



SAFEGUARDING RULES

SAFE SKIMO

In force as from 1 December 2025

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I. INTRODUCTION

The ISMF is committed to ensuring the safety and well-being of all individuals involved in the ski mountaineering community. In that spirit, the ISMF acknowledges that every individual who participates in the ski mountaineering community has a fundamental right to a nonviolent, safe, and respectful environment. The ISMF is committed to creating and fostering a culture that is free from harassment and abuse. The well-being of all members of the ski mountaineering community is of the utmost importance. The ISMF is also committed to provide tailored safeguards for Children, LGBTQ+ persons, individuals with disabilities, and other groups of people who are made more vulnerable in sport. In furtherance of that objective, the ISMF has adopted the present Safeguarding Rules.

The ISMF expects all participants (athletes and its entourage, the volunteers, etc.) to conduct themselves with respect and to maintain the highest standards of conduct and to ensure that intentions, actions and communications reflect a commitment to prioritizing the safety and well-being of all the other participants.

These Safeguarding Rules give the ISMF the power to make orders imposing safeguards, limitations and/or restrictions on individuals. Their purpose is to enable the ISMF to fulfil its commitment, ensuring that safe, happy and positive environments are created for individuals to participate in ski mountaineering and everyone is able to achieve their full athletic potential whilst being treated with dignity and respect.

The ISMF Ethics and Compliance Office is responsible for enforcing these Safeguarding Rules. It will conduct the investigation, issue a Report of Charge and adjudicate the case. Decisions of the ISMF Ethics and Compliance Office can then only be appealed to the CAS.

1. DEFINITIONS

Abuse, Harassment and Exploitation	means as defined below.
Abuse	Psychological abuse, Physical abuse and Sexual abuse.
Adult	any person aged 18 years and over.
Child(ren)	any person aged 17 years and under.
Claimant	the Covered Party or legal guardian (in the event the Claimant is a Child or incapacitated) who is alleged to have experienced conduct that constitutes a violation of these Rules.
Covered Event	ISMF World Championships, ISMF World Cups, ISMF Series or any other competition or event sanctioned by ISMF or organized meeting (i.e. ISMF Convention, ISMF Plenary Assembly Event, ISMF Development activities, etc.) as well as any competition of a Major Event Organization.
Covered Parties	as defined in Art. 4.
Exploitation	when someone exercises control over another person and/or their assets for their own “personal gain” and without the fully informed consent of the person. Personal gain may be psychological, reputational or commercial and constitutes exploitation when the rights of a person are sold or negotiated without express and fully informed consent of the other person. Examples in ski mountaineering may be

fraudulent misrepresentation of an athlete's age or nationality, acting on behalf of an athlete fraudulently or taking an unreasonable share of the proceeds of sponsorship or funding arrangements. Exploitation comes in many different guises. Examples include sexual exploitation, financial exploitation and signing up athletes to long term contracts while they are still Children.

Harassment

any unwanted or unwelcome behavior which offends or makes the person feel humiliated or intimidated. It includes power harassment, which is where someone in a position of power over another individual, usually in a workplace, uses that power to physically or psychologically harass another person in a lower position. Power harassment can include exclusion, inappropriate work assignments (too little, too much or of a lower level than acceptable) as well as intrusive behavior. Harassment also includes Sexual harassment (see below).

**ISMF
Safeguarding
Officer**

the person(s) supervising correct implementation of the Rules, confidentially advising athletes on the procedures and providing support for the victims and other potentially affected individuals (teammates, support personnel), acting as an initial point of contact for any victim, raising awareness and advising ISMF Ethics and Compliance Office and the ISMF Council. The ISMF Safeguarding Officer shall possess the necessary experience and skills and be trained, capable, and responsible to receive information or report about any allegation of abuse from any Covered Party. The ISMF Safeguarding Officer can be elected in relation to a single event, or for a whole season. The identification and contact details of all such Officer may be found on the ISMF website. The ISMF Ethics and Compliance Office will propose the ISMF Safeguarding officer(s) candidates to the ISMF Council. The Council will then elect the ISMF Safeguarding Officer(s).

**Major Event
Organization**

means any international, multi-sport organization that acts as the ruling body for any continental, regional or other international competition.

**Non-Covered
Events**

any event that is not a Covered Event.

**Psychological
abuse**

involves the regular and deliberate use of a range of words and non-physical actions used with the purpose to manipulate, hurt, weaken or frighten a person mentally and emotionally; and/or distort, confuse or influence a person's thoughts and actions within their everyday lives, changing their sense of self and harming their wellbeing. In sport, it could also take the form of non-physical actions that could cause physical or psychological harm to the athlete. Psychological violence could occur online and offline in different forms.

Physical abuse

any intentional or unwanted act for example kicking, beating, biting or burning which causes injury or physical harm. It can include the forced consumption of alcohol or systematic doping practices. It can also be any forced or inappropriate physical activity such as training which is unsuitable for the age or physique of the athlete. Forced or excessive training may escape notice in a sporting environment as the ambitions of both athletes and coaches, as well as peer pressure, may induce one or both to impose or take on excessive training loads and/or competition commitments. Dialogue among athletes and coaches aimed at setting mutually agreed and achievable performance goals can help define tolerable and

acceptable training demands. It is up to coaches to temper ambitions that may run counter to an athlete's health and wellbeing.

Prohibited Conduct	any conduct set out in Art. 6.
Safeguarding	all proactive measures to both prevent and appropriately respond to concerns related to Abuse, Harassment or Exploitation as well as the promotion of holistic approach to athlete welfare.
Safeguarding Concern	any Prohibited Conduct or any concern, incident, suspicion, action, behavior or failure to act in a way which has caused or which causes or which may cause Abuse, Harassment or Exploitation of an Adult or Child.
Sexual abuse	any conduct of a sexual nature, either contact (penetrative or non-penetrative) or non-contact, where consent is not given, cannot be given, is coerced or manipulated. This can involve individuals looking at or making sexual images, watching sexual activities, encouraging others to behave in sexually inappropriate ways or grooming a person in preparation for abuse. It can be perpetrated by both men and women and is often where one party is in a position of power over the other.
Sexual harassment	any unwanted or unwelcome conduct of a sexual nature, whether verbal, non-verbal or physical. Examples include unwanted or degrading intimate questions relating to body, clothes or one's private life, jokes with a sexual innuendo and proposals or demands for non-consensual sexual acts. These may be unwanted text messages, telephone calls, letters or other form of communication with sexual content. They may also include staring, gesticulation, or sharing photographs or pictures with sexual allusions. Examples of physical sexual harassment are unnecessary physical contact with a sexual nature such as pinching, attempting to kiss or caress or touching.

2. **GENERAL**

- 2.1 These Safeguarding Rules are established to deal with Safeguarding Concerns in relation to the Covered Parties as defined in Art. 4.
- 2.2 Safeguarding Concerns may arise from conduct that took place at any time in the past or present and shall be dealt with pursuant to these Safeguarding Rules whenever that conduct occurred.

3. **ISMF NATIONAL MEMBERS**

- 3.1 The ISMF recommends that its National Members and Continental Councils adopt and implement the general principles of Safeguarding and use the present Safeguarding Rules to design their own policies and procedures to ensure protection, Safeguarding and promotion of the safety and welfare of all ISMF community including but not limited to athletes, participants, officials/staff and volunteers.
- 3.2 The ISMF National Members and Continental Councils shall be responsible for identifying, collating, and adhering to applicable national and local laws regarding Safeguarding, protection of athletes, especially Children, confidentiality/disclosure of information, reporting of suspicion of abuse, requirements and appointment of safeguarding officials etc.

3.3 Each ISMF National Member must promptly inform the ISMF Safeguarding Officer of any reported cases of Abuse, Harassment and Exploitation occurring within their national governing body. If necessary or upon request, the ISMF Safeguarding Officer could assist the ISMF National Member in some phases of the procedure or refer the case to the ISMF Ethics and Compliance Office.

4. **COVERED PARTIES**

4.1 The Policy applies to the Covered Parties, i.e. any natural person(s) who participates in, assists in, is involved in, or prepares an Athlete(s) to participate in a Covered Event, which includes any natural person(s) belonging to one of the following categories:

- 4.1.1 Athlete means any person or group of persons, participating or qualified to participate in, a Covered Event.
- 4.1.2 Athlete Entourage Member means any coach, trainer, manager, agent, team staff, team official, medical or paramedical personnel working with or treating Athletes, and all other persons working with Athletes.
- 4.1.3 ISMF Official means all ISMF members, ISMF Staff and ISMF Officials (as defined in the ISMF Statutes), persons elected or appointed to any position within ISMF, ISMF Commissions, ISMF Council and other individuals engaged in ISMF activities, including organizers, consultants and any other accredited or engaged persons in contact with Athletes.
- 4.1.4 ISMF National Members and Continental Councils Officials means all officials and staff from ISMF National Members and Continental Councils, where the responsible National Member or Continental Council does not have Safeguarding policies and rules in place and/or is unwilling or unable to investigate and/or prosecute a Safeguarding Concern.
- 4.1.5 Any person(s) who has been the subject of a decision in relation to a Safeguarding Concern by a National Member or Continental Council or other competent authority which may make decisions in relation to Safeguarding athletes in the relevant jurisdiction and who (I) is believed by the ISMF Ethics and Compliance Office to be seeking to move to the country or territory of another National Member or Continental Council to evade any ban, suspension or restriction from working in ski mountaineering, or (II) is considered by the ISMF Ethics and Compliance Office to present a risk of harm to those involved in ski mountaineering in the country or territory of another National Member or Continental Council.

4.2 The ISMF Ethics and Compliance Office shall decide in its absolute discretion whether to pursue a matter in accordance with Art. 4.1.4 taking into account the seriousness of the conduct in question and the other circumstances of the case.

4.3 All Covered Parties are responsible for knowing the information set out herein and, by virtue of being a Covered Parties, expressly agree to the jurisdiction of the ISMF and the applicability of these Safeguarding Rules, including those governing arbitration. The ISMF reserves the right to make changes to these Safeguarding Rules as necessary. Once such Rules become public, notice is deemed to have been provided and changes are effective immediately unless otherwise noted.

4.4 Covered Parties should also be aware that Prohibited Conduct may constitute a criminal offense and/or a breach of other applicable laws and regulations. Covered Parties must comply with all applicable laws and regulations at all times.

5. **JURISDICTION**

5.1 Covered Parties submit to the exclusive jurisdiction of the ISMF and the ISMF Ethics and Compliance Office to investigate and adjudicate allegations that a Covered Party engaged in one or more acts of Prohibited Conduct during a Covered Event:

5.1.1 If the Prohibited Conduct is alleged to occur in or between both Covered and Non-Covered Events, jurisdiction under these Rules only applies if the predominant nature and duration of the Prohibited Conduct occurred during Covered Events.

5.1.2 If the Prohibited Conduct is alleged to occur in or between both Covered and Non-Covered Events, but predominantly at a Non-Covered Event, or at a Non-Covered Event, the ISMF has in principle no jurisdiction. However, in this hypothesis, the ISMF may declare that it has jurisdiction over the case if the relevant National Member or Continental Council does not have Safeguarding policies and rules in place and/or is unwilling or unable to investigate and/or prosecute a Safeguarding Concern which should be under its jurisdiction (cf. Art. 4.1.4).

5.2 If a Major Event Organization has rules in place to protect against harassment and abuse, and either (a) an allegation asserting Prohibited Conduct against a Covered Party is first filed with the Major Event Organization; or (b) it is determined by the Ethics and Compliance Office that the predominant nature of the alleged Prohibited Conduct took place during an event organized by a Major Event Organization, the ISMF may defer jurisdiction to the Major Event Organization.

II. PREVENTING HARASSMENT

6. PROHIBITED CONDUCT

6.1 The following conducts, that may occur together or separately, constitutes Prohibited Conducts and a violation of this Rules. This list is non exhaustive.

6.1.1 Abuse, Harassment and Exploitation. These Prohibited Conducts may be based on race, religion, color, beliefs, ethnic origin, sex, gender, sexual orientation, age, disability, socio-economic status and athletic ability or a combination of any of these characteristics. It can be a single isolated incident or a series of events, in person or online, deliberate, unsolicited or coercive. Bullying, hazing, negligence or homophobia are all other aspects of Abuse or Harassment and should be treated in the same way under the terms of this Rules. Any of these forms of Abuse, Harassment and Exploitation may include an aspect of financial abuse. It may be that an individual may be coerced or unwittingly induced into signing contracts or agreements which benefit others financially but are not necessarily of financial benefit to themselves.

6.1.2 Any criminal offence or breach of any other applicable laws or regulations which would give rise to a Safeguarding Concern.

6.1.3 A breach of the appropriate/relevant National Member or Continental Council Safeguarding rules, policy or code of conduct.

6.1.4 Failure to report any Safeguarding Concern, suspicion or allegation in accordance with Art. 9 or a failure to report in accordance with the appropriate procedure any incident, fact or matter which may indicate (on its own or with other information) a Safeguarding Concern.

6.1.5 Knowingly making or encouraging someone else to make a false or a misleading report of possible Prohibited Conduct; This will be considered as a breach of these Safeguarding Rules and will be dealt with in the same way as any other Prohibited Conduct.

6.1.6 Abuse of process and/or breach of confidentiality in relation to a Safeguarding Concern.

6.1.7 Failing to comply with any provisional measures related to a Safeguarding Concern or with any other order from the ISMF Ethics and Compliance Office.

6.1.8 Assisting, aiding, abetting, conspiring, covering up or engaging in any behavior which might involve a breach or attempted breach of these Safeguarding Rules whether or not such attempt in fact results in a breach.

6.1.9 Any act which threatens or seeks to intimidate another person with the intent of discouraging that person from the good faith or obligatory reporting of information that relates to possible Prohibited Conduct to the relevant body or authority.

6.1.10 Retaliation against a person who, in good faith or under an obligation, has provided evidence or information that relates to possible Prohibited Conduct to the relevant body or authority.

6.2 A Prohibited Conduct which may constitute a breach of these Safeguarding Rules may amount to a criminal offense and/or a breach of other applicable laws. These Safeguarding Rules are intended to

supplement such laws and regulations with further rules of conduct. They should not be interpreted to prejudice or undermine the application of such laws and regulations.

6.3 A Prohibited Conduct may also constitute a breach of the rules of National Members, of Continental Councils or of other organizations or agencies in relation to Safeguarding athletes in the relevant jurisdiction. These Safeguarding Rules are not intended to limit the responsibilities of Covered Parties, but nothing in such Rules will be effective to limit the application of these Safeguarding Rules or to remove, supersede or amend in any way the jurisdiction of the Ethics and Compliance Office under these Safeguarding Rules.

7. CONFIDENTIALITY

7.1 The ISMF Ethics and Compliance Office and the ISMF Safeguarding Officer must ensure that everything disclosed to them during the course of their duties remains confidential, including the facts of any case and any deliberations or decisions that are taken, except where disclosure is required by law. The ISMF Ethics and Compliance Office must in particular not disclose the existence of or make any statements relating to any case that is before the ISMF Ethics and Compliance Office or any case that has been decided by the ISMF Ethics and Compliance Office.

7.2 Subject to Art. 7.4, all cases dealt with under these Safeguarding Rules must be kept confidential, and neither the ISMF Ethics and Compliance Office, the ISMF Safeguarding Officer, nor any National Member or Continental Council, nor any person involved with any case may publicly comment on any facts of a case. Any witness must keep confidential any document or information which they receive as a result of their participation in any such proceedings.

7.3 Any violation of this provision, including by an advisor and/or associate of a Covered Party, may constitute an abuse of process (Art. 6.1.6 of these Rules).

7.4 At any stage, the President of the ISMF Ethics and Compliance Office may, in its absolute discretion, decide that information should be shared in order to ensure the proper effective discharge of the ISMF Ethics and Compliance Office's responsibilities, functions and/or to protect the integrity and reputation of ISMF or of ski mountaineering.

8. PREVENTIVE MEASURES

8.1 The ISMF, Continental Councils, and ISMF National Members shall put in place appropriate measures and educational resources to prevent the occurrence of Safeguarding Concerns. Such measures can include a combination of educational material or others deemed relevant for the prevention of Safeguarding Concerns.

8.2 The ISMF, Continental Councils and ISMF National Members shall also ensure that staff and volunteers with special responsibilities in relation to safeguarding athletes receive appropriate training on recruitment practice, complaints and disciplinary processes and update their knowledge and understanding generally.

III. REPORTING, INVESTIGATING AND PROCEDURES

9. REPORTING AND OBLIGATION TO REPORT

- 9.1 Any alleged Safeguarding Concern relating to a Covered Party above must be reported to the ISMF by means of the “Report Channel” available on the ISMF website as reasonably as possible. Safeguarding Concern can also be reported to the ISMF Ethics and Compliance through other forms (in-person, online, via email or phone, etc.), whereas the anonymity of the Claimant may not be guaranteed.
- 9.2 All Covered Parties shall have the obligation to report to the ISMF Ethics and Compliance Office, in accordance with these Rules, any act or behavior that may objectively be considered Prohibited Conduct, or retaliation for not reporting Prohibited Conduct, for investigation and possible charge.
- 9.3 In addition to any reported Safeguarding Concern, the ISMF Ethics and Compliance Office or the ISMF Safeguarding Officer may consider any information that has come to its attention by whatever means that indicates (on its own or with other information) a possible Safeguarding Concern.
- 9.4 Reporting by means of the “Report Channel” may be made anonymously. Anonymity means that the ISMF Ethics and Compliance Office will not know the personally identifying information of the reporter. However, an anonymous report may limit the ISMF Ethics and Compliance Office’s ability to investigate and respond to a report. Consequently, ISMF encourages Claimants to provide their name and contact information when reporting.
- 9.5 The identity of any Claimant may only be disclosed if such disclosure is both necessary for the purposes of any investigation into an alleged violation of these Rules and the consent in writing of the person to the disclosure of his or her identity has been obtained.

10. INVESTIGATIONS, PROCEDURE

- 10.1 The ISMF Ethics and Compliance Office will carry out an initial assessment of the information promptly in order to determine if the alleged Safeguarding Concern falls within these Safeguarding Rules. Investigations into Safeguarding Concerns by the ISMF Ethics and Compliance Office may be conducted in conjunction with, and/or information obtained in such investigations, may be shared with other relevant authorities or bodies.
- 10.2 Following the initial assessment, the ISMF Ethics and Compliance Office will:
 - 10.2.1 Review if the information should be referred to relevant police or other law enforcement agency of the country or territory in which the Safeguarding Concern arose or to any other agency in accordance with Art. 10.5; and
 - 10.2.2 Review if provisional measures should be imposed in accordance with Art. 11.1; and
 - 10.2.3 Review if the matter should be dealt with by a National Member or Continental Council in accordance with Art. 10.6 rather than by the ISMF Ethics and Compliance Office; or
 - 10.2.4 Conduct an investigation of the Safeguarding Concern.
- 10.3 Grounds do not need to be given for the initiation of an investigation into a Safeguarding Concern and the decision may not be contested.

10.4 As soon as reasonably practical following commencement if any investigation by the ISMF Ethics and Compliance Office, the ISMF Ethics and Compliance Office shall take reasonable steps to inform the alleged victim of the processes under these Safeguarding Rules, including the roles of the ISMF Ethics and Compliance Office. In addition, the ISMF Ethics and Compliance Office shall take reasonable steps to keep the alleged victim apprised from time to time of the progress of the matter and the outcomes of it. The ISMF Ethics and Compliance Office shall also take reasonable steps to inform the alleged victim of the requirements of these Safeguarding Rules relating to confidentiality and the sharing of information and other matters.

10.5 If at any point following a report of a Safeguarding Concern, or during an investigation of a Safeguarding Concern, the ISMF Ethics and Compliance Office considers that the matter should be referred to the police or other law enforcement agency or reported to any other agency because of legal requirement, then this must be done in accordance with the local legislation and in the jurisdiction within which the Safeguarding Concern arose. In this hypothesis, whilst the ISMF Ethics and Compliance Office will have discretion where it deems it appropriate to stay its investigation pending the outcome of any investigation(s) being conducted by other relevant authorities or bodies, it is entitled to continue its investigation.

10.6 If at any point during an investigation the ISMF Ethics and Compliance Office considers that a Safeguarding Concern would be more appropriately investigated and dealt with by a National Member or an Continental Council, the ISMF Ethics and Compliance Office's investigation will be stayed and the ISMF Ethics and Compliance Office will refer the matter to the relevant National Member or Continental Council to investigate further and deal with the matter appropriately. The National Member or Continental Council must keep the ISMF Ethics and Compliance Office fully informed as to progress of the investigation and its proposals as to how the case should be resolved in a manner and at times required by the ISMF Ethics and Compliance Office. The ISMF Ethics and Compliance Office may decide at any time that the matter should be referred back to the ISMF Ethics and Compliance Office to continue to be dealt with pursuant to these Safeguarding Rules.

11. **PROVISIONAL MEASURES, PROVISIONAL AND VOLUNTARY SUSPENSION**

11.1 The ISMF Ethics and Compliance Office may implement provisional measures, including a provisional suspension, on a Covered Party if there is a risk to the safety, well-being of a person, and/or public confidence in the integrity of ski mountaineering is at risk pending the outcome of the investigation.

11.2 Alternatively, a Covered Party may accept a voluntary suspension from the participation in the sport of ski mountaineering provided that it is confirmed in writing to the ISMF Ethics and Compliance Office. A voluntary suspension shall be effective only from the date of receipt of such written confirmation.

11.3 Where a provisional suspension is imposed upon a Covered Party, consideration of time served shall be credited in the determination of any further period of suspension or other sanction which may be ultimately imposed.

12. **REPORT OF CHARGE**

12.1 If there is reasonable suspicion of a violation of these Rules upon completion of the investigation, the ISMF Ethics and Compliance Office shall complete a Report of Charge. In cases where it is determined that the investigation does not provide enough grounding to create a Report of Charge, the matter will not proceed further, and the report will be filed. However, if new evidence emerges in the future, the matter may be raised again if reported.

12.2 The ISMF Ethics and Compliance Office will notify the Report of Charge to the Covered Party accused of having violated these Rules. This Covered Party shall then have fourteen (14) days (or such longer period as the ISMF Ethics and Compliance Office may agree) to reply to the Report of Charge and to provide any written material that he/she wishes the ISMF Ethics and Compliance Office to take into account in considering the case.

12.3 Following the receipt of the reply and/or other written material from the accused Covered Party, or the expiry of the abovementioned period if no reply is received, the ISMF Ethics and Compliance Office may:

- 12.3.1 Decide that no further action is currently required as there are no longer grounds for a sanction.
- 12.3.2 Make any such further inquiries that the ISMF Ethics and Compliance Office considers appropriate in the light of any matters raised by the individual in response to the written notification. This includes also the organization of a hearing, the details and the modalities of which will be determined by the ISMF Ethics and Compliance Office.
- 12.3.3 Adjudicate the case and render a decision.

13. DECISIONS

- 13.1 Decisions of the ISMF Ethics and Compliance Office are final and must be made promptly, in writing and sent to all parties involved.
- 13.2 Where a sanction is imposed, the decision will give the reasons for its imposition, details of the terms and conditions imposed, including the date it will take effect and the end date (if one has been prescribed), and information as to any right of appeal and the time within which any appeal must be lodged.
- 13.3 Decisions may be made public if it is considered appropriate to do so and following consultation with the individual(s) harmed by the Prohibited Conduct and the other agencies or organizations involved. If a matter is dismissed or an individual exonerated, this may be made public only if the individual exonerated agrees to the disclosure.
- 13.4 The ISMF will inform the appropriate National Member(s) and/or Continental Council(s) of decisions of the ISMF Ethics and Compliance Office accordingly. The National Member(s) and/or Continental Council(s) will be advised about informing any clubs, associations or other organizations as appropriate.

14. BURDEN OF PROOF

- 14.1 The Claimant bears the burden of gathering sufficient evidence to reach a determination, based on the preponderance of the evidence, that a Covered Party violated these Rules. A “preponderance of the evidence” means “more likely than not”.

15. SANCTION

- 15.1 If the ISMF Ethics and Compliance Office decides that a Covered Party has committed prohibited Conduct, the ISMF Ethics and Compliance Office shall be entitled to impose the following sanctions in accordance with these Rules

- 15.1.1 **Warning:** An official, written notice and formal admonition that a Covered Party has violated these Rules and that a more severe sanction may result should the Covered Party be involved in other violations.
- 15.1.2 **Probation:** A specified period of time, during which should any further violations of these Rules occur, additional disciplinary measures, including a period of suspension or permanent ineligibility may apply. This sanction may also include loss of privileges or other conditions, restrictions, or requirements.
- 15.1.3 **Ineligibility:** A suspension from the participation, in any capacity, in any program, activity, event, or competition sponsored by, organized by, or under the auspices of ISMF or a National Member or a Continental Council, or at a facility under the jurisdiction of the same, for a period up to the lifetime of the Covered Party. A Covered Party is eligible to return after the suspension lapses, but reinstatement may be subject to certain restrictions or contingent upon the Covered Party satisfying specific conditions noted at the time of suspension.
- 15.1.4 **Other Discretionary Matters:** The ISMF Ethics and Compliance Office may, in its discretion, impose other sanctions, including, but not limited to, other loss of privileges, no contact directives, requirement to complete educational or other programs, return of ISMF awards, or any other restrictions or conditions as deemed necessary or appropriate. In the discretion of the ISMF Ethics and Compliance Office, a sanction may include restrictions or prohibitions from some types of participation but allowing participation in other capacities.

16. NON-RETALIATION AND SUPPORT FOR REPORTING

- 16.1 The ISMF strictly prohibits any form of retaliation, reprisal, threat, or intimidation against any individual who, in good faith or under a legal or ethical obligation:
 - 16.1.1 Reports a Safeguarding Concern or suspected Prohibited Conduct.
 - 16.1.2 Participates in, or cooperates with, an investigation or related proceeding under these Rules; or
 - 16.1.3 Refuses to participate in Prohibited Conduct.
- 16.2 Retaliation includes, but is not limited to adverse sporting, professional, or selection decisions, unjustified loss of opportunities, benefits, or funding, verbal or physical threats, harassment, bullying, or ostracism; and any other action intended to penalize, intimidate, or dissuade a person from reporting or participating in the safeguarding process.
- 16.3 Any Covered Party found to have engaged in retaliation will be deemed to have committed a separate and serious violation of these Rules and may be subject to the full range of sanctions under Art. 15.
- 16.4 The ISMF will also ensure that any person who reports a Safeguarding Concern in good faith has, if necessary, access to appropriate support mechanisms, which may include:
 - 16.4.1 Confidential advice and guidance from the ISMF Safeguarding Officer or from the ISMF Ethics and Compliance Office.
 - 16.4.2 Referral to mental health, counselling, or medical services.
 - 16.4.3 Access to athlete representation or legal assistance, where appropriate.

16.4.4 Liaison with relevant authorities to ensure personal safety where there is a credible risk of harm.

16.5 Good faith means that the individual had reasonable grounds to believe that the information disclosed indicated a Safeguarding Concern, regardless of whether the allegation is ultimately substantiated. Nothing in this Article, however, prevents the ISMF from taking action against any individual who knowingly makes a false or malicious report, as provided in Art. 6.1.5 of these Rules.

16.6 The ISMF will take reasonable steps to monitor the welfare of individuals who have reported in good faith, during and after the conclusion of the process, to help prevent and address any potential retaliation.

17. COSTS

17.1. The ISMF Ethics and Compliance Office may order a Covered Party who has committed a violation of these Rules, to pay to the ISMF a contribution towards the costs and expenses of and incidental to any investigation, hearing (if any) and adjudication of the matter.

18. APPEALS

18.1. The decisions made by the ISMF Ethics and Compliance Office are appealable only to the Appeals Arbitration Division of the Court of Arbitration for Sport (CAS) in Lausanne, Switzerland, under the CAS Code of Sports-related Arbitration. No other court or tribunal shall have the authority to issue interlocutory orders relating to matters before the CAS or the ISMF Ethics and Compliance Office.

19. MUTUALrecognition

19.1 Any decision reached under this Policy which has become final shall be recognized and respected by the ISMF and all its National Members and Continental Councils. The ISMF shall recognize final decisions outside its jurisdiction (including outside sports) provided that:

19.1.1 The decision was rendered by a competent court of justice or disciplinary tribunal,

19.1.2 The ISMF is satisfied that the defendant's right to due process was respected,

19.1.3 The offence, whether criminal or disciplinary, would have constituted a breach under this Policy. Subject to the right of appeal, any decision in compliance with these Rules by any other sporting organization or court of competent jurisdiction will be recognized and respected by the ISMF.

20. MISCELLANEOUS

20.1 Data Protection

20.1.1 The ISMF and the ISMF Ethics and Compliance Office shall process personal data in the context of safeguarding activities in accordance with the applicable data protection laws, including the Swiss Federal Act on Data Protection (FADP) and, where applicable, the General Data Protection Regulation (GDPR) or any other data protection law applicable.

20.1.2 Any personal data collected during safeguarding proceedings, including data related to victims, whistleblowers, respondents, and witnesses, shall be processed:

- lawfully, fairly, and transparently;

- for specified and legitimate safeguarding purposes only;
- with appropriate technical and organisational safeguards to ensure confidentiality and security.
- Sensitive personal data, including health data or information concerning alleged abuse, shall be subject to strict access controls and retention limitations.
- The ISMF and the ISMF Ethics and Compliance Office may share personal data with third-party service providers or authorities only where necessary and in accordance with applicable law and appropriate safeguards.
- All parties involved in safeguarding processes shall be bound by confidentiality obligations and data protection duties.
- Data subjects may exercise their rights of access, rectification, and erasure, subject to the needs of the safeguarding process and applicable legal exceptions.

20.2 About Interpretation:

- 20.2.1 These rules may be amended from time to time by the ISMF.
- 20.2.2 Unless stated otherwise, these Rules should not be interpreted based on existing laws.
- 20.2.3 The headings and sub-headings are only for convenience and do not affect the provisions.
- 20.2.4 If any part of the rules is found to be invalid, it will be removed but the remaining rules will still be in effect.
- 20.2.5 If a person retires or stops participating in ski mountaineering competitions while a disciplinary procedure is ongoing, the ISMF can still complete the procedure and impose sanctions. Similarly, even if a person retires before any disciplinary procedure has begun, the ISMF can still conduct the procedure and impose sanctions if necessary.

These Safeguarding Rules were approved by the ISMF Council on 25 September 2025 and adopted by the ISMF Plenary Assembly on 18 October 2025. They shall enter into force on 1 December 2025.