

DISCIPLINARY, SAFEGUARDING & ETHICS CODE OF THE INTERNATIONAL SCHOOL SPORT FEDERATION

PART I.

GENERAL PROVISIONS, ETHICAL PRINCIPLES AND SAFEGUARDING GOVERNANCE

Article 1 – Purpose and objectives

This Disciplinary, Safeguarding & Ethics Code sets the rules for ethical conduct, safeguarding, disciplinary responsibility, sanctions, and procedures for all activities organised, recognised, or sanctioned by the International School Sport Federation (“ISF”).

Its objectives are to:

- protect the welfare and dignity of children and young participants;
- uphold the integrity, fairness, and educational values of school sport;
- clearly define offences and sanctions;
- ensure fair and transparent disciplinary processes;
- promote ethical behaviour and prevent misconduct.

Article 2 – Material scope of application

This Code applies to all competitions, events, training activities, preparatory activities, travel, accommodation, ceremonies, educational programmes, meetings and any other activities organised, recognised or sanctioned by the ISF or by any entity under its authority.

This Code applies to any conduct directly or indirectly connected with ISF activities, including conduct occurring outside competition venues, during travel, accommodation or social activities, and including conduct occurring through digital, electronic or online means.

Conduct shall fall within the scope of this Code where there exists a sufficient factual connection with ISF activities, irrespective of the geographical location where the conduct occurred.

Article 3 – Personal scope of application

This Code is binding upon:

- a) student-athletes and participants;
- b) coaches, teachers and instructors;
- c) referees, judges and technical officials;
- d) heads of delegation and team officials;
- e) medical and support personnel;
- f) all ISF employees and officials, namely members of all committees;
- g) volunteers and chaperones;

h) accredited persons of any category;

i) participating schools, delegations, school sport entities, local organisers and any institution recognised by the ISF, including national ISF members and officials of ISF members or of such institutions.

Any person or institution that accepts accreditation, participation or recognition by the ISF thereby accepts to be bound by this Code.

A person or institution shall remain subject to this Code for any conduct committed while under ISF jurisdiction, even if such person or institution subsequently ceases to fall under such jurisdiction.

Article 4 – Temporal application

This Code apply to all disciplinary offences committed after their entry into force.

Article 5 – Fundamental principles of child protection and interpretation

In all decisions taken under this Code, the best interests of the child shall be a primary and overriding consideration.

Where the interpretation of any provision allows more than one reasonable meaning, the interpretation that affords greater protection to children shall be adopted.

PART II.

ETHICAL PRINCIPLES AND DUTIES OF CONDUCT

Article 6 – Integrity

All persons bound by this Code shall act with honesty, integrity and good faith in all matters related to ISF activities.

Any conduct that undermines trust in school sport or brings the ISF into disrepute may constitute an ethical breach and a disciplinary offence.

Article 7 – Discrimination and equality

Every participant has the right to be treated with respect and dignity.

Discrimination, harassment, degrading treatment or exclusion based on race, colour, nationality, ethnic origin, religion, gender, sexual orientation, disability, age, social background or any other protected characteristic is strictly prohibited.

Article 8 – Duty of care and relationships of trust

Adults occupying positions of authority, supervision or trust owe a heightened duty of care toward children.

The misuse of authority, power imbalance or dependency relationships constitutes an aggravating circumstance for any offence.

Article 9 – Conflicts of interest

Persons bound by this Code shall avoid situations in which their personal interests conflict or may reasonably be perceived to conflict with their duties.

Any actual, potential or perceived conflict of interest shall be disclosed promptly to the competent authority.

Failure to disclose a conflict of interest that influences decision-making constitutes an ethical breach and may constitute a disciplinary offence.

Article 10 – Confidentiality and data protection

Confidential information obtained through ISF activities, including safeguarding information, disciplinary material and personal data, shall be protected against unauthorised disclosure.

Disclosure is permitted only where required for safeguarding purposes, legal obligations, cooperation with public authorities, enforcement of sanctions or legitimate organisational needs consistent with child protection and due process.

PART III.

SAFEGUARDING GOVERNANCE AND EVENT STRUCTURE

Article 11 ISF Reporting mechanism

All safeguarding concerns, allegations or incidents shall be reported to the ISF exclusively through the ISF's official reporting channels.

The official reporting channels shall include, at a minimum:

- a) A designated safeguarding email address established by the ISF for confidential reporting,;
- or
- b) An official online reporting form or secure digital platform provided by the ISF; or
- c) Direct written notification to the ISF Secretariat or the appointed Safeguarding Officer of the ISF for the event;

The ISF shall publish and regularly update details of all official reporting channels on its official website and in relevant event documentation.

School Sport Entities (SSE) and Local Organising Committees (LOCs) shall ensure that all participants, officials, staff and volunteers are informed of and have access to these official reporting channels.

Reports submitted through the official channels shall be treated confidentially and handled in accordance with ISF safeguarding procedures and applicable data protection laws.

Article 12 Safeguarding policy requirement for SSE/LOCs

For all ISF Events, School Sport Entities (SSE) and Local Organising Committees (LOCs) shall be required to adopt, implement and maintain a safeguarding policy approved by the ISF.

SSE/LOCs shall formally confirm in writing their compliance with the safeguarding policy as a condition for event approval, hosting rights and continued recognition by the ISF.

The safeguarding policy shall include, at a minimum:

- a) Clear codes of conduct for all officials, staff, volunteers and participants;
- b) Reporting mechanisms for safeguarding concerns or incidents;
- c) Procedures for investigation and response

Failure by an SSE/LOC to comply with this Article may result in disciplinary measures, withdrawal of event approval, or other sanctions as determined by the ISF.

Article 13 Establishment of Lead Safeguarding Officer

The ISF Board/Management Committee/Ethics, Legal and Integrity Committee shall appoint a Lead Safeguarding Officer responsible for the overall safeguarding framework of the ISF. The Lead Safeguarding Officer may be a member of the Ethics, Legal and Integrity Committee, or a third party.

The Lead Safeguarding Officer's core responsibilities shall be to:

- oversee safeguarding system
- coordinate safeguarding investigations
- impose immediate protective measures where necessary
- ensure safeguarding training
- liaise with competent public authorities where necessary
- Ensure reporting after each event and upon request (with necessary redactions to ensure confidentiality)

The Lead Safeguarding Officer shall perform their duties independently and shall not be subject to instruction from any person who may be the subject of an allegation or who has a conflict of interest.

The Lead Safeguarding Officer shall hold certification recognised by the International Olympic Committee or equivalent international safeguarding authority.

Article 14 – Event Safeguarding Officers

For each ISF event, there shall be:

- a) one Event Safeguarding Officer appointed by the ISF Board/Management Committee/ Ethics, Legal and Integrity Committee; and
- b) one Event Safeguarding Officer appointed by the local organising committee or School Sport Entity.

The dual safeguarding presence ensures compliance with ISF safeguarding standards and with national legal obligations of the host country.

Their core responsibilities shall be:

- Be responsible for safeguarding of all participants at the event.
- Be a central point of contact for anyone who has any safeguarding concerns that arise during the event, and for any athlete or participant who needs advice and assistance.
- Ensure Incident Report Forms (Annex A to this Code) are completed where and when necessary and a copy forwarded to the ISF Lead Safeguarding Officer without delay, whether the concern relates to ISF directly or to the LOC / SSE.
- Be vigilant and aware of any unexpected or unprofessional approach to athletes by officials, other athletes, additional parents or spectators.
- Provide appropriate support to anyone who reports possible abuse, or who has been subject to abuse.
- Implement immediate protective actions.
- Coordinate with the Lead Safeguarding Officer and facilitate cooperation with local child protection authorities.
- Ensure concerns are dealt with appropriately and confidentially, and where necessary make referrals to the ISF Lead Safeguarding Officer, the Police, the medical services and / or other appropriate agency.
- Coordinate with ISF to solve the issue;
- Prepare a report at the end of event and recommendation in collaboration with the Lead Safeguarding Officer to be reported to the office and EC (with necessary redactions to ensure confidentiality)

Article 15 – Immediate protective powers

The Lead Safeguarding Officer and Event Safeguarding Officers may impose immediate protective measures necessary to safeguard any child, including temporary separation of persons, supervision changes, access restrictions, removal from activities and emergency referrals to authorities.

Protective measures are precautionary in nature, shall not constitute disciplinary sanctions and shall not prejudice the outcome of any investigation.

Protective measures shall remain in force until lifted or replaced by a competent disciplinary body. They are unappealable.

PART IV.

PRINCIPLES OF DISCIPLINARY RESPONSIBILITY

Article 16 – Individual disciplinary liability - attempt, instigation and complicity

Every person bound by this Code is responsible for their own conduct at all times.

Ignorance of this Code or of safeguarding obligations shall not excuse liability.

An attempt to commit a disciplinary offence constitutes a disciplinary offence.

Any person who intentionally instigates, encourages, facilitates or assists another to commit an offence shall be sanctioned as if they had committed the offence themselves.

Article 17 – Institutional and delegation liability

Schools Sport Entities, delegations, local organisers, and any institution recognised by the ISF are strictly responsible for the conduct of their athletes, officials, employees, volunteers and representatives during ISF activities.

Institutional liability shall arise regardless of whether individual perpetrators are identified or sanctioned.

Institutional liability includes failure to implement safeguarding policies, inadequate supervision, failure to enforce ISF decisions and systemic organisational neglect.

Article 18 – Duty of cooperation

All persons bound by this Code shall cooperate fully with safeguarding officers, investigators and disciplinary bodies.

Cooperation includes providing truthful information, producing documents, attending hearings and complying with lawful requests.

Failure to cooperate constitutes a separate disciplinary offence.

PART V.

DISCIPLINARY OFFENCES

CHAPTER I.

SAFEGUARDING AND CHILD PROTECTION OFFENCES

Article 19 – Psychological abuse

Psychological abuse consists of any unwelcome conduct, whether repeated or isolated, that causes or is likely to cause emotional harm, distress or impairment of a child's development.

Psychological abuse includes, but is not limited to, humiliation, ridicule, intimidation, threats, coercion, isolation, manipulation, excessive pressure, verbal aggression, controlling behaviour, infantilisation or exposure to frightening situations.

Psychological abuse is aggravated where committed by a person in a position of authority or trust, where repeated over time, or where it results in clinically significant harm.

Article 20 – Physical abuse

Physical abuse consists of any deliberate act causing physical harm, injury or trauma to a child.

Physical abuse includes, but is not limited to, striking, punching, kicking, beating, burning, shaking, biting, inappropriate physical restraint, forcing inappropriate physical activity, forcing training despite injury or exhaustion, forced consumption of substances or exposure to harmful practices.

Physical punishment of any kind against a child is prohibited and constitutes physical abuse.

Article 21 – Sexual harassment

Sexual harassment consists of any unwelcome conduct of a sexual nature, whether verbal, non-verbal or physical.

Sexual harassment includes sexualised comments, jokes, gestures, messages, exposure, inappropriate touching, requests for sexual favours, creating a sexualised environment and any conduct that violates a person's dignity.

Apparent consent obtained through pressure, authority imbalance or manipulation shall not constitute valid consent.

Article 22 – Sexual abuse

Sexual abuse consists of any sexual act involving a child, whether contact or non-contact, where consent is absent, coerced, manipulated or legally impossible.

Sexual abuse includes exploitation through images, recordings, online communication, exposure to sexual acts or any conduct intended for sexual gratification involving a child.

Sexual abuse constitutes the most serious safeguarding offence.

Article 23 – Grooming

Grooming consists of establishing a relationship, trust or emotional dependency with a child for the purpose of exploitation or abuse.

Grooming behaviours may include, but is not limited to, gift-giving, excessive attention, secrecy demands, isolation strategies, online communication, manipulation of family relationships or progressive boundary violations.

Grooming constitutes a safeguarding offence regardless of whether abuse ultimately occurs.

Article 24 – Neglect

Neglect consists of the failure by a person with a duty of care to provide adequate supervision, protection, medical care, safe training conditions, nutrition, rest or emotional support.

Neglect includes, but is not limited to, exposing a child to unsafe environments, ignoring injuries or illnesses, or failing to act on known risks.

Organisational neglect and systemic failures also constitute neglect.

Article 25 – Bullying and hazing

Bullying consists of unwanted, repeated aggressive behaviour intended to intimidate, humiliate or harm another person, including cyberbullying.

Hazing consists of initiation or team practices involving humiliation, coercion, abuse or dangerous activities.

Bullying and hazing constitute safeguarding offences where children are involved.

Article 26 – Discriminatory harassment and abuse

Harassment or abuse based on race, colour, nationality, ethnic origin, religion, gender, sexual orientation, disability, age or any protected characteristic constitutes discriminatory abuse.

Discriminatory motive constitutes an aggravating circumstance.

Article 27 – Failure to safeguard

Any adult in authority who fails to take reasonable steps to prevent, identify or address safeguarding concerns commits a safeguarding offence.

Failure includes ignoring disclosures, failing to implement safeguarding policies, inadequate supervision and tolerating harmful practices.

CHAPTER II.

INTEGRITY OFFENCES

Article 28 – Manipulation of competitions

Any act or omission intended to improperly influence the course or result of a competition constitutes manipulation.

Manipulation includes, but is not limited to, fixing results, performance manipulation, misuse of inside information and failure to report approaches.

Article 29 – Bribery and corruption

Offering, promising, giving, soliciting or accepting any improper advantage connected to ISF activities constitutes corruption.

The offence is committed whether directly or through intermediaries.

Article 30 – Fraud, forgery and falsification

Forgery of documents, age falsification, identity fraud, accreditation fraud and submission of false information constitute disciplinary offences.

Deliberate and knowing use of falsified documents constitutes an offence regardless of who created them.

CHAPTER III.

MISCONDUCT OFFENCES

Article 31 – Violent conduct

Violent conduct consists of physical aggression against any person that does not qualify as safeguarding abuse.

Where the victim is a child, safeguarding provisions apply cumulatively.

Article 32 – Threats, intimidation and coercion

Threatening, intimidating or coercive behaviour toward participants, officials, investigators or witnesses constitutes an offence.

Insults, obscene gestures, degrading language, harassment and public humiliation constitute offences.

Article 33 – Disorderly behaviour and disruption

Conduct disrupting competitions, refusing officials' instructions, inciting disorder or causing abandonment of activities constitutes an offence.

CHAPTER IV.

ADMINISTRATIVE AND PROCEDURAL OFFENCES

Article 34 – Failure to report

Any person bound by this Code who becomes aware of a safeguarding concern or serious misconduct shall report it immediately through designated channels.

Failure to immediately report safeguarding or misconduct concerns prohibited by this Code constitutes a serious offence.

No person may handle safeguarding concerns privately or attempt internal resolution without involvement of safeguarding officers or the competent disciplinary bodies.

Article 35 – Obstruction of proceedings

Interference with investigations, intimidation of witnesses, retaliation, destruction of evidence or refusal to cooperate constitutes an offence.

Article 36 – Breach of protective measures

Violation of interim safeguarding or disciplinary restrictions constitutes an offence.

PART VI.

COMPETENT BODIES, INDEPENDENCE AND FUNCTIONS

Article 37 Disciplinary Committee

The Disciplinary Committee, established as a Standing Committee under the ISF Articles of Association and Internal Regulations, shall act as the first-instance judicial body for all disciplinary matters governed by this Code.

The Disciplinary Committee shall be competent to:

- a) adjudicate alleged disciplinary offences against persons subject to this Code;
- b) assess evidence and determine facts;
- c) impose disciplinary sanctions and provisional measures in accordance with this Code;
- d) prepare report of activity and recommendations to the EC (with necessary redactions to ensure confidentiality).

The Disciplinary Committee shall act independently and impartially and shall not seek or receive instructions from the Executive Committee, the Ethics, Legal and Integrity Committee or any other ISF body in relation to individual cases.

Article 38 – Composition and panels of the Disciplinary Committee

The Disciplinary Committee shall be composed and appointed in accordance with the ISF Articles of Association and Internal Regulations.

For each case, the Chairperson of the Disciplinary Committee shall constitute a panel of three members, one of whom shall act as Chair of the panel.

By way of exception, the Chairperson of the Disciplinary Committee – or another member of the Disciplinary Committee appointed by the Chairperson of the Disciplinary Committee – may act as a single judge in:

- a) urgent cases;
- b) cases suitable for provisional measures;
- c) minor cases where the maximum sanction does not exceed six months suspension.

Single-judge decisions shall also be reasoned and subject to appeal in accordance with this Code.

Article 39 – Ethics, Legal and Integrity Committee

The Ethics, Legal and Integrity Committee is a Standing Committee established under the ISF Articles of Association and Internal Regulations.

It may:

- a) issue ethical opinions;
- b) advise on conflicts of interest;
- c) provide legal guidance on regulatory interpretation;
- d) implement any measure aiming at protecting the ethical standards, safety and wellbeing of participants in ISF activities;
- e) develop and enforce policies related to integrity, fair play, and anti-corruption;
- f) oversee safeguarding measures to protect athletes, staff, and volunteers from harm, abuse or discrimination.

It shall not investigate disciplinary cases, hear parties, determine facts or impose sanctions.

PART VII.

DISCIPLINARY PROCEDURE

Article 40 – Competence

The Disciplinary Panel has exclusive jurisdiction under this Code, unless expressly attributed otherwise.

Article 41 – Initiation of proceedings

Proceedings may be initiated upon complaint, safeguarding referral, official report, or *ex officio* by the Disciplinary Committee.

Anonymous reports may be considered where credibility indicators exist, subject to procedural fairness.

Article 42 – Admissibility and screening

A complaint may be dismissed as inadmissible where it is manifestly unfounded, abusive, outside jurisdiction, or lacks any articulable factual basis.

Dismissal decisions shall be reasoned in writing and are appealable.

In safeguarding matters, dismissal shall not prevent protective action where risk is identified.

Article 43 – Preliminary safeguarding assessment

Upon receipt of any safeguarding concern, the Lead Safeguarding Officer shall conduct an immediate risk assessment.

Where risk is identified, it shall impose protective actions without delay.

Protective actions shall not be contingent on disciplinary admissibility.

Article 44 – Provisional measures

Upon request or *ex officio*, the Chair of the Disciplinary Panel may impose provisional measures to prevent harm, prevent interference, preserve evidence, and protect event integrity.

Provisional measures may include interim suspension, exclusion, accreditation withdrawal and contact restrictions.

The decision shall be reasoned and notified promptly.

Article 45 – Appointment of investigator

The Disciplinary Panel may appoint an independent investigator.

The investigator shall have authority to request documents, obtain electronic evidence, interview witnesses, obtain expert opinions, and recommend protective measures.

Any refusal to comply may be sanctioned as obstruction.

Article 46 – Duty to cooperate

All persons bound by this Code shall cooperate in good faith.

Dilatory tactics may be sanctioned, and the competent body may decide based on the file where a party refuses cooperation.

Article 47 – Confidentiality

Proceedings and safeguarding information are confidential.

Disclosure is permitted where required for child protection, legal reporting duties, cooperation with authorities, enforcement or essential organisational action.

Breach of confidentiality is a disciplinary offence.

Article 48 – Rights of defence

The accused has the right to timely notice of allegations, access to relevant evidence, opportunity to respond, representation, and a hearing.

In safeguarding cases, access may be restricted to protect a child, prevent retaliation, or comply with law, provided the accused retains meaningful opportunity to respond to the substance of the allegation.

Article 49 – Statement of charges

Upon completion of investigation, the Disciplinary Panel shall issue a statement of charges specifying alleged facts, qualification, evidence, and potential sanctions.

The accused shall have at least ten days to submit a response.

Article 50 – Evidence and assessment

Admissible evidence includes witness testimony, documents, electronic communications, recordings, expert reports, medical information where lawful, and official reports.

The Panel shall freely assess evidence and determine its weight.

Illegally obtained evidence may be excluded where required by applicable law or where admission would undermine fairness or child protection.

Article 51 – Witnesses

The Panel may summon witnesses and order production of evidence.

Article 52 – Child-Sensitive testimony

Where a child is a witness or concerned person, proceedings shall be adapted to reduce trauma and risk.

The Panel may allow testimony by video, through an intermediary, or in closed session, and may prevent direct confrontation where necessary for child welfare.

Article 53 – Hearings

Hearings shall be conducted by a panel of at least three members unless a single-judge procedure is expressly provided.

Hearings may be held in person or remotely.

The Chair shall manage the hearing and ensure fairness.

Article 54 – Default and proceeding *in absentia*

If a properly summoned party fails to appear without valid reason, the Panel may proceed *in absentia*.

The Panel shall ensure that the absent party had sufficient notice and opportunity to participate.

Article 55 - Burden and standard of proof

The burden of proof rests with the Disciplinary Committee.

The Panel shall decide on the basis of comfortable satisfaction.

Article 56 - Applicable law

The competent disciplinary bodies shall apply this Code as the primary legal framework, as well as all other ISF regulations.

Subsidiarily, they shall apply general principles of international sports law and Swiss law.

Mandatory safeguarding, child protection and criminal reporting obligations of the applicable national law of the host jurisdiction shall prevail at all times.

In the event of conflict between this Code and any ISF internal regulations, this Code shall prevail unless expressly stated otherwise.

Article 57 – Deliberation and voting

Deliberations are confidential.

Decisions are made by majority; in case of tie, the Chair has casting vote.

Article 58 – Written decision

Decisions shall be reasoned and include established facts, legal reasoning, sanctions, and appeal instructions.

Decisions shall be notified by email to the accused, the victim and the ISF Secretariat without undue delay.

Article 59 – Enforcement

Sanctions are enforceable immediately.

Institutions, namely participating schools, delegations, School Sport Entities, local organisers and any institution recognised by the ISF, including national ISF members, must enforce sanctions against their members.

Failure to enforce constitutes an offence and may result in institutional sanctions.

Article 60 – Publication

Decisions may be published subject to protection of minors and personal data.

Safeguarding publications shall use anonymisation where necessary.

Article 61 – Reopening

Proceedings may be reopened upon discovery of new decisive evidence that could not reasonably have been produced earlier.

Article 62 – Relationship with public authorities

Disciplinary proceedings are independent of criminal or administrative proceedings.

The ISF shall comply with mandatory reporting duties and cooperate with authorities.

PART VIII.

SANCTIONS

Article 63 – Sanctions: general principles

Sanctions shall be proportionate, effective and dissuasive.

In safeguarding cases, protecting children and preventing re-occurrence is the primary goal.

Article 64 – Sanctions on individuals

The competent body may impose:

- warning
- reprimand
- fine
- revocation of accreditation
- cancellation of results with the resulting consequences in terms of cancellation of prize, points, medals, awards, etc
- contact restrictions
- education orders
- match or time suspensions from office
- removal from function
- permanent bans from ISF

Where law restricts fining minors, fines shall not be imposed on children; educational or sporting measures shall apply instead.

Article 65 – Sanctions on institutions

The competent body may impose warning, reprimand, fine, exclusion, suspension, withdrawal of hosting rights, and compliance directives including mandatory safeguarding reforms.

Article 66 – Aggravating circumstances

Aggravating circumstances include: involvement of a child; abuse of authority; repeated offences; significant harm; obstruction; retaliation; discriminatory motive; prior warnings; systematic misconduct.

Article 67 – Mitigating circumstances

Mitigation may include early admission, cooperation, demonstrated remediation, and credible safeguarding reforms, provided child safety is not compromised.

Article 68 – Combination and cumulative application

Sanctions may be combined. Safeguarding sanctions may be imposed in addition to misconduct sanctions where both apply.

Article 69 – Provisional measures and interim suspension

Provisional measures may be imposed where there is prima facie evidence, immediate risk, or risk to integrity of proceedings.

Provisional measures are enforceable immediately and remain until lifted or replaced by a final decision.

PART IX.

WHISTLEBLOWER PROTECTION REGULATIONS

Article 70 – Protected disclosures

A protected disclosure is any report made in good faith concerning suspected safeguarding harm, serious misconduct, integrity offences, retaliation or systemic safeguarding failures.

Good faith means the reporting person reasonably believes the information is true, even if later unproven.

Article 71 – Prohibition of retaliation

Retaliation against a reporting person, witness, child, or concerned person is prohibited.

Retaliation includes threats, intimidation, exclusion, adverse selection decisions, loss of accreditation, bullying, harassment, or any detriment linked to the disclosure.

Sanctions shall be increased where retaliation targets a child, or where committed by a person in authority.

Article 72 – Protective measures for whistleblowers

Upon credible indication of retaliation risk, the ISF may impose protective measures, including confidentiality protections, contact restrictions, interim accreditation measures, and event access controls.

Protective measures may be ordered immediately and reviewed periodically.

Article 73 – Confidentiality of whistleblower Identity

The ISF shall protect the identity of reporting persons to the greatest extent possible consistent with law, child protection and fairness.

Identity may be disclosed only where necessary to prevent harm, comply with law, or ensure meaningful defence rights, and only to the minimum extent required.

Article 74 – False or bad-faith reports

Reports made knowingly false or maliciously constitute an offence.

A report that is unsubstantiated does not by itself establish bad faith.

ARBITRATION AND CAS

Article 75 – CAS Jurisdiction

Final decisions of the Disciplinary Committee taken under this Code may be appealed exclusively to the Court of Arbitration for Sport (“CAS”) in Lausanne, Switzerland, in accordance with the CAS Code.

Article 76 – Seat, language, applicable Law

The seat of arbitration shall be Lausanne, Switzerland.

The language of arbitration shall be English unless CAS determines otherwise.

The applicable law shall be this Code and, subsidiarily, Swiss law.

PART X.

LIMITATION PERIODS

Article 77 – Limitation

Safeguarding offences and integrity offences shall not be time-barred, or shall be subject to a minimum limitation period of ten years where non-limitation is not legally feasible.

Other offences are time-barred after five years.

The limitation period is interrupted by the opening of proceedings and by any procedural act of investigation.

PART XI.

FINAL PROVISIONS

Article 78 – Entry into force

This Code enter into force immediately on the date adopted by the ISF.

INCIDENT REPORT FORM (Safeguarding / Ethics / Disciplinary)

Confidential – This form is to be used to report any safeguarding concern, incident, or misconduct and to be sent to [ISF SAFEGUARDING EMAIL ADDRESS]

- **1. REPORTING DETAILS**

Name of person submitting the report:

☐ Anonymous (if permitted) ☐ Named

Role / Relationship to the event: (e.g. safeguarding officer, coach, teacher, official, athlete, volunteer, parent)

Email / Phone (if applicable):

Date report submitted:

- **2. INCIDENT DETAILS**

Date of incident:

Time (if known):

Location: (e.g. competition venue, accommodation, training site, online)

Event / Activity concerned:

- **3. PERSON(S) INVOLVED** (If names are unknown, please describe the individual(s) as clearly as possible.)

Person(s) affected (victim / concerned person):

Name:

Age (if a minor):

Role (athlete, student, etc.):

Person(s) alleged to be involved:

Name(s):

Role(s):

- **4. DESCRIPTION OF THE INCIDENT**

Please describe what happened, in your own words.

Include facts only where possible (what you saw, heard, or were told).

- **5. TYPE OF CONCERN (tick all that apply)**

☐ Psychological harm / bullying

☐ Physical harm

☐ Sexual harassment or abuse

☐ Grooming behaviour

- ☐ Discrimination or harassment
- ☐ Neglect / failure of supervision
- ☐ Integrity issue (fraud, manipulation, corruption)
- ☐ Other (please specify):

- **6. IMMEDIATE RISK ASSESSMENT**

Do you believe there is an immediate risk to a child or participant?

☐ Yes ☐ No ☐ Unsure

If yes, please explain:

- **7. ACTIONS ALREADY TAKEN (IF ANY)**

(e.g. separation of individuals, medical attention, contact with authorities)

- **8. WITNESSES (IF ANY)**

Name(s) and role(s):

- **9. SUPPORT NEEDED**

Does the affected person require immediate support?

- ☐ Medical
- ☐ Psychological
- ☐ Safeguarding assistance
- ☐ Other:

- **10. DECLARATION**

I confirm that the information provided is accurate to the best of my knowledge.

Name (if provided):

Date:

Signature (if applicable):

CONFIDENTIALITY NOTICE

All reports will be handled confidentially and in accordance with safeguarding procedures and applicable data protection laws. Retaliation against any reporting person is strictly prohibited.