



## REPORT FOR THE FIH CONGRESS Governance Panel

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### April 2021

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On behalf of the FIH Governance Panel, I am pleased to report on the Governance Panel's activities since the last Congress (2018-2021).

I am honoured to have been appointed as the new Chair of the Governance Panel in March 2019. Further, in October 2019, the external Panel member Beth Smith (NZ) resigned from the Panel for personal reasons and was subsequently replaced by the appointment of Shonelle Duthie (AUS).

The Governance Panel has dealt with several topics in the period since the last Congress, by focusing on the importance of good governance in sport, which has become extremely important. The following accomplishments of the Governance Panel should be highlighted:

#### FIH Statutes

The Governance Panel proposed amendments to the FIH Statutes, which are part of the Agenda for approval by this Congress. The amended FIH Statutes reflect the discussions and suggestions that had been put forward the past year by the members of the Governance Panel and also follow recommendations from the Women in Sports Committee

#### Elections Manual

After a careful review, the Elections Manual has been amended in particular with regards to providing examples of election scenarios in its Appendix.

#### Safeguarding Policy

As the FIH Integrity Code does not specifically incorporate the issue of harassment and/or abuse, it was clear that FIH would draft a separate Policy that clearly defines and sets out the regulatory mechanisms around harassment and abuse within hockey. The Governance Panel has drafted and published the FIH Safeguarding Policy in November 2019, to protect the welfare of the athletes, technical officials and staff, in line with IOC guidelines. The Governance Panel will work hard on working on the safeguarding awareness and will be looking at appointing a Safeguarding Officer.

#### Membership Application

The Governance Panel reviewed the current membership application criteria. In order to facilitate an application for an interested member, the FIH Governance Panel proposed several amendments to be published on the FIH website together with a FAQ section as well as a Membership Form. This should facilitate the applications that are reviewed by the Panel together with the FIH Legal department.



### ASOIF Governance Questionnaire

In order to move towards best practice, the Governance Panel completed the questionnaires on good governance by ASOIF in 2017, 2018 and 2019. The results of the latest ASOIF questionnaire have been the highest from its 3 editions, by an increase of 29 points across several governance areas, which is slightly higher than the average improvement. This put the FIH in a reasonable position amongst other participating International Federations and has been held up for best practice in the area of gender equality.

Finally, the Governance Panel is pleased to see that the FIH is in a better position than many sports as a solid foundation of governance processes, which have been built during the past years and it will continue to build on improving those the coming years.

Fumio Ogura  
Chair, Governance Panel