

U.S. Figure Skating
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Mr. Don Korte
3140 Kings Brook Dr.
Flushing, MI 48433

Dear Mr. Korte:

As you are aware, concerns from other officials in your area have been raised regarding your serving concurrently as both an official and photographer at various competitions. We know you contribute substantial time as a volunteer in both capacities and appreciate this commitment to our sport. We have discussed this at length and are setting forth guidelines that should enable you to continue to serve in both capacities and be in compliance with U.S. Figure Skating rules.

We are aware that we have another official in a similar position and that this individual has been able to successfully navigate the handling of these duties and services by keeping them separate. As I am sure you are aware, GR 1.01 Code of Ethics and GR 1.02 Code of Conduct ensure that U.S. Figure Skating's trust and public confidence are upheld and require that U.S. Figure Skating officials exhibit the highest standards of fairness and ethical behavior. It is our hope that by adhering to the following guidelines, you will be able to participate in both capacities and abide by these rules.

First and foremost, you need to be aware that it is never appropriate to take photographs from the officials' podium during an event. This includes not taking photographs while you are fulfilling judging, refereeing or technical panel duties (including serving as video operator).

For each competition and test session, you will need to decide in advance which function you desire to serve in, official or photographer. Once you have made this decision, you cannot cross over and participate in the other capacity during the event. (For example, if you have chosen to serve as a judge, referee or tech panel official at a competition or a judge at a test session, you are not permitted to photograph skaters at the event.)

For example, at 'Competition/Test Session A', you may choose to serve as a judge. The following week at 'Competition/Test Session B', you may choose to attend as a photographer. For those events at which you choose to participate as an official, you must not have prolonged socialization in the stands with skaters and their families. For

those events at which you choose to serve as a photographer, you will be expected to conduct yourself in a fair and impartial manner, and avoid doing anything that could create a perception of bias or favoritism toward any skater or group of skaters.

Additionally, for any given competition, you may do the advance work typically associated with the chief referee duties provided you are not listed as the chief referee of record for those events where you choose to serve as photographer during the actual event. Please remember that during these particular events, the chief referee of record has the ultimate responsibility for both the schedule and the official assignments (event referee/judge/tech panel) and you will not be able to handle any of these official duties during the actual event.

It is expected that you will strictly comply with these guidelines. Failure to do so may result in a formal complaint being filed against you.

Please feel free to contact either of the undersigned should you have any additional questions.

Sincerely,



Lynn Goldman
Chair, Competitions Committee



Kathleen D. Harmon
Chair, Judges Committee

cc: Gretchen Bonnie, Administrative/Legal Group Coordinator
Wendy Enzmann, Technical Group Coordinator
Patricia St. Peter, USFS President
Kathleen Kreiger, SVC - Competitions Committee
Nancy Iida, SVC - Judges Committee
Barry Doren, RVC – Competitions Committee