



CODE OF CONDUCT

GUIDELINES TO TECHNICAL DELEGATES ON PROCESS FOR HEARING AND DETERMINING ANY REPORTED OFFENCE

February 2021

**FEDERATION INTERNATIONALE DE HOCKEY
INTERNATIONAL HOCKEY FEDERATION**

1. The Report

Reports of alleged breaches of the FIH Code of Conduct shall be made to the Technical Delegate (TD) or initiated by the TD in his own right.

The TD is to determine if an offence has been committed and the level of the offence.

A report can be received by the TD from any person but if received later than 24 hours after the occurrence of the conduct said to constitute the alleged offence the TD must exercise a discretion to accept such a report.

2. Principles of Natural Justice

Principles of natural justice apply in the following way:

The TD will advise the Team Manager with respect to:

- The fact of the report of an offence
- The identity of the participant
- The time and place of the hearing
- Details of the conduct and the mode of proof of it
- Whether additional witnesses will be called to present evidence
- If the report was received later than 24 hours after the occurrence of the alleged breach said to constitute the offence the TD must state the reasons for the exercise of the discretion to accept the report. No appeal is available from the exercise of that discretion

3. The Hearing

The Technical Delegate must chair the meeting (subject to delegation for reason of conflict of interest).

The hearing must be attended by the person the subject of the report and one representative if they desire (in addition the person the subject of the charge may be assisted by an interpreter).

The Technical Delegate must outline the evidence relied on to support the report including showing any video footage.

The team member is to be asked for their response to the report, ie do they accept the offence alleged or not. The team member must be permitted to present material as to either or both of the fact of the offence or penalty.

Should the person who is the subject of the report fail to attend the hearing, the hearing shall take place in the absence of that person and the fact of the failure to attend shall be taken into account in the determination of the appropriate penalty in the event that an offence is found to have been committed.

4. The Decision

The decision should be in writing and read to the person the subject of the report by the TD (through an interpreter if necessary). It should deal (at least) with the following matters:

- (i) Whether or not the team member accepts the breach of the code of conduct.
- (ii) If the team member does not accept the breach, a finding as to whether a breach has occurred and why.

Should it be found (or agreed) that an offence has been committed either the minimum penalty is imposed or if a greater penalty then details of:

- (i) The disciplinary history of the team member.
- (ii) The attitude of the team member at the hearing.
- (iii) Any penalty already incurred, e.g. if a card was given during the game the length of time of any suspension served under that card.
- (iv) Comment on the seriousness of the offence by comparison with other offences within that level.

5. Clear Definition of the Penalty

- (i) The number of matches for which the team member is suspended.
- (ii) The date of commencement of the suspension.
- (iii) The match or matches to which the suspension shall apply must be specified (e.g. FIH events, any match played by the team member's National Association, etc.).
- (iv) Any terms of the penalty in addition to suspension, for example referral to the FIH Chief Executive Officer for further consideration of the behaviour constituting the offence by the FIH Disciplinary Commissioner.