

# INTERNATIONAL SKATING UNION

## Communication No. 1079

### Evaluation of Judges/Referees Performance

Due to changes of Rules made by the last Congress and upon the recommendation of the Technical Committees for Figure Skating, Ice Dancing and Synchronized Skating, the ISU Council has adopted the following uniform system for recommendations of Assessments for Judges and Referees whose performance has been considered as unacceptable or who are lacking the required activity. See Rules 421 & 427 for Figure Skating, Rules 588 & 591 for Ice Dancing and Rules 815 & 822 for Synchronized Skating. Such Assessments, including Demotions/Removals listed in this Communication, are considered under Article 22, paragraph 3 of the Constitution to be performance evaluations and not disciplinary sanctions.

### I. Performance Assessments

#### ASSESSMENT 1

Judges (for judging)	Referees (for refereeing)
i) first evidence of serious errors or bias ii) first failure to return Explanation Sheet(s) on time	i) first Report not submitted on time ii) first Report considered as unacceptable

#### ASSESSMENT 2

Judges (for judging)	Referees (for refereeing)
i) repeated evidence of serious errors and/or bias ii) striking cases of serious errors and/or bias iii) repeated case of late submission of Explanation Sheet(s) iv) first case of non-attendance at an Event Review Meeting without justified cause	i) repeated evidence of late submission of Report ii) repeated case of Report considered as unacceptable iii) striking errors in the Report iv) first evidence of error(s) in conducting an event

#### ASSESSMENT 3

Judges (for judging)	Referees (for refereeing)
i) repeated evidence of serious errors and/or bias after receiving Assessment 2 ii) striking cases of very serious error(s) and/or bias iii) repeated case of late submission of Explanation Sheet(s) after receiving Assessment 2 for the same failure iv) repeated case of non-attendance at an Event Review Meeting without justified cause after receiving Assessment 2 for the same failure	i) repeated evidence of late submission of the Report after receiving Assessment 2 ii) repeated evidence of Report considered as unacceptable after receiving Assessment 2 iii) repeated evidence of error(s) in conducting an event after receiving Assessment 2 iv) serious striking error(s) in the Report v) striking error(s) in conducting an event

#### ASSESSMENT 4

Judges (for judging)	Referees (for refereeing)
i) repeated evidence of serious errors and/or bias after receiving Assessment 3 ii) striking cases of extraordinary serious error(s) and/or bias iii) repeated case of late submission of Explanation Sheet(s) after receiving Assessment 3 for the same failure iv) repeated case of non-attendance at an Event Review Meeting without justified cause after receiving Assessment 3 for the same failure	i) repeated case of late submission of the Report after receiving Assessment 3 ii) repeated case of Report considered as unacceptable after receiving Assessment 3 iii) very serious striking error(s) in the Report iv) repeated evidence of error(s) in conducting an event after receiving Assessment 3 v) serious striking error(s) in conducting an event

## II. Failure to Comply with Requirements of the ISU Regulations

The Technical Committees will not include in the list of Judges and Referees or will, in accordance with the relevant Rules, transfer to another list the Judges and Referees who failed to fulfill the following requirements of the Regulations:

Judges	Referees
i) failure to reply to inquiries by the Referee of an Event or Chairperson of the Technical Committee	i) failure to reply to inquiries from the Chairperson of the Technical Committee
ii) evidence that the Judge does not have a working knowledge of English	ii) evidence that the Referee does not have a working knowledge of English
iii) failure to comply with activity requirements	iii) failure to comply with activity requirements

## III. Demotion/Removal of Judges and Referees

The Technical Committees will refer to the Council for demotions or removal from the ISU List those individuals whose performance as a Judge or a Referee has been assessed as unacceptable due to repeated failure to comply with the Rules as indicated below:

Judges (for judging)	Referees (for refereeing)
i) repeated failure to comply with the Rules necessitating Assessments 1 – 4	i) repeated failure to comply with the Rules necessitating Assessments 1 – 4
	ii) failure to submit a Report

### GENERAL INFORMATION

When considering the activity of a Judge or Referee for Assessments or Demotion/Removal, only the previous three years will be assessed.

If judging and/or refereeing of Judges and/or Referees of a Member has been proven to be unacceptable, incompetent or biased over a period of several years, Rule 427, paragraph 5, Rule 591, paragraph 5, and Rule 822, paragraph 5 will apply.

Performance Assessments are not disciplinary sanctions, however penalties such as suspension or exclusion for misconduct of a Judge or a Referee may be imposed by the Council in accordance with the relevant Rules in the General or Special Regulations.

Milano,  
July 20, 2000  
Lausanne

**Ottavio Cinquanta**, President

**Fredi Schmid**, General Secretary