



Code of Conduct

April 2021

1. PURPOSE, SCOPE AND APPLICATION

- 1.1 The International Hockey Federation (FIH) is recognised by the International Olympic Committee as the sole ultimate governing body for the sport of Hockey throughout the world and the *Code of Conduct* is adopted and implemented as part of FIH's continuing efforts to preserve the integrity of the sport of *Hockey*.
- 1.2 The *Code of Conduct* aims to promote the highest standard of behaviour and conduct in the administration, coaching and playing of hockey and is an effective means to deter any *Participant* from conducting themselves improperly both on and off the field-of-play or in a manner that is contrary to the spirit of hockey.
- 1.3 Unless otherwise indicated, words in italicised text in the *Code of Conduct* are defined terms and their definitions are set out in Article 3.
- 1.4 All *Participants* are automatically bound by and required to comply with all of the provisions of the *Code of Conduct*. Accordingly, by their participation in a *Match* or an *International Event*, such *Participant* shall be deemed to have agreed that it is their personal responsibility to familiarise themselves with all of the requirements of the *Code of Conduct*, including what conduct constitutes an offence under the *Code of Conduct*.
- 1.5 The National Association of each participating team is responsible for informing and educating *Participants* about the *Code of Conduct*. National Associations shall share liability with *Participants* should breaches of the *Code of Conduct* occur.
- 1.6 All *Participants* are bound by the *Code of Conduct* at all times and shall continue to be bound by and required to comply with the *Code of Conduct* until they have not participated in an *International Event* during the *Applicability Period*. During the *Applicability Period*, *FIH* shall have jurisdiction over all *Participants* under the *Code of Conduct*.
- 1.7 The Technical Delegate has jurisdiction to deal with breaches of the *Code of Conduct* during the tournament (unless the Technical Delegate is in breach, in which case, the matter will be dealt with by the *FIH Chief Executive Officer*). After the *International Event* has been completed and at all other times, any breaches of the *Code of Conduct* shall be dealt with by the *FIH Chief Executive Officer*, who may refer matters to the *FIH Disciplinary Commissioner* for a decision, if appropriate. Breaches of the *Code of Conduct* by *FIH Representatives* and staff shall be dealt with in accordance with *FIH Staff Procedures*.

- 1.8 Further information about the application of the *Code of Conduct*, appeal process, Guidelines on Sanctions and the Process for Hearing and Determining Any Reported Offence is contained in FIH Tournament Regulations.
- 1.9 The *Code of Conduct* came into full force and effect at *FIH* level on 1 May 2016 (the *Effective Date*) and superseded the previous *Code of Conduct* as from that date. It may be amended from time to time by *FIH*.

2: CODE OF CONDUCT OFFENCES

2.1 General Behaviour

- a *Participants* shall comply at all times with the *FIH Statutes* and General Regulations, Rules of Hockey, *FIH* Tournament Regulations, *FIH* Anti-Doping Rules, *FIH* Integrity Code, the Olympic Movement Code on the Prevention of the Manipulation of Competitions, *FIH* Media Policy, *FIH Code of Conduct* and any other rules and regulations that may come into force from time to time.
- b *Participants* shall always use their best efforts during a *Match* when competing in an *International Event*.
- c *Participants* shall conduct themselves fairly, properly and in an acceptable manner on and off the field of play, including inside or around the hockey venue and accommodation.
- d *Participants* shall not act (or fail to act) in any way which may harm the interests and reputation of *FIH*, a *Continental Federation* or *National Association* or bring *Hockey* into disrepute.

Conduct described in 2.2 to 2.4 below, if committed by a *Participant* during an *International Event*, shall amount to an offence by a *Participant* under the *Code of Conduct*.

Comment: Where considered helpful, guidance notes have been provided beneath the description of a particular offence. Such notes are intended only to provide guidance as to the nature and examples of certain conduct that might be prohibited by a particular Article and should not be read as an exhaustive or limiting list of conduct prohibited by such Article.

2.2 Specific Offences – Level One

The penalty for a Level 1 Offence shall be an official reprimand or a suspension of the individual for a minimum of one match with or without an official reprimand.

- a Using language or gesture(s) that is obscene, offensive or of an insulting nature.

Note: This includes: (i) excessively audible or repetitious swearing; and (ii) obscene gestures which are not directed at another person, such as swearing in frustration at one's own poor play or misfortune.

- b Showing dissent at an Umpire's decision

Note: Dissent will include disputing / protesting, reacting in a provocative or disapproving manner in an inappropriate way towards any decision made by an Umpire or other official. This may include arguing or entering into a prolonged discussion with an Umpire or a Technical Official about the decision.

- c Charging or advancing towards an Umpire or Technical Official in an aggressive manner during an *International Event*.

- d Excessive appealing of an Umpire's, Video Umpire's or Technical Official's decision, or crowding an Umpire or Technical Official.

Note: Excessive appealing shall include repeated appealing of the same decision / appeal.

- e Throwing a stick or ball (or any other object or item of equipment) at or near another *Participant* or any other person in an inappropriate and / or dangerous manner.

- f Deliberate, reckless or careless physical contact between players in the course of play.

Note: Without limitation, *Participants* will breach this article if they deliberately, recklessly or carelessly push, walk or run into another *Participant*.

- g Feigning injury and / or overreacting to alleged physical contact from another player.

Note: Without limitation, *Participants* will breach this article if they deliberately fake an injury in order to penalise another *Participant* against whom it is alleged committed a foul against him / her.

- h Abuse of hockey equipment or clothing, venue equipment or fixtures and fittings.

Note: This includes any action(s) outside the course of normal hockey actions, such as hitting or kicking the goal posts and any action(s) which intentionally or negligently results in damage to the team benches, advertising boards, dressing room doors, mirrors, windows and other fixtures and fittings.

- i Breach of FIH's Uniform Advertising Policy or FIH Team Dress Protocol

Note: One of the core objectives of FIH Uniform Advertising Policy and FIH Team Dress Protocol is to ensure appropriate and professional standards of appearance on the field of play and during opening and closing ceremonies at *International Events* and to prevent any practices that undermine that objective.

- j Breach of FIH Media Policy

Note: One of the core objectives of FIH Media Policy is to ensure compliance with all contractual obligations imposed upon FIH by its media partner(s). This includes failure by a *Participant* to participate in a press conference when requested to do so by FIH.

- k Public criticism of, or inappropriate public comment in relation to an incident occurring in an *International Match* or any *Participant* or team participating in any

International Match or *FIH*, generally, irrespective of when such criticism or inappropriate comment is made.

- l Where the facts of the alleged incident are not adequately or clearly covered by any of the above offences, conduct that either is contrary to the spirit of the game or brings the game into disrepute.

Note: Article 2.2 l is intended to be a 'catch-all' provision to cover any type of conduct of a minor nature that is not, and because of its nature cannot be, adequately covered by the specific offences set out elsewhere in the *Code of Conduct*.

- m Spitting towards another participant

Note: Without limitation, Participants will breach this article if they deliberately, recklessly or carelessly spit towards another participant

2.3 Specific Offences – Level Two

The penalty for a Level 2 offence shall be a suspension of the individual for a minimum of two matches.

- a Using language or gesture(s) that is seriously obscene, seriously offensive or have a seriously insulting nature to another *Participant* or any other third person.

Note: It is acknowledged that there will be verbal exchanges between Players in the course of play. Rather than seeking to eliminate these exchanges entirely, Umpires or technical officials will be required to report such conduct that falls below an acceptable standard.

- b Serious public criticism of, or inappropriate public comment in relation to an incident occurring in an *International Match* or any *Participant* or team participating in any *International Match* or *FIH*, generally, irrespective of when such criticism or inappropriate comment is made.

- c Any attempt to manipulate any *Match* or *International Event* for inappropriate strategic or tactical reasons.

Note: This is intended to prevent the manipulation of *Matches* for inappropriate strategic or tactical reasons (such as when a team deliberately loses a pool *Match* in an *International Event* in order to affect the standings of other teams in that event). It is not intended to cover any corrupt or fraudulent acts (including any use of inside information and / or related betting activity). Such conduct is prohibited under the FIH Integrity Code and the Olympic Movement Code on the Prevention of the Manipulation of Competitions and must be dealt with according to the procedures set out therein.

- d Intimidation of an Umpire or other third person whether by language or conduct (including gestures) during an *International Match*.

Note: Includes appealing in an aggressive or threatening manner.

- e Threat of assault or physical assault (without injury) on a *Participant* or any other third person.

Note: This offence is not intended to cover threats of assault, which are prohibited under Article 2.4.

- f Where the facts of the alleged incident are not adequately or clearly covered by any of the above offences, conduct that is either contrary to the spirit of the game or brings the game into disrepute

Note: Article 2.3 f is intended to be a 'catch-all' provision to cover any type of conduct of a serious nature that is not, and because of its nature cannot be, adequately covered by the specific offences set out elsewhere in the *Code of Conduct*

2.4 Specific Offences – Level Three

The penalty for a Level 3 offence shall be a suspension of the individual for a minimum of five matches.

- a Threat of assault or physical assault (without injury) on an Umpire or Technical Official
- b Physical assault of another *Participant* or any other person (including a spectator)
- c Any act of violence on or off the field of play during an *International Event*.
- d Where the facts of the alleged incident are not adequately or clearly covered by any of the above offences, conduct that is either contrary to the spirit of the game, or brings the game into disrepute

Note: Article 2.4 f is intended to be a 'catch-all' provision to cover any type of conduct of a very serious nature that is not, and because of its nature cannot be, adequately covered by the specific offences set out elsewhere in the *Code of Conduct*.

3. DEFINITIONS

Applicability Period

For the purpose of this *Code of Conduct*, this is defined as a period of 3 months after the last *International Event* that a *Participant* has taken part in.

Code of Conduct

This Code of Conduct, as amended from time to time.

Continental Federation / National Association

A continental or national entity which is a member of or is recognised by *FIH* as the entity governing the sport of hockey in a continent/country.

Disciplinary Commissioner

The Disciplinary Commissioner appointed in accordance with Article 11.1 of *FIH Statutes*

Effective Date

As defined in Article 1.9

Executive Board.

The Executive Board of *FIH*.

FIH

The International Hockey Federation.

FIH Chief Executive Officer

The person appointed by *FIH* from time to time to act in that role, or her / his designee.

Hockey

The sport of hockey, including both field and indoor hockey and all current and future forms, variations and/or derivatives of the game modified or derived from its traditional form, irrespective of the number of players involved, or the type of venue or playing surface used (excluding only ice-hockey), as decided from time to time by the Executive Board.

Match

A hockey match of any format and duration in length in which two hockey teams compete against each other to which *FIH* deems it appropriate that the *Code of Conduct* should apply.

International Event.

A duly sanctioned match or event contested by national representative teams.

Participants

Participants shall be considered as the following:

- a All *National Association* team members and officials including Players, Team Management, Coaching Staff, Medical Staff, Technical Support Staff and any duly appointed representatives of the *National Associations* of the participating teams.
- b All *FIH* tournament officials including the *FIH* Representatives, *FIH* staff, Technical Delegate, Technical Officials, Umpires' Managers, Medical Officers, Media Officers, Umpires and any other ad hoc officials appointed by the *FIH* or the organising committee.
- c The host *National Association's* representatives and the members of the organising committee.

Statutes

Statutes of *FIH*.