HOCKEY INDIA

CODE OF ETHICS &

ETHICS COMMISSION
ETHICS COMMISSION

HOCKEY INDIA (HI)

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HOCKEY INDIA CODE OF ETHICS

PREAMBLE

The HI and each of its members (hereinafter called “the HI parties”) restate their commitment to the Olympic, IOA, AHF, FIH and HI Charter and in particular its Fundamental Principles. The HI parties affirm their loyalty to the Olympic ideal inspired by; Pierre de Coubertin.

Consequently, at all times the HI parties and in the framework of the National Games and other Games organized under the aegis of HI, the participants, undertake to respect and ensure respect of the present Code.

The Hockey India members and Recognized Organizations shall adopt a code of the ethics based on the principles and rules of the HI Code of Ethics or adopt the HI Code of Ethics in a written declaration.
A. DIGNITY

1) Safeguarding the dignity of the individual is a fundamental requirement of Olympism.

2) There shall be no discrimination between the participants on the basis of race, gender, ethnic origin, religion, philosophical or political opinion, marital status or other grounds.

3) All doping practices at all levels are strictly prohibited. The provisions against doping in the World Anti-Doping Code/National Anti Doping Code shall be scrupulously observed.

4) All forms of harassment of participants, be it physical professional, sexual or Mental and any physical or mental injuries to participants are prohibited.

5) All forms of participation in, or support for betting related to the National Games and other Games organized under the aegis of HI and all forms of promotion of betting related to the National Games and other Games organized under the aegis of HI are prohibited.

6) Also, in the context of betting, participants in the National Games and other Games organized under the aegis of HI must not, by any manner whatsoever, infringe the principle of fair play, show non-sporting conduct, or attempt to influence the result of a competition in a manner contrary to sporting ethics.

7) The HI parties shall guarantee the athletes conditions of safety, well being and medical care favorable to their physical and mental equilibrium.

B. INTEGRITY

1) The HI parties or their representatives shall not, directly or indirectly, solicit, accept or offer any form of remuneration or commission, nor any concealed benefit or service of any nature, connected with the organization of the National Games and other Games organized under the aegis of HI.

2) Only gifts of nominal value, in a accordance with prevailing local customs, may be accepted by the HI parties, as a mark of respect or friendship. Any other gift must be passed on to the organization of which the beneficiary is a member.

3) The hospitality shown to the members and staff of the HI parties, and the persons accompanying them, shall not exceed the standards prevailing in the host country.
4) The HI parties shall respect the Rules Concerning Conflicts of Interests Affecting the Behavior of Olympic, IOA, AHF and FIH Parties.

5) The HI parties shall use due care and diligence in fulfilling their mission. They must not act in a manner likely to tarnish the reputation of the Olympic, IOA, AHF and FIH movement.

6) The HI parties, their agents or the representatives must not be involved with firms or persons whose activity or reputation is inconsistent with the principles set out in the Olympic, IOA, AHF and FIH Charter and the present Code.

7) The HI parties shall neither give nor accept instructions to vote for HI Elections and any other issue or intervene in a given manner within the organs of the IOA and HI.

C. GOOD GOVERNANCE AND RESOURCES

1) The basic universal principles of good governance of the Olympic, IOA, AHF, FIH and HI movement, in particular transparency, responsibility and accountability, must be respected by all Olympic, IOA, AHF, FIH and HI Movement constituents.

2) The resources of the HI parties may be used only for National purposes.

3) INCOME AND EXPENDITURE

3.1 The income and expenditure of the HI parties shall be recorded in their accounts, which must be maintained in accordance with generally accepted accounting principles. An independent auditor will check these accounts.

3.2 In cases where in HI gives financial support to HI parties.

   a) The use of these resources for National Games and other Games organized under the aegis of HI purposes must be clearly demonstrated in the accounts;
   b) The accounts of the HI parties may be subjected to auditing by an expert designated by the HI Executive Board.

3.3 The HI parties recognize the significant contribution that broadcasters, sponsors, partners and other supporters of sports events make to the development and prestige of the National Games and other Games organized under the aegis of HI throughout the Country. However, such support must be in a form consistent with the rules of sport and the principles defined in the Olympic, IOA, AHF and FIH Charter and the present Code. They must not interfere in the running of sports institutions. The organization and staging of sports competitions are the exclusive responsibility of the independent sport organizations recognized by the HI.
D. **CANDIDATURES**

The HI parties shall in all matters respect the various manuals published by the HI linked to the selection of host cities of the National Games and other Games organized under the aegis of HI, in particular the Rules of Conduct Applicable to All Cities wishing to Organise the National Games and other Games organized under the aegis of the HI.

E. **RELATIONS WITH STATES**

1) The HI parties shall work to maintain harmonious relations with state authorities, in accordance with the principle of universality and political neutrality of the Olympic, IOA, AHF and FIH Movement.

2) The HI parties are free to play a role in the public life of the states to which they belong. They may not, however, engage in any activity or follow any ideology inconsistent with the principles and rules defined in the Olympic, IOA, AHF and FIH Charter and set out in the present Code.

3) The HI parties shall Endeavour to protect the environment on the occasion of any events they organize. In the context of the National/State Games and other Games organized under the aegis of HI, they undertake to uphold generally accepted standards for environmental protection.

F. **CONFIDENTIALITY**

The HI parties shall not disclose information entrusted to them in confidence. The principle of confidentiality shall be strictly respected by the HI Ethics Commission in all its activities. 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.

G. **IMPLEMENTATION**

1) The HI parties shall see to it that the principles and rules of the present Code are applied.

2) The HI parties shall inform the HI President of any breach of present Code, with a view to possible referred to the HI Ethics Commission.

3) The HI Ethics Commission may set out the provisions for the implementation of the present Code in a set of implementing Provisions.

H. **COMPLAINTS**

All complaints to the Ethics Commission referable to the Ethics commission would be brought to the President of HI with a fee of Rs. 1,00,000/- (Rupees One Lak) in the name of Hockey India Ethics Commission and the said complaint would be referred to the Panel, composition of which may be decided by; the President of HI.
OR

Otherwise, the HI President may refer any complaint suo-moto without the charge of any fee and the expenses would be reimbursed by the HI from its accounts.

**Rules Concerning Conflicts of Interests Affecting the Behavior of HI parties**

**Article 1**

**Scope of Application**
These Rules apply to HI parties as defined by the HI Code Ethics preamble;

Hockey India and each of its members, Organizing Committees for the National Games and other Games organized under the aegis of HI, cities wishing to organize the National Games and other Games under the aegis of HI and, in the frame of the Games, to the Participants.

With respect to legal persons among the HI parties, these Rules are applicable to all members or staff with actual decision-making power within them. Each such legal person may define other categories of persons for whom these Rules can be applicable, while informing the Ethics Commission.

**Article 2**

**Definition**

1) In the context of the provisions of these Rules, a distinction is made between the situation of a “potential conflict of interests” and the case of a “conflict of interests”. Only conflicts of interests are prohibited.

2) A situation of a potential conflict of interests arises which the opinion or decision of a person, acting alone or within an organization, in the framework of the activities of the physical or legal persons defined in Article 1 above, may be reasonable considered as liable to be influenced by relations that the aforementioned person has, has had or is on the point of having with another person or organization the would be affected by the person’s opinion or decision.

3) A case of conflict of interests is constituted when any person who, having abstained from declaring a situation of potential conflict of interests, expresses an opinion or takes a decision in the circumstances described in the above paragraph 2.
Article 3

Types of interests to take into consideration
In assessing the situations described in Article 2 above, direct as well as indirect interests must be taken into account. This also includes the interests of a third person (parent, spouse, relation or dependent).

In the following non-exhaustive list of examples, the circumstances in which a conflict of interests could arise are:

- Personal and/or material involvement (salary, shareholding, various benefits) with suppliers of the HI party concerned:

- Personal and/or material involvement with sponsors, broadcasters, various contracting parties;

- Personal and/or material involvement with an organization liable to benefit from the assistance of the HI parties concerned (including subsidy, approval clause or election).

Article 4

Resolution of conflicts
It is the personal responsibility of each person to avoid any case of conflict of interests.

Faced with a situation of a potential conflict of interests, the person concerned must refrain from expressing an opinion, from making or participating in making a decision or accepting any form of benefit whatsoever. However, if the person wishes to continue to act or if the person is uncertain as to the steps to take, the person must inform the Ethics Commission of the situation; the Ethics Commission then takes the steps foreseen in Article 5.

The information given will be kept confidential.

Article 5

Role of the Ethics Commission
The HI Ethics Commission is responsible for advising members of HI at their request, in a situation of a potential conflict of interests.
The Ethics Commission proposes to the person concerned a solution from the following options:

- Registering the declaration without any particular measure;
- Removal of the person involved from part or all of the action or from the decision of the HI parties at the root of the conflict;
- Relinquishment of the management of the external interest causing of the conflict; Complementary measures may also be proposed.

The person concerned then takes the steps that he/she considers appropriate, subject to the Commission’s application of the second paragraph of Article 7 below.

Article 6

Procedure
Any case of conflict of interests is dealt with accordance with the provisions of constitution the Rules of Procedure of the Ethics Commission.

The Ethics Commission is responsible, in the final instance, for taking decisions concerning conflicts of interests.

Article 7

Undeclared conflicts of interests
In the event that a person neglects to declare a situation of a potential conflict of interests, the President HI/EB may refer the case to the Ethics Commission in accordance with the conditions set out in its rules.

Article 8

Enforcement
The provisions set forth in the third paragraph of Article 2 above shall apply to any situation of a potential conflict of interests, which is not declared by the person concerned.

Article 9

Execution
The HI Executive Board is responsible, for the execution of these Rules.
Ethics Commission
Statutes of the HI Ethics Commission

Implementing Provision of the Statutes of the HI Ethics Commission:

Rules of Procedure Governing the Investigation of Cases Brought Before the HI Ethics Commission.

Statutes of the HI Ethics Commission

A. Composition and Organization

1. The HI Ethics Commission (the Commission) is independent; it is composed of seven members, among whom there shall be:
   - No more than three HI Members,
   - No more than two athletes.
   - No more than two persons with legal background.

2. The members of the Commission shall be designated by the HI President, and their appointment is subject to ratification by the HI Executive Board.

3. The Chairman of the Commission shall be appointed by the HI President and to be ratified by the HI EB. The HI President can also be Chairman/Chair Person.

4. The Commission reports to the HI Executive Board.

5. The Commission meets when convened by its Chairman, at least on a semi-annual basis. The required quorum is constituted if at least three of the members are present.

6. The Commission shall be assisted by a Secretary appointed by the Commission Chairman as and when any case is referred in consultation with the HI President. His or her tasks are defined in a job description approved by the Commission Chairman and the HI President.

B. Terms of reference of the Commission

1. In the framework of the competence of the Commission as defined in the Olympic Charter, the terms of reference of the Commission are:
   1.1 To provide opinions and recommendations to the HI Executive Board on cases submitted by the HI President, and to give advice at the request of the HI Members and/or members of Hockey movement.
   1.2 To perform any other task, linked to the development of and respect for the ethical principles, assigned to it by the HI Executive Board and/or the HI President.
2. The Commission presents an annual report based on cases referred on its activities to the HI Session. This report will be published.

C. Conditions required for Commission membership

Members of the Commission shall not take any measure nor exercise any influence in relation to a matter where any conflict of interests or any other conflict exists or is perceived to exist.

D. Term of appointment of Commission members

1. The duration of the term of a Commission member is four years. Such term is renewable. The term of a person who is a Commission member by virtue of his or her HI membership shall end when such person ceases to be an HI Member. He or she may however be appointed as a Commission member in the category of persons who are not HI Members.

2. The term of office of a Commission member takes effect on the day his/her appointment is approved by the HI Executive Board.

3. In the event of the Chairman being impeded from performing his or her duties as Chairman, the longest serving member of the Commission shall perform these functions. In the event of death, resignation or inability of a member to perform his or her functions, the member shall be replaced. Any member of the Commission who is to be replaced shall remain in office until a replacement has been approved by the HI Executive Board.

4. A Commission member may be removed from office only by a decision of the HI Executive Board and with the approval of two-thirds of the Commission members, the member concerned being heard by the Commission.

Implementing Provision of the Statutes of the HI ethics Commission

Rules of Procedure governing the Investigation of Cases brought before the HI Ethics Commission

A. Violations of ethical principles or rules

1. Referrals to the HI Ethics Commission (the Commission) are made in writing to the HI President. Any complaint or denunciation sent directly to the Commission is immediately forwarded to the HI President for analysis and possible official referral to the Commission. In the case of a complaint or denunciation involving the HI President, the analysis and possible referral to the Commission are performed by two of the HI Vice-Presidents, respecting protocol order.
2. Any person implicated in a case submitted to the Commission is immediately informed. Such person may make his/her observations if he/she deems it necessary to do so. If the person in question is a legal person, the Commission will inform its representative. Such representative may make his/her observations if he/she deems it necessary to do so.

3. When conducting an inquiry, the Commission may take all appropriate measures, including:

3.1 Ask for written information or documents from the parties concerned;
3.2 Hear the parties concerned, with or without the presence of legal counsel and in the circumstances it decides;
3.3 Decide to hear witnesses as its own decision or at the request of the parties concerned;
3.4 Travel to the place concerned, send one of its members or delegate a person to go there if it deems that such action may clarify the proceedings under way;
3.5 Appoint one or more experts tasked with assisting it on one or more points, and establish the scope of their terms of reference and remuneration within the limits of its operating budget.

4. The Commission Chairman may appoint one of the Commission members as a rapporteur. The Chairman may delegate the rapporteur to hear the parties concerned.

5. The Commission deliberates in camera and takes the decisions it considers appropriate. The Commission's deliberations are led by the Chairman. In the absence of a consensus, decisions by the Commission will be taken by a simple majority of the members present. Votes are taken by secret ballot if the Chairman or a majority of members present request it. Proxy votes are not permitted. If necessary, the members may take part in the deliberations by telephone conference or videoconference. In certain circumstances, the Commission members may be consulted by means of circulating the documents. The deliberations and votes are confidential.

6. The Commission may propose to the HI Executive Board the measures or sanctions or any other appropriate measure.

7. At the end of an inquiry, the conclusions and recommendations of the Commission are submitted by its Chairman to the HI Executive Board through the intermediary of the HI President. Any inquiry involving a natural or legal person must remain confidential until such time as the HI Executive Board takes a decision on the conclusions and recommendations of the Commission. Before such decision by the HI Executive Board, the HI President may refer to the Commission for a second time points addressed in its conclusions and recommendations, citing other elements.
B. Requests for an opinion

1. The various organs of the HI may ask the Commission for an opinion. Such request must be forwarded to the Commission Chairman by the HI President. The HI Members and the members of the Olympic, IOA, AHF and FIH Movement may also ask the Commission for an advisory opinion. Such requests must be made in writing.

2. The opinions issued by the Commission are not binding upon it with regard to the exercise of its other competences.

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<th>The Quorum is - 3</th>
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<tr>
<td>1. Ms. Mariamma Koshy</td>
<td>Chairperson</td>
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<tr>
<td>2. Ms. Elena Norman</td>
<td>Member - Convenor</td>
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<td>3. Md. Mushtaque Ahmad</td>
<td>Member</td>
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<td>4. Mr. Hitesh Jain</td>
<td>Member - Legal</td>
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<td>5. Ms. Asima Ali</td>
<td>Member - Legal</td>
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<td>6. Mr. Harbinder Singh</td>
<td>Member - Athlete</td>
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<td>7. Ms. Asunta Lakra</td>
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