

## **Status Report to the 2020 ISU Congress on the Four Year Plan 2018/19-2021/22**

**Committee/Commission:** **ISU Council/ISU Legal Advisors/  
ISU Treasurer/ISU Secretariat**

**Project/Function/Area of Activity:** **Monitoring of ISU Statutes and Legal matters**

The ISU Council, Legal Advisors, Treasurer, Director General and ISU Secretariat have performed activities according to plan and have achieved the results and benefits forecast in the 2018/19-2021/22 Four Year Plan.

Subsequent to the 2018 Congress the following areas required specific attention:

The Council gave particular importance and attention to the objective to better reflect in the ISU Statutes and in particular the ISU Constitution, the current situation, challenges and common practice and needs. The discrepancies between current practice and needs on the one hand, and the ISU 2018 Constitution on the other hand, have increased over the years, and it became increasingly urgent and essential to apply the necessary amendments.

Since the 1996 Congress when the current structure of the ISU bodies was decided, the role and responsibilities of the ISU bodies, in particular the ISU Secretariat, have changed dramatically. The main factors contributing to these changes are a sharp increase in the number of ISU Events and increasingly higher demands for professional management of ISU Events; the introduction of Prize Money; new services and/or more demanding services requiring specialized expertise such as media/PR and marketing with an increasingly complicated and labor-intensive digital media landscape; complex and labor-intensive anti-doping monitoring; development of a new and more complex judging system in Figure Skating; detailed and more stringent internal control and financial reporting requirements; good governance and sustainability monitoring; a more restrictive legal environment as well as a newly structured and robust Development Program. While the responsibilities and required expertise of the different ISU bodies, and in particular the ISU Secretariat, have dramatically expanded since the 1996 Congress, for the past twenty years there have been only small changes in the ISU Constitution regulating the powers and responsibilities of the ISU bodies. As a matter of fact, the 2020 ISU Statutes did not even recognize the ISU Secretariat as an ISU body (Article 8 of the ISU Constitution).

Accordingly, to meet the vast and evolving needs of the ISU and to retain key expertise and attract new experts with the requisite expertise and skills, it was urgent and essential that changes to the organizational structure of the ISU bodies be made. The Council in cooperation with the Legal Advisors, Treasurer and ISU Secretariat therefore worked out the necessary Proposals related in particular to Articles 8, 16, 17, 18, 19, 20, 24, 35 and 38 that were adopted by ISU Members through a on-line vote in the summer of 2021.

The reasons for the adopted amendments were:

- To include the currently used titles "Manager", "Advisor" and "Consultant".
- To include the ISU Secretariat in the list of ISU bodies.
- To give the Council the power and flexibility to appoint Directors for different areas of the ISU activity and determine the applicable job descriptions.
- To rename the current "Sports Directors" as "Sports Technical Directors" since there may be appointments of other sports related Directors among the ISU Secretariat employees. This will provide opportunities for advancement and legitimacy in terms of job titles and official recognition within the operational areas of responsibility performed by the ISU Secretariat staff.

The update of the relevant provisions in the ISU Statutes will ensure a clear structure with clearly assigned responsibilities and will allow the continued stable and efficient management of the ISU regardless of upcoming personnel changes due to several Council members (including the President) reaching age limits or retirement age (Director General).

Further to decisions taken by the 2018 Congress and/or due to ongoing developments, the Council provided the necessary clarifications and procedures through the issuance of the ISU Communications (not including Communications for technical matters prepared by the Technical Committees and Communications with routine decisions such as allotment of ISU Events etc.). The relevant Communications requiring continued validity also after the 2022 Congress are listed in the 2022 Congress Agenda.

The 2020 Congress could not take place as planned due to the Covid-19 pandemic and was postponed to 2021. Instead, in line with Article 10, paragraph 4 of the ISU Constitution, a mail vote was held on the Proposals on the Agenda that "*the ISU Council considers urgent and essential for the correct administration of the ISU*". In 2021 it again proved impossible to hold the Congress due to the pandemic and again a mail vote was held on the most urgent Proposals.

The ISU Council Proposals in the 2022 Congress Agenda include in particular, but not limited to, the following:

- Proposals to broaden the participation of ISU Figure Skating Members in the ISU World Figure Skating Championships while maintaining reasonable financial conditions for the organizing ISU Members and the ISU as well as preserving attractive Events for the public and media, as mandated during the 2018 ISU Congress.
- A proposal for a gradual increase in the age limit from 15 to 17 for all the disciplines in the Figure Skating Branch.
- A proposal to make the Figure Skating Olympic Qualifying competition an ISU Event to avoid logistical and operational challenges and with ISU Members able to apply to host the Competition based on Guidelines and conditions published by the ISU in due time.

The Legal Advisors and the Director General, when necessary in cooperation with outside legal counsel, monitored the cases addressed to and decided upon by the ISU Disciplinary Commission, the Court of Arbitration for Sport (CAS) and civil entities (Pechstein case in German courts and the EU Commission investigation against the ISU eligibility rules).

Besides the above-mentioned developments and related Proposals included in the 2022 Congress Agenda, the ISU Council also addressed the area of Good Governance and Sustainability, technical innovation through Artificial Intelligence with a focus on Figure Skating, as well as the ISU's openness and capacity for Innovation. Various Working Groups have been formed and are pursuing their work supported by the ISU Council as follows:

The Good Governance and Social Responsibility Working Group in cooperation with the ISU Secretariat, in particular the Development Program Director and Internal Controller, is developing, implementing and updating ongoing action plans to improve the ISU's record in the five good governance areas, namely transparency, integrity, democracy, development and solidarity, and related control mechanisms. Actions include avoiding conflict of interest and/or abuse situations, striving for gender equality and updating the relevant ISU Guidelines and Safeguarding policies and procedures (ISU Code of Ethics and other guidelines) as necessary.

The same Good Governance and Social Responsibility Working Group in cooperation with the ISU Secretariat is also monitoring the area of Environmental Sustainability by identifying and implementing recommendations to address and improve sustainability at ISU Events and other ISU activities, including the operations of the ISU Secretariat and the other ISU bodies.

The Computer Vision Working Group, in cooperation with the Canadian Company Sportlogiq, headed by former Olympic Pair Skater Craig Buntin, has initiated a "proof of concept" project for the possible development of artificial intelligence/technology options with the initial objectives of

- helping Figure Skating Officials to apply the rules correctly, and giving them the technical support to evaluate the performed elements in the fairest and most impartial way possible.
- offering Skaters and Coaches measurement and analysis tools to evaluate and improve their performance, as well as keep track of the work done and goals achieved.
- expanding the multi-media audience, allowing the sport to be enjoyed on different platforms and connecting the key players and their teams with the public and fans by presenting instantaneous statistics/graphics.

Mindful of the ISU's need and capability to continuously and swiftly innovate in an environment that is ever more dynamic and complex, the ISU Council agreed to cooperate with the consultancy company "Think Sport" based in Lausanne, which is supported by the local government (Canton de Vaud) and the International Olympic Committee and can therefore offer its consultancy services at extremely advantageous financial conditions to International Sport Federations based in Lausanne. Think Sport, through its Sports Foundry Project, is performing an innovation audit for the ISU between November 2021 and May 2022. The report and recommendations, including a roadmap for ISU innovation, will be evaluated by the current ISU Council and then forwarded together with the current Council's comments to the newly elected Council in June 2022.

For more information, please refer to the biennial report of the ISU President, the Report of the ISU Legal Advisors, the Report of the Chair of the ISU Disciplinary Commission and the 2022 Congress Agenda.

May 2022