

**INTERNATIONAL
HOCKEY
FEDERATION**

**GENERAL
REGULATIONS**

With effect from 16 March 2018



GENERAL REGULATIONS OF THE INTERNATIONAL HOCKEY FEDERATION

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1. INTRODUCTION

- 1.1. These *General Regulations* are issued by the *Executive Board* in accordance with the *Statutes*. They are intended to supplement the *Statutes* and the other *Regulations* issued by the *Executive Board*, in order to ensure the efficient and effective governance, regulation and administration of the sport of *Hockey*. They form part of the *Regulations* of the *FIH*, and as such are binding on all *Continental Federations*, all *National Associations*, all members of *Members*, all *Athletes* and *Athlete Support Personnel*, and all other entities and individuals (including umpires, tournament officials and team officials) participating in any way in activities controlled and/or sanctioned by the *FIH* or any of its *Continental Federations* or *National Associations*.
- 1.2. These *General Regulations* shall come into effect on 17 August 2016 (the "*Effective Date*") and shall continue in effect (as amended from time to time by the *Executive Board*) until repealed by the *Executive Board* or *Congress*. The *Bye-Laws* and any other texts issued prior to the *Effective Date* that cover the same subject-matter as the *General Regulations* are superseded as from the *Effective Date* by these *General Regulations*.
- 1.3. Words and phrases appearing in these *General Regulations* in italicised text are defined terms. They have the meaning set out in Appendix 1 to these *General Regulations*.

2. MEMBERS

- 2.1. The *CEO* shall maintain a register recording the names of all *Members*, together with such other details relating to such *Members* as *Congress* or the *Executive Board* may require from time to time.
- 2.2. The *CEO* shall make the register of *Members* available for inspection on request by any *Member* or any member of the *Executive Board*.

3. CONTINENTAL FEDERATIONS

- 3.1. The *FIH* recognises the following *CFs*:
 - 3.1.1. The African Hockey Federation.
 - 3.1.2. The Asian Hockey Federation.
 - 3.1.3. The European Hockey Federation.
 - 3.1.4. The Oceania Hockey Federation.
 - 3.1.5. The Pan-American Hockey Federation.

4. CONGRESS

4.1. Chair of meetings of Congress

- 4.1.1. The chairman of meetings of Congress (the "*Chair*") shall be the *President*, save that:
 - 4.1.1.1. the *President* may ask the *Congress* to appoint another person to act as *Chair* for all or part of the meeting; and
 - 4.1.1.2. in the *President's* absence, the *CEO* shall open the *Congress* and ask the delegates to appoint a member of the *Executive Board* (other than the *CEO*) to act as *Chair*.
- 4.1.2. The *Chair* shall determine any matter of procedure to be followed at the meeting that is not addressed in the *Statutes* or the *Regulations*, and shall be responsible for the production of minutes of the meeting to act as an official record of the meeting.

4.2. Business

- 4.2.1. The business of an ordinary meeting of the *Congress* shall include:



- 4.2.1.1. the *President's* address;
- 4.2.1.2. receipt of the report of the *Executive Board* on its activities since the last meeting of *Congress*;
- 4.2.1.3. approval of the audited financial statements of the *FIH*;
- 4.2.1.4. consideration of applications for membership of the *FIH* and/or for transfer of membership of the *FIH*;
- 4.2.1.5. consideration of proposals to suspend or expel *Members*;
- 4.2.1.6. consideration of proposals for alteration of the *Statutes*;
- 4.2.1.7. election of members of the *Executive Board*;
- 4.2.1.8. fixing of subscriptions;
- 4.2.1.9. appointment of an internationally active auditing firm having a representation in Switzerland to audit the accounts of the *FIH* for the ensuing two (2) years;
- 4.2.1.10. appointment of the President of the *Judicial Commission* on the proposal of the *Executive Board*; and
- 4.2.1.11. any other business of which proper notice has been given in accordance with the *Statutes*.

4.2.2. The order of business may be changed by the *Chair* either before or during the meeting.

4.3. Alterations to the Statutes

- 4.3.1. The *Executive Board* and/or any *Continental Federation* or *Member* may propose alterations to the *Statutes* at any meeting of *Congress*, provided that a proposal by a *Continental Federation* or a *Member* to alter the *Statutes* has reached the *CEO* not later than ninety (90) days before the date fixed for the meeting. The *Executive Board* shall be entitled to review any such proposal, in consultation with the proposer, before communicating the proposal to *Congress*.
- 4.3.2. The *CEO* shall communicate any such proposal to alter the *Statutes* to the *Members* when summoning the meeting of the *Congress*.
- 4.3.3. A proposal to alter the *Statutes* may be withdrawn at any time, provided that:
 - 4.3.3.1. a proposal made by a *Continental Federation* can only be withdrawn either (1) in writing by a duly authorised representative of the *Continental Federation* or (2) during the meeting of *Congress*, by the President of that *Continental Federation* or (if absent) the other duly appointed office bearer of that *Continental Federation* present at the meeting.
 - 4.3.3.2. a proposal made by a *Member* can only be withdrawn either (1) in writing by a duly authorised representative of that *Member*; or (2) during the meeting of *Congress*, by the head of the delegation of that *Member*.

4.4. Elections

- 4.4.1. Elections at *Congress* shall be dealt with in the following order:
 - 4.4.1.1. *President*;
 - 4.4.1.2. ordinary members of the *Executive Board*; and
 - 4.4.1.3. any other elections.

- 4.4.2. A summary/CV of each candidate seeking election shall be circulated to all delegates by the *FIH* as part of the *Congress* papers provided that it is received no later than 45 days before Congress.
- 4.4.3. Each candidate for the position of President is entitled to produce a 4xA4 page manifesto which shall be circulated to all delegates as part of the *Congress* papers if received in time.
- 4.4.4. Each candidate for the position of President and ordinary Board Member is entitled to make a presentation up to a maximum of five minutes long to *Congress* (without visual or electronic aids, unless specifically authorised by the *Executive Board*. Any such electronic aids (if permitted) must be provided to the *FIH* at least seven (7) days prior to the election day).
- 4.4.5. Each *Member* present at *Congress* shall be entitled to cast a vote for each vacancy and the candidate(s) who receive(s) an *Absolute Majority* shall be elected.
- 4.4.6. If any vacancy still remains after the first ballot, there shall be a second and subsequent ballots until all vacancies have been filled. In each such ballot the candidate with the least number of votes will be removed.

4.5. Registration for Congress

- 4.5.1. Delegates (including the Head of Delegation) must register for Congress no later than 30 days prior to Congress day using the *FIH* on-line registration and accreditation system in order to benefit from financial assistance that may be offered to Delegates attending Congress. Delegates may continue to register up to 7 days prior to Congress day, but shall not benefit from financial assistance offered and shall liable to pay all costs. Requests to register within 7 days of Congress day will only be accepted in exceptional circumstances and with the approval of the CEO.

5. THE EXECUTIVE BOARD

5.1. Duties

- 5.1.1. The primary duties of the *Executive Board* are to:
 - 5.1.1.1. manage, control and direct the affairs of the *FIH*;
 - 5.1.1.2. make, amend, add, rescind, and replace *Regulations*;
 - 5.1.1.3. manage and monitor the activities of the *CEO*;
 - 5.1.1.4. consider applications for membership of the *FIH*;
 - 5.1.1.5. receive and review reports from the *CFs*;
 - 5.1.1.6. ratify the statutes of the *CFs*;
 - 5.1.1.7. recognise and enforce suspensions and disqualifications of clubs or individuals declared by *Members* and ensure that such suspensions and disqualifications are recognized and enforced by all other *Members*; and
 - 5.1.1.8. notify *Members* of all relevant *FIH* business, including any decisions of *Congress* or the *Executive Board*.

5.2. Meetings

- 5.2.1. Ordinarily, the *President* shall chair meetings of the *Executive Board*, but the *President* may ask members present at a meeting to appoint a substitute to chair all or part of a meeting in his place. In the absence of the *President*, the *CEO* shall open the meeting and request the members present to appoint one of their number (other than the *CEO*) to chair the meeting.
- 5.2.2. The chair of the meeting of the *Executive Board* shall determine any matter of procedure to be followed at the meeting that is not addressed in the *Statutes* or the *Regulations*, and shall be



responsible for the production of minutes of the meeting to act as an official record of the meeting.

5.2.3. It is expected that the President of each *CF* will represent the *CF* at each meeting of the *Executive Board*. Any *CF* President who is unable to attend a meeting of the *Executive Board* must give written notice to the *CEO* of such inability to attend as soon as possible (preferably not less than 21 days prior to the meeting). The notice must also contain details of the reasons for such inability to attend and the name of another person (who must be an office bearer of the *CF*) to represent and vote on behalf of the *CF* at that meeting. The decision whether or not to approve the substitute shall be made by the *President* in consultation with the *CEO*.

5.2.4. The business of the *Executive Board* is confidential to the *FIH*. Members of the *Executive Board* must not disclose to any third party any details of that business (including any details of discussions that take place at *Executive Board* meetings) without the prior permission of the *President*. An official communiqué will be issued by the *FIH* following each meeting of the *Executive Board*.

5.3. Alterations to the Regulations

5.3.1. To be considered at a meeting of the *Executive Board*, a proposal by a *Continental Federation* or *Member* to amend, add to or rescind any part of the *Regulations* must reach the *CEO* not later than thirty (30) days before the date fixed for that meeting.

5.3.2. A proposal to amend, add to or rescind any part of the *Regulations* may be withdrawn in writing at any time prior to the meeting.

5.4. Granting of Awards

The Congress or the *Executive Board* may honour *Members* or individuals within or outside the *FIH* who have given long and/or outstanding service to the *FIH* or to the sport of *Hockey*, by conferring one or more awards on them. The *Executive Board* will issue a written document, which will be made available on the *FIH* website, setting out its policy in relation to the granting of awards.

6. COMMITTEES

6.1. *Committees* may be created by the *Executive Board* for the purpose of advising the *Congress*, the *Executive Board* and/or the *President*, as the case may be. They may be standing or ad hoc *Committees* but in each case the *Executive Board* shall establish their terms of reference, decide upon their membership, and dissolve them when it considers their mandate to be completed.

6.2. No meeting of any *Committee* may be held without the prior agreement of the *CEO*.

6.3. The *President* can attend any *Committee/Panel* meeting but does not have the right to vote, except for the Elections Oversight Panel and the *FIH* Integrity Unit, which are independent of the *Executive Board*.

6.4. The chairs of the *Committees* are responsible to and report to the *Executive Board* through the *CEO* on all deliberations and discussions that take place at meetings of their respective *Committees*, and shall be responsible for the production of minutes of each such meeting to act as an official record of the meeting.

6.5. The business of *Committees* is confidential to the *FIH*. Members of *Committees* must not disclose to any third party any details of *Committee* business (including any details of discussions that take place at *Committee* meetings) without the prior permission of the *CEO*.

7. LANGUAGE AND NOTICES

7.1. The official languages of the *FIH* are French and English. In the case of divergence between the French and English texts of any *FIH* document, the English text shall prevail.

7.2. Correspondence with the *FIH* must be in French or English. No correspondence of any kind will be deemed official or valid if in another language, save that with the prior approval from the *Executive Board* and under special circumstances other languages may be used in non-official documents.

7.3. 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: (a) pre-paid mail; (b) facsimile transmission; or (c) email or other form of electronic communication where receipt can be verified.

8. FINANCES

8.1. The financial year of the *FIH* shall begin on 1 January and end on 31 December each year. The *Executive Board* is responsible for managing the finances of the *FIH* in a prudent manner that ensures the *FIH* can continue to work towards fulfilling its objects.

8.2. Subscriptions:

8.2.1. The *FIH* shall receive subscriptions from *Members* in accordance with a scale proposed by the *Executive Board* and adopted by *Congress*.

8.2.2. Subscriptions must be paid before 31 March of the year concerned.

8.2.3. Although subscriptions are payable in Euros, the *Executive Board* may permit them to be paid in another currency and in such case may fix the rate of exchange.

8.2.4. The *FIH* has the right to charge interest on any subscription or other amount owed by a *Member*, calculated from the due date until the date of receipt of payment, at the rate of [4%] per annum above the base rate then in force of the *FIH's* bank (or, if such rate is not available, the nearest equivalent rate of another clearing bank nominated by the *FIH*).

8.2.5. Payment of the annual subscription must be accompanied by a declaration of the number of members in each category of membership of the *Member* as at 1 January of the current year, accompanied by a certification signed by the President and Secretary of the *Member*, certifying the accuracy of the information.

8.3. The *FIH* is the sole owner of:

8.3.1. the media and marketing rights and all other commercial rights relating to the events that it organises, as well as such other events as are specified by the *Executive Board*;

8.3.2. all intellectual property rights in the name "International Hockey Federation" and the abbreviation "FIH", and in the *FIH* logo and any other marks developed by or on behalf of the *FIH*; and

8.3.3. the right to organise "world" and "international" championships and all other events purporting to be "world" and/or "international" events or to determine "world" or "international" champions of *Hockey*.

8.4. The *FIH* may exercise or authorise others to exercise some or all of such rights. No *Member* or *CF* may exploit or authorise others to exploit such rights without the approval of the *FIH*.

8.5. The *FIH* may accept gifts and bequests and seek all other resources enabling it to fulfil its objects. It 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*.

9. ENVIRONMENTAL POLICY

9.1. In the course of the *FIH's* operations, where applicable, practical and within resource constraints, the *FIH* will endeavor to improve environmental performance by:

9.1.1. conserving energy, water, and other natural resources, particularly those which are scarce or non-renewable, while still providing a safe and comfortable operating environment;

9.1.2. reducing waste through re-use and recycling and by using refurbished and recycled products and materials where such alternatives are economical and suitable;

- 9.1.3. raising awareness about any of its activities which result in undesirable discharges and emissions to air, land and water and assessing what actions are necessary to reduce pollution or the risk of pollution;
- 9.1.4. encouraging the phasing out of ozone-depleting substances and minimising the release of greenhouse gases and other substances damaging to health and the environment;
- 9.1.5. meeting all relevant, current and foreseen statutory regulations and official codes of practice;
- 9.1.6. communicating diligently on environmental issues including educating and motivating *Members*, *CFs*, partners, staff, and other relevant stakeholders to encourage them to support the *FIH's* environmental efforts;
- 9.1.7. encouraging manufacturers, suppliers and contractors through *FIH* contracts and other means to improve or develop environmentally preferable goods and services at competitive prices;
- 9.1.8. ensuring that buildings occupied by *FIH* are designed, constructed and operated to optimise their environmental performance;
- 9.1.9. demonstrating that environmental issues are considered when making decisions and when planning and developing policy, programmes and projects;
- 9.2. The policy statement is underpinned by the actions of constituent *FIH* bodies including *Committees*, *Members*, *CFs* and partners. *Members* of these bodies and *FIH* staff have a key role to play in implementing this policy.
- 9.3. The *Executive Board* shall be responsible for monitoring progress in relation to this Environmental Policy.



APPENDIX 1: DEFINITIONS AND INTERPRETATION

A.1 In these *General Regulations*, the following words and expressions have the meanings set out opposite them:

| | |
|------------------------------------|---|
| <i>Absolute Majority</i> | More than ½ of those present in the room at the time of the vote and entitled to vote. |
| <i>CEO</i> | The Chief Executive Officer of the <i>FIH</i> . |
| <i>Chair</i> | As defined in Article 3.1.1. |
| <i>Committee</i> | Any committee, sub-committee, working party, panel or board (other than the <i>Executive Board</i> and the <i>Judicial Commission</i>) appointed to exercise any function or perform any role for or on behalf of the <i>FIH</i> . |
| <i>Congress</i> | The <i>Members</i> of the <i>FIH</i> in general meeting. |
| <i>Continental Federation / CF</i> | A continental federation established in accordance with the <i>Statutes</i> . |
| <i>Disciplinary Commissioner</i> | The Disciplinary Commissioner appointed in accordance with the <i>Statutes</i> . |
| <i>Effective Date</i> | As defined in Article 1.2. |
| <i>Event</i> | Any <i>Hockey</i> tournament or competition or match. |
| <i>Executive Board</i> | The Executive Board of the <i>FIH</i> . |
| <i>FIH</i> | The International Hockey Federation. |
| <i>General Regulations</i> | These General Regulations of the <i>FIH</i> . |
| <i>Hockey</i> | The game of <i>Hockey</i> , including both field and indoor <i>Hockey</i> and other derivatives of the game as decided from time to time by the <i>Executive Board</i> . |
| <i>International Event</i> | A duly sanctioned match or event contested by national representative teams. |
| <i>Judicial Commission / JC</i> | The commission of that name established in the <i>Statutes</i> . |
| <i>Member</i> | A <i>National Association</i> that has been admitted as a member of the <i>FIH</i> . |
| <i>National Association / NA</i> | A national governing body of <i>Hockey</i> . |
| <i>President</i> | The President of the <i>FIH</i> . |
| <i>Regulations</i> | Any codes, rules or regulations made by or on behalf of the <i>FIH</i> in accordance with the <i>Statutes</i> , including all amendments thereto and re-enactments thereof. |
| <i>Statutes</i> | The <i>Statutes</i> of the <i>FIH</i> . |

A.2 These *General Regulations* shall be interpreted and applied in the manner most consistent with the purposes of the *FIH* set out at Article 1.3 of the *Statutes*.



A.3 In these *General Regulations*:

A.3.1 All uses of the masculine gender in these *General Regulations* shall be deemed to encompass references to both genders.

A.3.2 Any term used in the singular encompasses the plural, and vice versa.

A.3.3 Save where the context requires otherwise, the word 'including' is used without limitation, i.e., it means 'including (but not limited to).'

A.4 If any Article or provision of these *General Regulations* is held to be invalid, unenforceable or illegal for any reason, it shall be deemed to be deleted and the *General Regulations* shall otherwise remain in full force and effect.

