

# Statutes and Bye-Laws



Updated March 2007

# Table of content

ARTICLE 1 – NAME .....	3
ARTICLE 2 - OFFICIAL SEAT.....	3
ARTICLE 3 – INTERPRETATION .....	3
Bye-Law To Article 3 .....	4
ARTICLE 4 - OBJECTS.....	4
Bye-Law To Article 4.2 .....	4
ARTICLE 5 - POWERS .....	4
Bye-Law (A) To Article 5.2 .....	5
Bye-Law (B) To Article 5.2 .....	6
Bye-Law To Article 5.5 .....	6
ARTICLE 6 - MEMBERSHIP .....	7
Bye-Law To Article 6.4 .....	9
ARTICLE 7 – CONTINENTAL FEDERATIONS .....	9
Bye-Law To Article 7 .....	10
ARTICLE 8 - CONGRESS.....	10
ARTICLE 9 – EXECUTIVE BOARD .....	12
Bye-Law To Article 9.3(b)(iii) .....	14
Bye-Law To Article 9.3(b)(iv).....	16
Bye-Law A to Article 9.3(b)(x) .....	16
Bye-Law B to Article 9.3(b)(x) .....	17
ARTICLE 10 - PRESIDENT.....	17
ARTICLE 11 - VICE PRESIDENTS.....	17
ARTICLE 12 - HONORARY SECRETARY GENERAL .....	17
ARTICLE 13 - HONORARY TREASURER .....	17
ARTICLE 14 - EXECUTIVE DIRECTOR .....	18
ARTICLE 15 – PRESIDENTS’ FORUM .....	18
ARTICLE 16 - AUDIT OF ACCOUNTS .....	18
ARTICLE 17 - RESOURCES.....	18
ARTICLE 18 – JUDICIAL COMMISSION (“JC”).....	18
ARTICLE 19 – JURISDICTION OF THE FIH .....	20
ARTICLE 20 – SANCTIONS.....	21
ARTICLE 21 - COURT OF ARBITRATION FOR SPORT (CAS) .....	22
ARTICLE 22 – PROCEDURAL FAIRNESS .....	22
ARTICLE 23 - MODIFICATION .....	22
ARTICLE 24 - DISSOLUTION.....	23
ARTICLE 25 - INDEMNITY.....	23
APPENDIX A .....	24

# International Hockey Federation

## Statutes And Bye-laws

### **ARTICLE 1 – NAME**

- 1.1 The Federation shall be called the “International Hockey Federation”.  
1.2 The official initials of the Federation are “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.
Committees	The Committees and Sub-committees referred to in Article 9.3(b)(iii).
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 18.
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.
IOC	The International Olympic Committee.
Member	A NA duly affiliated to 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.
Office Bearers	The President, Hon. Secretary General, Hon. Treasurer and two Vice Presidents.
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.

<u>Bye-Law To Article 3</u>	Interpretation
A.	<i>Correspondence with or by the FIH must be in French or English.</i>
B.	<i>No correspondence of any kind will be deemed official and valid if in another language.</i>
C.	<i>With the prior approval from the Executive Board and under special circumstances other languages may be used in non-official documents.</i>
D.	<i>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:</i>
D1	<i>Pre-paid mail;</i>
D2	<i>Facsimile transmission; or</i>
D3	<i>E-Mail or other form of electronic communication where receipt can be verified.</i>
E.	<i>Unless the context otherwise requires, every reference in the Bye-Laws to Committees includes sub-committees and boards (other than the Executive Board).</i>

#### **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 by means of appropriate tests;
- 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.

<u>Bye-Law To Article 4.2</u>	Objects
<i>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.</i>	

#### **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;
- 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;
- 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;
- 5.6 Establish an Anti-Doping Policy and the procedures for its 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.

**Bye-Law (A) To Article 5.2**

Representations, Suspensions, Disqualifications, Authorisations to play non-affiliates

- A. *To be eligible to represent a country in an inter-nations event, an Athlete must be a national of the country.*
- B. *The rules for the eligibility of Athletes to compete in Olympic Games are governed by the IOC Olympic Charter.*
- C. *A junior Athlete 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 he is a national.*
- D. *A junior Athlete who, having represented a country while he is a junior, obtains a second or another nationality may, with the approval of the Executive Board, represent that second or other country.*
- E. *On a junior Athlete who has represented a country at junior level becoming a senior Athlete, 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 without the prior written approval of the NAs concerned and the Executive Board.*
- F. *A senior Athlete 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, he cannot then represent another country 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*
- G. *An Athlete 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 Athlete last represented the original country without the written approval of the NAs concerned and the Executive Board. Unless the Athlete elects to represent the new country in accordance with this paragraph the Athlete may continue to represent the original country.*
- H. *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, an Athlete 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.*
- I. *In all cases not expressly addressed in the Statutes or Bye-Laws, in particular in those cases in which an Athlete 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 Athletes, including the length of any waiting period.

- J. 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.
- K. The Executive Board may authorise NAs to play against non-affiliated associations. Such authorisation may be given for each occasion but only when the non-affiliated association has shown interest in seeking affiliation to the FIH.

## **Bye-Law (B) To Article 5.2**

Rules governing eligibility for the Olympic Games and International Events

### **A. General Principles**

A1 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.

A2 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.

### **B. Prizes**

B1 Organisers of Invitational Events may provide prizes in addition to the medals and trophies approved by the FIH or its official Event representative.

B2 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.

B3 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.

B4 Prizes in cash can only be given to the NA of the team concerned and all cash should be given in convertible currency.

B5 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.

### **C. Penalties**

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

## **Bye-Law To Article 5.5**

Code of Conduct

A. 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.

B. 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 Doping Policy, the Code of Conduct and the directives brought to their notice.

## **ARTICLE 6 - MEMBERSHIP**

### **6.1 Requirements for Membership**

- (a) An NA of a country (including those listed in Appendix A) 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 the 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 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;
- (e) A declaration that they are opposed to any discrimination on the grounds of race, sex, politics, religion or creed;
- (f) A declaration that it has applied for membership of the relevant CF;
- (g) A financial document (audited annual accounts) indicating that the NA is solvent;  
and
- (h) A written guarantee to adhere to and abide by the Statutes, Bye Laws, Rules and Regulations including Article 19 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 not having paid its subscription within the time limit set by the Executive Board shall not be entitled to take part in the Congress.

## **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.

### Bye-Law To Article 6.4

### Subscriptions

- A. *Statutory subscriptions, fixed at each ordinary meeting of the Congress, must be paid before 31 March of the year concerned.*
- B. *The Executive Board has the right to charge interest on any amount outstanding or in default.*
- C. *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.*
- D. *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**

- 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 17.2, 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

- A. *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.*
- B. *Each CF must, in consultation with the Executive Board, develop and maintain a strategic plan consistent with the FIH strategic plan.*
- C. *The proposed dates for the organization of tournaments, competitions and matches by CF's require the prior approval of the Executive Board.*
- D. *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.*
- E. *Each CF is responsible for the establishment of appropriate disciplinary procedures for all tournaments organized by them.*
- F. *CF's must adopt and implement the FIH anti-doping policy as amended from time to time.*
- G. *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 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 meeting of the 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) Reports from the respective Chairpersons of the Committees appointed by the Executive Board.
- (h) Report of the President of the Judicial Commission.
- (i) Consideration of applications for membership.
- (j) Consideration of proposals of suspensions/expulsions/dissolutions.
- (k) Proposals for alteration of the Statutes.
- (l) Advice from CFs of appointments to Executive Board.
- (m) Election of the President, the Hon. Secretary General and the Hon. Treasurer.
- (n) Election of the Vice-Presidents.
- (o) Advice from the Athletes' Panel of the appointment of the Athletes' Representative.
- (p) Election of ordinary Members of the Executive Board.
- (q) Subscriptions.
- (r) Appointment of Auditor.
- (s) Appointment of the President of the Judicial Commission upon the proposal of the Executive Board.
- (t) Consideration and updating of the Strategic Plan.
- (u) Any other items of which proper notice has been given by the Executive Board.

8.7 The President shall preside over the meetings of the Congress but he may request the meeting to appoint a Chairman in his place. If the President is absent, the Hon. Secretary General shall open the Congress and request the delegates to appoint a Vice-President 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 at Congress shall be dealt with as follows:

- (a) Alterations to the Statutes require a Special Majority.
- (b) Election of Office Bearers, Athletes' Representative 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 at Congress shall be dealt with as follows:

- (a) President, Hon. Secretary General and Hon. Treasurer in this order.
- (b) Vice-Presidents.
- (c) Athletes' Representative.
- (d) Ordinary members of the Executive Board. The first concern is to ensure that there are at least four (4) women and four (4) men.
- (e) Balloting
  - (i) 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.
  - (ii) 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.

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

## **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) The Office Bearers.
  - (ii) One (1) representative of each CF.
  - (iii) One (1) Athletes' Representative.
  - (iv) Ten (10) ordinary members.
  - (v) The Executive Director ex officio but without voting rights.
  - (vi) The Chairpersons of the Committees specified in Paragraph P.1 of the Bye-Law to Article 9.3(b)(iii) not elected as members of the Executive Board are ex officio members of the Executive Board with full voting rights.
- (b) All members of the Executive Board shall hold office in their personal capacity and not as representatives of any NA or any other organisation.
- (c) Candidates for election (or re-election as the case may be) to any position of Office Bearer or ordinary member of the Executive Board must be nominated by their own NA and must be a citizen of that country.
- (d) Candidatures must reach the Hon. Secretary General not later than ten (10) weeks before the date fixed for the ordinary meeting of the Congress.
- (e) One (1) Vice President must be female and the other male. Both Vice Presidents must be from different Continents from the President and from each other.
- (f) At least four (4) of the ordinary members of the Executive Board must be female and at least four (4) must be male.
- (g) Each CF must appoint (and/or replace) one member of the Executive Board (not necessarily the President of the CF) but who must be a member of the executive board (or equivalent body) of the CF. Each CF must advise Congress of its nomination before the elections for the Executive Board are conducted. A person appointed as a representative of a CF may not hold office for more than twelve (12) consecutive years.
- (h) The President, Hon. Secretary General and Hon. Treasurer shall hold office for a term of four (4) years expiring at the closure of the ordinary meeting of the Congress at which their positions respectively fall vacant for election except where the Hon. Secretary General and Hon. Treasurer are elected at the same ordinary Congress as the President in which case they shall hold office until the closure of the ordinary meeting of the Congress to be held in the second following year.

- (i) The Vice-Presidents shall each hold office for a term of four (4) years (one retiring every two years) expiring at the closure of the ordinary meeting of the Congress at which their position falls vacant for election.
- (j) The ordinary members of the Executive Board shall hold office for a term of four (4) years (one half retiring every two years) expiring at the closure of the ordinary meeting of the Congress at which their position falls vacant for election.
- (k) Office Bearers and ordinary members of the Executive Board are eligible for re-election at the end of any term of office but may not hold office for more than twelve (12) consecutive years.
- (l) The appointees of the CFs and the Athletes' Representative (and any person appointed to replace them) shall hold office for a term of four (4) years expiring at the closure of the ordinary meeting of the Congress at which their respective positions fall vacant. Appointees of CFs shall be eligible for re-appointment.

### 9.3 Duties and Powers

- (a) The primary duties of the Executive Board shall be to:
  - (i) Manage, control and direct the affairs of the FIH.
  - (ii) Receive reports from the Hon. Secretary General.
  - (iii) Receive reports from the Hon. Treasurer.
  - (iv) Receive reports from the CFs.
  - (v) Appoint every two years the chairpersons, secretaries and members of such Committees as are necessary.
  - (vi) Consider applications for membership.
  - (vii) Ratify the Charters of the CFs.
  - (viii) Give authority to the CFs.
  - (ix) Recognise suspensions and disqualifications of clubs or individuals declared by NAs and ensure that such suspensions and disqualifications are recognized by all affiliated NAs.
  - (x) 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.
  - (xi) Notify NAs of any decisions and penalties imposed by Congress or Executive Board.
  - (xii) Ensure receipt of information by NAs of all FIH business.
- (b) The Executive Board shall have the power to 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 8.5, the procedure for filling casual vacancies on the Executive Board;
  - (iii) The terms of reference of the Committees, the appointment and dissolution of sub-committees as it shall from time to time consider necessary including their terms of reference and the delegation to the sub-committees of such duties or powers as it deems fit.
  - (iv) The procedure to be observed at meetings of the Executive Board Committees of the Executive Board and 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
  - (x) The authority of the Office Bearers.
- (c) The Congress may refer items to the Executive Board for their 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)
R.G.Frank Super Fair-Play Trophy*	A.F. Lathouwers Memorial Plaquette*
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 (except the Executive Director) 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 two (2) 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 other persons entitled to attend a President's Forum specified in Article 15 shall appoint an Acting President to hold office until an extraordinary meeting of the Congress which must be held within three (3) months. The Acting President shall be entitled to all privileges and responsible for all duties of the President.
- (b) If the Hon. Secretary General or the Hon. Treasurer relinquishes office, the President shall, in consultation with the remaining Office Bearers, appoint the acting Office Bearer who shall hold office until the next ordinary meeting of the Congress and shall be eligible for re-election. Such acting Office Bearer shall be entitled to all privileges and responsible for all duties of the office bearer he is appointed to replace.
- (c) Should a vacancy arise through the resignation, death or other cause of a Vice-President or an ordinary member, the seat shall remain vacant until the next ordinary Congress.
- (d) The Executive Board has the right to end the mandate of any member 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.

#### Bye-Law To Article 9.3(b)(iii)

#### Committees and Boards (other than the Judicial Commission)

A. *The Committees of the Executive Board are set out in paragraph R.*

B. *Nominations for members of Committees shall made as follows:*

- *Nominations must be sent to the Hon. Secretary General by nominee's own NA or CF.*
- *A CF must consult with the relevant NA before making any nomination.*
- *Nominations must include a brief statement of the nominee's suitability for the position for which he is being nominated.*

- *Each NA must give to the FIH an undertaking to financially support its nominee(s), whether he is nominated by his NA or his CF, so he can attend meetings of the Committee to which he is nominated.*
  - *The Executive Board shall appoint the members of the Committees from the nominations received after screening each nomination and consulting the Presidents of the CFs and the Chairpersons of the respective Committee to ensure that the nominees are suitable for the Committee to which they have been nominated.*
- C. *Members of Committees shall be appointed by the Executive Board at the meeting immediately following the ordinary meeting of the Congress and shall hold office for four (4) years, half retiring every two years.*
- D. *Each Committee must include a member of each CF and both genders must be represented.*
- E. *The Chairperson and the Secretary of each Committee shall be appointed by the Executive Board. The Chairperson of each Committee shall hold office for two (2) years but is eligible for re-appointment.*
- F. *The Executive Board may by Special Majority withdraw the appointment of a member of a Committee and in such case may appoint another person to fill the vacancy but the person so appointed shall only remain a member of the Committee until the next round of Committee appointments but shall be eligible for re-appointment.*
- G. *The Executive Board may fill any casual vacancy on a Committee but the person so appointed shall only remain a member of the Committee until the next round of Committee appointments but shall be eligible for re-appointment.*
- H. *For every meeting of a Committee an official notice with an agenda must be circulated to the members concerned at least six (6) weeks in advance. All Committees must submit a report of each meeting to the Executive Board for ratification of decisions.*
- I. *Each Committee must develop a Business Plan that must be approved by the Executive Board. No change may be made to a Business Plan without the prior approval of the Executive Board. Once approved, each Committee has authority to implement its Business Plan.*
- J. *In between meetings, the Committees are administered by their secretaries in liaison with their respective Chairpersons.*
- K. *Chairpersons, Secretaries and other members of Committees may not send official correspondence or other forms of official communication on behalf of the FIH without the authority of the President, Hon. Secretary General, Executive Director or their duly authorized delegate(s).*
- L. *No member of a Committee may participate in any discussion or vote on any subject brought before the Committee 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.*
- M. *For the avoidance of doubt, officers of the FIH who are secretaries of or are members of Committees may attend and speak at Committee meetings but may not move or second motions or vote*
- N. *Committees must meet at least once a year at such places and times as the Executive Board determines.*
- O. *Presidents of CFs, members of the Executive Board and members of the Athletes Panel may be members of and chairpersons of Committees.*

*The Chairperson of each Committee is responsible in the first instance for determining whether or not a member is entitled to vote on any subject by reason of that member having an interest in the outcome.*

*The decision of the Chairperson must be respected and upheld by both the member in question and the Committee. If any doubt arises in any given situation the same must be referred to the Hon. Secretary General for adjudication. If the Hon. Secretary General is unable to resolve the question, it*

shall be referred to the Executive Board for a decision. If the Executive Board is unable to resolve the question, it shall be referred to the Ethics Commission of the IOC for decision.

P. The Athletes' Representative must be appointed (and replaced) by the Athletes' Panel failing which by the Executive Board, must preferably be a recently retired player, may only be elected for one four (4) year term unless an extension of the term is approved by Congress and is not eligible for re-election. The Athletes' Representative preferably must successively be of a different gender and must be added as a member of the Athletes' Panel, if not already a member. The Athletes Panel shall:

(a) Comprise:

- (i) the Athletes appointed in their capacity as Athletes as members of Committees; and
- (ii) the Athletes' Representative elected as a member of the Executive Board under Article 9.2(a)(iii) if not already a member.

(b) Submit reports to the Executive Board on any matter when requested by the Executive Board and may also, on their own initiative, submit reports to Executive Board on any matter arising in relation to the affairs of the FIH affecting athletes.

Q. The Hon. Secretary of the Hockey Rules Board is an ex officio member of the Events/Competitions Committee.

R. The Committees of the Executive Board are:

R1

- |                       |                          |
|-----------------------|--------------------------|
| * Athletes Panel      | * Development & Coaching |
| * Events/Competitions | * Hockey Rules Board     |
| * Marketing           |                          |

R2

- |                  |                  |
|------------------|------------------|
| * Appointments   | * Bid Evaluation |
| * Communications | * Equipment      |
| * Finance        | * Medical        |
| * Umpiring       |                  |

#### **Bye-Law To Article 9.3(b)(iv)**

#### Procedure at Executive Board Meetings

A. 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.

B. 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 six(6) weeks before the date of the meeting.

C. 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.

#### **Bye-Law A to Article 9.3(b)(x)**

#### Authority of the Office Bearers

The Office Bearers shall:

A. Subject always to the scrutiny of the Executive Board, manage and direct the day to day affairs of the Federation;

B. Deal with and decide any matters of urgency arising between meetings of the Executive Board; and

C. Meet at such times and places determined by the President.



*All cheques and other negotiable instruments of the FIH must be signed by any two of the President, Hon. Secretary General, Hon. Treasurer and Executive Director.*

**ARTICLE 10 - PRESIDENT**

The President shall:

- (a) Represent the FIH;
- (b) Preside at all meetings of the Congress and Executive Board;
- (c) Be an ex officio member of all Committees; and
- (d) Report to the Executive Board on all matters of significance to the FIH and Hockey which may have arisen since the last Executive Board meeting.

**ARTICLE 11 - VICE PRESIDENTS**

The Vice Presidents shall assist the President in carrying out his duties and deputise for him as requested.

**ARTICLE 12 - HONORARY SECRETARY GENERAL**

The Hon. Secretary General shall:

- (a) Cause minutes to be kept of all meetings and be the custodian of all papers and records pertaining to the affairs of the FIH;
- (b) Be responsible for the correspondence of the FIH and for implementing the decisions of the Congress and the Executive Board;
- (c) Supervise the actions of the Executive Director;
- (d) Ex officio be a member of all the Committees;
- (e) Deputise for the President whenever requested by him and assist him in carrying out his duties;
- (f) Be responsible for supervising membership, administration and legal matters in accordance with the Statutes and the Bye-laws and the directions of the Executive Board; and
- (g) Ensure compliance with all technical and other rules and regulations of the FIH in respect of all events under its jurisdiction.

**ARTICLE 13 - HONORARY TREASURER**

The Hon. Treasurer shall:

- (a) Collect all dues, fees, levies and other monies payable to the FIH and deposit them in the FIH's accounts;
- (b) Make all necessary disbursements on behalf of the FIH;
- (c) On behalf of the FIH, participate in negotiations for payment for royalties, sponsorships and television and other rights of the FIH;
- (d) Submit a statement showing the current financial position of the FIH to each meeting of the Executive Board;
- (e) Produce to each ordinary meeting of the Congress an audited balance sheet and a receipts and payments account made up to 31 December immediately preceding that meeting; and

- (f) Make recommendations on the management of the funds of the FIH and prepare budgets as and when requested by the Executive Board.

#### **ARTICLE 14 - EXECUTIVE DIRECTOR**

The Executive Board may appoint an Executive Director of the FIH on such terms and conditions as to remuneration, period of employment and termination thereof and duties as the Executive Board deems fit.

#### **ARTICLE 15 – PRESIDENTS’ FORUM**

- 15.1 The President of the FIH shall convene a Presidents’ Forum at such time and place as he may determine.
- 15.2 The purpose of the Presidents’ Forum is to enable the President to seek and receive the views of the Presidents of the CFs on any matters, issues and important decisions relevant to the game of hockey, the FIH or relations between the FIH and the CFs.
- 15.3 The following persons only may attend the President’s Forum:
- (a) The Office Bearers;
  - (b) One representative (who shall be either the President or Hon. Secretary General) of each CF; and
  - (c) On the invitation of the President, the Executive Director.

#### **ARTICLE 16 - AUDIT OF ACCOUNTS**

At each ordinary meeting, the Congress shall appoint for the audit of the accounts of the FIH for the ensuing two (2) years an internationally active auditing firm having a representation in Switzerland

#### **ARTICLE 17 - RESOURCES**

- 17.1 The FIH shall receive subscriptions in accordance with a scale proposed by the Executive Board and adopted by Congress. The FIH may also receive donations, gifts and bequests.
- 17.2 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.
- 17.3 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 18 – JUDICIAL COMMISSION (“JC”)**

##### **18.1 Appointment**

- (a) The JC is an independent commission of the Federation comprising:
  - (i) A President appointed by the ordinary meeting of the 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) The Executive Board shall have power to fill any casual vacancies including a vacancy in the office of the President of the JC but in that case only until the next ordinary meeting of the Congress.

## 18.2 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 Policy, the Code of Conduct, the Code of Ethics or any other FIH Policy 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.

<u>Bye-Law To Article 18</u>	Judicial Commission
A.	<i>Appointment</i>
A1	<i>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.</i>
A2	<i>Breaches of the Statutes, Bye-Laws, Rules or Regulations or acts of misconduct may be reported by any affected party.</i>
A3	<i>If reported breaches are followed by a protest or claim, the complainant or protesting party has the duty to discharge the burden of proof.</i>
A4	<i>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.</i>
A5	<i>Each decision of the JC is final unless there is an appeal under Article 21.1.</i>
A6	<i>All decisions of the JC are binding and shall be enforced by all Members and all CFs.</i>
A7	<i>The jurisdiction of the JC includes inter alia "Doping". The FIH Doping Policy applies to all Hockey and disciplinary action shall be taken against all offenders. The FIH has adopted and will follow the directives of the Olympic Movement Anti-Doping Code. Dope controls will be carried out in accordance with the FIH policy as amended and updated and confirmed by the Executive Board.</i>
A8	<i>Alternate Dispute Resolution ("ADR")</i>
(a)	<i>ADR includes mediation and other forms of alternative dispute resolution.</i>

- (b) *Before the Hon. Secretary General refers a matter to the JC, he may direct that the matter:*
  - (ii) *be referred to mediation by a qualified mediator appointed by the Hon. Secretary General with the consent of the parties; or*
  - (iii) *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.*

*B. Procedure at Meetings of the JC*

- B1 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.*
- B2 In the event of a referral to the JC, subject to paragraph A, 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.*
- B3 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.*
- B4 The JC shall be convened as soon as reasonably possible.*
- B5 The quorum for any meeting of the JC shall be three (3).*
- B6 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.*
- B7 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.*
- B8 The JC has the power to award costs as it deems fit.*
- B9 Any party who is involved in a hearing of the JC is entitled to attend the meeting and in addition may have legal representation.*

**ARTICLE 19 – JURISDICTION OF THE FIH**

**19.1 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 CAS 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) the definitive and unappealable nature of decisions handed down by the CAS with which they pledge to comply in good faith without seeking to hinder their application; and
- (j) the Proper Law is the applicable law of the FIH.

## **19.2 Confirmation of Agreements**

- (a) Notwithstanding the binding nature of these Statutes and the provisions of Article 19.1, 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 20 – 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 reprimand, fine (including interest), disqualification or suspension for such period as it determines appropriate, compensation, an order requiring a party to do or

refrain from doing any act or thing and may also in its discretion award costs (including fees, charges and expenses).

#### **ARTICLE 21 - COURT OF ARBITRATION FOR SPORT (CAS)**

- 21.1 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).
- 21.2 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.
- 21.3 Pending the decision of the CAS, any sanction imposed by the JC (other than a sanction imposed under the FIH Doping Policy which shall remain in force) shall be suspended.
- 21.4 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.
- 21.5 The CAS shall apply the Proper law.

#### **ARTICLE 22 – PROCEDURAL FAIRNESS**

- 22.1 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.
- 22.2 In doping cases, the burden of proof falls first on the FIH to establish that a prohibited substance was present in the body of the athlete and/or official. If the FIH satisfies this burden, then the burden of proof falls on the athlete and/or official to rebut the presumption. In all other cases, 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.
- 22.3 There is no internal appeal from a decision of the JC. Appeal to the CAS is the only recourse available in accordance with Article 21.1.

#### **ARTICLE 23 - MODIFICATION**

- 23.1 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.
- 23.2 Any modification of the Statutes must be proposed by a Member or by the Executive Board.
- 23.3 The proposal must reach the Hon. Secretary General not later than three (3) months before the date fixed for the ordinary meeting of the Congress.

The Hon. Secretary General shall communicate any proposal to the Members when summoning the meeting of the Congress.

23.4 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 24 - DISSOLUTION**

24.1 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.

24.2 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 25 - INDEMNITY**

Every member of the Executive Board, every member of a Committee, sub-Committee or working groups, every member of the Judicial Commission, every person appointed by the FIH to perform a special assignment, every official and every officer:

- (a) 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
- (b) Shall not be answerable or accountable for anything done or omitted by any other person.

Lausanne,  
March 2007

## **APPENDIX A**

### **MEMBERSHIP – STATUTES 6.1**

1.	AFGHANISTAN	(AFG)	National Hockey Association of Afghanistan
2.	AMERICAN SAMOA	(ASA)	American Samoa Hockey Federation
3.	ARGENTINA	(ARG)	Confederación Argentina de Hockey
4.	ARMENIA	(ARM)	Hockey Federation of Armenia
5.	AUSTRALIA	(AUS)	Hockey Australia
6.	AUSTRIA	(AUT)	Oesterreichischer Hockey Verband
7.	AZERBAIJAN	(AZE)	Azerbaijan Field Hockey Federation
8.	BAHAMAS	(BAH)	Bahamas Hockey Association
9.	BANGLADESH	(BAN)	Bangladesh Hockey Federation
10.	BARBADOS	(BAR)	Barbados Hockey Federation
11.	BELARUS	(BLS)	The Hockey Federation of the Belarus Republic
12.	BELGIUM	(BEL)	Association Royale Belge de Hockey
13.	BERMUDA	(BER)	Bermuda Hockey Federation
14.	BOTSWANA	(BOT)	Botswana Hockey Association
15.	BRAZIL	(BRA)	Confederação Brasileira de Hóquei
16.	BRUNEI	(BRU)	Persatuan Hoki Brunei
17.	BULGARIA	(BUL)	Bulgarian Hockey Federation
18.	CAMBODIA	(CAM)	Cambodian Hockey Association
19.	CANADA	(CAN)	Field Hockey Canada
20.	CAYMAN	(CAY)	Cayman Islands Hockey Federation
21.	CHILE	(CHI)	Federación Chilena de Hockey
22.	CHINA	(CHN)	Chinese Hockey Association
23.	CHINESE TAIPEI	(TPE)	Chinese Taipei Hockey Association
24.	COSTA RICA	(CRC)	Asociación Costarricense de Hockey sobre Césped y Pista
25.	CROATIA	(CRO)	Croatian Hockey Federation
26.	CUBA	(CUB)	Federación Cubana de Hockey
27.	CYPRUS	(CYP)	Cyprus Hockey Association
28.	CZECH (Republic)	(CZE)	Czech Hockey Federation
29.	DENMARK	(DEN)	Dansk Hockey Union
30.	DOMINICAN (Republic)	(DOM)	Federación Dominicana de Hockey
31.	ECUADOR	(ECU)	Federación Ecuatoriana de Hockey sobre Césped y Sala
32.	EGYPT	(EGY)	Egyptian Hockey Federation
33.	EL SALVADOR	(ESA)	Federación Salvadoreña de Hockey



34.	ENGLAND	(ENG)	The English Hockey Association
35.	ESTONIA	(EST)	Estonian Hockey Federation
36.	FIJI	(FIJ)	Fiji Hockey Federation
37.	FINLAND	(FIN)	Finnish Hockey Association
38.	FRANCE	(FRA)	Fédération Française de Hockey
39.	GEORGIA	(GEO)	Georgia Hockey Federation
40.	GERMANY	(GER)	Deutscher Hockey Bund
41.	GHANA	(GHA)	Ghana Hockey Association
42.	GIBRALTAR	(GIB)	Gibraltar Hockey Association
43.	GREECE	(GRE)	Hellenic Hockey Federation
44.	GUATEMALA	(GUA)	Federación Nacional de Hockey en Guatemala
45.	GUYANA	(GUY)	Guyana Hockey Board
46.	HONG KONG	(HKG)	Hong Kong Hockey Association
47.	HUNGARY	(HUN)	Hungarian Hockey Association
48.	INDIA	(IND)	Indian Hockey Confederation
49.	INDONESIA	(INA)	Indonesian Hockey Association
50.	IRAN	(IRI)	Hockey Amateur Federation of Islamic Republic of Iran
51.	IRELAND	(IRL)	Irish Hockey Association
52.	ISRAEL	(ISR)	The Israel Hockey Association
53.	ITALY	(ITA)	Federazione Italiana Hockey
54.	JAMAICA	(JAM)	Jamaica Hockey Federation
55.	JAPAN	(JPN)	Japan Hockey Association
56.	KAZAKHSTAN	(KZK)	Kazakhstan Hockey Federation
57.	KENYA	(KEN)	Kenya Hockey Union
58.	KOREA	(KOR)	Korea Hockey Association
59.	KOREA (Democratic Peoples Republic)	(PRK)	Hockey Association of the Democratic People's Republic of Korea
60.	LITHUANIA	(LIT)	Lithuanian Hockey Federation
61.	LUXEMBURG	(LUX)	Hockey Luxembourg
62.	LYBIA	(LBA)	General National Hockey Federation
63.	MACAU	(MAC)	Macau Hockey Association
64.	MALAWI	(MAW)	Hockey Association of Malawi
65.	MALAYSIA	(MAS)	Malaysian Hockey Confederation
66.	MALTA	(MLT)	Hockey Association Malta
67.	MEXICO	(MEX)	Federación Mexicana de Hockey
68.	MOLDOVA (Republic of)	(MDA)	Republic Moldova Field Hockey Federation
69.	MOROCCO	(MAR)	Fédération Royale Marocaine de Hockey

70.	MYANMAR	(MYA)	Myanmar Hockey Federation
71.	NAMIBIA	(NAM)	Namibia Hockey Union
72.	NEPAL	(NEP)	Nepal Hockey Association
73.	NETHERLANDS	(NED)	Koninklijke Nederlandse Hockey Bond
74.	NETHERLANDS ANTILLES	(AHO)	Netherlands Antilles Hockey Association
75.	NEW ZEALAND	(NZL)	New Zealand Hockey Federation
76.	NIGERIA	(NGR)	Nigeria Hockey Association
77.	NORWAY	(NOR)	Norges Bandyforbund Landhockey Section
78.	OMAN	(OMA)	Oman Hockey Association
79.	PAKISTAN	(PAK)	Pakistan Hockey Federation
80.	PANAMA	(PAN)	Asociación Panameña de Hockey
81.	PAPUA NEW GUINEA	(PNG)	Papua New Guinea Hockey Federation
82.	PARAGUAY	(PAR)	Asociación Amateur Paraguaya de Hockey
83.	PERU	(PER)	Federación Peruana de Hockey
84.	PHILIPPINES	(PHI)	Philippines Amateur Hockey Association
85.	POLAND	(POL)	Polish Hockey Association
86.	PORTUGAL	(POR)	Federação Portuguesa de Hoquei
87.	PORTO RICO	(PUR)	Federación Puertorriqueña de Hockey
88.	ROMANIA	(ROM)	Romanian Field Hockey Federation
89.	RUSSIA	(RUS)	Russian Hockey Federation
90.	SCOTLAND	(ECO)	Scottish Hockey Union
91.	SERBIA AND MONTENEGRO	(SCG)	Serbia and Montenegro Hockey Federation
92.	SEYCHELLES	(SEY)	The Seychelles Hockey Federation
93.	SINGAPORE	(SIN)	Singapore Hockey Federation
94.	SLOVAKIA	(SVK)	Slovak Hockey Association
95.	SLOVENIA	(SLO)	Slovenia Hockey Federation
96.	SOLOMON ISLANDS	(SOL)	Solomon Islands Hockey Association
97.	SOUTH AFRICA	(RSA)	South African Hockey Association
98.	SPAIN	(ESP)	Real Federación Española de Hockey
99.	SRI LANKA	(SRI)	Sri Lanka Hockey Federation
100.	SUDAN	(SUD)	Sudan Hockey Federation
101.	SWEDEN	(SWE)	Swedish Hockey Association
102.	SWITZERLAND	(SUI)	Ligue Suisse de Hockey sur Terre
103.	TAJIKISTAN	(TJK)	Federation of Hockey of Tajikistan
104.	TANZANIA	(TAN)	Tanzania Hockey Association
105.	THAILAND	(THA)	Thai Hockey Association
106.	TONGA	(TON)	Tonga Hockey Federation

107.	TRINIDAD & TOBAGO	(TRI)	Trinidad & Tobago Hockey Board
108.	TURKEY	((TUR)	Turkish Hockey Federation
109.	TURKMENISTAN	(TKM)	Hockey Federation of Turkmenistan
110.	UGANDA	(UGA)	The Uganda Hockey Association
111.	UKRAINIA	(UKR)	Ukrainian Hockey Federation
112.	UNITED ARAB EMIRATES	(UAE)	United Arab Emirates Hockey Federation
113.	UNITED STATES OF AMERICA	(USA)	US Field Hockey Association
114.	URUGUAY	(URU)	Federación Uruguaya de Hockey
115.	UZBEKISTAN	(UZB)	Uzbekistan Hockey Federation
116.	VENEZUELA	(VEN)	Venezuelan Hockey Federation
117.	WALES	(GAL)	Welsh Hockey Union
118.	WESTERN SAMOA	(SAM)	Western Samoa Hockey Association
119.	ZAMBIA	(ZAM)	Zambia Hockey Association
120.	ZIMBABWE	(ZIM)	Hockey Association of Zimbabwe

(\*) Adherent Members

121.	GREAT BRITAIN (*)	(GBR)	Great Britain Hockey Board
122.	LATVIA (*)	(LAT)	Latvia Field Hockey Association

(\*\*) Provisional Members

123.	MONGOLIA	(MGL)	Mongolian Hockey Association
------	----------	-------	------------------------------

(\*\*\*) Organisation recognised by FIH

124.	WGMA		World Grand Masters Association
------	------	--	---------------------------------