

INTERNATIONAL
HOCKEY
FEDERATION

STATUTES
and
BYE-LAWS



INTERNATIONAL HOCKEY FEDERATION
STATUTES
UPDATED 13 NOVEMBER, 2010

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ARTICLE 1 NAME

The Federation shall be called the “International Hockey Federation (“FIH”)”.

ARTICLE 2 OFFICIAL SEAT

The official seat of the FIH is Lausanne, Switzerland.

ARTICLE 3 INTERPRETATION

3.1 In these Statutes, the Bye-Laws and the Rules and Regulations, unless the context otherwise requires, the following words and expressions have the meanings set out opposite:

Athlete	Any player who takes part in any event approved and/or controlled by the FIH and/or a CF.
Bye-Laws	The Bye-Laws of the FIH made in accordance with the provisions of these Statutes and includes all amendments, alterations and re-enactments.
CAS	The Court of Arbitration for Sport in Lausanne, Switzerland.
CEO	The Chief Executive Officer appointed by the Executive Board under Article 10.
Congress	The Congress of the FIH referred to in Article 8.
Continental Federation and CF	A hockey federation of a continent named in Article 7.9.
Country	The whole country, state, territory or part of a territory as recognized by the FIH in its absolute discretion to be the zone of judicial control of a NA and identical to that of the NOC of the country as recognized by the IOC in so far as a NOC exists.
Judicial Commission	The commission established under Article 14.
Event	A hockey match, tournament or competition approved and/or controlled by the FIH and/or a CF.
Executive Board	The Executive Board established under Article 9.
The Federation and FIH	The International Hockey Federation hereby constituted.
Hockey	The game of hockey including both field and indoor hockey.
Honorary Secretary General	Any person appointed under Article 9.2(v).
IOC	The International Olympic Committee.
Member	A National Association accepted as a member of the FIH and, subject to Article 6.1(c), includes an Adherent Member.
NA	A National Association or Federation of a country which is the recognized central authority responsible for all matters relating to the administration, organisation and playing of Hockey in that country and recognized as such by its respective NOC.
NOC	The National Olympic Committee of a country as recognized by the IOC.
Proper Law	The proper law of the FIH is Swiss Law.
Simple Majority	Majority of votes cast.
Absolute Majority	More than 1/2 of those present and entitled to vote.
Special Majority	More than 3/4 of those present and entitled to vote.
Rules and Regulations	Any rules or regulations made in accordance with these Statutes and includes all amendments, alterations and re-enactments thereof.

3.2 These Statutes shall be written in both the French and English languages. In the event of any differences of interpretation, the English text shall prevail.

3.3 For convenience and clarity the masculine gender is used and shall be interpreted to include the feminine gender as appropriate.

3.4 Words importing the singular shall include the plural and vice versa.

See Bye-Law to Article 3

ARTICLE 4 OBJECTS

The objects of the FIH are to:

- 4.1 Encourage, promote, develop and control hockey at all levels throughout the world;
- 4.2 Support and maintain the ideals and objects of the Olympic movement and in particular the fight against doping;

See Bye-Law to Article 4.2

- 4.3 Exercise jurisdiction over and to determine disputes or disagreements between Members, between CFs, between Members and CFs, between Athletes and FIH and between Athletes and a CF;
- 4.4 Establish and maintain an efficient administration;
- 4.5 Preserve the independence of the FIH in all matters directly or indirectly concerning Hockey without the intervention of any outside authority; and
- 4.6 Conduct itself and take such administrative, financial or other actions as are necessary and in conformity with and in furtherance of its objects.

ARTICLE 5 POWERS

In furtherance of its objects the FIH may:

- 5.1 Establish rules for Hockey and enforce them uniformly for all Events throughout the world;
- 5.2 Define the rules governing eligibility for the game of hockey to be observed by all Members;

See Bye-Law to Article 5.2

- 5.3 Raise funds for the activities of the FIH by all available means including from fees, levies and subscriptions, royalties, sponsorships and the licensing or assignment of commercial and other rights;
- 5.4 Establish rules and/or regulations for the conduct of Events under the jurisdiction of the FIH;

See Bye-Law to Article 5.4

- 5.5 Establish rules and/or regulations for the resolution of disputes, disagreements or misconduct with respect to the affairs of the FIH and the game of Hockey and impose sanctions;

See Bye-Law to Article 5.5

- 5.6 Establish Anti-Doping Regulations and the procedures for their implementation.
- 5.7 Employ and pay and terminate the employment of any person or persons to supervise, organise and carry out the work of the FIH;
- 5.8 Purchase, take on lease or in exchange or otherwise acquire any property or other rights and privileges necessary for the promotion of its objects and construct, maintain and alter any buildings or premises necessary for the work of the FIH;
- 5.9 Sell, let, mortgage, dispose of or turn to account all or any of the property or assets of the FIH;
- 5.10 Invest the funds of the FIH not immediately required in or on such investments, securities or property as may be thought fit by the Executive Board subject to any conditions as may for the time being be imposed by the Executive Board or required by law; and
- 5.11 Take such lawful action as is necessary or desirable for the attainment of the objects of the FIH.

6.1 Requirements for Membership

- (a) An NA of a country may be or remain affiliated to the FIH only if it governs Hockey for both men and women in that country.
- (b) The activities of the Members of the FIH shall be solely and exclusively concerned with the Hockey in their own country but the Executive Board may make special and temporary allowance in this regard in respect of new small NAs.
- (c) In the case of a country where the creation of a NA is currently impractical the FIH may admit an organisation of that country as an Adherent Member. Adherent Members have no voting rights but in all other respects shall be regarded as Members.
- (d) Every Member must declare:
 - (i) Its opposition to any discrimination on the grounds of race, gender, politics, religion or creed; and
 - (ii) That it has the exclusive right to govern Hockey in its own country.
- (e) NAs fulfilling the criteria for membership of the FIH may be provisionally admitted by the Executive Board and formally admitted by the first Congress following application for membership.
- (f) Membership of the FIH is conditional upon the applicant for membership being accepted as a member of the respective CF.

6.2 Statutes Binding on Members

The Statutes, Bye-laws, Rules, Regulations and decisions of the FIH, the Executive Board and any duly appointed Committees of the FIH are binding upon all Members.

6.3 Application for Membership

Applications for membership must be made to the Hon. Secretary General and must be accompanied by following for consideration of membership:

- (a) The constitution of the NA;
- (b) The names and addresses of its officers;
- (c) The number of its individual members, a member being any person whatever gender or age who is affiliated to the NA;
- (d) An attestation, endorsement, and confirmation by its NOC that the NA has been accepted as a member of the NOC and is the central authority responsible for all matters relating to Hockey in the country concerned. If a NOC has not yet been formed in the country, or if formed but not yet recognized by the IOC, the endorsement shall be given by the highest national authority in sport. An NA automatically ceases to be a member of the FIH if it ceases to be a member of its NOC;
- (e) A declaration that they are opposed to any discrimination on the grounds of race, sex, politics, religion or creed;
- (f) A copy of its anti-doping regulations which must be compliant with the FIH Anti-Doping Regulations and with the World Anti-Doping Code.
- (g) A declaration that it has applied for membership of the relevant CF;

- (h) A financial document (audited annual accounts) indicating that the NA is solvent; and
- (i) A written guarantee to adhere to and abide by the Statutes, Bye Laws, Rules and Regulations including Article 13 regarding the jurisdiction of the FIH.

6.4 Subscriptions

- (a) Members shall pay such subscriptions as are decided by the Congress.
- (b) Without prejudice to Article 6.5(b) any NA whose subscription or any other money due and owing to the FIH is outstanding and unpaid shall not be entitled to take part in the Congress.

See Bye-Law to Article 6.4

6.5 Suspension/Expulsion

- (a) Upon the proposal of the Executive Board, the Congress may suspend or expel any NA owing more than two annual subscriptions. Any NA which has been expelled and which is readmitted to membership must pay all arrears up to the date of expulsion.
- (b) Unless it settles its outstanding debts at least three (3) months beforehand, no team representing that Member may participate in any Event without the approval of the Executive Board.
- (c) The Executive Board may at any time by resolution of which proper notice has been given and by a Special Majority suspend a Member for conduct which is inconsistent with its responsibilities as a Member subject to such suspension being ratified by a Special Majority of the Members voting at the next Congress, which may also decide to expel the Member. The Member shall be given the opportunity to be heard by the Congress.
- (d) When a NOC is suspended by the IOC, the FIH undertakes on a request by the IOC to suspend its corresponding NA and to forbid all other NAs from having any contact with the suspended NA.
- (e) When the running or the composition of a NA is arbitrarily modified by the decision of a body from outside the Olympic Movement this NA may be suspended from the FIH which in turn may request the IOC to suspend the corresponding NOC.
- (f) The suspension from the FIH referred to in paragraphs (d) and (e) shall be decided by the Executive Board subject to ratification by the next Congress.
- (g) Expulsion, withdrawal or suspension of any Member from the FIH will mean simultaneous expulsion, withdrawal or suspension from the corresponding CF and vice versa.

6.6 Withdrawal

Any Member may withdraw from the FIH at the end of any calendar year provided it has given at least six (6) months' notice in writing to the FIH and settles all outstanding dues, fees, levies and other monies payable to the FIH.

6.7 Transfer

- (a) Membership is not transferable.
- (b) If a Member ceases to be qualified to remain a member or is dissolved, ceases to exist or suspends operations and another body is created or comes into existence in place of that Member which satisfies the provisions of Articles 6.1 and 6.3, that other body may make application to become a Member.
- (c) On receipt of an application under paragraph (b), the Hon. Secretary General must notify the Member of the application and if the Member disputes the validity of such application it may by

- notice given to the Federation within forty-five (45) days of receiving such notification appeal to the JC against the granting of the application.
- (d) Subject to any appeal under paragraph (c), the Executive Board may provisionally admit the applicant to membership in place of the Member and the applicant may be formally admitted to membership by the first Congress following the application for membership.
 - (e) There shall be no right of appeal to CAS from any decision of the JC, Executive Board or Congress in relation to any application under this clause.

6.8 Rights of Provisional Members

Provisional Members are entitled to all the benefits of membership and must fulfil all obligations of a Member. Provisional Members may attend and speak but not vote at any Congress.

6.9 Register of Members

- (a) The CEO must maintain a register of members recording the names of all members of the FIH together with such other details as the Executive Board or Congress may require from time to time.
- (b) The CEO must make the Register of Members available for inspection on request by any Member and by any member of the Executive Board.

ARTICLE 7 CONTINENTAL FEDERATIONS (“CF”)

- 7.1 CFs may only be established pursuant to statutes approved by the FIH. The statutes of each CF are not required to be identical. A CF may only change its statutes with the approval of the Executive Board of the FIH.
- 7.2 Each CF derives its authority from the FIH.
- 7.3 The Statutes, Bye-Laws, Rules & Regulations and decisions of the FIH and its Executive Board are binding on the CFs.
- 7.4 The jurisdiction of each CF is confined to the geographical area (Continent) as recognised by the Association of NOCs.
- 7.5 Subject to the Statutes, Bye-Laws, Rules and Regulations of the FIH, in their respective Continents each CF is responsible for:
 - (a) the administration, promotion and development of Hockey for men and women; and
 - (b) the organisation of tournaments, events and matches.
- 7.6 Subject to the prior approval of the Executive Board of the FIH, CFs may make and change bye-laws, rules and regulations for the organisation and conduct of their activities.
- 7.7 CFs may raise funds by way of:
 - (a) levies from their members by way of subscriptions and fees;
 - (b) fees for tournaments, competitions and matches under their jurisdiction; and
 - (c) subject to Article 12.2, exploitation of commercial and other rights.
- 7.8 Only NAs that are members of the FIH and are located within the Continent of the CF are eligible for membership of a CF.

- 7.9 FIH recognises the following CFs:
- African Hockey Federation.
 - Asian Hockey Federation.
 - European Hockey Federation.
 - Oceania Hockey Federation.
 - Pan American Hockey Federation.

See Bye-Law to Article 7

ARTICLE 8 CONGRESS

- 8.1 The Congress is the ultimate authority governing the conduct of the FIH.
- 8.2 Ordinary meetings of the Congress shall be held once in every two (2) years. The Congress shall be held in Lausanne, unless otherwise decided by the Executive Board, at a place and on a date determined by the Executive Board not less than six (6) months in advance.
- 8.3 Extraordinary meetings of the Congress shall be held in Lausanne, unless otherwise decided by the Executive Board:-
- (a) when requested by a decision of the Executive Board;
 - (b) within three (3) months of the receipt by the FIH of a requisition by not less than ten (10) Members;
 - (c) on the request of the President; or
 - (d) within three (3) months of the death, resignation or permanent incapacity of the President.
- 8.4 Not less than two (2) months' notice shall be given to convene a meeting of the Congress and such notice shall specify the place, day and time of the meeting and the nature of the business to be transacted at such meeting.
- 8.5 The Congress shall be composed of:
- (a) Up to three (3) delegates from each NA, one of whom shall be the Head of the delegation to be named at the opening of the meeting. The Head of the delegation must be a citizen of the country of the NA he represents. A delegate may speak either in French or English.
 - (b) Members of the Executive Board who may attend in their own right but with no voting rights.
 - (c) The President or in his absence another duly appointed office bearer of each CF who may attend and speak but may not move or second motions or vote.
 - (d) Non-accredited persons may attend Congress at the discretion of the President.
- 8.6 The business of an Ordinary Congress shall be:-
- (a) Verification of credentials.
 - (b) President's address.
 - (c) General Report.
 - (d) Financial Report.
 - (e) Auditor's Report.
 - (f) Approval of the accounts and discharge of the Executive Board.
 - (g) Report of the President of the Judicial Commission.
 - (h) Consideration of applications for membership.
 - (i) Consideration of proposals of suspensions/expulsions/dissolutions.
 - (j) Proposals for alteration of the Statutes.
 - (k) Election of the President

- (l) Election of ordinary Members of the Executive Board.
- (m) Advice from the Executive Board of the appointment of the Chair of the Athletes Committee
- (n) Subscriptions.
- (o) Appointment of Auditor.
- (p) Appointment of the President of the Judicial Commission – see Article 14.1(a)(i).
- (q) Consideration and updating of the Strategic Plan.
- (r) Any other items of which proper notice has been given by the Executive Board.

The order of business may be changed by the Chair of the Congress either before or during the Congress.

8.7 The President shall preside over all meetings of Congress but he may request the meeting to appoint a Chairman in his place. In the absence of the President, the Hon. Secretary General shall open the Congress and request the delegates to appoint another member of the Executive Board (other than the CEO) to take the Chair.

8.8 The quorum at a meeting of the Congress shall be one third (1/3) of the total membership of the FIH.

8.9 Each NA shall be entitled to one (1) vote. Votes shall be registered by the Head of the delegation who may only vote on behalf of one (1) NA.

8.10 **Voting**

Voting at Congress shall be dealt with as follows:

- (a) Alterations to the Statutes require a Special Majority.
- (b) Election of the President and ordinary members of the Executive Board requires an Absolute Majority.
- (c) Other decisions of Congress require a Simple Majority.
- (d) Any proposal receiving an equal number of votes shall be deemed to have failed.

8.11 **Elections**

Elections at Congress shall be dealt with as follows, subject to compliance with Article 9.2(e):

- (a) A President.
- (b) Ordinary members of the Executive Board.

Each candidate is entitled to a one minute presentation. A summary/CV of each candidate seeking election shall be circulated to all delegates by the FIH if this is received in time.

8.12 **Balloting**

- (a) On the first ballot, each affiliated NA shall cast a vote for each vacancy and the candidate(s) who receive an Absolute Majority shall be elected.
- (b) If any vacancy still remains there shall be a second and subsequent ballots until all vacancies have been filled and in each such ballot the number of remaining candidates shall be reduced (if necessary) by removing those candidates receiving the least number of votes so that there are no more than twice the number of candidates as there are remaining vacancies.

ARTICLE 9 EXECUTIVE BOARD

9.1 Authority

- (a) The Executive Board shall be responsible for directing the policy management and activities of the FIH and for ensuring the proper performance and observance of the objects of the Federation and its Statutes, Bye-Laws, Rules, Regulations and decisions.
- (b) The Executive Board shall subject to the directions of the Congress have full power and authority to manage the affairs of the FIH and exercise all its powers including the power to employ such persons and engage such agents as may be necessary for the performance of its duties. In general, all matters not otherwise reserved to another body by these Statutes shall be decided by the Executive Board.

9.2 Composition

- (a) The Executive Board shall consist of:
 - (i) A President;
 - (ii) 8 Ordinary members;
 - (iii) An Athletes Representative who must be appointed by the Executive Board prior to the Ordinary Congress;
 - (iv) The Presidents of the Continental Federations;
 - (v) An Honorary Secretary General appointed by the Executive Board at its first meeting after Congress, subject to paragraph (j); and
 - (vi) The CEO.

See Bye-Law to Article 9.2(a)(iv)

- (b) The President shall preside over all meetings of the Executive Board but he may request the meeting to appoint a Chairman in his place. In the absence of the President, the Hon. Secretary General shall open the meeting and request the delegates to appoint another member of the Executive Board (other than the CEO) to take the Chair.
- (c) All members of the Executive Board (except for the Presidents of the CFs) shall hold office in their personal capacity and not as representatives of any NA or any other organisation.
- (d) Candidates for election (or re-election as the case may be) as the President or as an Ordinary member of the Executive Board must be nominated by their own NA and must be a citizen of that country.
- (e) Candidatures must reach the CEO not later than ten (10) weeks before the date fixed for the ordinary meeting of the Congress.
- (f) Of the President, the Athletes Representative, the ordinary members and the Hon. Secretary General, at least four (4) must be female and at least four (4) must be male.
- (g) The President holds office for a term of four (4) years expiring at the closure of the Ordinary Congress at which the position falls vacant for election.
- (h) 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 closure of the Ordinary Congress at which their position falls vacant for election.

- (i) The President and Ordinary members of the Executive Board are eligible for re-election at the end of any term of office but:
 - i. may not hold office for more than twelve (12) consecutive years; and
 - ii. is not eligible for election if he has reached the age of seventy (70) years as at the date of the Ordinary Congress at which he stands for election or will reach that age within six (6) months thereafter.
- (j) The Athletes' Representative (and any person appointed to replace him) holds office for a term of two (2) years expiring at the closure of the Ordinary Congress at which the position falls vacant.
- (k) The appointment of the Hon. Secretary General is for a maximum term of two (2) years.
- (l) The CEO is a member of the Executive Board with full voting rights.

9.3 Duties and Powers

- (a) The primary duties of the Executive Board are:
 - (i) Manage, control and direct the affairs of the FIH.
 - (ii) Manage the activities of the CEO.
 - (iii) Receive reports from the CFs.
 - (iv) Consider applications for membership.
 - (v) Ratify the Statutes of the CFs.
 - (vi) Give authority to the CFs.
 - (vii) Recognise suspensions and disqualifications of clubs or individuals declared by NAs and ensure that such suspensions and disqualifications are recognized by all affiliated NAs.
 - (viii) Resolve any disputes as between the NAs as referred to it by one or both parties to the dispute and such decision of the Executive Board shall be final and binding upon the parties.
 - (ix) Notify NAs of any decisions and penalties imposed by Congress or Executive Board.
 - (x) Ensure receipt of information by NAs of all FIH business.
- (b) The Executive Board may make amend rescind and replace Bye-Laws, Rules and Regulations inter alia on the following matters:
 - (i) The sport of hockey, including Anti-Doping Regulations.
 - (ii) Subject to Article 9.5, the procedure for filling casual vacancies on the Executive Board;
 - (iii) The appointment, duties, powers, terms of reference, terms of office and dissolution of Committees
 - (iv) The procedure to be observed at meetings of the Executive Board, its Committees and the Judicial Commission;
 - (v) The accreditation of umpires, coaches, trainers and officials;
 - (vi) The granting of Awards;
 - (vii) The development and good management of CFs;
 - (viii) The system of qualification for the Olympic Games and other competitions under the jurisdiction of the FIH;
 - (ix) The conduct of tournaments, competitions and events; and
 - (xi) Conflicts of interest affecting members of the Executive Board, staff and other officers employed by the Federation.

See Bye-Law to Article 9.3(b)(iv)

- (c) The Congress may refer items to the Executive Board for consideration and report.
- (d) The Executive Board is the sole authority for the granting of titles for international tournaments.

- (e) The Executive Board may honour Members or individuals of the FIH or personalities outside the FIH who have given long and/or outstanding service to the FIH or Hockey by conferring one of the following awards:

President of Honour	Member of Honour
Order of Merit	Diploma of Merit
President's Award	Pablo Negre Trophy (every year)
Renee.G.Frank Super Fair-Play Trophy*	A.F. Lathouwers Memorial Plaqueette*
Theo Ykema Award*	Etienne Glichitch Medal*

*Every two (2) years.

9.4 Meetings

- (a) The quorum at a meeting of the Executive Board shall be one third (1/3) of the total membership of the Executive Board.
- (b) Each member of the Executive Board has one (1) vote.
- (c) Unless otherwise provided, all questions arising at any meeting of the Executive Board shall be decided by a Simple Majority. Any matter or proposal receiving equality of votes shall be deemed to have failed.
- (d) Approval of the Bye-laws, Rules and Regulations and any amendments, additions or alterations to them requires a Special Majority.
- (e) The Executive Board shall meet at least three (3) times in each year at such times and places as the President decides.

9.5 Vacancies

- (a) If the President dies, resigns or becomes permanently incapacitated, the Executive Board shall appoint an Acting President to hold office until an Extraordinary meeting of the Congress which must be held within three (3) months for the purposes of appointing a person to fill the vacancy. The Acting President shall be entitled to all privileges and responsible for all duties of the President.
- (b) Should a vacancy arise through the resignation, death or other cause of an Ordinary member, the seat shall remain vacant until the next Ordinary Congress.
- (c) The Executive Board has the right to end the mandate of any of its members who has been absent for two (2) consecutive meetings without valid reason and in such case the seat shall remain vacant until the next Ordinary Congress.

ARTICLE 10 CHIEF EXECUTIVE OFFICER

The Executive Board may appoint a Chief Executive Officer ("CEO") on such terms and conditions as to remuneration, period of employment and termination thereof and duties as the Executive Board deems fit.

ARTICLE 11 AUDIT OF ACCOUNTS

Each Ordinary Congress must appoint an internationally active auditing firm having a representation in Switzerland to audit the accounts of the FIH for the ensuing two (2) years.

ARTICLE 12 RESOURCES

- 12.1 The FIH shall receive subscriptions in accordance with a scale proposed by the Executive Board and adopted by the Ordinary Congress. The FIH may also receive donations, gifts and bequests.
- 12.2 The FIH is the sole owner of the television and radio rights and of all other commercial rights relating to international events, as defined by the Executive Board. It may, within the framework of its non

commercial purpose, raise other funds by assigning or licensing all or part of such rights as well as by concluding any agreements relating to such rights, especially sponsorship or other similar agreements.

- 12.3 The FIH may also claim payment in respect of rights for organisation, participation, supervision or otherwise of events, seminars, courses or other activities as determined by the Executive Board.

ARTICLE 13 JURISDICTION

13.1 Agreements

Any person dealing with the FIH or participating in its activities including any person who:

- (a) plays or acts as an official of any team in any event organised by or under the jurisdiction of FIH;
- (b) acts as an umpire or tournament official in any event organised by or under the jurisdiction of FIH;
- (c) organises or participates in the organisation of any event approved by the FIH; or
- (d) holds any position whatsoever in the FIH including but not limited to the Executive Board and the Committees;

Thereby acknowledges that:

- (e) the FIH has full jurisdiction and authority over everything concerning Hockey and the playing of Hockey;
- (f) the Statutes, Bye-Laws, Rules and Regulations for the time being in force are legal and binding and agrees to comply with them without reservation;
- (g) the FIH has full jurisdiction, power and authority to take any decisions and apply any sanctions in accordance with the Statutes, Bye-Laws, Rules and Regulations and agrees to be bound by such decisions and sanctions;
- (h) the Court of Arbitration for Sport is the only other body, outside the FIH, having jurisdiction to the exclusion of all other courts or arbitration bodies of any country or organisation whatsoever:
 - (i) to resolve any conflict involving the FIH; and
 - (ii) to rule as an external appeals body on any decision or sanction of any nature whatsoever taken by the JC;
- (i) decisions handed down by the CAS are definitive and not subject to appeal
- (j) they pledge to comply in good faith with all decisions of CAS without seeking to hinder their application; and
- (k) the Proper Law is the applicable law of the FIH.

13.2 Confirmation of Agreements

- (a) Notwithstanding the binding nature of these Statutes and the provisions of Article 13.1, each NA shall undertake appropriate steps to make them binding upon each of its members under its own rules. In addition the FIH may require written agreements in a form to be determined by the Executive Board from time to time from any of the following:
 - (i) any NA or CF;
 - (ii) any player (senior or junior) or any official of any team;
 - (iii) any umpire or other official appointed by or with the authority of the FIH; and

- (iv) any other person or body with whom the FIH has any association.
- (b) In the event that a person or body challenges the provisions of the Statutes, Bye-Laws, Rules, Regulations and decisions, the Executive Board may exclude that person or body from participating in Events as long as the dispute is pending before the competent Jurisdictional Body or by CAS, as the case may be.

ARTICLE 14 JUDICIAL COMMISSION (“JC”)

14.1 Appointment

- (a) The JC is an independent commission of the FIH comprising:
 - (i) A President appointed by the Ordinary Congress on the proposal of the Executive Board; and
 - (ii) An Hon. Secretary and a panel of members appointed by the Executive Board.
- (b) The President, Hon. Secretary and members of the panel of the JC shall hold office for four (4) years.
- (c) Any casual vacancy including a vacancy in the office of the President of the JC must be filled by the Executive Board but in that case only until the next Ordinary Congress.

14.2 Jurisdiction

- (a) Except when the Statutes, Bye-Laws, Rules and Regulations vest jurisdiction in another body or person, the JC is vested with the full power and authority to hear and determine all complaints, protests, claims and disputes in all matters including:
 - (i) breaches of the Statutes, Bye-Laws, Rules or Regulations;
 - (ii) disputes between the FIH and a Member or between the FIH and a third party;
 - (iii) disputes between Members or between a Member and a third party;
 - (iv) breaches of the FIH Anti-Doping Regulations, the Code of Conduct, the Code of Ethics or any other FIH Regulation or Code;
 - (v) acts of misconduct on or off the field of play;
 - (vi) appeals brought pursuant to the Statutes and Bye-Laws of a Continental Federation;
 - (vii) complaints or protests arising out of an event; and
 - (viii) matters referred to it by the Congress or the Executive Board for determination.
- (b) The JC shall also have jurisdiction in respect of appeals against decisions of other bodies or persons that are authorized under the Statutes, Bye-Laws, Rules and Regulations to exercise jurisdiction, unless such appeal is thereby excluded.
- (c) Complaints, protests, claims, disputes and appeals may be brought before the JC by the Congress, the Executive Board, a member, a club, a player, an official, a Continental Federation and any third party who or which agrees to submit to the jurisdiction of the JC.

See Bye-Law to Article 14

ARTICLE 15 SANCTIONS

The JC and any other body authorised under the Statutes, Bye-Laws, Rules and Regulations to hear and determine any complaint, protest, claim, dispute or appeal may impose such sanction or sanctions as are laid down by the Statutes, Bye-Laws, Rules and Regulations or, by default thereof, such sanction or sanctions as it considers appropriate including but not limited to:

- 15.1 Reprimand;
- 15.2 fine (including interest);
- 15.3 disqualification or suspension for such period as it determines appropriate;
- 15.4 compensation;
- 15.5 an order requiring a party to do or refrain from doing any act or thing; and
- 15.6 in its discretion award costs (including payment of fees, charges and expenses).

ARTICLE 16 COURT OF ARBITRATION FOR SPORT (“CAS”)

- 16.1 Any person or body who is or which is subject to a decision of the JC may appeal to the CAS, to the exclusion of any other jurisdiction, whether ordinary or arbitrational, in accordance with the Code of Sports-related Arbitration (appeals arbitration proceedings).
- 16.2 The appeal must be made in writing to the CAS within fourteen (14) days of the notification of the decision in question by the FIH to the person concerned or his NA.
- 16.3 Pending the decision of the CAS, any sanction imposed by the JC (other than a sanction imposed under the FIH Anti-Doping Regulations which shall remain in force) shall be suspended.
- 16.4 A copy of the appeal and of the statements must be given to the FIH at the same time as it is given to the CAS.
- 16.5 The CAS shall apply the Proper law.

ARTICLE 17 PROCEDURAL FAIRNESS

- 17.1 The JC and any other body that is authorised under the Statutes, Bye-Laws, Rules and regulations to exercise jurisdiction must ensure that procedures are fair to all interested parties and uphold those parties' basic rights. In particular they must ensure that:
 - (a) no person who has a conflict of interest participates in a decision-making body;
 - (b) the accused person is informed of the charges against him and the potential sanctions if the charges are upheld;
 - (c) the accused person or body is given access to all relevant material in the possession or under the control of the FIH, is given every reasonable opportunity to defend the charges and to be heard and is given the right to produce evidence and to be accompanied and/or assisted by an advisor; and
 - (d) the Proper Law is applied.
- 17.2 Other than as may be specified in the FIH Anti-Doping Regulations and the World Anti-Doping Code, the burden of proof falls on the party bringing the matter before the JC or other person or body authorised to exercise jurisdiction in the matter
- 17.3 There is no internal appeal from a decision of the JC. Appeal to the CAS is the only recourse available in accordance with Article 16.1.

ARTICLE 18 MODIFICATION

- 18.1 These Statutes may be amended, added to or rescinded by a resolution of the Congress passed by a Special Majority. No such resolution shall be submitted to the Congress unless the prior notice prescribed by the Bye-laws has been given to all NAs.
- 18.2 Any modification of the Statutes must be proposed by a Member or by the Executive Board.
- 18.3 The proposal must reach the CEO not later than three (3) months before the date fixed for the ordinary meeting of the Congress.

- 18.4 The CEO shall communicate any proposal to the Members when summoning the meeting of the Congress.
- 18.5 A proposal may be withdrawn at any time but a withdrawal by a Member must be in writing unless it is made by the Head of the delegation of that Member during the meeting of the Congress.

ARTICLE 19 DISSOLUTION

- 19.1 The FIH may only be dissolved at an Extraordinary meeting of the Congress convened for the purpose and by a resolution supported by a Special Majority.
- 19.2 If dissolved, all debts and liabilities legally incurred on behalf of the FIH shall be fully discharged and the 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 20 INDEMNITY

Every member of the Executive Board, every member of a Committee, sub-Committee or working group, 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:

- 20.1 Shall be indemnified out of the assets of the FIH against any liability arising out of the execution of the duties of his office which is incurred by him in defending any proceedings, whether civil or criminal, provided that in the execution and discharge of his duties he has acted in the ordinary course of his duties, whether or not judgment is given in his favour or he is acquitted; and
- 20.2 Shall not be answerable or accountable for anything done or omitted by any other person.

INTERNATIONAL HOCKEY FEDERATION
BYE-LAWS
UPDATED MARCH, 2011

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ARTICLE 3 INTERPRETATION

1. Correspondence with or by the FIH must be in French or English.
2. No correspondence of any kind will be deemed official or valid if in another language.
3. With the prior approval from the Executive Board and under special circumstances other languages may be used in non-official documents.
4. Notices and other communication required to be given in writing by or to the FIH may be given by any one of the following means:
 - 4.1 Pre-paid mail;
 - 4.2 Facsimile transmission; or
 - 4.3 E-Mail or other form of electronic communication where receipt can be verified.
5. Unless the context otherwise requires, every reference in the Bye-Laws to Committees includes sub-committees and boards (other than the Executive Board).

ARTICLE 4.2 OBJECTS

The FIH undertakes to co-operate with the Organising Committee of the Olympic Games in carrying out the technical organisation of the hockey competition and, as delegated by the IOC, to supervise and control all the technical arrangements in accordance with the Olympic Charter.

ARTICLE 5.2 ELIGIBILITY

- 1. General Principles**
 - 1.1 To be eligible to represent a country in an inter-nations event, a player must be a national of that country.
 - 1.2 Nationality is determined by the holding of a valid passport of the country the player is selected to represent.
 - 1.3 The rules for the eligibility of players to compete in Olympic Games are governed by the IOC Olympic Charter.
 - 1.4 The Executive Board is empowered to recognize suspensions or disqualifications of clubs declared by the NA to which they belong and, if so, to see to it that these decisions are applied by all NAs.
 - 1.5 The Executive Board may authorise NAs to play against non-affiliated associations but only when the non-affiliated association has shown interest in seeking affiliation to the FIH.
 - 1.6 For the avoidance of doubt, this Bye-Law comes into full force with effect on and from 1 July, 2009.
- 2. Junior Players**
 - 2.1 A junior player is any player under twenty-one (21) years of age at the relevant date.
 - 2.2 A junior player who is a national of two or more countries at the same time, may elect to represent only one of them but while a junior he may, with the approval of the Executive Board, elect to represent the other of which the player is a national.
 - 2.3 A junior player who, having represented a country while he is a junior, obtains a second or other nationality may, with the approval of the Executive Board, represent that second or other country.

- 2.4 On a junior player who has represented a country at junior level becoming a senior player, he may make a new choice but, having made that choice and having represented a country at senior level, he cannot then represent another country at senior level for three years from the date he last represented the original country without the prior written approval of the NAs concerned and the Executive Board.
- 2.5 Any junior player who has represented his country at a senior tournament ceases to be a junior player for the purposes of this Bye-Law and his eligibility is governed by the provisions of paragraphs 3 and 4 of this Bye-Law.

3. Senior Players

- 3.1 Senior players are all players selected to represent a country in an FIH tournament other than a junior tournament.
- 3.2 A senior player who is a national of two or more countries at the same time may elect to represent only one of them. Having represented a country at senior level, the player cannot then represent another country (including the other country of which he is a national) for three years from the date he last represented the original country without the prior written approval of the NAs concerned and the Executive Board
- 3.3 A senior player who, having represented a country at senior level, changes nationality or acquires a new nationality, may not represent the new country for three years after the date the he last represented the original country without the written approval of the NAs concerned and the Executive Board. Unless the player elects to represent the new country in accordance with this paragraph the player may continue to represent the original country.
- 3.4 If an associated State, a province or overseas department of a country or a colony, acquires its independence, or if a country becomes incorporated within another country by reason of a change of borders, or if a new NA is recognized by the FIH, a player may continue to represent the country to which he belongs or belonged. However, he may, if he prefers, elect to represent his new country. This choice may only be made once.
- 3.5 In all cases not expressly addressed in the Statutes or Bye-Laws, in particular in those cases in which a player would be in a position to represent a country other than that of which he is a national or to have a choice as to the country which he intends to represent, the Executive Board may take all decisions of a general or individual nature, and in particular issue specific requirements relating to nationality, citizenship, domicile or residence of players, including the length of any waiting period.

4. Players Recognised by More Than One Country

- 4.1 Where the nationality of a player is recognized by more than one country, that player may only represent the country in which the player is a bona fide resident at the date of initial selection.
- 4.2 Where countries share common nationality and common residency within one international border a player will be eligible to represent one of these countries as determined by where:
- he was born; or
 - one of his parents was born; or
 - he is a bona fide resident in the country he wishes to represent.
- 4.3 For the purposes of paragraphs 4.1 and 4.2 of this Bye-Law, bona fide residence means that the player has permanently resided in the country he wishes to represent for a continuous period of 210 days in each of the three (3) years immediately prior to the date of his initial selection.
- 4.4 Where a player has represented one of the countries that recognizes the nationality of that player, that player may not represent any other of the countries that recognize that player's nationality for three years from the date the player last represented the original country without the prior written approval of the NAs concerned and the Executive Board.

- 4.5 The provisions of paragraph 3.2 apply to any player who, having represented a country at senior level, changes nationality or acquires a new nationality, other than a player to which to which paragraph 4.4 would apply .

ARTICLE 5.2 ELIGIBILITY FOR THE OLYMPIC GAMES AND INTERNATIONAL EVENTS

1. General Principles

1.1 All Athletes shall:

- (a) Respect the spirit of fair play and non-violence and behave accordingly on the field of play; and
- (b) Abstain from using substances prohibited by the rules of the IOC and/or the FIH.

1.2 An Athlete may not:

- (a) Have been expelled for life from an International Sports Federation or a National Sports Association.
- (b) Allow his person, name, picture or sports performance to be used for advertising purposes during the Olympic Games, unless permitted by the IOC Executive Board.

2. Prizes

2.1 Organisers of Invitational Events may provide prizes in addition to the medals and trophies approved by the FIH or its official Event representative.

2.2 Application for permission to present prizes in cash or kind must reach the offices of the FIH not less than two (2) weeks before the first day of the event.

2.3 Upon the FIH granting approval for an Invitational Event the host NA must notify the FIH of the total value of any cash prizes and agree to pay to the FIH, by way of an additional fee, 10% of that value, within twenty-eight (28) days of completion of the event. These funds will be utilised by the FIH to develop and promote Hockey throughout the world.

2.4 Prizes in cash can only be given to the NA of the team concerned and all cash should be given in convertible currency.

2.5 Prizes in kind awarded to players should be determined by objective considerations and under no circumstances may prizes be awarded to umpires or officials. No prize or financial remuneration for the performance of a player or team is permitted during the Olympic Games.

3. Penalties

The Executive Board or its appointed disciplinary body or official is fully empowered to take decisions relating to violation of these eligibility rules.

ARTICLE 5.4 SANCTIONED AND UNSANCTIONED EVENTS

A Introduction

1. These regulations have been adopted in recognition of the following fundamental sporting imperatives:

1.1 The governance of the sport of Hockey, like most other sports, is organised in a pyramid structure, with the FIH as the sole and exclusive international governing body, one Continental Federation recognised as the sole and exclusive governing body for each continent, and one National Association recognised and admitted into membership of the FIH as the sole and exclusive national governing body for each country where the sport is played.

- 1.2 This pyramid governance structure is mandatory within the Olympic Movement and is necessary to protect and promote the sport, for a number of reasons. In particular:
- a. The pyramid governance structure is vital to the regulatory integrity of the sport, enabling the FIH, the Continental Federations and the National Associations to ensure the uniform application of rules protecting the sport and its stakeholders throughout the sport, wherever it is played, and to hold all participants accountable under those rules - including anti-doping rules and other rules and regulations designed to protect participants and/or to preserve the integrity of the sport -- in a fair and transparent fashion.
 - b. The pyramid governance structure is also vital to the proper organisation and conduct of the sporting calendar, and to the primacy of national representative competition within that calendar as the showcase for and the main driver of development of the sport. The FIH, the Continental Federations and the National Associations have the right and the responsibility to maintain and control the sporting calendar so as to ensure that events are organised and staged in a coordinated fashion that does not undermine but rather promotes and furthers the development of the sport as a whole.
 - c. In particular, National Associations depend on their National Representative Teams qualifying for the finals of International Events and especially the Olympic Games to drive the popularity of and participation in the sport in their respective territories. The FIH seeks insofar as practicable to avoid fixture clashes so as to ensure that its National Associations have their best Athletes fully available for the preparatory periods spent in the lead-up to those events, and throughout the events themselves. And for the same reasons, the FIH recognises the right of every National Association to require its Athletes to give precedence to national representative competition over other Events.
- 1.3 Unsanctioned Events threaten to undermine these fundamental sporting imperatives:
- a. They are not developed as an integrated and coordinated part of the official sporting calendar, in furtherance of the best interests of the sport as a whole. Instead they cut across that calendar and the imperatives it is designed to protect, including potentially clashing with Sanctioned Events and undermining the primacy of national representative competition within that calendar, and thereby creating potential conflicts between different stakeholders that could be very damaging to the sport.
 - b. They fall outside the jurisdiction of the FIH, the Continental Federations and National Associations, and so the organisers of and participants in Unsanctioned Events are not properly accountable for compliance with the rules and regulations of the sport. This poses a significant risk to the sport, because the public is unlikely to appreciate fully the distinction between Unsanctioned Events and Sanctioned Events, and so if problems occur in Unsanctioned Events the reputation of the entire sport will suffer, and public confidence in the ability of the FIH, the Continental Federations and National Associations to maintain the integrity of the sport will be undermined.
2. In order to further the aforementioned fundamental sporting imperatives, these regulations:
- 2.1 confirm the right of the FIH, the Continental Federations and the National Associations to maintain and control the official sporting calendar of International Events (see clause B.1, below) and Domestic Events (see clause B.2, below);
 - 2.2 confirm the primacy of national representative competition over other types of competition by requiring an Athlete to obtain a No-Objection Certificate from his Home National Association, confirming that it has no objection to his participation in an Event organised or sanctioned by another National Association, as a condition of participation in such Event (see clause C, below); and
 - 2.3 require a National Association:
 - a. not to participate in Unsanctioned Events (see clause D.1.1, below);

- b. to prohibit participation by Athletes and other organisations and individuals under its jurisdiction in Unsanctioned Events (see clause D.1.2, below); and
 - c. not to permit an Athlete from another National Association to participate in an Event that it organises or sanctions unless he has first obtained a No-Objection Certificate from his Home National Association confirming that it has no objection to his participation in such Event (see clause D.2, below).
- 3. These regulations are to be interpreted and applied (including where an issue arises that is not expressly provided for in these regulations) by reference to the need to protect and advance the fundamental sporting imperatives described above. This purposive interpretation and application will take precedence over any strict legal or technical interpretations that may otherwise be proposed.
- 4. These regulations come into force immediately and National Associations must implement them by 31 March 2011 (the Effective Date). The prohibitions will apply to all Events taking place after that date, but they shall not have retrospective effect, and therefore no action will be taken under these regulations or any National Association's implementing regulations against any National Association, organisation or individual on account of any legally binding commitment that the National Association, organisation or individual made prior to the Effective Date. Instead, the regulations in effect prior to the Effective Date shall apply in respect of any such commitments.
- 5. For the purpose of these regulations:
 - 5.1 A Domestic Event is any Event that does not involve National Representative Teams.
 - 5.2 An Event is any indoor or outdoor Hockey match, tournament, competition or other event, at whatever level played, whether international, continental, national or local, and including age-group events such as "Masters" events.
 - 5.3 A Home National Association is the National Association in membership of the FIH for whose National Representative Team the Athlete in question plays or last played or (if he/she has not yet played for any National Representative Team) is qualified to play.

***Explanatory note:** If the Athlete is eligible to play for the National Representative Team of more than one National Association, but has not yet played for any of them, he must designate one of those National Associations for purposes of these regulations, and that will be the National Association from whom a No-Objection Certificate must be obtained to allow him to play in Events organised by another National Association.*
 - 5.4 An International Event is an Event in which National Representative Teams compete. It includes (without limitation) Events staged as part of a multi-sport event such as the Olympic Games.
 - 5.5 A National Representative Team is a team selected to represent a National Association, including age-group teams from Under-16s up to "Masters".
 - 5.6 A No-Objection Certificate means a document issued by an Athlete's Home National Association, certifying that it has no objection to his participation in an Event organised or sanctioned by another National Association.
 - 5.7 A Sanctioned Event is:
 - a. any International Event organised or sanctioned by the relevant Continental Federation(s) and/or the FIH in accordance with clause B.1, below; and
 - b. any Domestic Event organised or sanctioned by the relevant Continental Federation(s) and/or National Association(s) and/or the FIH in accordance with clause B.2, below.
 - 5.8 An Unsanctioned Event is any Event that is not a Sanctioned Event.
- 6. Terms beginning with capitals that are not defined above have the meaning given to them in Article 3 of the FIH Statutes. In addition, the principles of interpretation set out in Article 3 of the FIH Statutes apply to these regulations.

7. These regulations may be amended and/or supplemented from time to time by the FIH, and/or it may issue further guidance as to their operation and implementation, as it sees fit.
8. The powers granted to the FIH under these regulations (including, without limitation, the power to grant or deny applications for sanction made to it pursuant to clause B.1, below), shall be exercised on its behalf by the FIH Executive Board. Between meetings of the FIH Executive Board, the power to grant or deny applications for sanction made to the FIH pursuant to clause B.1, below, may be exercised by the CEO, in consultation with the Chairman of the Competitions Committee. Any such decisions shall be duly ratified at the next meeting of the FIH Executive Board.

B. Procedures for sanctioning a particular Event

1. Sanctioning of International Events:

- 1.1 Where a proposed International Event would be open to any National Association, if necessary through qualification events (as in the case, for example, of the FIH World Cup, the FIH Champions Trophy, and the FIH World League), in order for that event to be recognised as a Sanctioned Event, it must be organised or sanctioned by the FIH.
- 1.2 Where a proposed International Event would involve only National Associations from one Continental Federation, and would be staged entirely within that continent, in order for that event to be recognised as a Sanctioned Event (a) it must be organised by the Continental Federation itself, or by one or more of those National Associations with the sanction of the Continental Federation; and (b) it must be sanctioned by the FIH.
- 1.3 Where a proposed International Event would involve National Associations from more than one Continental Federation, and/or would be staged in more than one continent, in order for that event to be recognised as a Sanctioned Event (a) it must be organised by the Continental Federations involved, or by one or more of those National Associations with the sanction of those Continental Federations; and (b) it must be sanctioned by the FIH.

***Explanatory note:** A match may be sanctioned pursuant to clause B.1.2 or clause B.1.3 notwithstanding that it is an 'unofficial' match, i.e., a 'training match' between two National Representative Teams for which no caps are awarded.*

- 1.4 Once an International Event has been sanctioned by the FIH and included in the FIH International Calendar, any changes to the date(s), venue(s), participants and/or format of that event require the approval of the FIH.

2. Sanctioning of Domestic Events:

- 2.1 Where a proposed Domestic Event would be open only to teams in membership of or affiliated to one National Association, and would be staged entirely within that National Association's territory, then in order for that event to be recognised as a Sanctioned Event it must be organised or sanctioned by that National Association.
- 2.2 Where a proposed Domestic Event would be open to more than one National Association's teams and/or Athletes, and/or would be staged by one National Association in another National Association's territory or in more than one National Association's territory, then in order for that event to be recognised as a Sanctioned Event:
 - a. if the event is open only to teams and/or Athletes in membership of or affiliated to National Associations within one Continental Federation, and the event would be staged entirely within that continent, then it must be sanctioned by that Continental Federation; while
 - b. if the event is open to teams and/or Athletes in membership of or affiliated to National Associations from different Continental Federations, and/or it would be staged (in whole or in part) outside of the teams' continent, it must be sanctioned by the relevant Continental Federations and by the FIH.

3. Acting of its own accord or on application by a Continental Federation, a National Association, an Event organiser or other person, the FIH may review any decision of a body to sanction or not to sanction a

particular Event, and may reverse or amend that decision as it sees fit where it considers that the original decision was not in the best interests of the sport. Any such reversal or amendment shall be final and binding on all parties, provided that the FIH shall not issue any such decision without first giving the body whose decision is being reviewed a full and fair opportunity to be heard.

4. Applying for sanction for an Event:

- 4.1 It is the responsibility of the organiser of a proposed Event to apply to the body or bodies specified in clauses B.1 or B.2 (as applicable) to sanction the Event. It is the responsibility of each such body to establish a mechanism for the processing of such applications.

Explanatory note: *The FIH will issue guidance on how to apply to the FIH for any sanction required under clause B.1. Continental Federations and National Associations may develop their own processes for applying for any sanction required of them, and/or may adapt the FIH process and forms to suit their own requirements.*

- 4.2 Applications may be granted on a conditional basis. In particular (but without limitation), the FIH may require that specified Events must be played in accordance with and subject to FIH-compliant codes of conduct, anti-corruption rules, anti-doping rules and/or other rules or regulations. It shall be the responsibility of the Continental Federation(s) and/or National Association(s) organising or sanctioning the Event to ensure compliance with that requirement.

Explanatory note: *Any sanction granted under clause B.1 or clause B.2 shall amount solely to recognition of the Event as a Sanctioned Event, and shall not amount to or be construed as approval by the granting body of any of the safety or security or other arrangements for the Event. Instead, those arrangements shall remain the sole responsibility of the Event organiser.*

- 4.3 The Event organiser should not issue any formal invitations to participate in the Event unless and until all necessary sanctions have been granted and any relevant conditions have been satisfied.

- 4.4 In determining whether to sanction a proposed Event, conditionally or otherwise, the FIH, Continental Federations and National Associations shall act in accordance with their obligations as custodians of the sport, and shall comply with all applicable laws relating to the proper exercise of regulatory powers by a sports governing body.

Explanatory note: *Because decisions of the FIH, Continental Federations and National Associations as to whether or not to sanction an Event are to be recognised and given effect by the FIH and all other Continental Federations and National Associations (see clause D.1, below), in making such decisions the FIH, Continental Federation and/or National Association in question must ensure that it exercises its discretion consistently, validly, appropriately and lawfully.*

- 4.5 Subject always to clause B.4.4, the FIH, Continental Federations and National Associations should base their decisions whether or not to sanction a proposed Event on the following factors:

- a. Whether the organiser of the proposed Event is prepared to make a binding, unqualified and unconditional commitment to stage the Event in accordance with and subject to all applicable FIH, Continental Federation and/or National Association regulations;
- b. Whether that commitment will be enforceable against the Event organiser, i.e., whether the Event organiser will be transparent and accountable to the FIH, the Continental Federation(s) and/or National Association (as applicable) as regards its application and enforcement of those regulations in relation to all organisations and individuals participating in the Event;
- c. The maintenance and promotion of the health, safety and welfare of Athletes, including by the prevention of overplaying (Athletes must have adequate time to rest and recover, as well as train, between Events), and by ensuring the safety and suitability of the venue(s) intended to be used for the proposed Event;
- d. The extent to which the proposed Event may be accommodated within the existing calendar of Events without conflicting with or otherwise compromising (i) Events

already in the calendar, and/or (ii) agreements to which the FIH and/or one or more Continental Federations or National Associations is a party;

Explanatory note (1): *Hockey, like any other sport, depends for its long-term growth on the ability of its stakeholders to make decisions and take actions in the best interests of the sport as a whole, including in relation to the exploitation of the limited fixture opportunities offered by a finite calendar. A properly structured fixture calendar, with coherent windows allowing the development in an orderly and balanced way of Events that are attractive to participants and spectators alike, is of paramount importance to the long-term future of the sport. In this context, the role of the FIH, Continental Federations and National Associations who are asked to sanction proposed Events is to balance the interests of all of the sport's stakeholders, including protecting the primacy of national representative competition and respecting the history of longstanding Events, while at the same time encouraging innovation and entrepreneurship in the development of new forms of competition that will generate further interest in the sport.*

Explanatory note (2): *The reference to 'agreements to which the FIH and/or one or more Continental Federations or National Associations is a party' is included because it is common for a sport's commercial partners to require certain commitments to protect their respective investments in the sport. For example, a commercial partner investing significant sums in an Event may require assurances that competing events will not be organised or sanctioned. Any breach of those commitments may threaten the generation of commercial income that is required for the development of the sport.*

- e. The extent to which the proposed Event would have any meaningful role in the promotion and development of the sport or any other charitable or benevolent purpose;
 - f. Any previous decision(s) by the body in question regarding recognition or otherwise of any similar Event;
 - g. The degree to which the proposed Event does or does not further the objectives set out in Article 4 of the FIH Statutes; and
 - h. Any other factor that is considered to be relevant.
- 4.6 To minimize administrative burden, the FIH, a Continental Federation and/or a National Association (as applicable) may grant advance sanction to categories of Events meeting the relevant criteria.

Explanatory note: *For example, a National Association may recognise in advance as Sanctioned Events all matches to be staged in its territory (a) by specified teams; (b) as part of specified Events; and/or (c) at or below a specified level of competition.*

- 4.7 If an Event does not fall within a category of Events that have been recognised in advance as Sanctioned Events, and the Event organiser fails to apply for and obtain the necessary sanction for the Event, in accordance with clause B.1 (International Events) or B.2 (Domestic Events), then the Event shall be an Unsanctioned Event.
- 4.8 To ensure clarity as to the status of an Event, all decisions to sanction an Event pursuant to clause B.1 and/or B.2 shall be confirmed in writing. An application for sanction may not be deemed approved unless and until such written confirmation is received. In addition, the FIH shall include details of all Events that it organises or has sanctioned in the FIH International Calendar; and Continental Federations and their National Associations shall include details of all Events that they organise or have sanctioned in their own respective official fixture calendars. These calendars should be (a) made available by publication on the Internet or similar, and (b) updated regularly as necessary to ensure they include details of all Sanctioned Events.

C. Primacy of National Representative Competition

1. An Athlete who wishes to participate for a team other than his National Representative Team in a Sanctioned Event that his Home National Association has not organised or sanctioned must first obtain a No-Objection Certificate from his Home National Association in respect of that Event. If he fails to do so, he is not permitted to participate in the Event in question.

2. It is the responsibility of each National Association to establish a mechanism for the processing of applications for a No-Objection Certificate. Applications may be granted on a conditional basis.

Explanatory note: For example, a Home National Association may agree to the Athlete's participation in parts of an Event as long as he is released from other parts of the Event for specified periods so that he can train/prepare for and/or participate in International Events as part of his National Representative Team.

3. In determining whether to issue a No-Objection Certificate, conditionally or otherwise, National Associations shall act in accordance with their obligations as custodians of the sport, and shall comply with all applicable laws relating to the proper exercise of regulatory powers by a sports governing body.

Explanatory note: Because a National Association's decisions as to whether or not to issue a No-Objection Certificate have to be recognised and given effect to by all other National Associations (see clause D.2, below), in making such decisions the National Association must ensure that it exercises its discretion consistently, validly, appropriately and lawfully.

4. Subject always to clause C.3, further to the need to preserve the primacy of national representative competition, National Associations may take the following (non-exhaustive) list of factors into account in deciding whether or not to grant a No-Objection Certificate to an Athlete for a particular Event:

- 4.1 Whether the Athlete in question has been, or is likely to be, selected to play for his National Representative Team in an Event that is to take place (or the preparation for which is to take place) at or around the same time as the Event in question;

- 4.2 Whether the Athlete's form, fitness and/or upcoming commitments to a National Representative Team might be compromised by his participation in the Event in question;

- 4.3 Whether the Athlete announced his retirement from playing for his National Representative Team during the year leading up to the Event in question; and/or

Explanatory note: This provision is intended to deter Athletes from seeking to circumvent these regulations by retiring from national representative competition simply in order to participate in Events organised by other National Associations.

- 4.4 Whether participation by the Athlete in the Event in question would compromise in any way the ability of the Athlete to comply with any contractual obligations owed by that Athlete, including obligations owed by the Athlete to his Home National Association.

5. Acting of its own accord or on application by a National Association, an Event organiser, or an Athlete, the FIH may review any decision of a National Association to issue or not to issue a No-Objection Certificate in relation to a particular Event, and may reverse or amend that decision as it sees fit where it considers that the original decision was not in the best interests of the sport. Any such reversal or amendment shall be final and binding on all parties, provided that the FIH shall not issue any such decision without first giving the National Association in question a full and fair opportunity to be heard.

D. National Association Obligations

- 1 A National Association must, to the greatest extent permitted by applicable law:

- 1.1 not participate in any way in any Unsanctioned Event;

- 1.2 prohibit the participation by organisations, Athletes, technical officials, umpires, coaching or management staff, and other individuals under its jurisdiction in any Unsanctioned Event;

Explanatory note: The integrity and efficacy of the pyramid structure of governance and regulation depends on National Associations respecting each other's territorial authority by declining to participate in (or to allow persons under their jurisdiction to participate in) Unsanctioned Events taking place in another National Association's territory.

- 1.3 take disciplinary action against any organisation, Athlete, technical official, umpire, coaching or management staff, or other individual under its jurisdiction who fails to comply with that prohibition;

Explanatory note (1): Those who benefit from the development activities of National Associations (e.g., Athletes and other individuals who are identified by, and gain experience, expertise and status from, those activities) owe commensurate duties of loyalty and solidarity to those National Associations. They breach those duties by taking steps that undermine the collective efforts of the National Associations to promote the best interest of the sport, such as by participating in Unsanctioned Events. In such circumstances, National Associations are entitled to deny such persons the opportunity to take further benefit from the collective (sanctioned) enterprise for a specified period, and must amend and/or supplement their rules and regulations in order to enable them to do the same.

It is not possible to specify fixed or minimum periods of exclusion or ineligibility that should be imposed in such cases. The facts and circumstances of each particular case will have to be taken into account, as well as the constraints of applicable law. However, considering the importance of solidarity among the National Associations to the long-term future of the sport, the need to protect the strength of their collective effort for the benefit of the sport as a whole, and the need to deter free-riding by private entrepreneurs on the development efforts and other contributions of the FIH, Continental Federations and National Associations, it is the view of the FIH, the Continental Federations and National Associations that, other than in exceptional circumstances, a person who participates in an Unsanctioned Event should not be selected for a National Representative Team or permitted to participate in Sanctioned Events for a minimum of twelve months thereafter.

Explanatory note (2): It is the responsibility of each organisation and individual wishing to participate in a particular Event to establish that that Event is a Sanctioned Event and not an Unsanctioned Event.

- 1.4 recognise and give effect within its own jurisdiction to any restriction, exclusion or ineligibility imposed on an organisation or individual by another National Association for failure to comply with that prohibition; and

Explanatory note: The integrity and efficacy of the pyramid structure of governance and regulation depends on National Associations recognising and giving effect in their own territories to disciplinary sanctions imposed by other National Associations on their members and affiliated persons for failure to comply with the prohibition on participation in Unsanctioned Events.

- 1.5 make it a condition of eligibility to participate in Events played under its jurisdiction that the organisation or individual in question has not participated in any Unsanctioned Event in the previous twelve months.

2. Each National Association must ensure, to the greatest extent permitted by applicable law that no Athlete for whom it is not the Home National Association participates in any Event that it has organised or sanctioned unless such Athlete holds a valid No-Objection Certificate from his Home National Association for that Event.
3. The FIH may bring proceedings against any National Association that fails to comply with any part of these regulations before the Judicial Commission, in accordance with Article 18.2(a)(i) of the FIH Statutes. In such proceedings, if the alleged non-compliance is established the Judicial Commission shall have the power to impose such sanctions on the National Association as it shall see fit, including reprimand, fine, temporary suspension, and/or expulsion.

ARTICLE 5.5 CODE OF CONDUCT

1. The Executive Board may establish a Code of Conduct applicable for participants at any Event and may amend, add to or rescind the Code of Conduct, in whole or in part, at any time.
2. Before each Event the representative of each NA shall submit a written statement confirming that each one of its team officials and players participating in the event has agreed to observe the FIH Statutes and Bye-Laws, the Rules of Hockey, the Tournament Regulations, the Anti- Doping Regulations, the Code of Conduct and the directives brought to their notice.

ARTICLE 6.4 SUBSCRIPTIONS

1. Statutory subscriptions, fixed at each ordinary meeting of the Congress, must be paid before 31 March of the year concerned.
2. The FIH has the right to charge interest on any amount outstanding or in default.
3. Payment of subscriptions must be accompanied each year by a declaration signed by the President and Secretary of the NA stating the number of members as at 1 January of the current year and certifying that this information is exact.
4. Although the subscriptions are payable in Euros, the Executive Board may decide that they be paid in another currency and in such case may fix the rate of exchange.

ARTICLE 7 CONTINENTAL FEDERATIONS

1. 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 responsibility but must report the decision to the next meeting of Congress.
2. Each CF must, in consultation with the Executive Board, develop and maintain a strategic plan consistent with the FIH strategic plan.
3. The proposed dates for the organization of tournaments, competitions and matches by CF's require the prior approval of the Executive Board.
4. CF's are responsible for the organization, in accordance with the FIH Tournament Regulations, of all qualifying tournaments for Olympic Games and World Cups conducted on behalf of the FIH and such other tournaments and events specified by the FIH from time to time. FIH will appoint all umpires and other tournament officials for such tournaments in consultation with the CF's.
5. Each CF is responsible for the establishment of appropriate disciplinary procedures for all tournaments organized by them.
6. CF's must adopt and implement anti-doping regulations which are compliant with the FIH Anti-Doping Regulations and with the World Anti-Doping Code as amended from time to time.
7. The Executive Board may not change any provision of this Bye-Law unless at least two (2) month's notice thereof has been given to each CF.

ARTICLE 9.2 (a)(iv) PRESIDENTS OF CFs

1. If the President of a CF is unable to attend a meeting of the Executive Board he must as soon as possible (desirably not less than 21 days prior to the meeting) give written notice to the CEO of his inability to attend.
2. The notice must also contain details of the reasons for his inability to attend and the name of another person, who must be an office bearer of the CF, to represent the CF at that meeting.
3. The decision whether or not to excuse the President and approve of his substitute must be made by the President in consultation with the CEO.

ARTICLE 9.3(b)(iv) PROCEDURE AT MEETINGS OF EXECUTIVE BOARD

1. The President shall preside at all meetings. He may in his discretion request the meeting to appoint a Chairman in his place. If the President is absent, the Hon. Secretary General shall open the meeting and propose a Chairman to the members.
2. The Executive Board shall deal with and make decisions on all business on its agenda. The agenda shall be circulated to all members at least four (4) weeks before the date of the meeting.

3. A member of the Executive Board may not participate in any discussion on any subject brought before the Board for consideration and decision if that member has or may have, directly or indirectly, an interest in the outcome of the consideration and decision of that subject without first declaring the conflict of interest and may not vote on any such subject.
4. All discussions at meetings of the Executive Board and Committees are confidential. Members of the Executive Board and members of Committees must not disclose any discussions that take place at meetings to any third parties. The official record of all meetings of the Executive Board and the Committees are the minutes of those meetings. The Chairs of the Committees are responsible to and report to the Executive Board on all deliberations and discussions that take place at meetings of their respective Committees. All official announcements, statements and correspondence (in all forms) on behalf of the FIH may only be made by the President, the Hon. Secretary General or any other person authorized by them to do so.

ARTICLE 14 JUDICIAL COMMISSION

1. Appointment

- 1.1 The President of the JC in consultation with the Hon. Secretary shall appoint the members of each panel on a case by case basis ensuring impartiality and in any case where the President or Hon. Secretary is disqualified or unable to attend shall also appoint an acting President or acting Hon. Secretary as the case may be.
- 1.2 Breaches of the Statutes, Bye-Laws, Rules or Regulations or acts of misconduct may be reported by any affected party.
- 1.3 If reported breaches are followed by a protest or claim, the complainant or protesting party has the duty to discharge the burden of proof.
- 1.4 A complaint or protest arising out of an event, other than already dealt with by a Tournament Director during an event, must reach the FIH office not later than three (3) days after the day of the completion of the event.
- 1.5 Each decision of the JC is final unless there is an appeal under Article 16.1.
- 1.6 All decisions of the JC are binding and shall be enforced by all Members and all CFs.
- 1.7 The jurisdiction of the JC includes inter alia "Anti-Doping". The FIH Doping Regulations apply to all Hockey and disciplinary action shall be taken against all offenders. The FIH has adopted and will follow the directives of World Anti-Doping Code. Dope controls will be carried out in accordance with the FIH regulations as amended and updated and confirmed by the Executive Board.
- 1.8 Alternate Dispute Resolution ("ADR")
 - (a) ADR includes mediation and other forms of alternative dispute resolution.
 - (b) Before the Hon. Secretary General refers a matter to the JC, he may direct that the matter:
 - (i) be referred to mediation by a qualified mediator appointed by the Hon. Secretary General with the consent of the parties; or
 - (ii) that another appropriate form of ADR agreed upon by the parties in consultation with the Hon. Secretary General by an appropriately qualified person appointed by the Hon. Secretary General with the consent of the parties be implemented.
 - (c) Statements or admissions made in the course of an ADR are not admissible in any subsequent hearing before the JC or CAS.
 - (d) A party to an ADR may have legal representation.

- (e) The procedures for an ADR shall be established by the mediator or other person appointed to conduct the ADR.
- (f) Each party must bear its own costs and expenses of the ADR.
- (g) The costs of the mediator or other person appointed to conduct the ADR shall be paid in the proportions agreed upon by the parties or, if the parties cannot agree, in equal shares.

2. **Procedure at Meetings of the JC**

- 2.1 Any reported alleged breach and/or act of misconduct shall be sent in writing to the Hon. Secretary General who shall initially determine if there is a prima facie case.
- 2.2 In the event of a referral to the JC, subject to paragraph 1, the Hon. Secretary General shall inform the President and Hon. Secretary of the JC. The Hon. Secretary of the JC shall immediately arrange a suitable date for a meeting of the JC and notify all eligible members of the Panel to determine their availability.
- 2.3 The President and Hon. Secretary of the JC shall determine which of the available members of the Panel shall be invited to attend and shall accordingly invite them.
- 2.4 The JC shall be convened as soon as reasonably possible.
- 2.5 The quorum for any meeting of the JC shall be three (3).
- 2.6 The decision of the JC must be made as soon as possible and shall be conveyed in writing by the Hon. Secretary of the JC (or in case he is unavailable, his/her appointed replacement) to the Hon. Secretary General who shall inform all members of the JC and the parties concerned in writing. While the decision alone may be communicated immediately, the reasons must be provided within a maximum of two (2) months from the date of the meeting.
- 2.7 The President of the JC must also provide a report to each ordinary meeting of Congress of the matters which have come before the JC since the last ordinary Congress.
- 2.8 The JC has the power to award costs as it deems fit.
- 2.9 Any party who is involved in a hearing of the JC is entitled to attend the meeting and in addition may have legal representation.