INTERNATIONAL HOCKEY FEDERATION

SAFEGUARDING POLICY

With effect from 8 November 2019

Updated on 10 November 2024

INTRODUCTION

Consistent with the objectives and principles of the FIH, everyone has the right to participate in a safe and respectful Hockey environment, whether they are an athlete, coach, official, staff or a volunteer.

The FIH is committed to promoting a non-violent and supporting environment for all its members in Hockey and has developed and adopted this Policy to set forth the efforts it will undertake to promote a safe Hockey space.

All forms of harassment and abuse are prohibited under the FIH Integrity Code[1] and the IOC Code of Ethics[2] and will not be tolerated by the FIH:

> *Article 7.4 FIH Integrity Code*
>
> *Safeguarding the dignity of the individual is fundamental. All forms of harassment (including physical, verbal, mental or sexual) are prohibited.*

1. Purpose

This Policy aims to:

- Provide a framework for safeguarding the wellbeing of all participants of Hockey;
- Clearly define harassment and abuse and raise awareness; and
- Set out how harassment and/or abuse can be reported.

2. Definitions

2.1 Harassment and Abuse

Harassment and Abuse can be expressed in different forms which may occur in combination or in isolation.[3]

These forms of abuse are defined as:

(i.) **Psychological Abuse** – any unwelcome act including confinement, isolation, verbal assault, humiliation, intimidation, infantilization, or any other treatment which may diminish the sense of identity, dignity and self-worth.

(ii.) **Physical Abuse** – any deliberate and unwelcome act – such as for example punching, beating, kicking, biting and burning – that causes physical trauma or injury. Such act can also consist of forced or inappropriate physical activity (i.e., age - or physique - inappropriate training loads; when injured or in pain), forced alcohol consumption, or forced doping practices.

[1] FIH Integrity Code 2022 (https://www.fih.hockey/static-assets/pdf/fih-integrity-code-note-that-effective-date-is-18th-march-2022.pdf)
[2] IOC Code of Ethics 2023 (https://olympics.com/ioc/code-of-ethics)
[3] IOC Consensus Statement 2016 (The IOC Consensus Statement: harassment and abuse (non-accidental violence) in sport (olympic.org))

(iii.) **Sexual Harassment** – any unwanted and unwelcome conduct of a sexual nature, whether verbal, non-verbal or physical. Sexual harassment can take the form of sexual abuse.

(iv.) **Neglect** – within the meaning of this Policy means the failure of a coach or another person with a duty of care towards the Covered Individual to provide a minimum level of care to the Covered Individual, which is causing harm, allowing harm to be caused, or creating an imminent danger of harm.

Harassment and abuse can be based on any grounds including race, religion, colour, creed, ethnic origin, physical attributes, gender, sexual orientation, age disability, socio-economic status and athletic ability. It can include a one-off incident or a series of incidents. It may be in person or on-line.

Harassment and abuse often result from an abuse of authority, meaning the improper use of a position of influence, power or authority by an individual against another person.

2.2 Covered Individuals

This Policy is applicable to the following *Covered Individuals* (as defined in art. 3.1 and 3.2 of the FIH Integrity Code (FIC)):

a) **Athlete** is any natural person (i.e. physical person) competing in a Hockey event sanctioned by the FIH, a Continental Federation and/or a National Association.

b) **Athlete Support Person** is any coach, trainer, manager, agent, team staff, official, medical, paramedical personnel, parent or any other person or entity working with, treating or assisting an Athlete participating in or preparing for any event(s).

c) **Team** is any team or other entity participating in any Event.

d) **FIH Officials** are:

- FIH staff (whether full-time, part-time, permanently, for a fixed-term or temporarily), including the President and Director General, or engaged as an agent, consultant or contractor for the FIH;
- FIH Executive Board Members (and candidates for election to the EB);
- Members of a Committee or Panel (including the Disciplinary Commissioner and the Judicial Commission);
- Other members of a body or group designated by any of the former to act on behalf of or advise the FIH and FIH staff;
- Each person working or volunteering at an Event on behalf of FIH, including (without limitation) any Match umpire/referee, technical delegate, judge, delegate, commissioner, jury of appeal member, technical official or other Event official appointed or accredited by the FIH.

e) **Other Officials** are:

- any persons that have any dealings or interactions of any kind with the FIH as a representative of a Continental Federation or National Association;
- any person or entity organising and/or promoting an Event, including any candidate/host country seeking to host or hosting an Event organised by the FIH and its local organising committee(s), and any of its officials, employees, volunteers.

3. Application

This Policy shall apply to all *Covered Individuals*.

It shall be the responsibility of every Covered Individual to make himself or herself aware of this Policy. Covered Individuals should also be aware that conduct prohibited under this Policy may also constitute a criminal offence and/or a breach of other applicable laws and regulations including other regulations of FIH or any other Sports Organisations. Covered Individuals must always comply with all applicable laws and regulations.

4. Violations

The following conduct constitutes a violation of this Policy:

4.1 Psychological Abuse;

4.2 Physical Abuse;

4.3 Sexual Harassment;

4.4 Sexual Abuse;

4.5 Neglect;

4.6 Complicity, i.e. authorises, causes, or knowingly assists, encourages, aids and abets, covers up, or is otherwise complicit in, any act or omission by any person involving a violation of this Policy;

4.7 Inducement, i.e. solicits, instructs, persuades or encourages any person to engage in conduct (whether by act or omission) involving a violation of this Policy.

5. Reporting and Confidentiality

5.1 Reporting

For reporting any Harassment or Abuse, the FIH and/or the FIU will take a report in the way that is most comfortable for the person submitting the report including an anonymous, in-person, verbal, or written report. Regardless of the method of reporting, it is helpful to the FIH and/or the FIU to get the following information: (1) name of the complainant(s); (2) type of misconduct alleged; (3) name(s) of the alleged victim(s); and (4) the name(s) of the individual(s) alleged to have committed the misconduct.

Individuals may complete and submit Annex 2 of the Policy “Incident Report Form”.

The reporting procedures relating to this Policy are outlined in the Annex 1 "Safeguarding Reporting Procedures".

5.2 Confidentiality

All reports made to the FIH Safeguarding Officer will be treated with the utmost confidentiality, save for the need to inform the necessary public or other sporting bodies.

The confidentiality will be maintained in respect of all; (i) data collected (in writing or electronically) relating to Covered Individuals and (ii) information and documentation relating to safeguarding allegations, concerns and incidents.

6. Educational & Related Resources

The IOC Safeguarding Toolkit[4] has been created to assist the Olympic Movement to develop and implement safeguarding policies and procedures.

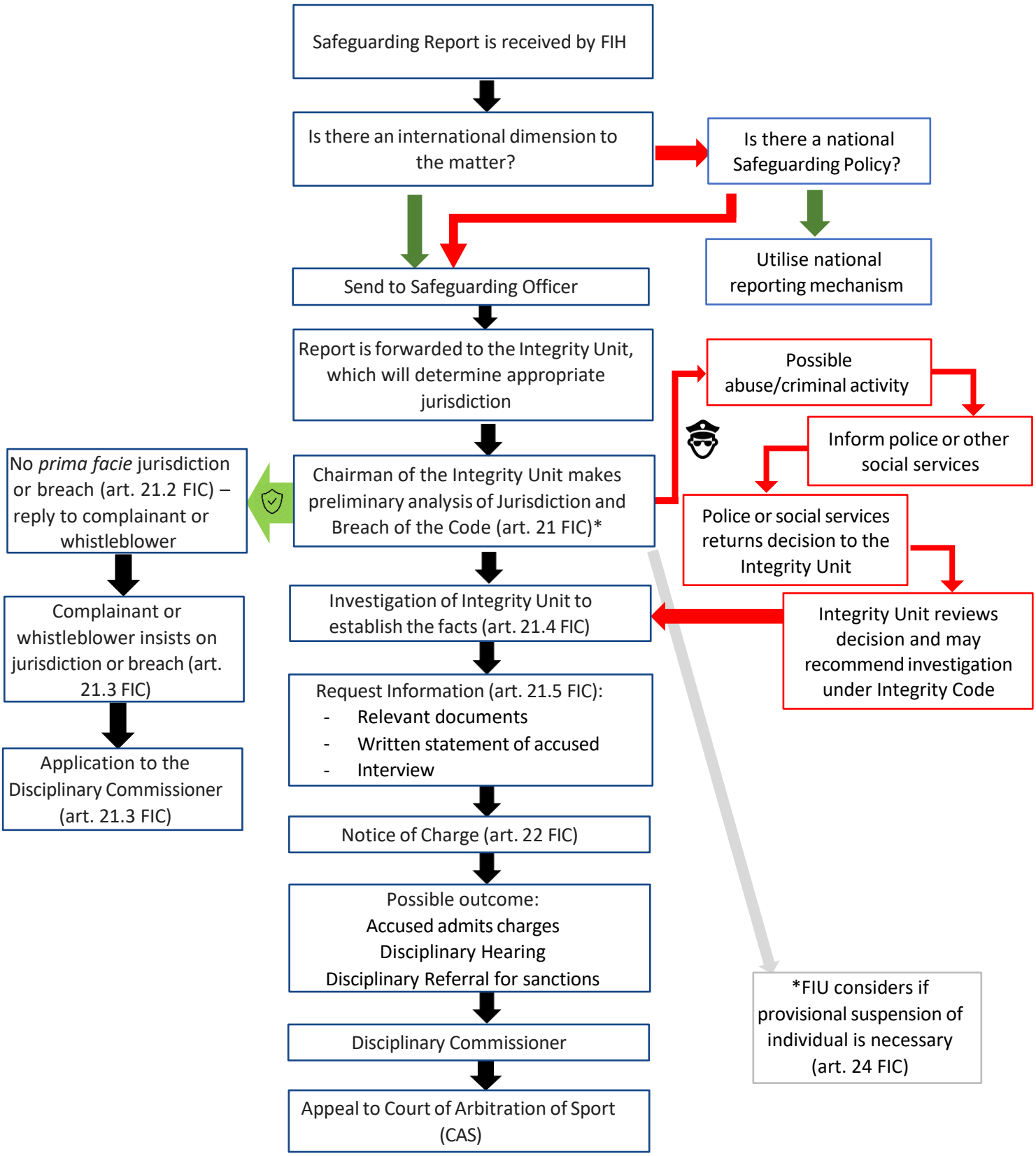
To complement the toolkit and ensure that athletes, their entourage and other individuals understand the core components of this sensitive topic, a free bite-size IOC Athlete Safeguarding e-learning course[5] has been developed and launched on the IOC Athlete Learning Gateway.

[4] IOC Safeguarding Toolkit (IOC_Safeguarding_Toolkit_ENG_Screen_Full.pdf (olympics.com)

[5] IOC Athlete Safeguarding e-learning course (https://www.olympic.org/athlete365/learning)

ANNEX 1: Safeguarding Reporting Procedures

All behaviour that contravenes the obligations of this policy must be reported immediately to the FIH and/or FIH Safeguarding Officer. For certain types of harm, the relevant authorities in your country shall also be notified in line with the procedure detailed below.



ANNEX 2: Incident Report Form

This Safeguarding Report Form is to be used to record information concerning an allegation, suspicion or disclosure of a potential safeguarding concern.

This form shall be returned by email at the following address: safeguarding@fih.hockey

Name of the person completing this form (YOU):
Date and time of completing this form:
Your position or relationship to who your safeguarding concern is about:
Your e-mail address:
Your Address and Phone number:
Name(s) of person(s) the safeguarding concern or incident is about:
Address (if known) of person the safeguarding concern is about:
Telephone number (if known) of the person the safeguarding concern is about:
Age and Date of Birth of alleged victim (if known):
Date and time of any incident:
What have you seen or heard (only facts and no personal opinions)?

Has the alleged victim said anything to you? (Just record actual detail and continue on another sheet if required)	
Any other relevant information:	
Action taken so far:	
Public agencies contacted	
Police - yes/no	Name and contact number: Details of advice received:
Child Protection service - yes/ no	Which: Name and contact number: Details of advice received:
Local Authority - yes/no	Which: Name and contact number: Details of advice received:
Other - yes/no	Which: Name and contact number: Details of advice received:

Signature: Do not discuss this incident with anyone other than those who need to know.