



**HOCKEY INDIA /  
HOCKEY INDIA LEAGUE  
CODE OF CONDUCT AND SANCTIONS**

## **HOCKEY INDIA - CODE OF CONDUCT**

1. The following persons are subject to the Hockey India Code of Conduct and Sanctions:
  - All Member Units including Associate Members Academy Members and Hockey Key Members;
  - Officials;
  - Organising Committees of Hockey India sanctioned tournaments;
  - Participants/Players in Hockey India, AHF and/or FIH Sanctioned Events;
  - Participants in national camps organized by Hockey India;
  - Technical officials;
  - Coaches/Assistant Coaches Support Staff and other officials associated with the preparation of the team.
  - Spectators
  
2. The following shall be considered as Participants:
  - a) All members of Hockey India, team members and officials including players, team management, coach and coaching staff, including technical staff, medical staff and the duly appointed representatives of the members of Hockey India and participating teams;
  
  - b) All Hockey India competition officials including the Hockey India Representative, members of the Jury of Appeal, Technical Delegates, Technical Officers, Umpires' Managers, Medical Officer, Media Officer, Judges and Umpires, and any other ad hoc officials appointed by the Hockey India or the organising committee;
  
  - c) Hockey India office bearers and representatives.
  
3. The Code is established to create awareness of standards of good conduct and fair play and

to promote accountability amongst the Participants and other stakeholders as defined in Clause 1 above.

4. Capitalized letters are used for terms either defined in the Hockey India Statutes and Regulations, or otherwise defined herein.
5. All Participants are responsible for their own behaviour and conduct, and as such, accountable for their actions. They must abide by the Hockey India Statutes, Regulations, Rules of Hockey, Competition Regulations, Hockey India Anti-Doping Rules, Hockey India Image Rights Policy, Hockey India Anti-Corruption Regulations and the Rules and Directives of this Code of Conduct (“Hockey India Statutes, Rules and Regulations”).
6. It is therefore the responsibility of the Members of Hockey India whose teams are participating to instruct their players and team officials as to the provisions of this Code of Conduct. All Members of Hockey India shall share joint and several liability with their players and team officials should breaches of the Hockey India Statutes, Rules and Regulations occur.
7. If complaints in relation to either misconduct or breaches of the Hockey India Statutes, Rules and Regulations, occur during the course of competition, such complaint shall in the first instance be dealt with by the Technical Delegate during the competition. After conclusion of the competition, without any delay, the matter shall be referred by the Technical Delegate to the Hockey India Secretary General/Chief Executive Officer, who in turn may refer the complaint to the appropriate authorities in Hockey India under the Hockey India Statutes and Rules and Regulations (“Appropriate Authorities”).
8. If complaints in relation to either misconduct or breaches of the Hockey India Statutes, Rules and Regulations occur during the course of national camps or training of the national team, such complaint shall, in the first instance, be dealt with by the senior most coach conducting such camp/training. Either during the camp/training, or immediately after its conclusion, the said coach shall refer the matter to the Hockey India Secretary General/Chief Executive Officer, who in turn may refer the complaint to the Appropriate Authorities.

9. All Participants are bound to abide by the terms of the Hockey India Statutes, Rules and Regulations. Hockey India is committed in maintaining the highest standards of behaviour and conduct. In pursuance of these standards, all Participants shall observe also the following rules and directives.
  
10. Participants shall at all times conduct themselves fairly and properly on the field of play and in any part of the hockey venue / accommodation. No person may 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.
  
11. It is mandatory for all the Players, Coaches and Support staff to exhibit appropriate conduct and behavior at all times while at national camps/tournaments.
  
12. 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) Charging or advancing towards an umpire or technical official in an aggressive manner when appealing;
  - d) Using rude or abusive language or hand signals on field / off field during tournament/championship/event/camp/courses;
  - e) Abuse of hockey equipment or clothing, venue equipment or fixtures and fittings;
  - f) Any verbal or physical abuse or hostility towards an accredited Anti-Doping Control Officer; or
  - g) Wilfully disobeying the directions of the coach during the course of competition, resultantly financial penalties will be applicable or considered under penalized offense.

13. It shall be compulsory for all Participants to comply with the Hockey India media policy as set out in Clauses 17 and 18 of this Code of Conduct (“Media Policy”)
14. It is mandatory for all the Players, Coaches and Support staff a part of the National programme to attend the following sessions / seminars during the national camps at least once every six months:
- Anti-Doping Education (as per the mentioned clause at point 19)
  - Anti-Corruption Education (as per the mentioned clauses at points 25 and 26)
  - Usage and completion of the Therapeutic Use Exemptions form
15. It is mandatory for all the Players, Coaches and Support staff to follow the pre described training schedule and must be punctual and regular in their attendance.
16. Absent from Camps/ Tournaments without obtaining permission from the relevant/ assigned authority; Players/ Officials may not be entitled to paid any allowances.
17. Public statements must be fair, constructive and reasonable and must not involve a personal attack on another player, umpire, appointed official or administrator. Hockey India 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 is constructive. Any public statement therefore by a Participant shall not comprise "a personal attack" upon any other Participant.
18. For this Code of Conduct a public statement shall mean 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, email, 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 (“Public Statement”).

19. All Participants shall comply with the Hockey India Anti-Doping Rules and they shall not direct any verbal or physical abuse or hostility towards Doping Control Officials. Any possession of dope-related drugs or drugs on the list of prohibited substances as mentioned in the Hockey India Anti-Doping Rules 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 Hockey India Anti-Doping Rules.
20. All Participants shall comply with the "No Needle Policy"; no Participants can use injectable materials for medical treatment that is not necessary. Medicines should be carried/kept in sealed transparent cover. A copy of the prescription by licensed doctor including details of the medical condition, quantity of medicine, etc. should always be maintained and informed to the relevant authorities.
21. No Participant who is currently serving any active sanction / punishment for a Doping Rule Violation shall be permitted to be involved in competition or training camps.
22. Any allegation or suspicion of a Doping Rule Violation, whatever the source, shall be referred to the NADA/ WADA Official and they are allowed for any investigation/ enquiries without any prior consent. The decision of the competent authority is final, if any participant found or may have committed an offence under the Anti-Doping Code. If found guilty, competent authorities may warrant to possession of accommodation and personal belongings. Such possession may include (without limitation):
- a) Copies or access to all relevant records (such as current or historic telephone records, bank statements, Internet services records and/or other records stored on computer hard drives or other information storage equipment or any consent forms related thereto).

- b) Any data and/or messages and/or photographs and/or videos and/or audio files and/or documents or any other relevant material contained on his/her Mobile Device(s) (including but not limited to, information stored through SMS and Social Media platforms/ Apps.
- c) All of the facts and circumstances of which the participant is aware with respect to the matter being investigated. The participant shall cooperate fully with such demand, including by furnishing such information within such reasonable period of time as may be determined by the competent authorities. Where such a demand relates to the request to take possession of and/or copy or download information contained on a participant's mobile device, then such information shall be provided immediately upon the Participant's receipt of the Demand.
23. All Participants must co-operate with the competent authorities in relation to any proceedings brought against any other participant for Doping Rule Violation. A non-cooperating participant may be charged with a Doping Rule Violation.
24. Incumbent is responsible to adhere with the confidentiality of Scientific data and tests used for research and analysis conducted by Hockey India/ SAI/ Government of India.
25. 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.
26. Participants shall not conduct themselves in any way that violates the Hockey India Regulations on Betting and Anti-Corruption, e.g. manipulating results, accepting or inducing a bribe or corrupt payment, using or giving inside information for betting etc.
27. The Members, Volunteers, and staff of Hockey India and Hockey India League shall not disclose information entrusted to them in confidence. Disclosure of other information shall not be for personal gain or benefit, nor be undertaken maliciously to damage the reputation of any person or organization.

28. Players and Coaches part of the National programme will make themselves available to Hockey India to imparting training and knowledge to development, junior and sub junior athletes.

**B) HOCKEY INDIA LEAGUE - CODE OF CONDUCT**

1. The FIH Code of Conduct will apply to all matches of the Hockey India League.

**C) HOCKEY INDIA - SANCTIONS**

All enquiry/disciplinary proceedings under this Code of Conduct shall be conducted by the Appropriate Authorities in accordance with Clause 18 of the Statutes of Hockey India, as amended from time to time In imposing penalties/sanctions in this regard, the Appropriate Authorities shall consider, and be guided by the following:

**a) LEVEL 1**

The penalty for a Level 1 offence shall be an official reprimand and / or suspension of the individual for a minimum of one month and maximum of up to three months.

Examples of behaviour, which may result in a Level 1 penalty:

- Verbal abuse or hostility towards any other Participant, person or any other member of the public;
- Disputing / protesting, reacting in a provocative or disapproving manner in an inappropriate way toward any decision made by an umpire or official;
- Charging or advancing towards an umpire or technical official in an aggressive manner when appealing;
- Excessive appealing of an umpire's decision;



- Throwing a stick or ball at or near a player, umpire or official in an inappropriate and / or dangerous manner;
- Inappropriate and deliberate physical contact between players in the course of play;
- Using rude, abusive or disrespectful language, gestures or hand signals gestures which are considered to be obscene, offensive, or insulting on or off the field, with any players, umpire, match officials, Participants or other stakeholder as listed in Clause 1;
- Abuse of hockey equipment or clothing, venue equipment or fixtures and fittings;
- Making statements in a public forum which are unfair, not constructive, inappropriate or unreasonable and which may involve a personal attack on a player, umpire, appointed official or administrator; or
- Failure to comply with the Media Policy.

**b) LEVEL 2**

The penalty for a Level 2 offence shall be a suspension of the individual for a minimum of two or more months but not more than four months.

Examples of behaviour, which may result in a Level 2 penalty:

- Repetition of a Level 1 offence more than once, with constitute a Level 2 offence;
- Threat of assault on an umpire;
- Physical assault, without injury, of another player, umpire, official or spectator;
- Any act of violence on the field of play; or
- Using language or gestures which seriously offends, insults, intimidates, threatens, disparages or vilifies another person on the basis of that person's colour, race, descent or national or ethnic origin, religion, gender or sexual orientation, resultantly financial penalties will be applicable or considered under penalized offense.

**c) LEVEL 3**

The penalty for a Level 3 offence shall be a suspension of the individual for a minimum of six months. In light of the seriousness of offences there is no maximum penalty prescribed, and

the penalty shall be determined by the Appropriate Authorities taking into consideration the facts and circumstances of each case.

Examples of behaviour, which may result in a Level 3 penalty:

- Repetition of a Level 2 offence more than once, will constitute a Level 3 offence;
- Physical assault causing bodily injury to another player, umpire, official or spectator;
- Indiscipline during national camp/tour including failing to obey the directions/instruction of the coach or support staff of the national team during a camp or in the course of competition; or
- Acting against the interests of unity of the team by creating groups and factions amongst the Participants.

**d) LEVEL 4**

1. The FIH Sanctions will apply to Hockey India League

**D. IMAGE RIGHTS:**

1. I agree that I shall abide with these terms of Affidavit of Declaration with Hockey India pertaining to all digital, video and image rights for all promotional purposes including sponsorships.
2. Subject to the above, I agree that Hockey India shall have all digital, video and image rights with regard to all multimedia, including but not limited to, photographs and videos of me in my capacity of representing Hockey India. This shall include my attendance in all events hosted, affiliated with Hockey India, or in which Hockey India is present or participating in.
3. I agree that I shall not enter into any commercial agreement whatsoever with any other entity in my capacity as an athlete of Hockey India, nor agree to any publication of any media (photographs or videos), whereby there is any mention or affiliation with Hockey India (whether direct or insinuated), without Hockey India's written consent.

4. I agree that I am permitted to enter into commercial agreements with other parties, including sponsors, to the extent of my individual capacity wherein there shall be no sort of reference, affiliation, or mention of Hockey India (whether direct or insinuated), including but not limited to in advertisements, pictures from Hockey India events, or in the Hockey India uniform, or any videos of such nature.
5. I agree that in the capacity of an athlete or representative of Hockey India, or during any period under which I am representing Hockey India on the field, or I am present in any event whereby Hockey India is present or participating in, I shall not promote any brand, product, or service whatsoever (including on my stick or uniform) or enter into any exclusive commercial agreement, which is not duly approved by Hockey India in writing.
6. I agree that in my personal capacity, during any event whereunder I am representing or affiliated with Hockey India, I am permitted to post still photographs/ short videos within such venues. However, such media cannot be commercialized, sold, or otherwise distributed to any other individual or other party, apart from personal posting, blogging or tweeting. I agree that such posting, blogging or tweeting shall not be used to promote any brands/ third parties which are not official sponsors of Hockey India or of the particular event.
7. I agree that any posts by me shall not be commercial, political, or religious in nature and shall not contain any negative comment that may defame any person, community, nationality or religion whatsoever.
8. I agree to cooperate with and take necessary steps to assist Hockey India in taking legal action against any third parties who may misuse my images in an unauthorized manner.
9. I agree that all my actions shall be in accordance with all relevant statutes or rules applicable to me which have been passed by the International Olympic Committee, Olympic Council of Asia, Government of India, Indian Olympic Association, International Hockey Federation, Asian Hockey Federation and Hockey India.

## ACCEPTANCE AND AGREEMENT

I am committed to upholding this policy of HOCKEY INDIA. I have retained a copy of the **HOCKEY INDIA / HOCKEY INDIA LEAGUE CODE OF CONDUCT AND SANCTIONS** for my reference.

I confirm that I have read this document or had its contents explained to me and that I understand and accept what is required of me.

Name\* .....

Age\*\* ..... Date

of Birth ..... Teams

Associated ..... Position with

team ..... Date

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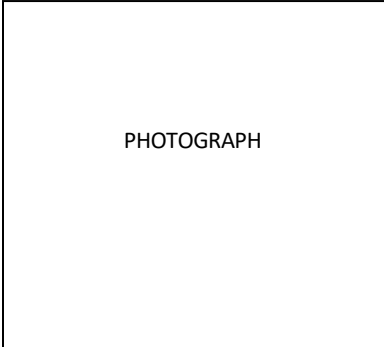
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*Signature*

Date .....

**Note:**

\* To avoid cheating only full name should be mentioned. Abbreviation in the name would not be allowed. In case of similar names, name of father/mother would be compulsorily mentioned.

\*\* If the above declaration is found false, particularly with regard to using banned substance or cheating on age, Hockey India can refer your case to the Hockey India Disciplinary Committee for review and if found guilty could be sanctioned for up to 04 (four) years.