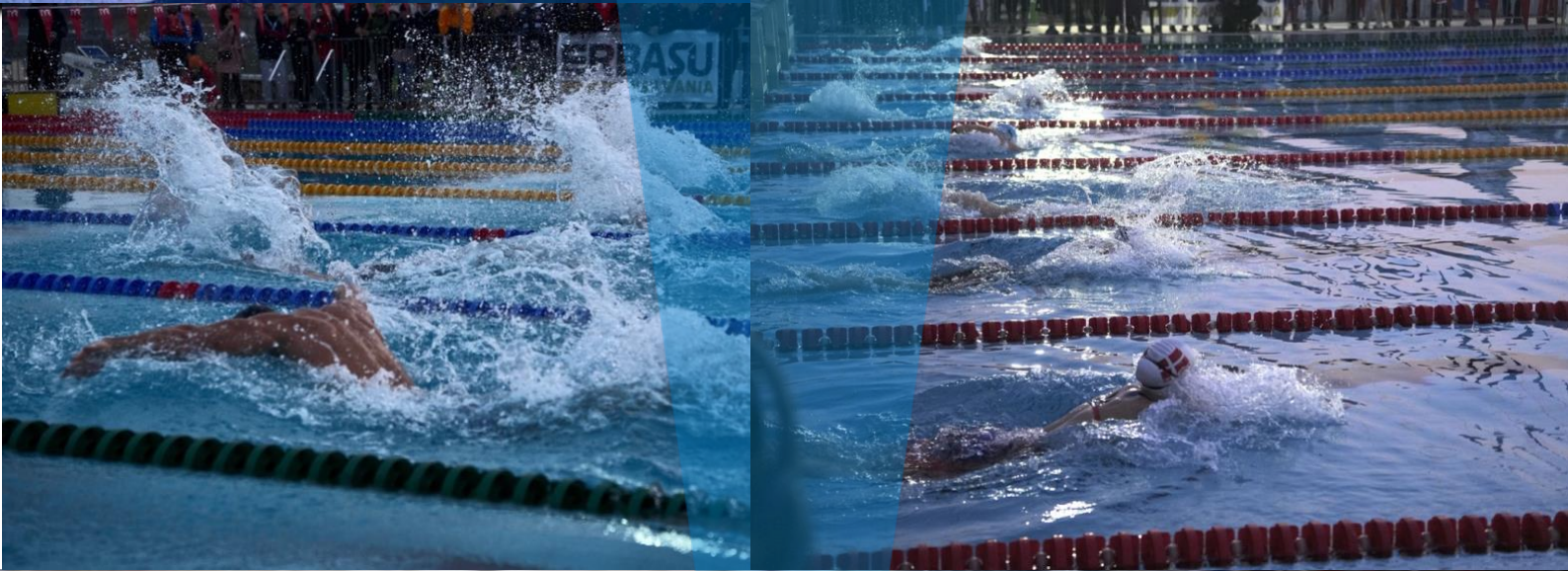


IISA

INTERNATIONAL
ICE SWIMMING
ASSOCIATION



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CODE OF CONDUCT & GOVERNANCE

For Safety and Integrity in the ICE

Effective Nov 2024



1. INTRODUCTION

1.1. OBJECTIVES

- 1.1.1. IISA is committed to ensuring that all Ice Swims and Events are conducted in the safest environment possible, as it is acknowledged that this is an extreme sport. Whilst it is not possible to guarantee the safety of any participant undertaking any IISA-regulated activity, IISA wishes to establish specific standards for this activity and insist that these adhere to take advantage of the most up-to-date research in cold water immersion and ensure that there is adequate access to medical assistance if it should be required.
- 1.1.2. IISA will recognise no Swim or Event unless all these Rules and Regulations and the required safety standards are strictly adhered to. In any event, IISA reserves the right not to recognise a Swim or Event as the IISA Global Board shall determine.
- 1.1.3. It must be emphasised that IISA cannot guarantee the safety of any participant who wishes to take part in ICE Swimming or a recognised IISA Event, and IISA will not and cannot take any responsibility for any death, injuries or losses suffered consequently. All Swimmers must participate at their own risk.
- 1.1.4. The essence of Ice Swimming under IISA is swimming unassisted in a water temperature of 5.0°C or below, with a pair of swimming goggles, one silicon cap and a standard swimming costume under IISA safety and swimming rules.
- 1.1.5. If the Rules contain any ambiguity or contradiction, they must be communicated to IISA. IISA will use its discretion to resolve such issues and amend or add rules to resolve the specific ambiguity or contradiction.
- 1.1.6. IISA would like to set an example of safety Standards In cold-water swimming and recommends that everyone involved in cold-water and icy water activities adopt its medical standards.
- 1.1.7. Only the IISA will have the right to organise World Championships and other international competitions for Ice Swimming. IISA® owns all trademarks relating to its name and its products by association. Using the IISA Logo or its products for commercial or promotional purposes without IISA Global's written permission is illegal.
- 1.1.8. IISA can establish any rules and regulations about conducting its international events and products.
- 1.1.9. IISA will select the appropriate officials for its events.

2. CODE OF CONDUCT

2.1. MISSION AND VISION

- 2.1.1. IISA is governed by its Constitution, registered in Switzerland as a not-for-profit association, and acts as the international federation and world governing body for Ice Swimming.
- 2.1.2. IISA aims to encourage and promote safe Ice Swimming globally and facilitate interaction between participants in areas of common concern and enjoyment.
- 2.1.3. IISA must operate within the boundaries of its Constitution, its rules and regulations, as updated from time to time, and one of its objectives is to ensure IISA and IISA country associations/federations are governed to the highest standards of integrity.



2.2. APPLICABILITY AND ENFORCEMENT

- 2.2.1. Our Ethics and Integrity Principles apply to all IISA individual and national members (after this, IISA Members) and IISA country associations, federations and affiliates (after this, IISA Affiliates).
- 2.2.2. Whether individual or national or affiliation with IISA, membership is not guaranteed for life. Violations of IISA rules, regulations and principles may result in disciplinary actions, including suspension or termination of membership or affiliation.

2.3. IISA CORE PRINCIPLES

- 2.3.1. The following principles guide our Members and Affiliates' conduct:
 - 2.3.1.1. Integrity and Fairness
 - 2.3.1.2. Respect for Equality, Diversity, Inclusion and Human Dignity

2.4. INTEGRITY AND FAIRNESS

- 2.4.1. We believe that acting with integrity is fundamental to building trust, enhancing our reputation, mitigating our risks, and ultimately contributing to the sustainable growth and success of Ice Swimming.
- 2.4.2. We value honesty and transparency. All our actions, decisions, and communications must be honest and transparent. Deception, fraud, or any form of dishonesty is strictly prohibited.
- 2.4.3. We commit to adhering to IISA rules and regulations, preventing cheating (e.g. in competitions) and avoiding conflicts of interest. This is essential to ensure fair competition.
- 2.4.4. IISA Members and Affiliates must disclose and manage any conflicts of interest (real, potential or perceived) that may arise, ensuring that personal interests do not interfere with their responsibilities to IISA.
- 2.4.5. A conflict of interest arises when someone's interest or relationship interferes or could be perceived as interfering with IISA's interest or their responsibilities to IISA. Transparency ensures conflicts of interest risks are appropriately managed and mitigated.
- 2.4.6. IISA Members and Affiliates must not engage in situations of "*quid pro quo*" (e.g. undue favours, unfair advantages).

2.5. RESPECT

- 2.5.1. Respect for equality, diversity, inclusion, and human dignity - "how we treat one another"
- 2.5.2. We strive for equality and encourage everyone we interact with to respect themselves and others, no matter where they are.
- 2.5.3. We respect one's time, personal values, dignity, and identity.
- 2.5.4. We engage in respectful discussions and deliberations. We welcome various perspectives, celebrate differences, and ensure our actions are inclusive and welcoming for all.
- 2.5.5. We seek to achieve the physical, mental, and social well-being of every IISA Member.
- 2.5.6. We promote an environment free from any form of discrimination, abuse, exploitation and harassment, including sexual harassment. Any such behaviour will not be tolerated.
- 2.5.7. Harassment is defined as systematic, hostile and repeated acts for a considerable duration intended to isolate or ostracise a person and affect the person's dignity.



- 2.5.8. Sexual harassment is defined as unwelcome sexual advances that are not solicited or not invited. The assessment is based on whether a reasonable person would regard the conduct as undesirable or offensive.
- 2.5.9. Threats and coercion are strictly prohibited.

2.6. DUTY OF CARE

- 2.6.1. To safeguard our reputation and the success of IISA, it is imperative that we adhere to IISA's core principles. These principles ensure we conduct ourselves appropriately, fostering a culture representing our ethical values and vision. All IISA Members and Affiliates can contribute to a positive, fair, and inclusive environment within Ice Swimming by adhering to these core principles.
- 2.6.2. We are expected to act in IISA's best interest. All our decisions and actions should prioritise the welfare of IISA, ensuring the long-term sustainability and success of Ice Swimming.
- 2.6.3. We must preserve IISA's reputation by acting responsibly and ethically and following IISA values.
- 2.6.4. We are accountable and take responsibility for our decisions and actions, ensuring that all our activities reflect positively on IISA and Ice Swimming.

2.7. COMPLIANCE WITH APPLICABLE LAW

- 2.7.1. These Principles are not meant to replace applicable rules of law. We will continuously operate within the letter and spirit of applicable laws. We want to ensure that we are not only doing what is legal but also what is right.

2.8. ENTRY INTO FORCE

- 2.8.1. These Ethics & Integrity Principles are effective as of November 2024.

2.9. TALK TO US

- 2.9.1. We want to walk the talk and be open and transparent about our values and principles consistently.
- 2.9.2. We strive to foster a positive and healthy culture where everyone feels empowered to voice their concerns without fear. Upholding these principles is integral to maintaining IISA's ethical standards.
- 2.9.3. We encourage you to reach out if you have any concerns or issues to report. You are crucial in helping us uphold our commitment to integrity and fairness. Please get in touch with the Integrity Committee at integrity@internationaliceswimming.com.
- 2.9.4. Your feedback is invaluable as we work together to ensure that IISA continues to embody the highest standards of ethics and integrity in Ice Swimming.

2.10. SAFETY

- 2.10.1. Ice Swimming is an extreme sport performed in a water temperature of 5.0 C, as explained above. The safety of swimmers and anyone involved has always been a fundamental part of existence.



- 2.10.2. We have developed a comprehensive set of rules and medical checks over time and continue to revisit them as we gain more experience and knowledge. The **IISA Safety chapter** is an annexure to our rules.
- 2.10.3. We must respect it, study it, and adhere to it. We will always prioritise safety when conducting an ice swimming event, individual swim, or training.
- 2.10.4. IISA Safety and Medical requirements are fundamental to our sport. We continue to seek experiences and knowledge and enhance our safety procedures and practices.

2.11. POLITICAL ACTION

- 2.11.1. No political action shall occur inside or near the IISA event's venue(s). The promotion or announcement, by any means, of political messages or any other political actions inside or near the venue(s) is strictly prohibited before, during and after the IISA International Events.

2.12. PROVOCATIVE ACTION, RACIS

- 2.12.1. The Organisers of championships/competitions shall prevent any provocative action being taken by spectators inside or near the event venue(s) (unacceptable levels of verbal provocation from spectators towards competitors or opposing fans, racist behaviour, provocative banners or flags etc.). Should such action arise, the Organisers of championships/competitions shall intervene over the public address system or remove any offensive material, if necessary, with the assistance of the police. Officials shall draw the attention of the police to severe acts of misbehaviour, including racist insults, so that offenders may be removed from the venue should the police decide.

2.13. EKECHEIRIA – TRUCE IN SPORT

- 2.13.1. IISA adopts the World Aquatic and The International Olympic Committee truce in sport while in sport principles, based on the old *Ekecheiria* principles of the old Greek games.
<https://olympics.com/ioc/olympic-truce/international-olympic-truce-centre>