

Education Guidelines FIS Technical Officials

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Approved by: FIS Management*

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Table of Contents

Table of Contents	i
1. Executive Summary Education Guidelines for Technical Officials	1
2. Introduction	3
3. Scope and Applicability	3
4. Technical Official Roles.....	4
4.1 <i>The FIS Chief of Competition</i>	4
4.2 <i>The FIS Equipment Controller</i>	4
4.3 <i>The FIS Homologation Inspector</i>	4
4.4 <i>The FIS Judge</i>	5
4.5 <i>The FIS Para Classifier</i>	5
4.6 <i>The FIS Technical Delegate</i>	6
5. Technical Official Education and Certification.....	6
5.1 <i>General</i>	6
5.2 <i>Applicant Phase</i>	6
5.3 <i>Candidate Phase</i>	7
5.4 <i>Licensed Phase</i>	7
5.5 <i>Assessment and Evaluation</i>	8
6. Professional Development	8
6.1 <i>Workshops and Seminars</i>	8
6.2 <i>Networking Opportunities</i>	8
6.3 <i>Performance Evaluation</i>	8
7. Cost of Education and Administration.....	9
7.1 <i>Education and Continuous Training</i>	9
7.2 <i>Active engagement as TO</i>	9
7.3 <i>Possibilities of Sponsorship of Costs</i>	9
7.4 <i>Reimbursement of Seminar Leaders/Trainers</i>	9
8. Technical Official Code of Conduct	9
8.1 <i>Know the Rules and Code of Conduct</i>	9
8.2 <i>Integrity, Compliance & Fairness</i>	10
8.3 <i>Professionalism</i>	10
8.4 <i>Safety & Wellbeing</i>	10
8.5 <i>Specific Safeguarding Conduct</i>	10
8.6 <i>Action & Reporting</i>	11
9. Support Services.....	11

1. Executive Summary Education Guidelines for Technical Officials

The **FIS Education Guidelines for Technical Officials (TOs)** establish a unified framework for the education, certification, and ongoing development of Technical Officials across all FIS disciplines. The key elements outlined in the guidelines include the scope and applicability of the guidelines, the general education pathway (refer to figure 1), the professional development of our educators, the cost and administration of the education, as well as the general Technical Official Code of Conduct.

LAYER 1: FIS TECHNICAL OFFICIAL EDUCATION STRATEGY

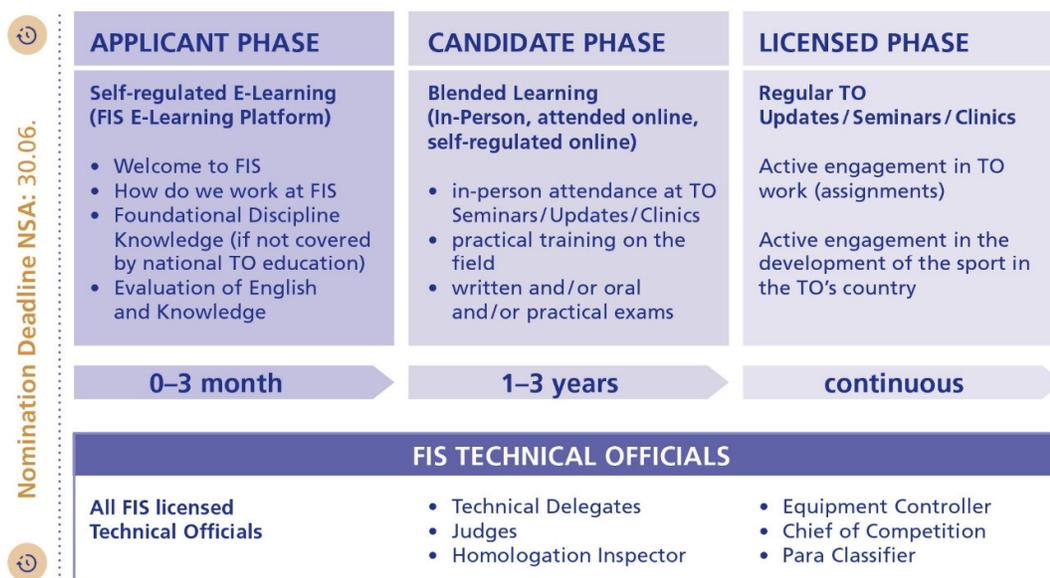


Figure 1: Layer 1: General education pathway

These guidelines are owned and governed by FIS management and the FIS Knowledge & Education Centre. The Guidelines are supported by two key documents that define the structure, governance, and practical implementation of educational pathways for Technical Officials across disciplines.

1. Annex Document: Role-Specific Educational Pathways

This living document outlines the application and education process for each role and discipline, and the training formats and delivery modes uses. It is governed by individual disciplines, with support from the FIS Knowledge & Education Centre and will be continuously evaluated and updated to ensure relevance and alignment with evolving needs.

2. Technical Official Support Document

This discipline-specific resource is divided into two sections. The first includes reimbursement rules for Technical Officials and Education Staff, a simplified overview of protest and appeal procedures, nomination guidelines to promote transparency and good governance, and a protocol for managing serious accidents. This is owned and governed by FIS management

and the FIS Knowledge & Education Centre; contents are currently developed with the respective FIS departments.

The second provides practical, field-level guidance for Technical Officials to effectively execute their roles during events. It is owned and governed by the respective disciplines; contents are currently developed in the different discipline working groups.

All documents have been developed in a co-creation process with the disciplines. They were presented, discussed, and approved during the FIS Fall Meeting in Zurich in 2025 by all disciplines except Ski Jumping. Ski Jumping will discuss the documents as part of the Spring Sub-Committee Meeting in 2026.

Following the general approval by the FIS council, the FIS ICR will be adapted, and all education and reimbursement related content will be deleted to avoid duplication. In addition, we aim to add a new ICR 200 rule to refer to the Education Guidelines as only document to follow in terms of education. Proposals will be prepared for the FIS Spring Meeting in Portoroz in 2026. The new education strategy for Technical Officials shall come into effect on the 1st of July 2026.

2. Introduction

Education is an important focus of the FIS 5-year strategic plan that came into effect in 2023. Highlighted in the "Global Growth" initiative, education impacts various departments through knowledge sharing, membership support, and youth development. It highlights the importance of embracing modern practices and continuously evolving enabling state-of-the-art education of high quality. Consequently, FIS is expanding training and education opportunities, including on-site training for diverse stakeholders.

Technical Officials are essential to upholding the highest standards at international competitions. As the only stakeholder group directly licensed by FIS to perform this critical role, their education and ongoing development are of paramount importance. The FIS Formal Education for Technical Officials includes all courses that certify or license participants and thus enable them to perform a specific job (i.e., TD, Judge, etc.). It does not only cover professional discipline-related knowledge and skills but moreover also aims to improve specific interdisciplinary skills (i.e., sports integrity, sustainability, management, leadership etc.). This document presents the FIS Education Guidelines for Technical Officials (TO), outlining general guidelines that apply to every discipline.

3. Scope and Applicability

Successful education involves understanding individuals' knowledge levels and selecting appropriate methods to facilitate their learning journey. Passion and motivation are essential, and the FIS Knowledge & Education Centre sees itself as a facilitator and supporter—enabling and empowering personal and professional development across different levels and target groups.

The **FIS Technical Official Education Guideline** is aligned with the overall FIS education strategy. It delineates the pathway to become a FIS Technical Official, tailored specifically to each discipline, as detailed in the integral **Annex Document**. The **Technical Official Support Document** provides comprehensive, discipline specific information beyond. This includes insights into the expectations for each FIS Technical Official role, transparent policies related to their selection and nomination, practical, hands-on guidance to ensure high-level performance, and checklists for enhanced support.

Currently, the following FIS Technical Official roles are educated, trained and licensed by FIS (in alphabetical order):

- FIS Chief of Competition
- FIS Equipment Controller
- FIS Homologation Inspector
- FIS Judge
- FIS Para Classifier
- FIS Technical Delegate

The FIS Education Guidelines and the Annex are designed to complement and support the National Ski and Snowboard Associations (NSA) national TO education. NSA pathways may differ, however they should also be designed to lead into the FIS TO process. They are applicable exclusively to TO applicants nominated by their respective NSA and subsequently accepted by the relevant FIS Committee.

To ensure uniformity across all FIS disciplines, the FIS Education Guidelines are managed and governed by the FIS Knowledge & Education Centre in agreement with FIS Management. It is accompanied by an Annex document that details the discipline-related characteristics of the education (i.e., education content, training formats, delivery methods and timelines). The Annex document is developed by the FIS Knowledge & Education Centre together with the respective FIS disciplines' (Sub)Committees. It is governed by the disciplines. Changes to the Annex document should be proposed by the respective disciplines to the FIS Knowledge & Education Centre and mutually agreed upon. The general

part of the TO Support Document is managed and governed by the FIS Knowledge & Education Centre in agreement with the FIS Management, whereas the discipline and role-specific part is managed and governed by the disciplines. The governing entity is transparently outlined in the document. The entity who is managing and governing the respective documents is responsible for keeping these documents up to date and current. In any case, the FIS Knowledge & Education Centre offers counsel and support.

4. Technical Official Roles

4.1 The FIS Chief of Competition

The Chief of Competition per se is not delegated by FIS nor a representative of FIS. However, FIS may take over the education of the Chief of Competition and supply them with a valid license as FIS Chief of Competition.

The Chief of Competition is the link between the sport and all other functional areas in a Local Organizing Committee and a member of the competition Jury. They are responsible for the overall technical and administrative coordination of an event/competition governed by the ICR and, where applicable, the appropriate Cup competition regulations. This includes supervising the work of all local officials, ensuring that the competition venue and facilities are properly prepared, and overseeing the setup of key areas (e.g., the judges' stand). Depending on the discipline, the Chief of Competition might chair the Team Captains' Meetings in coordination with the Technical Delegate, Race Director/Cup Coordinator and the Jury. They ensure that all preparations meet the required standards. They must be present during official training sessions, help coordinate logistics such as equipment, and infrastructure when needed, and ensure that communication among event staff runs smoothly. Their role is essential to the safe, fair, and efficient operation of the competition.

Discipline-specific characteristics of the Chief of Competition aligned to the education process are further outlined in the Annex document.

4.2 The FIS Equipment Controller

A FIS Equipment Controller is an official role within the International Ski and Snowboard Federation (FIS), responsible for monitoring and enforcing equipment regulations.

The responsibilities of the Equipment Controller include checking whether skis, bindings, suits, helmets, boots, and other gear comply with FIS technical regulations. This involves carrying out precise measurements, such as ski length in relation to body height, suit arm and leg length and width, material thickness, and air permeability. The goal is to ensure fairness by making certain that no equipment provides an unfair advantage, which is why rigorous inspections are conducted. Athletes can be tested both before and during competitions, either randomly or in response to specific concerns. The results of these controls are documented carefully, and any violations are promptly reported to the jury.

The work of the Equipment Controller is primarily aimed at ensuring equal treatment of all athletes, maintaining safety, and enforcing compliance with the rules of the sport. In Ski Jumping, this role is particularly visible, as equipment decisions significantly influence jump length and competition results.

Discipline-specific characteristics of the Equipment Controller aligned to the education process are further outlined in the Annex document.

4.3 The FIS Homologation Inspector

The FIS Homologation Inspector (HI) is a representative of FIS. The HI verifies and validates the official competition venues including courses, slopes and hills. As such the HI is the delegate of FIS that guarantees that the homologated course meets the standards laid down in the FIS rules.

Homologation represents a “system of evaluation” that is meant to guide the development and the upgrade of competition courses and venues. It is not just a set of numbers and standards but is a process towards certification that provides a forum for constructive discussion between Organizers, FIS, Inspectors and Designers.

Discipline-specific characteristics of the HI aligned to the education process are further outlined in the Annex document.

4.4 The FIS Judge

The FIS Judge is a representative of FIS and delegated by FIS. The judge is responsible for evaluating athletes fairly and without bias, strictly following the applicable FIS rules and judging criteria. Judges must make independent decisions without influence from others and are required to prepare thoroughly and act professionally.

Discipline-specific characteristics and roles of the judge aligned to the education process are further outlined in the Annex document.

The discipline-specific judges' roles are further outlined in the Annex document.

4.5 The FIS Para Classifier

The FIS Para Classifier is authorised as an official and certified by FIS to evaluate athletes with a Physical Impairment as a member of a Classification Panel. In this role, the Classifier acts on behalf of FIS and is responsible for conducting Athlete Evaluations in accordance with the respective disciplines Classification Rules and Regulations. The primary responsibility of a Classifier is to assess athletes to determine:

- whether the athlete has an Eligible Impairment
- whether the athlete meets the Minimum Impairment Criteria for the sport
- the appropriate Sport Class for competition, based on how the Athlete's Eligible Impairment(s) impact(s) their ability to execute the specific tasks and activities fundamental to the sport.

Classifiers, depending on the discipline they classify, may be former athletes or coaches, sport scientists, physical educators, or medical professionals, all of whom have the competencies and qualifications relevant to conduct all, or specific parts, of Athlete Evaluation. A Classification Panel consists of two Classifiers. Depending on the discipline, there are two different roles – the Medical Classifier and the Technical Classifier.

A Classifier's role as a Medical Classifier is:

- to conduct Eligible Impairment Assessments and Minimum Impairment Criteria Assessments
- to conduct Sport Class Assessments; and
- if required, to conduct the Observation Assessment.

A Classifier's role as a Technical Classifier is:

- to assist the Medical Classifier during the Eligible Impairment Assessments and Minimum Impairment Criteria Assessments
- if required, to lead the Technical Assessment
- to conduct Sport Class Assessments; and
- if required, to conduct the Observation Assessment.

The discipline-specific Para Classifier roles are further outlined in the Annex document.

Note: Classifiers for Athletes with Vision Impairments (VI) are qualified ophthalmologists or optometrists who have been educated and certified as VI Classifiers by the International Paralympic Committee (IPC). Through an agreement between FIS and the IPC, these certified classifiers are appointed to FIS competitions to conduct Athlete Evaluation for

athletes with Vision Impairments in accordance with the respective disciplines Classification Rules.

4.6 The FIS Technical Delegate

The Technical Delegate (TD) is the official representative of FIS or the respective national governing body, responsible for ensuring that competitions are conducted in full compliance with FIS rules and regulations. The TD is responsible for representing the interests of all competitors, both present and absent, in applying the rules in a fair and impartial manner. As such, if applicable, the TD must also be knowledgeable of FIS Para events. As possible Chair of the Jury, the TD plays a vital role throughout all phases of the event—from initial planning to execution and post-event review.

Key responsibilities include verifying adherence to applicable regulations, leading the Jury in decision-making (particularly in the case of disputes), and maintaining close collaboration with the Organizing Committee. Acting as a crucial link between event organizers, officials, and FIS, the TD helps ensure that competitions across all disciplines are fair, safe, and professionally managed. The TD is required to attend official training sessions, competition days, and key meetings such as those of the Jury and the Team Captains meeting. Prior to submission to FIS, the TD must validate the official competition results and submit a written report documenting the event, including any irregularities or notable decisions. Clear communication in English and the ability to lead meetings effectively are essential, particularly when making impartial and timely decisions under pressure.

Discipline-specific characteristics of the TD aligned to the education process are further outlined in the Annex document.

5. Technical Official Education and Certification

5.1 General

Aligned to the FIS education strategy, the TO education pathway follows three phases of education:

- a) The Applicant Phase
- b) The Candidate Phase
- c) The Licensed Phase

The Applicant and Candidate phase are educational and training phases ending with a certification as a licensed Technical Official. The third phase, the licensed phase, is a continuous education and training and outlining the prerequisites to maintain the license.

All applications from an NSA to register new applicants to enter any FIS TO education must be submitted by June 30th of the respective year¹. Applicants must be at least 18 years of age and shall be no older than 45² years by the time they enter the FIS education.

A TO pursuing additional licenses (same role but in another discipline), may be granted “fast-track” approval by the respective Sub-Committee of the discipline.

5.2 Applicant Phase

Technical Officials play an important role in ensuring the delivery of safe, fair and enjoyable winter sport events. It demands multiple skills and abilities, along with knowledge that is taught gained by experience supported by mentored learning. Ideally, new applicants have acquired some of these skills in the context of their respective NSA, either through national

¹ Justified exemptions might be applied to meet the need of specific circumstances (i.e., Northern vs. Southern Hemisphere, characteristics of education timelines, etc.). Exceptions will be granted upon a joint agreement of the respective disciplines (Sub) Committee and the FIS Knowledge & Education Centre and need to be documented and stored at the FIS Knowledge & Education Centre.

² Justified exemptions might be applied to meet the need of specific circumstances. Exceptions will be granted by the respective disciplines (Sub) Committee and need to be documented.

TO education programs or by filling specific roles within their sport that provided them with valuable insights.

The Applicant Phase marks the transition from NSA education to the FIS TO education program. It is designed to assess whether applicants possess the fundamental skills and knowledge required for the respective TO role. Each applicant comes with unique experiences and backgrounds, so this phase aims to bridge gaps to create in depth understanding. Through a self-regulated e-learning platform, applicants are provided with the essential knowledge and resources needed to succeed in the subsequent education phases. In addition to discipline and role-specific basic knowledge, the applicants will also learn how we work at FIS, our values, and why sustainability is an important topic in winter sports.

This supportive approach ensures that participants are well-prepared for the responsibilities ahead, fostering a strong foundation for their journey in the respective TO education program. Discipline-specific characteristics of the Applicant Phase for each role are further detailed in the Annex document.

5.3 Candidate Phase

The Candidate Phase is an in-depth qualification process for the specific TO role in the respective discipline(s) and spans one to three years depending on the discipline and the role. It is filled with rich teaching and learning opportunities using various methods in different learning environments. Our education philosophy uses blended learning for the Candidate Phase including self-regulated and supported online learning along with training during events on the field of play. Classroom sessions will go beyond traditional lectures, incorporating interactive workshops, role-plays, simulations, and real case presentations. TO Candidates need to actively engage in their education. Success is in large part, gauged on interaction and significantly contributes to the overall learning process.

Discipline-specific characteristics of the Candidate Phase for each role are defined with the respective disciplines and further outlined in the Annex document.

5.4 Licensed Phase

FIS recognizes that our sports thrive in a dynamic and ever-evolving environment making continuous education and training as crucial as the initial two phases. This commitment ensures that all our TOs maintain the highest standards of quality and expertise. To ensure complete commitment to continuous learning, three pillars support the Licensed Phase and are mandatory to keep an acquired license.

These include:

- Continuous Updates
- Active Engagement
- Ongoing Sport Development

Continuous updates that are online and in-person must be attended at least every two years. Yearly on-line updates are recommended to stay current and become mandatory should significant FIS rule changes occur. The respective disciplines Sub- Committees are allowed to enhance this condition but may not reduce it. Extensions for the update period can be granted in justified cases, with decisions made by the discipline's respective Sub-Committee.

Active Engagement: We believe that only with constant and repeated active engagement can TO quality be held to a high standard. Depending on the discipline, this involves a pre-defined number of FIS TO assignments at various levels each year.

FIS expects the educated and experienced TO to actively contribute to the sport by **engaging in continuous development** in their respective discipline. This contribution is the third pillar of keeping the license. Engagement can take different forms, such as supporting the national

TO education programs, playing an active role in non-FIS events (e.g., managing a local club, organizing a Kid's "Fun" Competitions), or any other activities that promote and develop winter sports.

Discipline-specific characteristics of the Licensed Phase for each role are defined with the respective disciplines and further outlined in the Annex document.

5.5 Assessment and Evaluation

In all Phases, (Applicant, Candidate and Licensed) knowledge and skills will be continuously assessed. They are aligned with the learning outcomes and designed to showcase knowledge and skills acquired. They employ a range of methods. Each assessment usually marks the completion of specific learning content and passing positively is essential for granting or extending a TO license. The criteria for passing are defined for each role by the respective disciplines and outlined in the Annex document. Results are transparently communicated to Applicants, Candidates, and Licensed TOs in short order.

Applicants, Candidates, and Licensed TOs are also encouraged to provide anonymous feedback on the training they participate in, including feedback on the content and trainers. This feedback is invaluable for FIS to continuously enhance and develop its education program. Providing feedback will never result in negative consequences for participants' qualification process or future TO assignments.

6. Professional Development

At FIS, we are also committed to the continuous growth and excellence of our educators. Through comprehensive training programs including workshops/seminars, networking opportunities and performance evaluation, we ensure that our trainers are equipped with the latest knowledge, skills, and best practices to effectively mentor and guide future TOs.

6.1 Workshops and Seminars

Regular participation in workshops and seminars is the foundation of personal and professional development in educational contexts. These settings offer the chance to deepen methodological and communication skills, explore innovative teaching approaches, and reflect on one's own role in the learning process. Train-the-trainer sessions are particularly valuable, as they equip individuals to deliver content effectively and adapt methods to diverse learning needs facilitating meaningful learning experiences.

6.2 Networking Opportunities

Professional development thrives in connection with others. Engaging in networking opportunities allows individuals to share best practices, learn from different perspectives, and stay up to date with evolving standards and trends in education. These exchanges strengthen the sense of professional community and foster a culture of mutual learning and support.

6.3 Performance Evaluation

Structured performance evaluation is essential for personal growth and quality assurance. Constructive feedback enables individuals to reflect on their strengths, identify areas for improvement, and set clear development goals. When embedded in a supportive culture, regular evaluation becomes a driver for continuous improvement, professionalism, and long-term impact in educational practice.

7. Cost of Education and Administration

Aligned to our own transparent governance standards, the cost of education should be clearly communicated in advance.

7.1 Education and Continuous Training

The cost of training during the qualification and continuous training period (i.e., updates for licensed TO) is borne by the respective participants. However, whenever organizing education sessions, FIS is committed to aiming for cost-efficient accommodation opportunities for the participants. The accommodation price per person in a double room with half board suggested by FIS to their education participants should be at least 10% lower than the usual market rates. In any case, participants are never mandated to choose the accommodation proposed by FIS and free to select accommodation of their choice.

7.2 Active engagement as TO

Costs of active engagement, i.e., FIS TO assignments, are normally covered by the Local Organizing Committee of the respective events. Reimbursement details for Technical Officials are outlined in the general part of the respective TO Support Document.

7.3 Possibilities of Sponsorship of Costs

Cost for education might be partially or fully sponsorship by the Applicants', Candidates' or Licensed TOs' respective NSA or Ski Club, but this decision is solely at the discretion of the NSA and/or the Ski Club. For participants from developing skiing nations, we recommend consulting the various support programs of the FIS development department here [[FIS | Development Program](#)]. Additionally, other education-related funding opportunities provided by the IOC Solidarity Fund can be found here [[Olympic Solidarity - Promoting Olympic Ideals with NOCs](#)].

7.4 Reimbursement of Seminar Leaders/Trainers

Seminar leaders and trainer/speaker of validated FIS TD Seminars/Updates have a right to be reimbursed for their travel and accommodation expenses. The seminar leader is also entitled to receive a per diem reimbursement including travel days. Details about the reimbursement conditions are outlined in the general part of the TO Support Document.

8. Technical Official Code of Conduct

At FIS, we believe that everyone has the right to participate in snow sports in a safe, fair, respectful and welcoming environment. The purpose of this TOs Code of Conduct is to set expectations of behaviour. It should guide conduct towards integrity, fairness, safeguarding, ethical decision-making and professionalism among TOs.

Furthermore, FIS will use this Code of Conduct to help inform and guide its response to any concerns in relation to the treatment of those within snow sports. Breaches of this Code of Conduct will not necessarily result in liability for action under FIS rules. Guidance as to future conduct may be appropriate instead.

8.1 Know the Rules and Code of Conduct

Be familiar with:

- this TOs Code of Conduct
- all relevant FIS sport rules
- the FIS Safeguarding Policy and Rules, the documents can be found on the FIS website/Sport Integrity: [[FIS | Safeguarding](#)]

Take any opportunities to benefit from appropriate training to enable you to be suitably informed and up to date with your role, in particular matters relating to the welfare of young people and adults at risk.

8.2 Integrity, Compliance & Fairness

Ensure, you:

- uphold a high standard of integrity and fairness in decision-making
- commit to impartiality and avoid any conflicts of interest
- know all relevant rules precisely and apply them accordingly as appropriate
- do not disclose any confidential information without proper authorization

8.3 Professionalism

Ensure, you:

- are on time, well prepared and appropriately attired for all events and meetings
- demonstrate competence and diligence in performing your duties
- media requests are handled by the Communications Department, usually with the Race Director as FIS' key spokesperson on site. In case a TO receives any media request, they should inform their respective contact in Communications. Any media interaction should not cover any case-related content and/or Jury decision. Jury decisions will always be communicated through the official FIS channels. In case of doubt, contact the Communications Department (communications@fis-ski.com) or the Media Coordinator on site (if applicable).

8.4 Safety & Wellbeing

Ensure, you:

- always promote the best interests of athletes, officials, volunteers and other participants in snow sports
- prioritize their safety and wellbeing

8.5 Specific Safeguarding Conduct

Ensure, you:

- do not behave in any way that is, or may be harmful, to one or more people, including (without limitation) engaging in any behaviour that involves or could be construed as harassment or abuse.
- that any physical contact with others in the context of snow sports activity is limited to that which is appropriate and necessary (private or unobserved situations with children or adults at risk should be avoided where possible)
- enjoy positive and appropriate relationships with other participants in snow sports, based on openness, honesty, mutual trust, care and respect, including by:
 - i. ensuring that other participants in snow sports are treated fairly and feel valued, and refraining from all forms of communication, action or behaviour that may be perceived as offensive;
 - ii. acting as a role model, displaying appropriately high standards of personal behaviour and conduct at all times;
 - iii. not exerting undue influence or pressure any person, and being aware of physical and emotional limits they might have;
 - iv. making snow sports fun and enjoyable, promoting fair play, and putting the welfare of each participant first, before winning or achieving goals;
 - v. giving enthusiastic and constructive feedback rather than negative criticism;
 - vi. showing respect for others' private lives;
 - vii. never humiliating others;
 - viii. refraining from engaging in or encouraging any behaviour that might be unlawful and/or in breach of any FIS rules and regulations;
 - ix. refraining from heavy alcohol (or similar) consume during an assigned event period.

8.6 Action & Reporting

Ensure, you:

- take appropriate action in the event of a concern about safety, integrity, wellbeing or another safeguarding incident,
- report such concerns to the appropriate person/s at the FIS and/or the LOC.
 - FIS Safeguarding Officer: fussek@fis-ski.com
 - FIS Ethics Office: FIS@email-fis.integrityline.com
 - FIS Integrity Hotline: [FIS | Home \(integrityline.com\)](https://www.integrityline.com)
 - FIS Integrity Phone: +44 (0)207 034 3403

Repeated breaches of this Code of Conduct may result in the revocation of the TO license. However, a preceding written warning must be given. If applicable, discipline-specific, additional codes of conduct are outlined in the Annex document.

9. Support Services

Any questions and/or feedback related to the content of this document should be directed to the FIS Knowledge & Education Centre:

Cornelia Blank (FIS Senior Manager Education): cornelia.blank@fis-ski.com

Pia Reindl (FIS Education Coordinator): pia.reindl@fis-ski.com