



# FIH CODE OF CONDUCT, FIH ANTI-DOPING REGULATIONS, FIH IMAGE RIGHTS POLICY AND FIH ANTI-CORRUPTION REGULATIONS

## ACKNOWLEDGMENT AND AGREEMENT

### Notes:

1. No Participant may participate in an FIH world level event tournament until he/she has signed this acknowledgment and agreement.
2. This acknowledgment and agreement must be lodged with the Tournament Director at the latest at the Pre-Tournament Team Manager's Meeting at which the Participant is to participate.

Name of National Association: \_\_\_\_\_

Name of Event: \_\_\_\_\_

Name of Participant \_\_\_\_\_ Date of Birth \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_  
[Print Name Block Letters – Last Name / First Name] [Day/Month/Year]

### I hereby acknowledge and agree as follows:

#### FIH CODE OF CONDUCT

1. I have received and had an opportunity to review the FIH Code of Conduct.
2. I consent and agree to comply with and be bound by all of the provisions of the FIH Code of Conduct.

#### FIH ANTI DOPING REGULATIONS

1. I have received and had an opportunity to review the FIH Anti-Doping Regulations.
2. I consent and agree to comply with and be bound by all of the provisions of the FIH Anti-Doping Regulations, including but not limited to, all amendments to the FIH Anti-Doping Regulations and all International Standards incorporated in the FIH Anti-Doping Regulations.
3. I acknowledge and agree that National Associations and the FIH have jurisdiction to impose sanctions as provided in the FIH Anti-Doping Regulations.
4. I also acknowledge and agree that any dispute arising out of a decision made pursuant to the FIH Anti-Doping Regulations, after exhaustion of the process expressly provided for in the FIH Anti-Doping Regulations, may be appealed exclusively as provided in Article 13 of the FIH Anti-Doping Regulations to an appellate body for final and binding arbitration, which in the case of International-Level Athletes is the Court of Arbitration for Sport.
5. I acknowledge and agree that the decisions of the arbitral appellate body referenced above shall be final and enforceable, and that I will not bring any claim, arbitration, lawsuit or litigation in any other court or tribunal.

#### FIH IMAGE RIGHTS POLICY

1. I have received and had an opportunity to review the FIH Image Rights Policy.
2. I consent and agree to be filmed, televised, photographed, identified and otherwise recorded during the Tournament under conditions and for the purposes authorized by the FIH in relation to the promotion of the Tournament and hockey in general
3. I consent and agree to permit FIH to use images taken of me at the Tournament solely for non-commercial purposes.

#### FIH ANTI-CORRUPTION REGULATIONS

1. I have received and had an opportunity to review the FIH Anti-Corruption Regulations.
2. I consent and agree to comply with and be bound by all of the provisions of the FIH Anti-Corruption Regulations.

Signature \_\_\_\_\_  
[or, if a minor, signature of legal guardian]

Date \_\_\_\_\_

### CERTIFICATE OF NATIONAL ASSOCIATION

The \_\_\_\_\_  
[Name of National Association]

hereby certifies that this acknowledgment has been translated into \_\_\_\_\_ (Language) and fully explained to the signatory.

Signature \_\_\_\_\_  
Full Name. Must be signed by an authorised signatory.

Date \_\_\_\_\_

## FIH CODE OF CONDUCT, FIH ANTI-DOPING REGULATIONS, FIH IMAGE RIGHTS POLICY AND FIH ANTI-CORRUPTION REGULATIONS

### Introduction

- Under the International Hockey Federation (hereinafter referred to as 'FIH') Statutes and Bye Laws, the FIH has full jurisdiction and authority with respect to the organization and conduct of international hockey tournaments sanctioned by the FIH.
- All Participants are subject to the jurisdiction of the FIH.
- All Participants must comply with all rules and regulations of the FIH relating to FIH tournaments.
- The FIH Code of Conduct, the FIH Anti-Doping Regulations, the FIH Image Rights Policy and the FIH Anti-Corruption Regulations are duly approved regulations of the FIH.
- All Participants must abide by the Code of Conduct, the FIH Anti-Doping Regulations, the FIH Image Rights Policy and the FIH Anti-Corruption Regulations.
- FIH is committed to maintaining the highest standards of behaviour and conduct at all FIH tournaments.

### Who does the FIH Code of Conduct, the FIH Anti-Doping Regulations, the FIH Image Rights Policy and FIH Anti-Corruption Regulations apply to?

They apply to all Participants. For this purpose, "Participant" means and includes :

- All team members and officials including players, managers, coaching and support staff (including video operators/analysts), medical and para-medical staff.
- All FIH tournament officials including the FIH Representative, the Tournament Director, Technical Officers, Umpires' Manager, Medical Officer, Media Officer, Judges, Umpires and any other official appointed by the FIH.

### Purpose of the FIH Code of Conduct

- The Code is established to create awareness of and accountability for the promotion of the game of hockey by all Participants.
- All Participants are responsible and accountable for their own behaviour and conduct.
- National Associations bear ultimate responsibility for compliance by the Participants that represent them with the Code, the FIH Anti-Doping Regulations, the FIH Image Rights Policy and the FIH Regulations Relating to Betting & Anti-Corruption..
- Complaints in relation to breaches of any regulations and of the Code, the FIH Anti-Doping Regulations, the FIH Image Rights Policy and the FIH Regulations Relating to Betting & Anti-Corruption shall in the first instance be dealt with by the Tournament Director during the tournament and by the Chief Executive Officer after the tournament is completed.

### Purpose of the FIH Anti-Doping Regulations

- The FIH Anti-Doping Regulations is established to promote fair and equitable play.
- It protects a participant's fundamental right to participate in doping-free sport and thus to promote health, fairness and equality among participants.
- All participants are personally and individually responsible for compliance with the Regulations; sanctions for non-compliance may be levied against an individual, their team or their National Association.
- The FIH Anti-Doping Regulations are recognised by the World Anti-Doping Agency and is the FIH's contribution to doping-free sport worldwide.

### Purpose of the FIH Image Rights Policy

- The FIH Image Rights Policy is established to allow the FIH to use images taken at its world level events for non-commercial purposes only.
- The images may be used by the FIH to promote the sport of hockey and for promotional purposes of a non-commercial nature.

### Purpose of the FIH Anti-Corruption Regulations

- The FIH has adopted these Regulations as a means of safeguarding the integrity of the sport of Hockey by (i) prohibiting any conduct that may impact improperly on the outcome of its events and competitions and (ii) establishing a mechanism of enforcement and sanction for those who, through their corrupt conduct, place the integrity of the sport at risk.
- The FIH is committed to taking all practical steps within its power to prevent corrupt practices undermining the integrity of the sport of Hockey.
- The FIH Anti-Corruption Regulations by the International Olympic Committee and is the FIH's contribution to corrupt-free sport worldwide.

## FIH CODE OF CONDUCT

1. Participants shall at all times conduct themselves fairly and properly on the field of play and any part of the hockey venue/accommodation. Participants may not conduct themselves in a manner or commit any act or omission which may prejudice the interest of hockey or which may bring the game of hockey into disrepute.
2. Without prejudice to the generality of the foregoing, the following shall be regarded as conduct which is improper, unfair, and unacceptable:
  - (a) Verbal/physical abuse or hostility towards any other participant, person or any other member of the public.
  - (b) Disputing, protesting and/or reacting in a provocative or disapproving manner in an inappropriate way toward any decision made by an umpire or official.
  - (c) Feigning injury and/or overreacting to an alleged breach or decision
  - (d) Charging or advancing towards an umpire or technical official in an aggressive manner when appealing.
  - (e) Using rude or abusive language or hand signals.
  - (f) Abuse of hockey equipment or clothing, venue equipment or fixtures and fittings.
  - (g) Failure to comply with any directives respecting team dress protocols for medal presentation ceremonies
  - (h) Any hostility, verbal or physical abuse towards an accredited Anti-Doping Control Official.
  - (i) Any act that appears to, or is intended to, influence any participant or which may affect any decision, the outcome of any match or the tournament result. (e.g. an inducement in the form of money or gift)
3. It shall be compulsory for a team coach and team captain (or other nominated player as required by the Media Manager) to attend a media conference if requested.
4. Public Statements
  - (i) The FIH defines a "public statement" as follows:

Any statement in which the whole, part or essence, is made public. Such a statement may be made in a newspaper, magazine, periodical or by any electronic (Internet, E-Mail, etc.) or other means through the medium of television, radio or in any other manner whatsoever, regardless of the circumstances in which the statement was made.
  - (ii) Public statements must be fair, constructive and reasonable and must not involve a personal attack on another player, umpire, appointed official or administrator.
  - (iii) The FIH recognises that fair and reasonable comments on the game in general are essentially in the interests of everyone. However, it further recognises that in the interest of maintaining the generally excellent relations that currently exist between players, umpires and officials, it is necessary to ensure that any such comment and criticism be constructive.
5. Each player and team staff member shall comply with the FIH Anti-Doping Regulations and they shall not direct any verbal or physical abuse or hostility towards Doping Control Test Officials. Any possession of dope-related drugs or drugs on the list of prohibited substances as mentioned in the FIH Anti-Doping Regulations and/or the WADA List of Prohibited Methods and Prohibited Substances, or the commission of any criminal offence relating to drugs, shall be handled in accordance with the FIH Anti-Doping Regulations.

No player, coaching staff, management team or any support staff who is currently serving any active sanction/punishment for a positive drug test shall be permitted to be involved in this tournament.
6. Betting and Gaming

Participants shall not participate in, support or promote any form of betting or gaming activities, including online betting or gaming activities or betting with another person, related to the event in which they are participants.

Participants shall not conduct themselves in any way that violates the FIH Anti-Corruption Regulations, eg manipulating results, accepting or inducing a bribe or corrupt payment, using or giving inside information for betting etc.,
7. Dress Code – Opening and/or Closing Ceremony

At the opening and/or closing ceremony each team must wear the uniform of its country as nominated by the Tournament Director.

## FIH ANTI-DOPING REGULATIONS

The FIH Anti-Doping Regulations is a long and complex document. The following notes summarise key points from the FIH Anti-Doping Regulations but it must be noted that the Acknowledgment and Agreement refers to compliance with the full FIH Anti-Doping Regulations a copy of which is available on the FIH website: [www.fih.ch](http://www.fih.ch)

It is the responsibility of all National Associations to ensure that its players, managers, coaches and in particular its medical and para-medical staff are aware of and have access to the FIH Anti-Doping Regulations.

National Associations must provide its players, managers, coaches, medical and para-medical staff with a hard copy of the FIH Anti-Doping Regulations on request.

1. The following constitute Anti-Doping Rule Violations:
  - (a) The presence of a prohibited substance or its metabolites or markers in an athlete's bodily specimen. It is each athlete's personal duty to ensure that no prohibited substance enters his or her body. Athletes are responsible for any prohibited substance or its metabolites or markers found to be present in their bodily specimens.
  - (b) Use or attempted use of a prohibited substance or a prohibited method.
  - (c) Refusing, or failing without compelling justification, to submit to sample collection after notification as authorised in these anti-doping regulations or otherwise evading sample collection.
  - (d) Violation of the requirements regarding athlete availability for out-of-competition testing.
  - (e) Tampering, or attempting to tamper, with any part of doping control.
  - (f) Possession of prohibited substances and methods.
  - (g) Trafficking in any prohibited substance or prohibited method.
  - (h) Administration or attempted administration of a prohibited substance or prohibited method to any athlete, or assisting, encouraging, aiding, abetting, covering up or any other type of complicity involving an Anti-Doping Rule Violation or any attempted violation
2. These anti-doping regulations incorporate the prohibited list that is published and revised by WADA (the World Anti-Doping Agency).
3. Athletes with a documented medical condition requiring the use of a prohibited substance or a prohibited method must first obtain a Therapeutic Use Exemption (TUE).
4. Doping controls applies at senior and junior levels for both men and women.
5. For events under the control of the FIH, the total number of tests will be determined by the FIH. Matches at which tests will be carried out will be selected randomly by the Doping Control Officer and/or the FIH Medical Officer in consultation with the Tournament Director. Athletes to be tested will be selected randomly by the Tournament Director or his/her appointee on duty in the presence of the Doping Control Officer and FIH Medical Officer. An athlete may be subjected to a doping control on more than one occasion during an event.
6. The FIH Chief Executive Officer may provisionally suspend an athlete prior to the opportunity for a full hearing based on an Adverse Analytical Finding. When it appears that these anti-doping regulations have been violated in connection with FIH testing or testing at an international event then the case shall be assigned to the FIH Disciplinary Commission for adjudication.
7. A violation of these anti-doping regulations in connection with an in-competition test automatically leads to disqualification of the individual athlete with all resulting consequences, including forfeiture of all trophies and medals received in that competition.
8. The period of Ineligibility imposed for a violation of relevant articles shall be
  - first violation: two (2) years' ineligibility.
  - second violation: lifetime ineligibility.
9. If more than two team members are found to have committed an Anti-Doping Rule Violation during the event, the team may be subject to disqualification or other disciplinary action.
10. Decisions made under these anti-doping regulations may be appealed as set forth in the FIH Anti-Doping Regulations.

## FIH IMAGE RIGHTS POLICY

### 1. Definition of Image Rights

For the purpose of this Policy 'image rights' refer to the filming, television, photographs identified and otherwise recorded of Participants during an FIH world level event.

### 2. Use of Images by the FIH

The FIH shall be permitted to only use images taken of Participants during its FIH Global Events for non-commercial purposes. The images will be used in general to promote the sport of hockey and for promotional purposes of the FIH.

The FIH shall be permitted to use and publish the images of Participants taken during its world level events in FIH publications such as:

- Publication on [www.fih.ch](http://www.fih.ch) and FIH tournament micro sites
- FIH Highlights
- FIH Rule Books
- FIH internal publications
- Program Books for FIH world level events
- Presentations made by FIH Officials and FIH Staff members

### 3. Copyright of Images

The copyright of television images taken by the official host broadcaster and photographic images taken by any officially appointed FIH photographer remains with the FIH. Written permission must be given for any Participant and/or third party to use these images.

### 4. Commercial use of Images

In the event that the FIH or any third party (e.g. FIH Global Partner or National Association) would like to use any images taken of Participants at an FIH event for commercial purposes, the Participant(s) depicted in the image will be contacted directly or through their National Association to ask for their approval. In the event that the Participant(s) refuses approval, the image will not be used.

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