Safety:**

- Report any issues or safety concerns to the ISA and/or local authorities where the event or incident has taken place immediately and ensure that all athletes' safety is prioritized.
- Ensure equipment and facilities are safe and appropriate for the athletes' ages and abilities.
- Refrain from using or promoting the use of tobacco during ISA events, maintaining professionalism and a healthy environment for all participants.

5. **Ethical Coaching Practices:**

- Promote the values of fair play, respect for rules, and good sportsmanship.
- Provide constructive feedback, avoiding public criticism or punitive behavior toward athletes for mistakes or poor performance.

- Work with medical professionals to prioritize athlete health, ensuring that decisions regarding an injured athlete's participation are made with their long-term well-being in mind.

6. Prohibited Substances and Conduct:

- Never endorse or allow the use of banned substances or performance-enhancing drugs.
- Avoid providing or condoning the use of alcohol or tobacco in the presence of athletes and refrain from their use during official duties. Alcohol, tobacco, and illegal or controlled drugs should never be provided to minors.
- There shall be no consumption of alcohol at the event site during competition hours. After competition hours, if you choose to consume alcohol, please do so in moderation and remain mindful of your surroundings, ensuring that your conduct reflects the professionalism expected by the ISA.

7. Commitment to Athlete Development:

- Help athletes reach their full potential by recognizing their individual goals, talents, and stages of development.
- Ensure a safe, positive, and constructive environment for athletes during training and competitions.
- Teach athletes to respect the rules, officials, and their opponents, while providing fair and consistent coaching support.

8. Positive Role Modeling:

- Set a positive example for athletes by maintaining the highest standards of behavior, professionalism, and ethics.

Safeguarding

Safeguarding policies help to ensure the protection of all individuals involved with the International Surfing Association from abuse, harassment, or exploitation in the sport of surfing. It is also essential for all coaches, officials, and stakeholders to take responsibility for maintaining a safe environment for every athlete, especially minors. This includes actively preventing any form of abuse or misconduct and responding to concerns promptly.

- Establish and maintain clear boundaries in your interactions with athletes and others, ensuring a safe, supportive environment for everyone.

- Protect athletes from any form of harassment, abuse, or inappropriate relationships, including sexual or racial harassment.
- If working with minors, actively involve parents or guardians in decisions about the athlete's development and well-being.
- It is vital to prevent and respond to any form of abuse or misconduct within sport. The **IOC Safeguarding Toolkit** has been developed to assist the Olympic Movement in creating and implementing policies and procedures to safeguard athletes. For more details, visit the IOC's dedicated page: www.olympic.org/athlete365/safeguarding/.

ISA strictly forbids harassment, including sexual harassment, as well as bullying and physical and psychological abuse, as explained further below:

1. Sexual Harassment

Sexual harassment includes unwelcome sexual advances, requests for sexual favors, and other verbal, physical, or visual conduct based on sex. It becomes harassment when:

- Submission to such conduct is an explicit or implicit condition for participation or advancement.
- Submission to or rejection of the conduct is used in making decisions related to sport participation or employment.
- The conduct creates an intimidating, hostile, or offensive environment or interferes with an individual's ability to participate.

Examples of Sexual Harassment:

- Offensive sexual jokes, stories, or descriptions.
- Repeated unwelcome flirtations, advances, or propositions.
- Graphic or degrading comments about an individual's appearance or sexual activity.
- Pressure for sexual activity or sexually suggestive letters, notes, or invitations.
- Inappropriate physical contact, such as patting, grabbing, or pinching.

Sexual harassment is forbidden even if it does not rise to the level of a legal violation. ISA will address such behavior with appropriate disciplinary action.

Harassment: Harassment includes a pattern of physical or non-physical behaviors that are intended to cause fear, humiliation, or degradation. It may also involve discriminatory bias based on race, religion, gender, disability, or other protected statuses. Harassment can occur in person or virtually and can involve a single incident or a repeated pattern of behavior. However, respectful verbal disagreements or good-faith training and coaching are not considered harassment.

2. Physical Abuse and Psychological Abuse

Physical abuse includes any contact or non-contact conduct intended to cause physical harm to an athlete, sport participant or an individual from the ISA community. This includes child abuse, neglect, and assault, as defined by federal or state law.

Non-violent physical contact intended to demonstrate sports techniques or skills is permitted when used appropriately for training purposes.

Psychological abuse involves verbal assaults, intimidation, humiliation, or any other treatment that diminishes an athlete's dignity and sense of self-worth. This includes confinement, isolation, or infantilization, which may cause long-term psychological harm.

Bullying: Bullying refers to persistent physical or non-physical behaviors intended to socially exclude, diminish, or isolate the targeted individual. Bullying may also involve intimidation and harassment intended to establish dominance or superiority. Bullying can be carried out in person or virtually and may involve repeated incidents.

If you experience, witness, or receive a report regarding conduct of the nature described above, you should promptly report it using the procedures outlined below.

Whistleblower Policy

All employees and athletes are required to acknowledge this policy upon the start of their employment or involvement with the ISA.

The International Surfing Association (ISA) is committed to maintaining lawful, ethical, and responsible behavior in all of its operations. We expect both employees and athletes to act in compliance with all applicable laws, regulations, and the ISA's ethical guidelines. Should you have any concerns regarding the legality or ethical appropriateness of any actions that have been taken, or are being considered, by the ISA or a covered individual, we encourage you to report these concerns through the proper channels.

In the first instance, you are encouraged to address the matter with your direct manager, coach, or relevant supervisor. If your concerns are not adequately addressed, or if you are uncomfortable discussing the issue with these individuals, you may submit a report (which can be anonymous) through the **Safeguarding Report Form for Incidents of Harassment and Abuse**, or escalate the matter directly to the ISA President or Executive Director for further review and action. Nothing in this policy requires reporting to any individual who engaged in the conduct at issue.

If these options are not suitable or if you prefer to remain anonymous, you may report your concerns for further investigation and resolution to the ISA's external legal counsel (Mr. Edwin Komen, Sheppard Mullin, tel (202 747-1908) EKomen@sheppardmullin.com).

Under this Whistleblower Policy, employees and athletes who report illegal, unethical, or improper conduct in good faith are fully protected. The ISA will take steps to maintain the confidentiality of any report, within the constraints of a necessary investigation, and will take all steps available to help ensure that individuals who raise concerns will not face retaliation. This includes protection against any form of dismissal, harassment, threats, or discrimination resulting from the reporting of suspected wrongdoing, legal violations, or unethical behavior.

All reports will be promptly investigated and, if a violation or other improper conduct is found to have occurred, the matter will be addressed and disciplinary measures will be instituted as appropriate.

Educational and Awareness Resources:

To enhance understanding and awareness of rights and ethical behavior in sport, the following key resources are recommended:

- **United Nations Declaration of Human Rights:** Outlines fundamental human rights and emphasizes dignity, equality, and respect for all individuals.
- **United Nations Convention on the Rights of the Child:** Highlights the rights of children, including their protection and development in all environments, including sports.
- **IOC Code of Ethics:** Establishes ethical guidelines for conduct in the Olympic Movement, promoting fairness, integrity, and respect in all sporting activities.