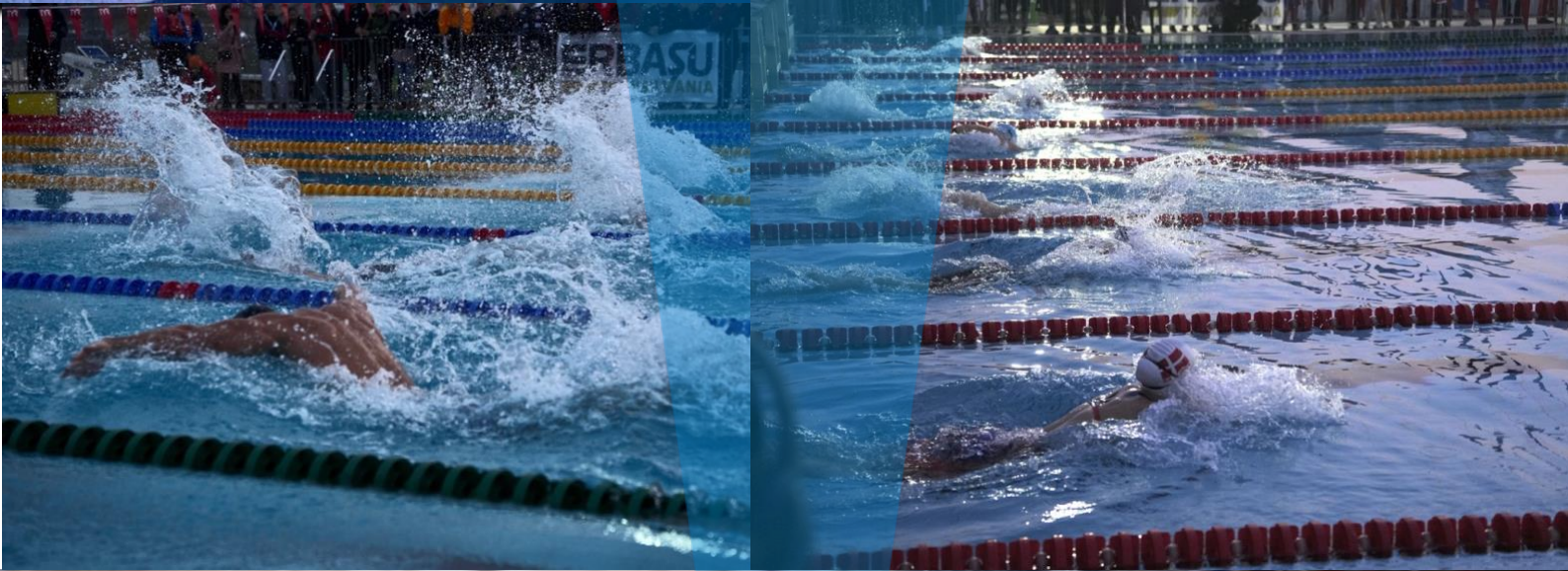


IISA

INTERNATIONAL
ICE SWIMMING
ASSOCIATION





IISA
INTERNATIONAL
ICE SWIMMING
ASSOCIATION

ETHICS
&
INTEGRITY PRINCIPLES

For Safety and Integrity in the ICE

Effective Nov 2024

1.1. MISSION AND VISION

- 1.1.1. IISA is governed by its Constitution, registered in Switzerland as a non-for-profit association, and acts as the international federation and world governing body for Ice Swimming.
- 1.1.2. IISA aims to encourage and promote safe Ice Swimming globally and facilitate interaction between participants in areas of common concern and enjoyment.
- 1.1.3. 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.

1.2. APPLICABILITY AND ENFORCEMENT

- 1.2.1. Our Ethics and Integrity Principles apply to all IISA individual and national members (hereinafter IISA Members) and IISA country associations, federations and affiliates (hereinafter IISA Affiliates).
- 1.2.2. Membership, whether individual or national, or affiliation with IISA 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.

1.3. IISA CORE PRINCIPLES

- 1.3.1. The following principles guide our Members and Affiliates' conduct:
 - 1.3.1.1. Integrity and Fairness
 - 1.3.1.2. Respect for Equality, Diversity, Inclusion and Human Dignity
 - 1.3.1.3. Duty of Care
- 1.3.2. To safeguard our reputation and the success of IISA, we must adhere to its core principles. These principles ensure we conduct ourselves appropriately, fostering a culture that represents our ethical values and vision. By adhering to these core principles, all IISA Members and Affiliates can contribute to a positive, fair, and inclusive environment within Ice Swimming.

1.4. INTEGRITY AND FAIRNESS

- 1.4.1. 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.
- 1.4.2. 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.
- 1.4.3. 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.
- 1.4.4. 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.
 - *A conflict of interest arises when someone's personal interest or relationship interferes with or could be perceived as interfering with IISA's interests or their responsibilities to IISA. Transparency is key to ensuring that conflicts of interest risks are properly managed and mitigated.*

1.4.5. IISA Members and Affiliates must not engage in situations of “*quid pro quo*” (e.g. undue favours, unfair advantages).

1.5. RESPECT FOR EQUALITY, DIVERSITY, INCLUSION, AND HUMAN DIGNITY" - HOW WE TREAT ONE ANOTHER"

- 1.5.1. We strive for equality and encourage everyone we interact with to respect themselves and others, no matter where they are.
- 1.5.2. We respect one’s time, personal values, dignity, and identity.
- 1.5.3. We engage in respectful discussions and deliberations. We welcome a variety of perspectives, celebrate differences, and ensure our actions are inclusive and welcoming for all.
- 1.5.4. We seek to achieve the physical, mental, and social well-being of each and every IISA Member
- 1.5.5. We promote an environment free from any form of discrimination, abuse, exploitation and harassment, including sexual harassment. **Any such behaviour will not be tolerated.**
 - 1.5.5.1. 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.
 - 1.5.5.2. 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.
- 1.5.6. Threats and coercion are strictly prohibited.

1.6. DUTY OF CARE

- 1.6.1. We are expected to act in IISA’s best interest. All our decisions and actions should prioritise IISA's welfare, ensuring the long-term sustainability and success of Ice Swimming.
- 1.6.2. We must preserve IISA’s reputation by acting responsibly, ethically, and per IISA values.
- 1.6.3. We are accountable and take responsibility for our decisions and actions, ensuring that all our activities reflect positively on IISA and Ice Swimming.

1.7. COMPLIANCE WITH APPLICABLE LAW

- 1.7.1. 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 doing what is legal and what is right.

1.8. ENTRY INTO FORCE

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

1.9. TALK TO US

- 1.9.1. We want to consistently walk the talk and be open and transparent about our values and principles.
- 1.9.2. 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.



- 1.9.3. We encourage you to reach out if you have any concerns or issues to report. You play a crucial role in helping us uphold our commitment to integrity and fairness. Please contact the Integrity Committee at integrity@internationaliceswimming.com.
- 1.9.4. Your feedback is invaluable to us as we work together to ensure that IISA continues to embody the highest standards of ethics and integrity in Ice Swimming.

