

EUROPEAN HOCKEY FEDERATION

Regulations for enforcement of Discipline and for Appeals

1. Introduction

1.1. The purpose of these Regulations, and of any Rules of Procedure made under them, is to provide uniform procedures for the resolution of breaches, offences and disputes in a fair, consistent and expeditious manner.

1.2 The Executive Board may from time to time supplement, amend or vary these Regulations and make Rules of Procedure (both for Discipline and for Appeals).

2. Disciplinary Commissioner.

2.1 The Executive Board shall appoint, from time to time, a Disciplinary Commissioner (**DC**), to whom the Director General may refer any alleged breaches, offences or disputes. The DC shall have power to investigate and to make findings and binding rulings and decisions upon any matters referred. The DC, whilst reporting to the Executive Board, shall be independent of that Board.

3. Scope of application

3.1 These Regulations, and the Rules of Procedure made under them, shall apply to:

- (i) National Associations and their officials
- (ii) Clubs and their officials affiliated to those National Associations
- (iii) Technical Officials in EHF events
- (iv) Players
- (v) All persons charged by EHF or by a National Association or by a club to exercise a function in the administration of or in connection with an EHF event

3.2 The above mentioned people or bodies are subjected to EHF's disciplinary power. They are bound by and recognise the Statutes, Regulations, Codes, directives and decisions of EHF, as well as the Rules of Hockey.

4. Role of the Disciplinary Commissioner

4.1 Member Associations and their clubs are responsible for the conduct of their players, officials, members, supporters and any other persons exercising a function at a match or event on behalf of the association or club.

4.2 Host associations and their clubs are responsible for order and security both inside and outside the venue, before, during and after a match. They are liable for incidents of any kind, and may be rendered subject to disciplinary measures and directives.

4.3 Matters under the jurisdiction of the DC include, but are not limited to:

- (i) any breach of the EHF or FIH Regulations relating to any EHF tournament or competition
- (ii) withdrawal from a competition after the permitted time, or failure to appear for a competition
- (iii) any alleged offences on the pitch, or at the venue of an EHF hockey tournament/event, which have not been dealt with and resolved by the Technical Delegate of the tournament/event
- (iv) any breach of the EHF Statutes or of any Code (for instance Code of Conduct, Code of Ethics etc) or any Regulations

Any alleged doping offences will be dealt with by FIH in accordance with the FIH Anti-Doping Code and WADA rules.

4.4 In carrying out his/her functions in respect of any matter referred to him/her, the DC shall be entitled to undertake such investigations as he/she may deem necessary, and every National Association, club or person shall be obliged to cooperate with such investigations. As part of such investigations the DC may (among other things) require that bodies or persons provide written statements and/or written answers to questions and/or attend meetings or hearings with the DC. Unreasonable failure by such bodies or persons so to do may in itself result in a separate Reference to the DC.

4.5 The DC, will publish Rules of Procedure, approved by the Executive Board, relating to the conduct of any matters referred to the DC by Director General.

4.6 The DC may, in the course of his enquiries consult with anyone involved in any incident and anyone within EHF. The DC may, with the prior approval of the Director General (as to costs), appoint an expert(s) to advise or assist the DC in making a decision relating to any Reference to the DC.

5. Penalties

5.1 The following sanctions may be imposed on member associations, clubs or individuals:

- a) Warning
- b) Reprimand
- c) Fine (any fine imposed shall be not less than €50, not more than €10,000)
- d) Suspension for a specified number of matches, in specified tournaments or at a specified level, or for a specified period.
- e) Suspension from carrying out a function for a specified number of matches or for a specified period
- f) Deduction of points earned in a league or tournament, or relegation from one division to a lower division
- g) Compensation to any party affected by the breach

- h) Expulsion from the league or tournament and/or ban from future competitions
- i) Ban on exercising any hockey-related activity
- j) Withdrawal of a title or award
- k) In the case of a National Association, recommendation to the Executive Board to suspend the National Association from membership of EHF

5.2 Any disciplinary sanctions may be imposed as suspended sanctions except for a), b), and i) above.

6. Hearings

6.1 Matters referred to the DC will normally be dealt with in writing (see the Rules of Procedure). A referred party may, however, (save in Summary Cases as defined in the Rules of Procedure) request an oral hearing, subject to the payment of the €750 required fee (as may be amended from time to time) for an oral hearing. The venue of any oral hearing will be at the sole discretion of DC. The phrase "in writing" includes any electronic communication

6.2 Any accused party is entitled to see the documentation on which the DC relies for the purpose of his/her decision and to make written submissions and present evidence (subject to the time limits and any other requirements laid down in the Rules of Procedure).

6.3 Disciplinary proceedings (before the DC or before any Appeal Tribunal) whether oral or in writing, will be conducted in English. Any statement or other document upon which a party relies, or which it submits in response to a request from the DC or from the Appeal Tribunal, which is originally written in any other language, must be accompanied by a certified translation into the English language, the cost of such translation being at the expense of the party submitting the document.

7. Costs of the matter

7.1 The DC and any Appeal Tribunal may, in addition to any sanction imposed, order a party to pay all or any of the (quantified) costs incurred in dealing with the matter, including, but not limited to:

- a) the costs of holding any personal hearing
- b) the costs of any interpreter
- c) the legal and/or travel/accommodation costs or charges incurred by the DC, the members of the Appeal Tribunal or any other party involved in the hearing

8. Right to appeal

8.1 Any decision of the DC shall be final, subject to any right to appeal by the party whose conduct is ruled upon by the DC or by EHF, as set out here. There shall be no appeal from any decisions, directions, orders or determinations made by the DC in respect of any preliminary or procedural matters

8.2 There is also a right of appeal against the decision of Director General **not** to refer to the DC a matter reported to him.

8.3. These Regulations also apply to an appeal against any decision or directive or ruling of EHF Executive Board.

8.4. For any appeal to be valid, the party making the appeal (the Appellant) must comply strictly with the following conditions:

- (i) the Appellant must file with the Director General, not more than seven days after receipt of the notice of the written decision being appealed against, a Notice of Appeal.
- (ii) That notice shall be deemed to have been filed when it is received electronically at EHF at info@eurohockey.org or by registered mail to EHF, Avenue des Arts 1-2, 1210 Brussels, Belgium.
- (iii) the notice of appeal must be signed, albeit electronically, on behalf of the Appellant and must specify
 - the date of the decision being appealed against
 - the time and date the Appellant received the written notice of the decision
 - the specific aspects of the decision being challenged and
 - the specific grounds of such challenge

The Appellant must deposit with EHF an appeal fee of €750 within the same seven days. Such appeal fee (as may be amended from time to time) such appeal fee being separate from and in addition to the fee which may have been paid for an oral hearing before the DC pursuant to Regulation 6.1

8.5. Subject to those preconditions set out in Clause 8.4 the appeal will be dealt with by a Tribunal appointed from the EHF Appeals Panel.

8.6. If any of these conditions in this Clause is not satisfied, the proposed appeal will be deemed invalid and shall be summarily dismissed by the Commissioner of the Appeals Panel, unless the Appellant demonstrates sufficient cause to persuade the Commissioner of the Appeals Panel to exercise his discretion to allow the appeal to proceed. If an appeal is dismissed pursuant to this clause, the decision which it is sought to challenge shall be deemed to be valid, final and binding.

9. EHF Appeals Panel

9.1 There shall be an EHF Appeals Panel. The Commissioner of that Appeals Panel, shall be elected by the General Assembly and the members shall be appointed by the Executive Board. They may not be members of either The EHF Executive Board nor of any EHF committee.

9.2 Appeals shall be heard by a Tribunal normally consisting of three members of the Appeals Panel and appointed by the Commissioner of the Appeals Panel. One of the three members will be appointed to be Chairman

of the Tribunal. The Commissioner of the Appeals Panel may, if appropriate, appoint himself as Chairman of an Appeal Tribunal

9.3 If a case requires an immediate decision the Commissioner of the Appeals Panel may decide that a single member of the Appeals Panel (including the Commissioner) may rule upon the matter

9.4 In each case the members of the Tribunal must be independent of those parties involved in, or who might be affected by, the result of the appeal and must not be of the same nationality as any of the parties directly involved, or who might be affected by the result of the Appeal.

Members, when appointed, must disclose immediately to the Commissioner of the Appeals Panel any circumstances which might affect, or which might appear to others to affect, their impartiality.

9.5 Any objection by a party to any member of an Appeal Tribunal hearing a matter, should be made at the time that the identities of the members of the Tribunal are notified to the parties (and pursuant to any deadline fixed by the Appeal Tribunal).

9.6 The Procedure for any appeal shall be in accordance with the Rules of Procedure for Appeals as published by EHF. The Chairman of the Tribunal shall have power to make any procedural order.

9.7 The proceedings of any Appeal Tribunal are conducted in English (see clause 6 above). The decision of the Appeal Tribunal shall be given in writing and communicated to the parties and to the Director General.

9.8 The lodging of an Appeal shall not have the effect of suspending any decision of the DC. However, the Commissioner of the Appeals Panel or the Chairman of the Appeals Tribunal appointed for that appeal, shall have power, upon receipt of a reasoned request, to grant any stay of execution of such a decision which may, in their discretion, be considered appropriate.

10. Further Appeal

10.1 The decision of an Appeal Tribunal is final, subject only to any further appeal to the Judicial Commission of FIH, pursuant to the Articles of the FIH Statutes.

10.2 There can be no Application or Appeal to the Court for Arbitration in Sport until all available procedures and appeals provided for in these Regulations and in the Statutes of EHF and FIH have been exhausted.

11. Enforcement

11.1 Each decision of the DC or of an Appeal Tribunal is final, unless there is an appeal provided for in these Regulations.

11.2 All decisions of the DC or of an Appeal Tribunal shall be respected and enforced by all members

11.3 EHF is responsible for the enforcement of any decisions of the DC or of an Appeal Tribunal Panel involving financial implications, including the collection of any fines, fees or costs awarded, or involving any suspension or ban.

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