

Approved by Congress on 3 November 2012

**INTERNATIONAL
HOCKEY
FEDERATION**

STATUTES

With effect from 1 January 2013



STATUTES OF THE INTERNATIONAL HOCKEY FEDERATION

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ARTICLE 1 - NAME AND PURPOSES

- 1.1. These *Statutes*, together with the *Regulations* issued under them, form the constitution of the International Hockey Federation (or "*FIH*"), an international non-governmental not-for-profit association founded for an unlimited period of time under, and governed by, Articles 60 et seq. of the Swiss Civil Code.
- 1.2. The official seat of the *FIH* is Lausanne, Switzerland, and these *Statutes* are governed by and shall be interpreted and applied in accordance with Swiss law, using the definitions and principles of interpretation set out in Article 12 of these *Statutes*. (Words and terms that are defined in Article 12 appear in italics). The official languages of the *FIH* are English and French. Any communications to the *FIH* must be in one of these official languages.
- 1.3. The *FIH* is recognised by the International Olympic Committee, as well as by the *FIH*'s Members and the Continental Federations, as the sole ultimate governing body for the sport of Hockey throughout the world. Its fundamental purposes are:
- (a) to promote and develop *Hockey* at all levels throughout the world, in accordance with the ideals and objects of the Olympic Movement, and without any discrimination on the grounds of race, gender, politics, religion or creed;
 - (b) to govern and regulate the sport at the international level, and to recognise *Continental Federations* and *National Associations* to govern and regulate the sport at a continental/national level, in accordance with and subject to the *FIH*'s ultimate authority over the sport;
 - (c) to protect the independence and autonomy of the *FIH* and its *Members* and *Continental Federations* to govern and regulate the sport, including exercising the right of democratic elections free from any outside influence;
 - (d) to control the organisation and scheduling of competitions (including, without limitation, "world" or "international" championships and other events purporting to be "world" or "international" events or to determine "world" or "international" champions of *Hockey*), so as to ensure that the sporting calendar is organised and scheduled in accordance with the best long-term interests and priorities of the sport as a whole;
 - (e) to preserve the integrity of the sport, including (without limitation) by adopting rules implementing the World Anti-Doping Code and other appropriate codes of conduct and ensuring that such rules and codes are enforced at all *Hockey* events sanctioned by the *FIH*, a *Continental Federation* and/or a *Member* (as applicable); and
 - (f) to establish and maintain an efficient administration to control, regulate and direct the affairs of the *FIH* and the sport of *Hockey*.
- 1.4. This version of the *Statutes* was adopted at the meeting of *Congress* in Kuala Lumpur on 3 November 2012 and comes into force on 1 January 2013.

ARTICLE 2 – MEMBERS

2.1. One Country, one Member

In accordance with the Olympic Charter, membership of the *FIH* is open to one *National Association* (or "*NA*") for each *Country*. The sole and exclusive authority of a *Member* to govern *Hockey* at the national level shall extend as far as the political boundaries of the *Country* that it represents.

2.2. Rights and obligations of *Members*

- (a) Subject always to the powers of suspension of rights of *Members* set out in these *Statutes*:
 - (i) an *NA* that is a full *Member* shall enjoy all of the rights and benefits conferred on *Members* by the *Statutes* and *Regulations*, including (without limitation) recognition as the sole governing body for *Hockey* in that *Member's Country*, in accordance with Article 4.3 of these *Statutes*, and the right to participate in meetings of *Congress* and to cast a vote on resolutions put to *Congress*; and
 - (ii) an *NA* that is a provisional *Member* may attend and speak but may not vote at meetings of *Congress*. In all other respects, provisional *Members* shall enjoy the same rights and benefits as full *Members*.
- (b) Each full *Member* and provisional *Member*:
 - (i) must respect and further the purposes set out in Article 1.3 of these *Statutes*;
 - (ii) must pay when due all *Member* subscriptions decided upon by *Congress* and any other monies due and owing to the *FIH*. Any *Member* that has failed to pay any part of any subscription or other debt when due for payment to the *FIH*: (A) may not enter any team in an *International Event* without the approval of the *Executive Board*, unless it settles all such debts at least three months before the start of the *International Event* in question; and (B) may not attend (and so may not vote at) any meeting of *Congress* unless the full amount owing is paid (in fully cleared funds) at least 24 hours before the start of the meeting;
 - (iii) must determine its office-holders by democratic elections, ensuring at all times an adequate minimum representation of each gender within its governance structure;
 - (iv) must manage its affairs autonomously and without interference from bodies outside the Olympic Movement;
 - (v) must comply in all respects with the *Statutes* and *Regulations*, including (without limitation) the submission to the authority and jurisdiction of the *FIH* and its constituent bodies set out at Article 4.1 of these *Statutes*;
 - (vi) must adopt and implement and enforce within its *Country Regulations* that are consistent with the *Statutes* and *Regulations*, including (without limitation) anti-doping *Regulations* that are compliant with the World Anti-Doping Code and the *FIH* Anti-Doping Regulations (as amended from time to time);
 - (vii) must recognise and enforce within its *Country*: (A) all decisions of the *FIH's* constituent bodies and/or officials made under the *Statutes* and *Regulations*; (B) periods of ineligibility and other disciplinary sanctions imposed by the *FIH*, the *Disciplinary Commissioner* or the *Judicial Commission*; and (C) periods of ineligibility and other disciplinary sanctions imposed by *CFs* or by other *Members*; and
 - (viii) must file an annual report with the *Executive Board* within the first three (3) months of each year, reporting on the *Member's* activities (including major domestic championships and international competitions staged, and drug-testing conducted) in the previous year.
- (c) Neither these *Statutes* nor membership of the *FIH* shall create a partnership or agency relationship between the *FIH* and its *Members*. *Members* are not liable for the debts or obligations of the *FIH*, and the *FIH* is not liable for the debts or obligations of *Members*.

2.3. Criteria for membership

To be and to remain a *Member*, an *NA* must satisfy (both at the time it applies for membership and at all times after it has been admitted as a *Member*) all of the following requirements:

- (a) It must be concerned solely and exclusively with the administration, organisation and playing of *Hockey* and not with any other sport (provided that the *Executive Board* may make special and temporary exceptions from this requirement in respect of new small *NAs*).
- (b) It must claim the exclusive right to govern both men's and women's *Hockey* in its *Country*, i.e., it must not recognise any other body's claim to govern either men's or women's *Hockey* in its *Country* (other than by exercise of powers delegated to that other body by the *NA*).
- (c) Its constitution must declare (i) its opposition to any discrimination on the grounds of race, gender, politics, religion or creed; and (ii) its formal undertaking to be bound by and to comply with the obligations placed on *Members* under these *Statutes*.
- (d) It must be solvent.
- (e) The *Executive Board* must have confirmed that its constitution (and any amendments thereto from time to time) are compliant and consistent in all respects with these *Statutes* and the *Regulations*.

2.4. Applications for membership and transfers of membership

- (a) Only *Congress* may admit an *NA* as a full *Member*. Applications for membership may be made as follows:
 - (i) An *NA* wishing to become a *Member* for a *Country* for which there is no current *Member* must apply in writing to the *Executive Board*.
 - (ii) A *Member* may not transfer its membership of the *FIH* to any other body without the prior written permission of the *FIH*. A *Member* may apply in writing to the *Executive Board* for such permission. The proposed transferee body must also be a party to the application.
 - (iii) Where a *Member* has been suspended by the *Executive Board* or by *Congress*, another body may apply in writing to the *Executive Board* to be admitted to membership in place of that *Member*. Upon receipt, the *CEO* shall send a copy of the application to the suspended *Member*, which shall have thirty (30) days from receipt of the application to notify the *CEO* if it disputes the application. *Congress* will consider the application at its next ordinary meeting. If the suspended *Member* has given the required notice by that deadline, it shall be given the opportunity to be heard by *Congress* before *Congress* makes any decision on the application. Furthermore, any such decision shall be subject to appeal by the applicant body or by the suspended *Member* to the *CAS* in accordance with Article 11.3(b)(i) of these *Statutes*.
 - (iv) On referral from the *Executive Board*, *Congress* may consider any other type of application for membership, in its absolute discretion.
- (b) The application must state the proposed name and address of the *NA* seeking admission as a *Member*, the names and addresses of the officers of the *NA*, and its categories of membership and number of members in each category, together with the number of individual participants affiliated to it, either directly or indirectly (through their affiliation to clubs or provinces affiliated to the *NA*). The application must be accompanied by a copy of the *NA*'s constitution (translated into English or French if necessary), as well as other evidence establishing that the *NA* satisfies (or, in the case of an application for transfer, would upon such transfer satisfy) all of the criteria set out in Article 2.3. The *Executive Board* may also require the provision of such further information as it considers relevant to the application.
- (c) If and when the *Executive Board* is satisfied that the application satisfies all applicable requirements, it will submit the application to the next meeting of *Congress* for decision.

However, save where the application is to replace a suspended *Member*, the *Executive Board* may admit an applicant *NA* as a provisional *Member* pending that meeting where it appears from the application that the *NA* meets all of the relevant requirements for membership. If the *Executive Board* declines to submit the application to *Congress*, or if *Congress* rejects the application, the applicant *NA* may appeal that decision to the *CAS* in accordance with Article 11.3(b)(i) of these *Statutes*.

- (d) If membership for a particular *Country* is vacant, and more than one body applies to be admitted as a *Member* for that *Country*, or in other circumstances where there are competing claims to be entitled to membership for a particular *Country* and the *Executive Board* deems it appropriate to apply this clause, the competing claims shall be resolved as follows:
- (i) The *Executive Board* will specify the criteria by which the competing claims are to be assessed.
 - (ii) The *Executive Board* will appoint appropriate persons to a committee to consider the respective claims of the competing bodies, in accordance with a fair and impartial process, and then to make a written recommendation as to which of those bodies, in the committee's view, best meets the criteria and so should be the *FIH's Member* for that *Country*.
 - (iii) The *Executive Board* will submit that recommendation to the next meeting of *Congress* for decision. However, if it sees fit the *Executive Board* may admit/treat the recommended body as a provisional *Member* pending that meeting, strictly without prejudice to the powers of *Congress* pursuant to sub-clause (iv), below.
 - (iv) At its next meeting, *Congress* will consider the competing claims, together with the committee's recommendation, and will give each claimant an equal opportunity to be heard by *Congress*, before deciding which claim to accept.
 - (v) The decision of *Congress* shall be final. The rejected claimant may challenge that decision exclusively by appeal to the *CAS* in accordance with Article 11.3(b)(i) of these *Statutes*.

2.5. Withdrawal from membership

Any *Member* may withdraw from membership of the *FIH* at the end of any calendar year provided it has given the *FIH* at least six (6) months' notice in writing of such withdrawal and has paid in full all monies that it owes to the *FIH* and/or a *CF* or other *Member*.

2.6. Suspension or expulsion

- (a) Upon the proposal of the *Executive Board*, *Congress* may (by resolution supported by a *Special Majority*) suspend or expel any *Member* from membership of the *FIH* on any of the following grounds:
- (i) The *Member* owes more than two annual subscriptions.
 - (ii) The *Member* has become insolvent, suspended operations, dissolved, or otherwise ceased to exist, or proposes to do any of those things.
 - (iii) The *Member* no longer satisfies all of the criteria for membership set out in Article 2.3.
 - (iv) The *IOC* suspends the *NOC* for the *Member's Country* and asks the *FIH* to suspend the *Member*.
 - (v) A body from outside the Olympic Movement interferes with the autonomy of the *Member*, in respect of its operations and/or its composition or otherwise (and in such circumstances the *FIH* may ask the *IOC* to suspend the corresponding *NOC*).

- (vi) The *Member* commits a serious or persistent breach of its obligations as a *Member*, or neglects or compromises the interests of the *FIH*, or there is other just cause to expel the *Member*.

PROVIDED ALWAYS THAT the *Member* shall be given due notice of any such proposal for suspension or expulsion, as well as of the grounds for that proposal, and shall be given the opportunity to be heard by *Congress* before any final decision is made in respect of such proposal. Furthermore, any such decision shall be subject to appeal by the *Member* to the *CAS* in accordance with Article 11.3(b)(i) of these *Statutes*.

- (b) Only *Congress* may expel a *Member*. However, the *Executive Board* may at any time (by resolution supported by a *Special Majority*) suspend a *Member* on any of the grounds set out in Article 2.6(a) pending consideration by *Congress* at its next meeting of the *Executive Board's* proposal for suspension or expulsion of that *Member*. The *Executive Board* shall give the *Member* due notice and an opportunity to be heard (by means of written submission, unless otherwise specified by the *Executive Board*) before it makes any such decision. Furthermore, the suspended *Member* may appeal to the *CAS* in accordance with Article 11.3(b)(i) of these *Statutes* against any refusal by the *Executive Board* to stay its decision to suspend the *Member* pending *Congress's* consideration of the matter.
- (c) A *Member* that has been suspended may not exercise any of the rights or benefits of *Membership* of the *FIH* during the period of such suspension. In particular, a suspended *Member* may not attend meetings of *Congress* other than to be heard in accordance with Article 2.4(a)(iii) or Article 2.6(a) of these *Statutes*. Other *Members* may not maintain sporting contact with a suspended *Member*.
- (d) An *NA* that has been excluded ceases to be a *Member*. To regain its status as a *Member*, it must make a new application in accordance with Article 2.4 that is accepted by *Congress*. Such application shall not be referred by the *Executive Board* to *Congress* unless and until the applicant has paid in full any subscriptions and/or other amounts owing to the *FIH* from its previous period of membership.

2.7. Other powers

In cases where action is warranted but expulsion or suspension would be inappropriate, *Congress* (or the *Executive Board*, subject to ratification by *Congress* at its next meeting) has the power to caution or censure a *Member*, withhold grants or subsidies from a *Member*, exclude a *Member's* national representative team(s) from an *International Event* or *International Events*, remove or deny accreditation to officers or other representatives of a *Member*, or take such other action as it deems appropriate, provided that the *Member* shall be given due notice and an opportunity to be heard before any final decision is made, and any such decision shall be subject to appeal by the *Member* to the *CAS* in accordance with Article 11.3 of these *Statutes*. A decision by the *Executive Board* shall not be 'final' for these purposes, and therefore no appeal will lie to *CAS* from such decision, but if necessary the *Member* affected may appeal to the *CAS* in accordance with Article 11.3(b)(i) of these *Statutes* against any refusal by the *Executive Board* to stay its decision pending *Congress's* consideration of the matter.

ARTICLE 3 – CONTINENTAL FEDERATIONS

- 3.1. *Congress* may recognise a *Continental Federation* (or "*CF*") for each continent on which *Hockey* is played. Upon such recognition, the *CF* shall enjoy the rights and benefits conferred on *CFs* under these *Statutes*, including (without limitation) recognition as the sole continental authority for *Hockey* in that continent, in accordance with Article 4.3 of these *Statutes*, and the right for its President to represent it on the *Executive Board*, in accordance with Article 7 of these *Statutes*.
- 3.2. To be recognised as a *Continental Federation*, a body must satisfy (both at the time it applies for recognition and at all times thereafter) all of the following requirements:
 - (a) It must claim jurisdiction over one of the continents recognised by the Association of National Olympic Committees, and the *FIH* must not have recognised any other body as *CF* for that continent.

- (b) The *Statutes* establishing the body must have been approved by the *Executive Board* as compliant and consistent in all respects with these *Statutes* and *Regulations*. They must include provisions (i) declaring the *CF*'s opposition to any discrimination on the grounds of race, gender, politics, religion or creed; (ii) formally undertaking to be bound by and to comply with these *Statutes*; (iii) incorporating anti-doping regulations that are compliant with the World Anti-Doping Code and the *FIH* Anti-Doping Regulations; and (iv) incorporating anti-corruption regulations that are compliant with the *FIH*'s Anti-Corruption Regulations.
- (c) It must agree not to amend its *Statutes*, or to adopt any bye-laws or rules and regulations for the conduct of its affairs, without the approval of the *Executive Board*.
- (d) It must admit into membership *NAs* that are *Members* of the *FIH* for Countries that are located within the continent for which the *CF* is responsible, and only those *NAs*; and it must continue to recognise an *NA* as a *Member* of the *CF* for so long as that *NA* is and remains a *Member* of the *FIH*. If the *Member* withdraws from or is suspended or expelled from membership of the *FIH*, it shall automatically be deemed to have withdrawn from, or to be suspended or expelled from membership of the *CF*.

3.3. Each *CF* shall derive its authority from the *FIH*, and shall be responsible for:

- (a) the administration, promotion and development of *Hockey* for men and women within its continent, pursuant to a strategic plan that is developed and maintained in consultation with the *Executive Board* and is consistent with the *FIH*'s own strategic plan;
- (b) the organisation of such *International Events* as are delegated to it by the *Executive Board*, on such terms and conditions as the *Executive Board* may specify;
- (c) the organisation and/or sanctioning of other tournaments, events and matches within its continent in accordance with the *Statutes* and *Regulations* (provided that the proposed dates for such tournaments, events and matches must be approved in advance by the *Executive Board*);
- (d) establishing and enforcing appropriate disciplinary procedures for all tournaments, events and matches that it organises; and
- (e) the financing of its activities by way of membership subscriptions, fees for staging or participating in tournaments, events and matches under its jurisdiction, and/or exploitation of commercial and other rights.

3.4. The *Executive Board* may delegate other powers and/or responsibilities to *CFs*.

3.5. These *Statutes* shall not create a partnership or agency relationship between the *FIH* and the *Continental Federations*. *CFs* are not liable for the debts or obligations of the *FIH*, and the *FIH* is not liable for the debts or obligations of *CFs*.

3.6. *Congress* may suspend or withdraw a *CF*'s recognition for just cause, PROVIDED ALWAYS THAT in any such case the *CF* shall be given due notice of any proposal for suspension or withdrawal of recognition, as well as of the grounds for that proposal, and shall be given the opportunity to be heard by *Congress* before any final decision is made in respect of such proposal. Furthermore, any such decision shall be subject to appeal by the *CF* to the *CAS* in accordance with Article 11.3(b)(i) of these *Statutes*.

3.7. If the *Executive Board* decides that any *CF* is failing to carry out its responsibilities in a satisfactory manner, it may withdraw the *CF*'s authority for such responsibilities, caution or censure the *CF*, withhold grants or subsidies from the *CF*, or take such other action as it deems appropriate, subject in each case to ratification by *Congress* at its next meeting. The *Executive Board* shall give the *CF* due notice and an opportunity to be heard (by means of written submission, unless otherwise specified by the *Executive Board*) before it makes any such decision. Furthermore, any final decision shall be subject to appeal by the *CF* to the *CAS* in accordance with Article 11.3(b)(i) of these *Statutes*. A decision by the *Executive Board* shall not be 'final' for these purposes, and therefore no appeal will lie to *CAS* from such decision, but if necessary the *Member* affected may appeal to the *CAS* in

accordance with Article 11.3(b)(i) of these *Statutes* against any refusal by the *Executive Board* to stay its decision pending *Congress's* consideration of the matter.

ARTICLE 4 – AUTHORITY

4.1. All *Continental Federations* and *Members*, as well as all of the *FIH's* constituent bodies, officers, employees and appointees (including, without limitation, any person holding any *FIH* appointment or sitting on any *FIH* board or committee), and all persons participating in any way in activities controlled and/or sanctioned by the *FIH* (including, without limitation, any person who is involved in organising and/or participates as an *Athlete*, umpire, tournament official or team official in any *International Event*), shall be deemed to have agreed and acknowledged that:

- (a) the *FIH* has sole ultimate authority over the governance, regulation, and playing of *Hockey*;
- (b) they shall not become a member of or recognise or otherwise support any organisation with similar objects to the *FIH* unless that organisation is recognised by the *FIH*;
- (c) they are bound by and must comply with the *Statutes* and *Regulations*, and with the decisions taken by the *FIH* and its constituent bodies (including *Congress*, the *Executive Board*, and other duly appointed officials and bodies of the *FIH*) pursuant to and in application and enforcement of the *Statutes* and *Regulations*; and
- (d) they submit to the jurisdiction of the *Disciplinary Commissioner*, the *Judicial Commission* and the *CAS* to hear and determine disputes and appeals as set out in Article 11 of these *Statutes*, to the exclusion of all other courts, tribunals and arbitration bodies of any *Country* or organisation whatsoever;

and the *FIH* may from time to time require any of them to execute a written agreement (in a form to be determined by the *Executive Board*) confirming that acknowledgement and agreement.

4.2. Without prejudice to Article 4.1, each *Member* shall provide in its own constitution (in a form approved by the *Executive Board*) that each of its *Members* and all persons under its jurisdiction acknowledges and agrees on his/its own part to each of the matters set out in Article 4.1.

4.3. The *FIH* recognises that, subject to the *FIH's* ultimate authority, (a) each *Continental Federation* has authority for the governance and regulation of the sport of *Hockey* in its continent, as set out in Article 3.3 of these *Statutes*; and (b) each *Member* has sole authority for the governance and regulation of the sport in its *Country*. The *FIH* agrees not to recognise any body that makes any claim that is inconsistent with that authority.

ARTICLE 5 – POWERS

5.1. In furtherance of its purposes, the *FIH* may:

- (a) amend these *Statutes*, and/or establish and enforce *Regulations*, to make further provision for the management and control of the sport of *Hockey* and/or the affairs of the *FIH*, its *Members*, and/or the *Continental Federations*, and for the resolution of disputes relating thereto;
- (b) establish *Regulations* concerning the conduct of the sport of *Hockey* throughout the world, including (without limitation) the official rules of the game, a code of ethics for those involved in the governance of *Hockey*, rules governing eligibility of *Athletes* to represent an *NA* in *International Events*, rules governing the sanctioning and/or the conduct of events (including national-level events), and codes of conduct for participants in events;
- (c) apply and enforce the *Statutes* and *Regulations* and/or ensure their application and enforcement by *CFs* and/or *Members* throughout the sport;
- (d) organise and/or sanction the organisation of *International Events*, including (without limitation) qualifying competitions for the Olympic Games, and take responsibility for the technical control and direction of *Hockey* competitions staged as part of the Olympic Games;

- (e) raise funds to finance the activities of the *FIH* by all available means, including by levying subscriptions and other fees (e.g., fees for sanctioning events) from *Members*, as well as by exploiting the commercial assets of the *FIH*, including its intellectual property rights and any sponsorship, broadcasting and/or other commercial rights that it controls, including in relation to *International Events*;
- (f) employ and pay any person(s) to supervise, organise and carry out the work of the *FIH*;
- (g) purchase, lease or otherwise acquire any property or other rights and privileges, construct, maintain and alter any buildings or premises, and/or sell, let, mortgage, dispose of or turn to account all or any of the property or assets of the *FIH*;
- (h) invest any funds not immediately required to fund the *FIH*'s activities in such manner as the *Executive Board* thinks fit;
- (i) establish, acquire or otherwise control other legal entities such as foundations or corporations; and
- (j) exercise all such other rights, powers and authorities and take such other lawful actions as may be considered necessary or desirable to achieve its purposes.

5.2. The *FIH* will exercise its powers through its constituent bodies and officials, i.e., *Congress*, the *Executive Board*, the President, the *CEO*, and/or other bodies or committees or persons appointed by and representing the *FIH*.

ARTICLE 6 – CONGRESS

6.1. Composition and authority

- (a) *Congress* is the *Members* of the *FIH* in general meeting.
- (b) *Congress* holds ultimate and supreme authority in relation to the affairs of the *FIH*, including sole and exclusive authority (i) to admit an *NA* as a full *Member*; (ii) to expel a *Member*; (iii) to amend or add to these *Statutes*; (iv) to elect the President and eight (8) other persons to the *Executive Board*; and (v) to agree to dissolve the *FIH*.
- (c) *Congress* may delegate any of its other powers to the *Executive Board*, and/or may refer items to the *Executive Board* for consideration and report.

6.2. Meetings

- (a) Ordinary meetings of *Congress* shall be held once every two (2) years. The *Executive Board* shall determine the date, the venue and the agenda for each such meeting. Any item that a *Member* wishes to be considered for inclusion on the agenda must be sent to the *Executive Board* in writing, with a brief explanation, at least two (2) months before the date of the meeting.
- (b) Extraordinary meetings of *Congress* shall be held (i) on the request of the *Executive Board* or the President; (ii) within three (3) months of the death, resignation or permanent incapacity of the President; or (iii) within three (3) months of receipt by the *CEO* of a request signed by at least one fifth (1/5) of all full *Members*, stating the matters to be discussed at the meeting. The *Executive Board* shall determine the date, the venue and the agenda for each such meeting, except that the business of an extraordinary meeting that is requested by *Members* shall be as specified in that request.
- (c) *Members* shall be given no less than six (6) months' notice of the date and venue of any ordinary meeting of *Congress* and no less than two (2) months' notice of the date and venue of any extraordinary meeting of *Congress*. The formal convocation of *Members* shall be made in writing at least one (1) month before the date of the meeting, and shall include an agenda stating the nature of the business to be transacted at such meeting, as well as (in the case of an ordinary meeting) copies of the President's report and the audited financial statements of

the *FIH* for the period since the last ordinary meeting of *Congress*, and a list of the persons who have been nominated to stand in any election(s) to be conducted at the meeting.

- (d) Any matter that is not included on the agenda sent to *Members* at least one (1) month before the date of the meeting of *Congress* may only be discussed at the meeting if the *Members* present at the meeting agree by a *Special Majority* to do so.
- (e) Meetings of *Congress* may be attended by the following persons:
 - (i) Each *Member* that is not in arrears or suspended from membership (see Articles 2.2(b)(ii) and 2.6(c) of these *Statutes*) may send up to three (3) delegates to the meeting, each of whom must be affiliated to that *Member*. One of those three delegates (who must be a citizen of the *Member's Country*) must be designated the head of the delegation, with exclusive authority to speak for and (in the case of a full *Member*) to cast the vote of that *Member* on each resolution put to *Congress* at the meeting.
 - (ii) An *NA* whose application to be admitted as a *Member* is on the agenda may send up to three (3) delegates to the meeting, one of whom (who must be a citizen of that *NA's Country*) must be designated the head of the delegation. He may speak to but may not vote on the *NA's* application for admission as a *Member*. If the application is granted, from that point the delegation may speak to and vote (exclusively through the head of the delegation) on all subsequent resolutions put to *Congress* at the meeting.
 - (iii) A *Member* whose suspension or expulsion is on the agenda may send up to three (3) delegates to the part of the meeting where the resolution for such suspension or expulsion is considered, one of whom (who must be a citizen of that *NA's Country*) must be designated the head of the delegation. He may speak to but may not vote on the resolution. If the resolution is not passed, from that point the delegation may remain in the meeting and may speak to and vote (exclusively through the head of its delegation) on all subsequent resolutions put to *Congress* at the meeting.
 - (iv) *Members* of the *Executive Board*, who may speak at meetings of *Congress* in their own right but may not vote on resolutions put to *Congress*.
 - (v) The President of each *Continental Federation*, or (in his absence) another duly appointed office bearer of that *Continental Federation*, who may speak at meetings of *Congress* but may not vote on resolutions put to *Congress*.
 - (vi) Other observers, at the discretion of the President.
- (f) No business (save for adjournment of the meeting) may be conducted at a meeting of *Congress* that is not quorate. For a meeting of *Congress* to be quorate, one-third (1/3) of all full *Members* must be in attendance at the opening of the meeting. If such quorum is not reached, the *Executive Board* may convene another meeting of *Congress* with the same agenda within thirty (30) days by written notice to all *Members*. Such meeting will be validly convened even if no quorum is then reached.

6.3. Decision-making

- (a) *Congress* shall make decisions by voting on resolutions put to it at a meeting convened in accordance with Article 6.2. Such decisions shall come into effect immediately, unless *Congress* fixes another date for a decision to take effect. Resolutions for the admission, suspension and/or expulsion of any *Members* shall be considered before any other resolutions.
- (b) Save where these *Statutes* provide to the contrary, each full *Member* is entitled to one (1) vote on each resolution put to *Congress*, provided it has a delegation present at the meeting. Voting by proxy or by letter is not permitted.
- (c) Voting shall be open unless *Congress* decides otherwise. The *Member's* vote on the resolution shall be exercised by the head of that *Member's* delegation to *Congress*, provided

that a person may only be head of one *Member's* delegation and so may only vote on behalf of one (1) *Member*.

- (d) A resolution shall be considered passed by *Congress* if it receives the requisite majority of votes in favour as follows:
 - (i) Alterations to these *Statutes* require the support of a *Special Majority*, as does the suspension or expulsion of a *Member*.
 - (ii) Election to the office of President and to the *Executive Board* requires an *Absolute Majority* to vote in favour of the candidate.
 - (iii) Unless otherwise specified in these *Statutes*, all other resolutions require a *Simple Majority* (disregarding any abstentions or blanked or spoiled votes).

ARTICLE 7 - THE EXECUTIVE BOARD

7.1. Composition and authority

- (a) The *Executive Board* shall consist of:
 - (i) The President and eight (8) ordinary members, each of whom shall be elected by *Congress* in accordance with Article 7.2 of these *Statutes*;
 - (ii) An *Athletes' Representative*, who shall be appointed by the *Executive Board* before any elections of other members take place (so that the gender of the appointee known at the time of the election);
 - (iii) The Presidents of the *Continental Federations*; and
 - (iv) The *CEO*;

PROVIDED ALWAYS THAT at least four (4) members of the *Executive Board* must be female and at least four (4) must be male (disregarding for these purposes the five *CF Presidents* and the *CEO*).

- (b) All members of the *Executive Board* (except for the Presidents of the *CFs*) shall hold such office in their personal capacity and not as representatives of any *Member* or any other organisation. The Presidents of the *CFs* shall be responsible for ensuring that the views of their respective *CFs* are considered at *Executive Board* level, but they shall be required at all times (in common with all other *Executive Board* members) to discharge their responsibilities as *Executive Board* members in the best interests of the *FIH* and its *CFs* and *Members* as a whole.
- (c) Subject to the exclusive powers and the ultimate authority of *Congress*, the *Executive Board* shall have full power and authority to manage the affairs of the *FIH* and exercise all its powers, including (without limitation) the power to implement the decisions of *Congress*, to issue, amend and rescind *Regulations*, to fix the strategy and policies of the *FIH*, to supervise the *CEO* and his staff in the administration of the affairs of the *FIH* and in the implementation of such strategy and policies, to oversee legal compliance and risk management, and to appoint committees and/or working parties to advise *Congress*, the *Executive Board*, or the President and/or *CEO*.
- (d) In general, all matters not otherwise reserved to another body by these *Statutes* or by a mandatory provision of Swiss law shall be decided by the *Executive Board*.
- (e) The *Executive Board* is the sole authority for the granting of titles for international tournaments.

7.2. Election to the *Executive Board*

- (a) Candidates for election (or re-election as the case may be) to the *Executive Board*, including as President, must be nominated by the *Member* for the *Country* of which they are a citizen. Nominations must reach the *CEO* not later than ten (10) weeks before the date fixed for the next ordinary meeting of *Congress*.
- (b) The President holds office for a term of four (4) years expiring at the close of the ordinary meeting of *Congress* at which the position falls vacant for election. The ordinary *Members* of the *Executive Board* hold office for a term of four (4) years (one half retiring every two years) expiring at the close of the ordinary meeting of *Congress* at which their position falls vacant for election.
- (c) The President and ordinary members of the *Executive Board* are eligible for re-election at the end of any term of office, save that:
 - (i) they may not hold the same office for more than twelve (12) consecutive years; and
 - (ii) they are not eligible for election if they have reached the age of seventy (70) years as at the date of the ordinary meeting of *Congress* at which they stand for election or if they will reach that age within six (6) months thereafter.
- (d) The *Athletes' Representative* is appointed by the *Executive Board* and holds office for a term of four (4) years, which may be renewed. If he has to be replaced during that term, his replacement shall hold office for the remainder of that term.

7.3. Vacancies

- (a) If the President dies, resigns or becomes permanently incapacitated during his term of office, the *Executive Board* shall appoint an acting President to hold office until *Congress* appoints a person to fill the vacancy. A meeting of the *Congress* must be held within three (3) months for that purpose. The acting President shall be entitled to all privileges and responsible for all duties of the President.
- (b) Should an ordinary member of the *Executive Board* die, resign or become permanently incapacitated during his term of office, his seat shall remain vacant until the next ordinary meeting of *Congress*.
- (c) The *Executive Board* has the right to end the mandate of any of its members who has been absent without valid reason for two (2) consecutive meetings. In such event, that member's seat shall remain vacant until the next ordinary meeting of *Congress*.

7.4. Meetings of the *Executive Board*

- (a) The *Executive Board* shall meet in person at least three (3) times each calendar year on such dates and at such times and places as the President decides. Notice of such meetings must be issued at least thirty (30) days before they are held. Where urgent action is required between such meetings, the President may convene an emergency meeting at short notice, to be attended by members in person or by telephone, and/or may ask for votes on urgent business to be cast by electronic communication.
- (b) The quorum at a meeting of the *Executive Board* (and for any resolution on urgent business that is cast by electronic communication) shall be one half (1/2) of the total membership of the *Executive Board*. If such quorum is not reached, the President may convene another meeting of the *Executive Board* with the same agenda within thirty (30) days. Such meeting will be validly convened even if no quorum is then reached.

7.5. Decision-making

- (a) The *Executive Board* shall make decisions by voting on resolutions put to it at a meeting convened (or an urgent resolution circulated by electronic communication) in accordance with

Article 7.4. Such decisions shall come into effect immediately, unless the *Executive Board* decides otherwise.

- (b) Each member of the *Executive Board* present at the meeting shall be entitled to one (1) vote on each resolution. The resolution shall be considered passed by the *Executive Board* if it receives the requisite majority of votes in favour (disregarding any abstentions), as follows:
 - (i) Approval of *Regulations* and any amendments, additions or alterations to them requires the support of a *Special Majority*.
 - (ii) Suspension of a *Member* requires the support of a *Special Majority*.
 - (iii) Unless otherwise specified in these *Statutes* or agreed by the *Executive Board*, other resolutions require a *Simple Majority*.

ARTICLE 8 – THE PRESIDENT AND THE CEO

8.1. The President

- (a) The President is the principal elected officer of the *FIH*, and represents it in all official functions. He is responsible for ensuring the integrity of the governance processes followed by *Congress* and the *Executive Board*. Unless otherwise agreed, he chairs all meetings of *Congress* and of the *Executive Board*. In either case, in the event of a tie in voting, the President shall not have a casting vote.
- (b) The President may take any urgent action or decision within the powers of the *Executive Board* when circumstances prevent the *Executive Board* taking such action or decision sufficiently quickly. Such action or decision must be consistent with the agreed policies of the *Executive Board* and must be submitted promptly for ratification by the *Executive Board*.
- (c) The President may delegate his duties as he deems appropriate.

8.2. The CEO

- (a) The *Executive Board* may appoint a *CEO* on such terms and conditions as to remuneration, period of employment (and termination thereof) and duties as the *Executive Board* deems fit.
- (b) The *CEO* shall be a member of the *Executive Board*. He shall be responsible for managing the staff and the day-to-day operations of the *FIH*, for administering its affairs, and for implementing the decisions and policies of *Congress* and the *Executive Board*.

8.3. Official statements and acts

- (a) All official announcements, statements and correspondence (in all forms) on behalf of the *FIH* may only be made by the President, the *CEO* or any other person duly authorised by them.
- (b) Only the President and/or the *CEO* (or another person holding the written mandate of the President) has authority to enter into contracts or make legally binding commitments on behalf of the *FIH*.

8.4. Indemnity

Every member of the *Executive Board*, every member of a committee or working group, the *Disciplinary Commissioner*, every member of the *Judicial Commission*, every person appointed by the *FIH* to perform a special assignment, the *CEO* and every employee, every official and every officer of the *FIH* shall be indemnified by the *FIH* in respect of any claim (whether civil or criminal) that is made against him and/or any liability that he incurs as a result of his office or the exercise of his powers or the execution of his duties, whether or not judgment is given in his favour or he is acquitted, provided that he has acted at all times in good faith.

ARTICLE 9 – SAVINGS CLAUSE

- 9.1. The *Executive Board* shall have the final decision on any matter not provided for in these *Statutes* or in *Regulations*, or in cases of force majeure.
- 9.2. If any provision of these *Statutes* is determined to be unlawful or unenforceable for any reason, the remainder of these *Statutes* will remain intact and enforceable.
- 9.3. Departures from the requirements of these *Statutes* (including but not limited to departures from procedural requirements) may be cured by *Congress* at its next meeting by ratifying the act(s) and/or decision(s) in issue.

ARTICLE 10 – DISSOLUTION

- 10.1. The *FIH* may only be dissolved at a meeting of *Congress* convened for the purpose and by a resolution supported by a *Special Majority*.
- 10.2. If the *FIH* is dissolved, all debts and liabilities legally incurred on behalf of the *FIH* shall be fully discharged and its remaining assets, if any, shall be donated to the Foundation for the Promotion and the Development of *Hockey* or a similar body established for the promotion and development of *Hockey*.

ARTICLE 11 – DISPUTE RESOLUTION

11.1. Disciplinary Commissioner

- (a) The *Executive Board* shall appoint from time to time a *Disciplinary Commissioner*, who shall be independent of the *FIH*, and shall hold office for four (4) years. During that term, he may be removed from office only by a resolution of *Congress* passed by an *Absolute Majority*.
- (b) Except when the *Statutes* or *Regulations* vest such jurisdiction in another body or person, the *Disciplinary Commissioner* is vested with the full power and exclusive authority to investigate, consider and determine the following matters referred to him by the *CEO*:
- (i) allegations of acts of misconduct on or off the field of play at an *International Event* which have not been dealt with by the Tournament Director or the Jury of Appeal for the *International Event*;
 - (ii) allegations of other breach(es) of *Regulations* (whether by an *Athlete*, or a *Member*, or otherwise); and
 - (iii) any other matters referred to him by the *CEO*;

and the *Disciplinary Commissioner* shall also have jurisdiction to resolve any challenge to a refusal by the *CEO* to refer a matter to him.

- (c) The *Executive Board* may issue regulations setting out the procedures to be followed in matters referred to the *Disciplinary Commissioner*, or else the *Disciplinary Commissioner* shall determine the procedures to be followed in such matters. In either case, such procedures (i) are subject to any overriding provisions in the *Regulations* alleged to have been breached (where applicable); and (ii) must respect the parties' rights to a fair and impartial hearing.

- (d) The *Disciplinary Commissioner* shall act at all times independently and impartially in the exercise of his judicial functions. In doping or corruption matters (or complex matters arising under other *Regulations*), he may if he deems it appropriate co-opt two other independent and impartial persons to consider and determine the matter with him. He shall have power, to be exercised as appropriate in the circumstances of the matter in hand:
- (i) to impose the sanctions or other consequences specified in the *Regulations* alleged to have been breached for proven breaches thereof, or (if none are so specified) to impose such sanctions as he sees fit; and/or
 - (ii) to order a party to pay some or all of (A) the costs and expenses of the proceedings before the *Disciplinary Commissioner*; and/or (B) the costs incurred by any other party or parties to the matter permitted by the *Disciplinary Commissioner* to participate, provided always that the *FIH* shall not be ordered to pay the costs incurred by a party in defending a matter raised by the *FIH* unless it is found that the *FIH* raised the matter frivolously or in bad faith.
- (e) Save where the *Statutes* or the *Regulations* alleged to have been breached provide otherwise, decisions of the *Disciplinary Commissioner* may be appealed to the *Judicial Commission* in accordance with Article 11.2(b)(i) of these *Statutes*.

11.2. Judicial Commission

- (a) Composition:
- (i) The *Judicial Commission* (or “*JC*”) consists of (A) a President, appointed by *Congress* on the proposal of the *Executive Board*; and (B) nine (9) or more further members (two of whom shall be designated as Deputy President) appointed by the *Executive Board* following consultation with the *JC* President.
 - (ii) The members of the *JC* shall be independent of the *FIH*. They shall hold office for four (4) years. During that term, they may only be removed from office by a resolution of *Congress* passed by an *Absolute Majority*.
 - (iii) Any casual vacancy (including in the office of *JC* President) shall be filled by the *Executive Board*, provided however that the appointment of a replacement *JC* President shall be subject to ratification by *Congress* at its next ordinary meeting.
- (b) The *JC* is vested with the full power and exclusive authority to hear and determine:
- (i) As an appeal body:
 - A. appeals properly brought against any decision of the *Disciplinary Commissioner* (save where the *Statutes* or *Regulations* alleged to have been breached provide otherwise, e.g., where they provide for an appeal straight to the *CAS*);
 - B. appeals properly brought against decisions of other bodies or persons, where the *Statutes* or *Regulations* at issue provide for such appeal to the *JC*; or
 - C. appeals properly brought pursuant to rights of appeal to the *JC* set out in the statutes or regulations of a *Continental Federation*;

PROVIDED ALWAYS THAT upon filing the notice of appeal with the *JC* President (c/o the *CEO*), the appellant must pay a fee of 2,000 Swiss francs, without which the appeal shall not proceed. The *FIH* shall in any event keep this fee, and the *JC* shall take it into account when making any costs order.

- (ii) As a first instance tribunal, any complaint:
 - A. relating to a dispute between the *FIH* and one or more *CF* and/or *Members* arising under these *Statutes* or pursuant to a decision of the *FIH* or a contract between them or otherwise;
 - B. relating to a dispute between two or more *CFs* or *Members*;
 - C. of any kind brought against the *FIH* by (1) any *Athlete* or other person or body that is subject to the jurisdiction of the *FIH*; or (2) any *Athlete* or other person or body that is subject to the jurisdiction of a *Member*; or (3) any third party that agrees to submit to the jurisdiction of the *Judicial Commission*;

PROVIDED, IN EACH CASE, THAT the dispute or claim that is the subject of the complaint to the *Judicial Commission* is not subject to the exclusive jurisdiction of the *Disciplinary Commissioner* in accordance with Article 11.1 of these *Statutes* or the exclusive jurisdiction of the *CAS* in accordance with Article 11.3 of these *Statutes*; and

- (iii) All other matters referred to it by *Congress* or the *Executive Board* for determination.
- (c) When a matter comes before the *JC*, the President of the *JC* (or one of the Deputy Presidents if the President is unavailable or is conflicted) shall appoint one or three members of the *JC* (as he sees fit, depending on the nature of the matter), one of whom may be himself, to sit as the *JC Panel* hearing that case, and shall designate one of those members to chair that *JC Panel*. In each case, all of the members of the *JC Panel* so appointed shall act independently and impartially in the exercise of their judicial functions.
- (d) The *Executive Board* may issue regulations governing the procedures to be followed in matters coming before the *JC*, or else the *JC Panel* appointed in a particular matter shall determine the procedures to be followed in that matter. In either case, such procedures must respect the parties' rights to a fair and impartial hearing.
- (e) The *JC Panel* shall have power, to be exercised as appropriate in the circumstances of the matter in hand:
 - (i) when sitting as an appeal body, to confirm or to vacate the decision being appealed, in whole or in part. For the avoidance of doubt, the *JC Panel* may impose greater sanctions or other consequences than those imposed at first instance, provided that they are consistent with the *Regulations* alleged to have been breached;
 - (ii) when sitting as a first instance tribunal, to order monetary, injunctive and/or declaratory relief; and/or
 - (iii) in any case, to order a party to pay some or all of (A) the costs and expenses of convening the *JC Panel*; and/or (B) the costs incurred by the other party or parties to the matter.

11.3. Appeals to the CAS

- (a) There is no internal appeal from any decision of the *JC*, and there is no internal or external appeal from any decision of the *JC* sitting as an appeal body.
- (b) The following decisions:
 - (i) any final decision of the *Disciplinary Commissioner* or other body made pursuant to these *Statutes* or *Regulations* that provide for an appeal from that decision directly to the *CAS*; and
 - (ii) any final decision of the *JC* sitting as a first instance tribunal;

may be appealed solely and exclusively to the *CAS*, which will resolve the dispute definitively in accordance with its Code of Sports-Related Arbitration.

- (c) To be valid, the appeal must be filed with the CAS in writing within twenty-one days (21) days of the party's receipt of the decision in question.
- (d) Pending resolution of the appeal by the CAS, the decision being appealed shall remain in force unless the CAS orders otherwise.
- (e) The appeal shall take place in private at the CAS offices in Lausanne before a panel of three (3) CAS arbitrators. The appeal proceedings shall be conducted in English and unless otherwise agreed Swiss law shall apply.
- (f) Decisions of the CAS on the appeal may not be challenged in any forum or on any grounds except as set out in Chapter 12 of Switzerland's Federal Code on Private International Law.

11.4. Time-limit for challenge

Save where expressly provided to the contrary in these *Statutes* or by applicable law, no complaint, claim or challenge of any kind may be commenced before the *Judicial Commission* or any other body based on any alleged act or omission of the *FIH* or of any constituent body, official, employee or representative of *FIH* more than thirty (30) days after the aggrieved party acquires actual or constructive knowledge of such act or omission. Any complaint or challenge brought after this deadline shall be summarily dismissed.

ARTICLE 12 – DEFINITIONS AND INTERPRETATION

12.1. In these *Statutes*, the following words and expressions have the meanings set out opposite them:

<i>Absolute Majority</i>	More than ½ of those present in the room at the time of the vote and entitled to vote.
<i>Athlete</i>	Any natural person competing in a <i>Hockey</i> event sanctioned by the <i>FIH</i> , a <i>CF</i> and/or a <i>Member</i> .
<i>CAS</i>	The Court of Arbitration for Sport in Lausanne, Switzerland.
<i>CEO</i>	The Chief Executive Officer of the <i>FIH</i> referred to in Article 8.2 of these <i>Statutes</i> .
<i>Congress</i>	The <i>Congress</i> of the <i>FIH</i> referred to in Article 6 of these <i>Statutes</i> .
<i>Continental Federation / CF</i>	A continental federation established in accordance with Article 5 of these <i>Statutes</i> .
<i>Country</i>	The whole <i>Country</i> , state, territory or part of a territory under the jurisdiction of an <i>NA</i> , as recognised by the <i>FIH</i> in its absolute discretion. Where the <i>NA</i> is a <i>Member</i> of an <i>NOC</i> recognised by the <i>IOC</i> , such <i>Country</i> , state, territory or part of a territory of the <i>NA</i> shall be identical to the <i>Country</i> , state, territory or part of a territory of the <i>NOC</i> (save in special situations acknowledged by the <i>FIH</i> , e.g. in the case of the <i>NAs</i> responsible for the different <i>Countries</i> within Great Britain).
<i>Disciplinary Commissioner</i>	The <i>Disciplinary Commissioner</i> appointed in accordance with Article 11.1 of these <i>Statutes</i> .
<i>Executive Board</i>	The <i>Executive Board</i> of the <i>FIH</i> referred to in Article 7 of these <i>Statutes</i> .
<i>Federation / FIH</i>	The International Hockey Federation.
<i>Hockey</i>	The game of <i>Hockey</i> , including both field and indoor <i>Hockey</i> and other derivatives of the game as decided from time to time by the <i>Executive Board</i> .

<i>International Event</i>	A duly-sanctioned match or event contested by national representative teams.
<i>IOC</i>	The International Olympic Committee.
<i>Judicial Commission / JC</i>	The commission established under Article 9 of these <i>Statutes</i> .
<i>Member</i>	A <i>National Association</i> that has been admitted as a <i>Member</i> of the <i>FIH</i> in accordance with Article 2 of these <i>Statutes</i> .
<i>National Association / NA</i>	A national governing body of <i>Hockey</i> .
<i>NOC</i>	The National Olympic Committee of a <i>Country</i> , as recognised by the <i>IOC</i> .
<i>President</i>	The President of the <i>FIH</i> referred to in Article 8.1 of these <i>Statutes</i> .
<i>Regulations</i>	Any codes, rules or regulations made by or on behalf of the <i>FIH</i> in accordance with these <i>Statutes</i> , including all amendments thereto and re-enactments thereof.
<i>Simple Majority</i>	More than ½ of the votes validly cast.
<i>Special Majority</i>	More than ¾ of those present in the room at the time of the vote and entitled to vote.
<i>Statutes</i>	These <i>Statutes</i> of the <i>FIH</i> .

- 12.2.** These *Statutes* shall be interpreted and applied in the manner most consistent with the purposes of the *FIH* set out at Article 1.3 of these *Statutes*.
- 12.3.** In the case of conflict between these *Statutes* and any *Regulations* or any document issued by the *FIH* or a *CF* or a *Member*, these *Statutes* shall prevail. In case of differences of interpretation between the official English text of a document and the official French text of that document, the English text shall prevail.
- 12.4.** For convenience and clarity in these *Statutes*, the masculine gender is used and shall be interpreted to include the feminine gender as appropriate. Words importing the singular shall include the plural and vice versa.