

# English Ice Hockey Association



## DISCIPLINARY RULES AND PROCEDURES

August 2018

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Coaching and officials code of conduct

## 1 Introduction

1.1 The purpose of this document is to provide all EIHA stakeholders with an overview of the EIHA Disciplinary Rules and Procedures.

1.2 If you have any queries regarding disciplinary matters, please ensure you have checked this document before contacting the relevant Disciplinary Secretary (set out below).

## 2 Definitions

"a Player/Coach" means a Player who is dually registered with the EIHA as a Player and a Coach

"Accumulated Penalty Points" means the disciplinary points accumulated by a Person or Team because of misconduct penalties

"Appeal" means an appeal against the decision of the Disciplinary Committee within the context of the Rules

"Appeals Panel" means the panel established to consider appeals of Disciplinary Committee decisions.

"Appellant" means a player, Club, Team or Person who has made an appeal

"Awarded League Games" means league points awarded for any reason

"Challenge Games" means non-league or cup competition game

"Club" means a club that is a member of the EIHA

"Coach" means a person who coaches or manages an Ice Hockey Team

"Disciplinary Proceedings" means proceedings relating to a disciplinary matter that has come before, or will come before, the Disciplinary Committee

"Double point Games" means points awarded for 1 game played for 2 scheduled

"EIHA" means the English Ice Hockey Association

"Executive Committee" means the committee delegated to carry out executive functions on behalf of the EIHA

"Forfeited League Games" means points removed from league standings for any reason

"Game Misconduct Penalty" means a penalty where a Person is ejected and is sent to the Team's dressing room

"Game Sheets" means game results document

"IIHF" means the worldwide governing body for the sport of Ice Hockey

"League Games" means individual competitive games

"League Season" means total competitive games scheduled

"Major Penalty" means a penalty for a more severe infringing of the rules than a Minor Penalty and will lead to the infringing Player to remain off the ice for 5 minutes of play

"Match Penalty" means 5-minute penalty and suspension until further notice

"Minor Penalty" means a team penalty that lasts for 2 minutes, and the offending Player is sent to the penalty box

"Misconduct" means any personal act which has brought or may bring the game of Ice Hockey into disrepute

"Misconduct Report" means a report produced by the Disciplinary Secretary for the Disciplinary Committee.

"Misconduct Penalty" means a personal penalty where the Player will remain off the ice for 10 minutes

"NIHL" means the English National Ice Hockey League

"Penalty Point Fines System" means the fines system operated by the EIHA for Clubs and Teams

"Penalty Points" means the points a Player receives for committing certain offences

“Penalty Points Sanction” means a sanction against a Person as consequence of accumulating a requisite number of Penalty Points

“Penalty Points System” means the system for the ordering of Penalty Points

“Penalty/Penalties” means the general term for any Minor Penalty, Major Penalty, Match Penalty, Misconduct Penalty, Game Misconduct Penalty and any Penalty called by a game Referee based on offences described in the current IIHF Official Rule Book, IIHF Case Book, Coach/Manager Code of Conduct and the EIHA In House Rules that incur an automatic suspension

“Person” means a Player, member, director, official, bench official, officer, Team owner, employee, worker, fan/supporter, agent or representative of a Club or Team and any other person involved in or connected to the game of Ice Hockey in any way on behalf of a Club, Team or otherwise

“Player” means a person who plays the game of Ice Hockey for a Team or a Club

“Referee” means a person who presides over a game of Ice Hockey and has full authority to enforce the Laws of the game of Ice Hockey in connection with the match to which he has been appointed “Referees Report” means game incident report by the referees

“Supplementary Disciplinary Sanction” means any additional sanction ordered by the Disciplinary Committee at its discretion

“Suspended Player” means a Player who is suspended under the EIHA Disciplinary Rules

“Team” means a team that plays the game of Ice Hockey

“the Coaching Program” means the Coach Education Program

“the Disciplinary Committee” means a sub-committee of the English Ice Hockey Association delegated with the task of dealing with Ice Hockey related and general disciplinary matters

“the Executive Committee” means the Board of Directors of the English Ice Hockey Association

“the Referee in Chief” means head of all referees and communication point for Disciplinary Committee and Executive Committee for refereeing matters

“the Rules” means the English Ice Hockey Association Disciplinary Rules and Procedures

“Sports Resolutions” means Sports Resolutions (UK) Limited, of 1 Salisbury Square, LONDON, EC4Y 8AE, a trading name of the Sports Dispute Resolution Panel Ltd (Company No: 3351039)

### **3. Mission Statement**

**3.1** The EIHA has long recognised the necessity of having effective Disciplinary Rules and Procedures. The mission of the EIHA Disciplinary Rules and Procedures is to provide an informed and balanced interpretation of those rules and regulations which govern discipline within Ice Hockey under the EIHA, and to promote fairness, respect and equality within the sport. The overriding objective is to secure justice in EIHA disciplinary proceedings and that decisions are made in a fair, consistent, and expeditious manner.

**3.2** The EIHA, The Executive Committee, the Disciplinary Committee and the Appeals Panel will act in good faith and in accordance with the principles of natural justice and within the Rules, and in accordance with the current International Ice Hockey Federation Rule Book, IIHF Case Book, the Coach Manager Code of Conduct and the EIHA in house rules.

## 4. Jurisdiction

- 4.1** The Rules shall apply to all Persons, as defined, including all Players, Coaches, Clubs and Teams.
- 4.2** The EIHA shall establish a Disciplinary Committee and an Appeals Panel which shall have delegated power to act in the name of the EIHA to determine disciplinary matters.
- 4.3** In certain circumstances, and as described in the Appeals section, disciplinary matters and other disputes will be dealt with by Sports Resolutions.

## 5. Disciplinary Secretaries

- 5.1** The Disciplinary Secretaries shall be the point of contact for disciplinary matters. They may only be contacted via email and by the Club/Team secretary. Emails from other sources will not be accepted.
- 5.2** Email is the chosen method of communication as it ensures that all communications are logged and not misunderstood.
- 5.3** The Disciplinary Secretaries for the relevant leagues are as follows:

NIHL	Lynn Millard	Lynn.millard@eiha.co.uk
Women's	Lynn Millard	Lynn.millard@eiha.co.uk
Girls U16	Lynn Millard	Lynn.millard@eiha.co.uk
U18s	Lynn Millard	Lynn.millard@eiha.co.uk
U15s	Elaine O'Neill	Elaine_oneill@eiha.co.uk
U13s	Elaine O'Neill	Elaine_oneill@eiha.co.uk
U11s	Elaine O'Neill	Elaine_oneill@eiha.co.uk
Recreational	Tony Wood	<a href="mailto:Tony.wood@eiharec.co.uk">Tony.wood@eiharec.co.uk</a>
BUIHC	Andrew Miller	Andrew.miller@buiha.org.uk

## 6. The Disciplinary Committee

- 6.1** The Disciplinary Committee is a sub-committee of the EIHA delegated with the task of dealing with Ice Hockey related and general disciplinary matters. It shall have jurisdiction to impose any sanctions set out in the Rules and Appendices.
- 6.2** The Disciplinary Committee shall consist of a minimum of 3 people over 18 years of age. The Committee will be convened at the discretion of the Discipline Secretary.
- 6.3** A quorum of three shall be sufficient to convene a meeting/hearing of the Disciplinary Committee.
- 6.4** The Disciplinary Committee shall be empowered to delegate any function to one member of the committee.
- 6.5** The Disciplinary Committee nominated to consider a disciplinary matter shall act on a simple majority vote (plus 51%) in arriving at its decision
- 6.6** Any member of the Disciplinary Committee shall decline to participate in

the consideration of certain disciplinary matters if there would be serious grounds to question his/her impartiality such as having a direct or indirect interest in the outcome of the proceedings.

- 6.7** The Disciplinary Committee shall have the power to regulate its own procedure and to determine any matter arising under and in connection with the Rules (except in relation to Appeals when the Appeals Panel shall be entitled to exercise such powers) and in so doing may waive any requirement of and/or extend any time period provided for in the Rules.
- 6.8** The Disciplinary Committee may determine that a Player, Person, Club/Team shall be disciplined for an offence which is different from the offence for which the Player, Person, Club/Team was originally sanctioned, providing such offence arises out of the same incident or incidents as that referred to in the Game Sheet/Referees Report and that the Player, Person, Club/Team shall not, in the opinion of the Disciplinary Committee, be unfairly prejudiced by the same.
- 6.9** Unless, in its sole discretion, the Disciplinary Committee or the Executive Committee otherwise decides, the Disciplinary Committee will be convened in the following circumstances:
- 6.9.1** When a Penalty is called by a Referee based on offences described in the current IIHF Official Rule Book, IIHF Case Book, Coach/Manager Code of Conduct and the EIHA In House Rules that incur an automatic suspension.
- 6.9.2** When any other act or acts of Misconduct are committed. For the purposes of the Rules, Misconduct shall mean any act of illegal and/or foul play by a Person and/or any conduct, behaviour, statements or practices by a Team, Club, and/or Player, Person or supporter, on or off the playing enclosure during a game or otherwise, that is unsporting and/or insulting and/or that brings or has the potential to bring the game of Ice Hockey, the EIHA and/or any sponsor or other commercial partner of EIHA into disrepute. Misconduct includes any breach of the Coach/Manager Code of Conduct.
- 6.9.3** While it is not possible to draw up a definitive and exhaustive list of types of conduct that may amount to Misconduct under the Rules, each of the types of behaviour set out at Appendix A by a Club/Team and/or its Players, its Persons or supporters is an example of (and constitutes) Misconduct.
- 6.10** The mechanism for convening the Disciplinary Committee is as follows when a Penalty is called:
- 6.10.1** The Disciplinary Secretary of the relevant league receives the Game Sheet and Referees Report and records the Penalties, Offences and Penalty Points for the relevant Offence
- 6.10.2** The Disciplinary Secretary will circulate to the Disciplinary Committee notification of the Penalties and Offences, with reference to the Guide to Suspensions and Sanctions for Match Penalties (set out at Appendix C of the Rules).
- 6.10.3** Where there are incidences of Misconduct other than relating to a Penalty, the Section head will investigate the allegation and prepare a Misconduct Report for the Disciplinary Committee

**6.11** The above represents the recommended procedure. However the Executive Committee, the EIHA and that Disciplinary Committee reserve the right to change this procedure if it deems it necessary to do so.

**6.12** In order for the Disciplinary Procedure to be undertaken efficiently and effectively all Clubs/Teams must ensure that Electronic Game Sheets are submitted on the Fixtures Live system by midnight on the day of the game concerned. Referees Reports must reach the Disciplinary Secretary by no later than midnight of the Monday following the weekend's games, or within 24 hours of a game being played if the game is played during mid-week.

## **7 Penalty Points**

**7.1** To help assess and monitor discipline, the EIHA operates a Penalty Points System.

**7.2** Players and Teams will accumulate Penalty Points for committing offences and incurring Penalties.

**7.3** The table at Appendix D sets out the recommended Penalty Points tariff for Players, although the level of Penalty Points remains always at the discretion of the Disciplinary Committee.

**7.4** It is the responsibility of all Clubs/Teams to monitor their Player's Penalty Points and ensure that any Player who has accumulated requisite points to warrant a suspension is not involved whatsoever (whether playing or otherwise) in any games during the suspension period.

## **8. Accumulated Penalty Points and Automatic Suspension**

**8.1** Any Player who accumulates a requisite number of Penalty Points in a single league/division will be automatically suspended.

**8.2** The table set out at Appendix E sets out the recommended tariff for automatic suspensions.

## **9. Penalty Points for Coach/Manager and Bench Officials**

**9.1** The EIHA operates a Penalty Points System for Coaches, Managers and Bench Officials (falling under the definition of Persons, above).

**9.2** The recommended Penalty Points Sanctions that shall apply for Coaches, Managers and Bench Officials for all offences are set out in the table at Appendix F.

**9.3** Please note that sanctions for Coaches/Managers and Bench Officials will be based predominantly on the Referees Report/Game Sheet, although always at the discretion of the Disciplinary Committee.

**9.4** All Match Penalties will result in the Coach/Manager or Bench Official being suspended for a minimum of 2 games.

**9.5** All Coaches, Managers or Bench Officials receiving Match Penalties must

wait for notification from their Disciplinary Secretary before resuming participation in games. A red flag will be placed against the player on Fixtures Live.

**9.6** In relation to repeat offences the Disciplinary Committee reserves the right to apply Supplementary Disciplinary Sanctions, such as, but not limited to, extending the suspension to all levels and/or reporting the findings to the Coaching Program.

**9.7** Sanctions for Player/Coaches are dealt with at clause 11.

## **9.8**

**9.8.1** Any coach deemed to be the head coach of any team/club that accumulates 50 disciplinary points during a season will receive an automatic 2 games suspension.

**9.8.2** Any coach in breach of the code of conduct can be subject to additional disciplinary proceedings by the Discipline Coaching Secretary.

**9.8.2** Any coach deemed to be the head coach of a team that accumulates 100 disciplinary points in a season will be automatically suspended and required to appear at a disciplinary committee meeting to explain his team's conduct before being allowed to undertake any further coaching activities. Please note that a team head coach is not determined by who is named as the coach in charge of the team bench at a game.

**9.8.3.** No more than 15 disciplinary points from a single game will be counted in the totals above but any coach who is deemed to be in charge of a team that accumulates more than 15 disciplinary points in a single game will be subject to separate disciplinary action for the failure to control his bench in that game.

## **10. Additional Sanctions for playing a Suspended Player**

**10.1** In the event a Team plays a Suspended Player the following additional sanctions will apply:

**10.1.1** The offending Player will serve the original suspension, to then be followed by a further one game suspension. No further Penalty Points will be applied for the further one game suspension;

**10.1.2** At the discretion of the Disciplinary Committee, the Person responsible for the offence may receive a suspension for up to 2 games;

**10.1.3** At the further discretion of the Disciplinary Committee, 10 Penalty Points may be added to the Team's Penalty Points total.

## **11. Sanctions for Player/Coaches**

**11.1** A Player registered as a Player/Coach who receives a suspension is also suspended as a Coach. The coaching suspension is for the same length, as the playing suspension.

**11.2** A Coach registered as a Player/Coach who receives a suspension is also suspended as a Player. The playing suspension is for the same length, as the coaching suspension.

**11.3** Please note that Penalty Points for the coaching offence will not be applied to the Player's individual total but will be added to the Team total.

## **12. Sanctions for coaching whilst suspended**

**12.1** The suspension of a Coach by the Disciplinary Committee will extend across all levels and age groups.

**12.2** A suspended Coach will not be permitted to undertake any coaching duties whatsoever on match days until the allocated suspension is served.

### **Example:**

*Coach A is the coach of the U15 and U18 team. He receives a two-match suspension following a U15 game. Coach A is therefore suspended from all coaching until the suspension imposed following the U15 game has passed.*

*For the avoidance of doubt, if before the suspension imposed has passed an U18 game takes place, Coach A will not be eligible to undertake coaching duties in respect of the U18 game.*

**12.3** A Coach who is serving a suspension must not be within the vicinity of his Team's bench. Vicinity means a 30-metre radius from bench.

**12.4** A suspended Coach may not coach or have any Team communication at all whilst in attendance at the ice rink during a game that falls within the suspension.

**12.5** A suspended Coach may not visit his Team's dressing room during the period breaks or any other break in play.

**12.6** The following sanctions will be applied in respect of a Coach who is serving a suspension and breaches this rule:

**12.6.1** The offending Coach may at the discretion of the Disciplinary Committee receive a further 2 game suspension;

**12.6.2** The offending Team (i.e. the Team which has allowed the suspended Coach to coach) may at the discretion of the Disciplinary Committee receive a further 10 Penalty Points.

## **13. The Penalty Point Fines System for Teams.**

**13.1** For all teams **excluding NIHL/U20/U18** the fines tariff is as follows:

**13.1.1** For every 20 Penalty Points accumulated by a Team (including Penalty Points accrued by Players, Persons, Coaches, Managers and Bench Officials) a fine of £25 will be imposed on the Team.

ACCRUED PENALTY POINTS	FINE (additional fines at each threshold)
20 points	£25.00
40 points	£25.00 (total to this point £50)
60 points	£25.00 (total to this point £75)
80 points	£25.00 (total to this point £100)
100 points	£25.00 (total to this point £125)

**13.2** For all **NIHL/U20/U18 Teams** the tariff is as detailed below.

ACCRUED PENALTY POINTS	FINE (separate fines at each threshold)
20 points	£25
30 points	£30 (total to this point £55)
40 points	£40 (total to this point £95)
50 points	£50 (total to this point £145)
60 points	£60 (total to this point £205)
70 points	£70 (total to this point £275)
80 points	£80 (total to this point £355)
90 points	£90 (total to this point £435)
100 points	£100 (total to this point £535)

**13.3** The tariff of Team fines for 50/75/100 Accumulated Penalty Points for all Leagues in addition to any automatic fines above is as follows:

**50 team penalty points**

TEAM	FINE
NIHL Teams	£100
Women's Teams	£50
BUIHA Teams	£50
U18 Teams (male or female)	£50
U16 Teams and below (male or female)	£50

**75 Team Penalty Points**

TEAM	FINE (additional to 50 points fine)
NIHL Teams	£200.00
Women's Teams	£100.00
BUIHA Teams	£100.00
U18 & U20	£100.00
U16 and below	£100.00

**100 Team Penalty Points**

TEAM	FINE	CUMULATIVE TOTAL (to this point)
NIHL	£500	£100+£200+£500=£800
Women	£500	£50+£100+£200=£400
BUIHA	£300	£50+£100+£250=£400
U18	£300	£50+£100+£250=£400
U16 and below	£200	£50+£100+£200=£400

**13.4 Fine payment**

If payment is not received within the 28-day period from date of invoice, the Discipline Chair will issue one final email reminder. An administration fee of £20 will be added to the outstanding balance at this point with a further email reminder from the Discipline Chair. If payment is not received within 5 days from this point referee allocation will be withdrawn for future fixtures until payment is received in full.

## 14. Team failing to complete a fixture

**14.1** Failure to start or complete a fixture by a Team is a serious offence and the EIHA, the Executive Committee, and the Disciplinary Committee adopts a zero-tolerance approach in this respect.

**14.2** Any Team failing to start or complete a fixture in any circumstances:

**14.2.1** May be charged with Misconduct and bringing the game into disrepute;

**14.2.2** Will forfeit the relevant game 5-0 in favour of the non-offending team;

**14.2.4** May be fined up to £5,000;

**14.2.4** May be held liable to indemnify the non-offending Team and the venue operator/rink in respect of any expenses, losses, or costs incurred because of the offending Team's actions;

**14.2.5** May be expelled from the league to which the offending Team is affiliated.

**14.3** Any Persons (whether Players, Officials, Coaches or any other connected party) involved may also be charged with Misconduct and bringing the game into disrepute.

## DISCIPLINARY APPEALS

### 15. Mission Statement

**15.1** The EIHA has long recognised the necessity of having a procedure by which parties who receive a certain level of sanction under the Rules shall have the right of appeal against such decision of the Disciplinary Committee as part of the overriding objective to secure justice.

**15.2** The Appeals Panel shall be entitled to adopt such procedure as it thinks fit in each case but subject to this power to regulate its own procedure shall generally observe the procedures stated in the Rules and shall ensure that a party appealing against a decision of a Disciplinary Panel:

**15.2.1** Receives a proper notification of the hearing of the Appeal;

**15.2.2** Has the opportunity to be heard in support of the Appeal;

**15.2.3** Has the right to have the Appeal determined by a fair and impartial panel.

### 16. Circumstances of Appeal

**16.1** Given the nature of the sport of Ice Hockey, it is not feasible, proper or proportionate use of resource to extend a right of Appeal to all levels of sanctions. Appeals are therefore only permitted in the following circumstances:

**16.1.1** Where a suspension in relation to one offence has been ordered by the Disciplinary Committee and the suspension is for more than the recommended starting tariff of games for the appropriate league;

**16.1.2** Where an exclusion order has been made in relation to an Ice Hockey arena/venue;

**16.1.3** Where the sanction amounts to an expulsion from the membership of/affiliation to the EIHA;

**16.1.4** Where a suspension is more than 3 months for one offence.

**16.1.5** Where the sanction amounts to the removal of a Person's/Team's licence/registration.

## **17. Make up of the Appeals Panel**

**17.1** The Appeals Panel shall consist of one EIHA Director, together with two other persons appointed by the EIHA Company Secretary who are unrelated to the Appellant or any Team or Person involved in the incident and who are otherwise independent of the Appellant. The Company Secretary will also appoint the Chairman of the Appeals panel.

## **18. Appeals Procedure**

**18.1** A Club, Team, Person or Player wishing to appeal against a decision of the Disciplinary Committee shall file a Notice of Appeal with the EIHA Company Secretary Irene Jones by email to [irene.jones@eiha.co.uk](mailto:irene.jones@eiha.co.uk) or by post to: 12 Arnside Avenue, Blackpool, FY16NB.

**18.2** The Notice of Appeal must be in writing and filed within 7 working days of the date on which the decision of the Disciplinary Panel is notified to the Club/Team/Person/Player.

**18.3** The Notice of Appeal must be accompanied with a BACS payment or cheque for £500 as a deposit against costs of the hearing (which may be more than £500). The Appellant will be required to pay the reasonable travel expenses of the Appeals Panel convened to hear the appeal. These costs are non-refundable.

### **BACS details:**

**Account Name:** English Ice Hockey Association

**Bank:** Lloyds/TSB

**Sort Code:** 30-95-56

**Account Number:** 02099898

**18.4** The Notice of Appeal shall state:

**18.4.1** The name of the Appellant;

**18.4.2** The decision appealed against;

**18.4.3** The grounds upon which the appeal is based, in sufficient detail so that the Appeals Panel has a full understanding of what the Appellant intends to raise;

**18.5** Except as provided in the Rules, no specific form or notice is required.

**18.6** A re-hearing of the case considered at first instance or admission of any new evidence not considered at first instance shall only be permitted at the discretion of the Appeals Panel and upon cause shown by the Appellant.

- 18.7** In certain circumstances video evidence will be considered if undertaken by suitable means agreed at the section meetings. The admission of video evidence is strictly at the discretion of the Appeals Panel and subject to the payment of a £50 administration fee.
- 18.8** The Appellant shall have the right to be present. However, the Appellant shall be entitled to elect not to exercise this right in which event the Appeals Panel shall determine the Appeal in the Appellant's absence. If the Appellant elects not to be present, they may supplement their appeal with written submissions in advance of determination by the Appeals Panel.
- 18.9** As this is an Appeal to a sport's governing body Appellants are not as a rule permitted to have a legal representative. Any request to be represented by a legal representative is at the discretion of the Appeals Chairman.
- 18.10** Any costs incurred by the Appellant are not recoverable. If a legal representative is permitted by the Chairman of the Appeal Panel, all costs will be borne by the Appellant in this matter, whatever the outcome of the hearing.
- 18.11** Appeals Panel hearings shall be conducted in private.
- 18.12** Deliberations of the Appeals Panel shall be conducted in private.
- 18.13** Having heard such evidence considered appropriate by the Appeals Panel and any submissions made by or on behalf of the Appellant, the Appeals Panel may decide to:
- 18.13.1** Allow the Appeal, in which case all sanctions against the Appellant shall be removed; or
  - 18.13.2** Dismiss an Appeal, in which case all sanctions against the Appellant shall remain in effect; or
  - 18.13.3** Determine that a different sanction is appropriate and impose such a sanction;
  - 18.13.4** Take any step which in the exercise of its discretion, the Appeals Panel considers it would be appropriate to take to deal justly with the Appeal.
- 18.14** The decision of the Appeals Panel shall be advised to the Appellant as soon as reasonably practicable after the conclusion of the hearing. Where it considers it appropriate, the Appeals Panel may deliver an oral decision at the end of the hearing.
- 18.15** Hearings of the Appeals Panel shall be recorded by minutes taken by any means as is considered appropriate by the Appeals Panel and will be stored in compliance of the EIHA data protection policy. Upon completion, the Disciplinary Chair will be informed of the decision to amend any paperwork, points of flag on fixtures live.
- 18.16** The decision of the Appeals Panel shall be final and binding on all parties, subject to clause 19 below.

## **19. Sports Resolutions Final Appeal Arbitration**

**19.1** Any decision of the Appeals Panel that relates to the decision to suspend for 30 games or more, or relates to an exclusion order (16.1.2), expulsion (16.1.3), license or registration removal (16.1.4) can be challenged and any challenge shall be referred Sports Resolutions to for final and binding arbitration in accordance with the Arbitration Act 1996 and Sports Resolutions' Arbitration Rules, which rules are deemed to be incorporated by reference to this clause.

**19.2** The challenge shall be limited to a review of the legality of the procedures used and the decisions made by the Disciplinary Committee and Appeals Panel.

**19.3** No Team, Club or Person under the jurisdiction of the EIHA and the Rules may issue Court proceedings in relation to a clause 19.1 challenge in any Court, in any jurisdiction.

**19.4** For the avoidance of doubt, any suspension for less than 30 games falls outside of this arbitration clause and the decision of the Appeals Panel is final and binding in that respect.

## **20. Sports Resolutions Mediation/ Arbitration**

**20.1** Members, affiliates, associates, participants, Clubs, Teams, Persons and the EIHA agree that any other disputes between them that are not covered by the Rules shall be referred to Sports Resolutions for resolution by mediation in accordance with Sports Resolutions (UK)'s Mediation Procedure, which procedure is deemed to be incorporated by reference to this clause.

**20.2** If the dispute referred to at 20.1 is not settled within 21 days of the mediation being instituted, or within such other period as the parties to the dispute shall agree in writing, the dispute (s) shall be referred to and finally resolved by arbitration under the Arbitration Act 1996 and Sports Resolutions (UK)'s Arbitration Rules, which rules are deemed to be incorporated by reference to this clause.

**20.3** The costs of the Sports Resolutions Mediation and Arbitration shall be borne equally by the Appellant and the EIHA.

**20.4** For more details on Sports Resolutions, please refer to [www.sportsresolutions.com](http://www.sportsresolutions.com)

## **21. General principles applicable to all disciplinary matters**

**21.1** The EIHA, Executive Committee, Disciplinary Panel and Appeals Panel will act in good faith and in accordance with the principles of natural justice and within the rules set out in this document, in accordance with the rules of the EIHA and the current IIHF Rule Book, IIHF Case Book, the Coach Manager Code of Conduct and the EIHA in house rules.

**21.2** Procedures or proceedings under the Rules or any decision of the Disciplinary Committee, Appeals Panel shall not be quashed or held invalid by reason only of any defect, irregularity, omission or technicality unless such results in a material doubt as to the reliability

of the findings or decisions of the Disciplinary Committee or the Appeals Panel, or results in a miscarriage of justice.

**21.3** Subject to Clause 25, any Disciplinary Proceedings (or Appeal Proceedings) shall not be adjourned by reason only that the Person or Player involved is, or is likely to be, subject to civil or criminal proceedings arising from the same circumstances which are the subject of the proceedings. Any decision as to whether to adjourn is at the discretion of the Disciplinary Committee (or the Appeals Panel).

**21.4** In respect of any matter not provided for in the Rules, the decision of the Disciplinary Panel or the Appeals Panel shall be taken in accordance with the principles of fairness and justice.

**21.5** The Disciplinary and Appeal proceedings, and hearings referred to in the Rules are proceedings and hearings of a sport's governing body and not of a court and are designed to deal with sporting matters and specific to the sport of Ice Hockey.

## **22. Application of Suspensions**

**22.1** Any suspension imposed upon a Player, Club, Team or Person shall apply to any games. The Disciplinary Committee is entitled by the Rules to extend any suspension to encompass all games and all leagues, as required, over the period taken to serve the suspension.

**22.2** Suspensions imposed shall be served during the period commencing as stated in the league's rules of competition and any EIHA sanctioned event. Any suspension not completed by the end of the season shall be carried forward until served in full.

**22.3** Any suspended Player is prohibited from approaching the Players' bench of that Player's team, the scorer's bench or the penalty box during games in which they would have been participating but for the suspension.

## **23 Publicity**

**23.1** Details of decisions and proceedings taken under the Rules may not be published into the public domain without consent of the parties concerned and a formal response from the EIHA. Failure to comply will be subject to additional sanctions.

## **24 Proof**

**24.1** The Disciplinary Committee and Appeals Panel shall make decisions based on the balance of probabilities, meaning that the incident(s) in question were more likely than not to have occurred.

## **25 Young People (Less than 18 years of age)**

**25.1** Any Person or Player, less than 18 years of age shall be accompanied by his/her guardian or parent at any hearing that may be convened.

**25.2** Any Person or Player under 18 years of age who is subject to disciplinary or appeals proceedings is obliged to be present at any hearing, unless at the discretion of the Disciplinary Committee or Appeals Panel it is determined to be unnecessary.

**25.3** Any Person or Player under 18 years of age who is present at any hearing as party or witness to the proceedings shall be obliged to;

- a) give evidence either in writing or in person at the hearing, depending upon the circumstances, and by discretion of the Disciplinary Committee or Appeals Panel
- b) give evidence by skype or video link by discretion of the Disciplinary Committee or Appeals Panel.

## **26 Criminal Charges/Investigations**

**26.1** The Disciplinary Committee reserves the right to suspend all parties where a Person or Player is subject to a criminal allegation.

**26.1.1** The non-offending person will be subject to a risk assessment in relation to returning to play

**26.2** Once the matter has been dealt with by the statutory authorities, the EIHA and Disciplinary Committee reserves the right to take further action in accordance with the Rules.

**26.3** In the event of criminal charges being initiated in relation to the alleged Misconduct of a Player or Person then the Player or Person may be suspended pending the outcome of the said charges, which will be referred to the statutory authorities. Once the statutory authorities have dealt with the matter, the EIHA reserves the right and power to review all circumstances in accordance with the Rules and decide to continue the suspension or expel the Player or Person if it deems it so necessary in the interests of the EIHA or the sport of Ice Hockey as a whole.

## **27 Suspension Pending Hearing**

**27.1** The Disciplinary Committee shall be empowered to impose an immediate suspension on a Player, Person, Team/Club pending the determination of a disciplinary matter where the gravity of the Misconduct allegation shall warrant immediate suspension.

## **28 Communication**

**28.1** All communications to or from any party will be conducted primarily by email. An email shall be deemed to have been received within 24 hours of sending, unless documentary proof is adduced to prove otherwise.

## **29 Notification**

**29.1** The Board of the EIHA must be notified if a Player or Person is suspended, stepped down from a position or expelled from a Club/Team at any stage. Notification should be received in writing from the person or committee within the Club/Team imposing the sanction stating the sanction imposed, the outcome and their authority in the process.

## APPENDIX A:

### NON-EXHAUSTIVE LIST OF MISCONDUCT OFFENCES

1. Acts of Violence or intimidation, including threats of same and threatening behaviour, within the venue in which the game is being played including (without limitation) the tunnel, changing rooms and/or warm up areas;
2. Acting in an abusive, insulting, intimidating or offensive manner towards any Person, Referees, assistant Referee or other officials or any other person otherwise in attendance at the game as spectators or in any other capacity;
3. Acts or statements that are or conduct that is discriminatory by reason of religion, race, sex, sexual orientation, colour or national or ethnic origin;
4. Seeking or accepting any bribe or other benefit to fix a match or a series of matches to achieve or attempting to achieve a contrived adverse outcome to a match or a series of matches or to otherwise improperly influence the outcome of any dimension or aspects of any match or series of matches;
5. Entering any wager, bet or form of financial speculation, directly or indirectly as to the result of any other dimension or aspect of any match or series of matches in which the person is directly or indirectly involved and/or connected with;
6. Providing inaccurate and/or misleading information about previous disciplinary record in any proceedings under these rules or other disciplinary proceedings and/or misleading information concerning the Player's future playing intentions;
7. Comments and/or conduct in connection with current and/or anticipated disciplinary proceedings and/or match officiating (or any respect thereof) which may be prejudicial to and/or impact upon current and/or anticipated disciplinary proceedings and/or which are prejudicial to the interests of the game of Ice Hockey and/or any person connected to the game of Ice Hockey;
8. Any breaches of the Codes of Conduct;
9. Failure, delay or refusal to aid the Disciplinary Secretaries, the Disciplinary Committee or the Appeals Panel in connection with a complaint brought, or which may be brought before the Disciplinary Committee or the Appeals Panel;
10. Failure, delay or refusal to comply with an order made under the Rules; 21

11. Failure or refusal by a Club/Team to exercise reasonable and proper control over its Players, Persons and supporters of the Club, on or off the playing enclosure, including, but not limited to when the Team is travelling to or from a game and always when its Players, Persons and/or supporters are present at the venue of a game;

12. Failure by a Club/Team to ensure the Laws of the game of Ice Hockey are observed and upheld through the persistent offending of its Players and/or Persons (irrespective of whether disciplinary proceedings have been taken against those Players and/or Persons individually);

13. Failure or refusal (a) by a Person or Club/Team to cooperate fully with any investigations conducted by any Person with authority to undertake anti-doping investigations pursuant to the Ice Hockey UK's Anti-Doping Program and (b) by or on behalf of a Club/Team to ensure that a Player has been properly informed of the contents of Ice Hockey UK's Anti-Doping Program.

## **APPENDIX B:**

### **NON-EXHAUSTIVE LIST OF MISCONDUCT SANCTIONS**

1. A caution, warning as to future conduct, reprimand;
2. A fine;
3. A suspension for a specified number of matches or period of time;
4. Exclusion orders from Ice Hockey arenas/venues;
5. Suspension from involvement in Ice Hockey officiating and/or administration;
6. Suspension or expulsion from participation in any competition;
7. Expulsion from membership of/affiliation to the EIHA;
8. Any combination of the above.

## APPENDIX C:

### GUIDE TO SUSPENSIONS AND SANCTIONS FOR MATCH PENALTIES

The following table sets out the guideline suspension tariff, including the starting suspension point for sanctions.

Match penalties	Recommended starting tariff	
	U9/11/13/15/18/U16 Girls	U20/NIHL
Abuse of official – verbal	2 games	4 games
Abuse of official – physical	10 games	10 games
Boarding	1 game	2 games
Butt Ending	2 games	3 games
Charging	1 game	2 games
<b>Checking from behind</b>	<b>3 games (M)</b>	<b>6 games (M)</b>
<b>Checking to the head</b>	<b>3 games (M)</b>	<b>6 games (M)</b>
Cross checking	1 game	2 games
Elbows	1 game	2 games
Fighting 1 punch	1 game	2 games
Fighting 2 or more punches	2 games	4 games
Head Butt	2 games	4 games
Hi sticks	1 game	2 games
Hooking	1 game	2 games
Kicking	2 games	3 games
Kneeing	1 game	2 games
Slashing	1 game	2 games
Spearing	2 games	3 games
Slew footing	2 games	3 games
Tripping	1 game	2 games
Unsportsmanlike conduct	1 game	2 games
Racial abuse	10 games	10 games
<b>Mandatory suspensions will not be subject to appeal</b>		

**All are subject to the discretion of the Disciplinary Secretary.**

#### **Please note:**

**1.** Both the Match Penalties and the Recommended Starting Suspension are subject to change at any time. Refer to section 16. for more information.

**2.** All Match Penalties will result in the Player being suspended for a minimum of one game. The level of suspension for Match Penalties over and above one game will be

based on the Referee's Report/Game Sheet.

3. All Players receiving Match Penalties will wait for notification from their Disciplinary Secretary before resuming any participation in games. A red flag will be raised against their name on Fixtures Live and will be amended for the length of suspension once assessed.
4. Any changes to the Guide to Suspensions and Sanctions for Match Penalties will be notified through the EIHA website, and all Persons, Teams/Clubs are expected to regularly check the disciplinary section of the website.
5. The Disciplinary Committee may apply supplementary, or alternative, sanctions at its discretion including, but not limited to, the following:
  - 5.1 Further match suspensions;
  - 5.2 Suspended suspensions for a period to be identified and notified by the Disciplinary Committee to the Club/Team/Person;
  - 5.3 Suspension from all Ice Hockey for a period to be identified and notified by the Disciplinary Committee to the Club/Team/Person;
  - 5.4 Suspension of a Coaching or Playing licence and/or registration.
6. During the identified League Season only League Games will count towards a suspension. The following types of games will not count towards a suspension and do not qualify as games played:
  - 6.1 Challenge/charity games whatever the circumstances of authorization;
  - 6.2 Double point games (only count as one game for the suspension);
  - 6.3 Forfeited League Games;
  - 6.4 Awarded League Games.
7. Suspensions will be deemed to carry over to the next age group should the individual not have served the full suspension in the previous age group.
8. Suspensions will carry over to the next season, should the suspension not have been served in full during the previous season.]

## APPENDIX D:

### PENALTY POINTS FOR PLAYERS

The tariff below should be considered as the usual Penalty Points Sanction for Players for all offences, although the level of sanction remains at the discretion of the Disciplinary Committee

<b>Penalty</b>	<b>Penalty Point Sanction</b>
Minor Penalty	Team penalty of 2 minutes of game time served by the offending player in the penalty box
Misconduct Penalty	Personal penalty of 10 minutes of game time served by the offending player in the penalty box. 1 point

2+2+10 Double Minor Penalty:	Team penalty of 4 minutes of game time + personal penalty of 10 minutes served by the offending player in the penalty box. 1 point
10 Minute Misconduct Penalty:	Personal penalty of 10 minutes of game time served by the offending player in the penalty box. 1 point If a player receives one 10-minute misconduct penalty, followed by a second 10-minute misconduct penalty. 2 points If a player receives one 10-minute misconduct penalty, followed by a game misconduct penalty. 3 points
Game Misconduct Penalty:	Personal penalty and game expulsion for the remainder of the game. 2 points
5 + Game Misconduct Penalty:	Major penalty and game expulsion for the remainder of the game. 3 Points
Match Penalty:	Personal penalty given by the referee for serious infractions of the playing rules. 5 points (All Offences)

## APPENDIX E:

### ACCUMULATED PENALTY POINTS FOR PLAYERS

Any Player reaching the following Accumulated Penalty Points is automatically suspended in line with the tariff set out in the table below:

Penalty Points	Suspension
10 points	2 games
15 points	3 games
20 points	4 games
25 points	5 games
30 points	Full suspension for rest of the season

For the avoidance of doubt, 5 Accumulated penalty points does not incur any automatic suspension.

**There is no appeal against any accumulated point suspension.**

## APPENDIX F:

### PENALTY POINTS FOR COACHES/MANAGERS/BENCH OFFICIALS

Misconduct Penalty	5 Penalty Points plus an automatic 1 game suspension
Match Penalty (All Offences)	5 Penalty Points plus an automatic 2 game suspension

## APPENDIX G

## **Supplementary notes on the implementation of suspensions and the disciplinary process for the 2018-19 season.**

### ***Suspensions***

All suspensions assessed at NIHL (all divisions), U20 and U18 levels will apply across all the NIHL, U20 and U18 leagues. The suspension will be assessed and served in games for the league or division in which it was incurred but until it has been completed the player must not take part in any NIHL, U20 or U18 game. Hence any player incurring a suspension of two games in the U20 league will not be able to play any NIHL or U18 games until he/she has sat out two U20 games. All suspensions will be subject to the usual appeals procedure and review if they exceed three games.

### ***Procedures***

All suspensions for match penalties will initially be reviewed and assessed by the relevant disciplinary secretary. In the case of extreme or unusual incidents considered to require a longer or shorter suspension than would usually be assessed the disciplinary secretary will make a recommendation and refer the matter to two other members of the disciplinary committee for approval. The usual appeal procedures will apply if any suspension assessed is of sufficient severity to be open to appeal under the disciplinary rules.

### ***Attempts to circumvent disciplinary procedures***

Any club official or player that attempts to circumvent these procedures by approaching an EIHA official not involved in the relevant stage of the disciplinary procedure to influence any outcomes will become liable to disciplinary action (or further disciplinary action) themselves. In the case of parents or guardians of junior players the incident will be referred to the club(s) of the player concerned for them to take any action deemed appropriate.

### ***Publicity/transparency***

For the 2018-19 season all U20 and NIHL suspensions will be shown on the EIHA website as soon as possible after they have been assessed.

### ***Social Media***

Social media infractions fall under the category of bringing the game into disrepute and will be dealt with accordingly if they come to the attention of the EIHA disciplinary section.

## **COACHING AND OFFICIALS CODE OF CONDUCT**

### **CODE OF CONDUCT FOR REGISTERED COACHES AND OTHER OFFICIALS**

Coaches must demonstrate a high degree of honesty, integrity and competence. The need for coaches to understand and act upon their responsibilities is of critical importance to sport, as is the need to protect the key concept of participation for fun and enjoyment as well as achievement.

By registering as a qualified coach, you are agreeing to abide by this Code, which provides for good practice and adherence always to the rules, procedures and regulations of the English Ice Hockey Association (EIHA).

#### **Rights**

##### **Coaches must:**

- respect and champion the rights of every individual to participate in the sport;
- treat all individuals and persons in sport with respect always;
- not discriminate on the grounds of gender, marital status, race, colour, disability, sexual identity, age, occupation, religious beliefs or political opinion;
- not condone or allow any form of discrimination to go unchallenged;
- not publicly criticise or engage in demeaning descriptions of others; and
- be discreet in any conversations about players, participants coaches or any other individuals.

#### **Relationships**

Coaches must develop relationships with participants, coaches or any other individuals based on openness, honesty, mutual trust and respect. Amongst other behaviours, this means:

- being aware of the physical needs of participants, especially the developmental stage and needs of children and young people, and ensure that training loads and intensities are appropriate and well managed;
- ensuring that any physical contact is appropriate and necessary;
- not engaging in any form of sexually related contact or enter an intimate/sexual relationship with any participant for whom they have responsibility for or have authority over, or could have authority over or responsibility for;
- refraining from any form of sexual innuendo, flirting or inappropriate gestures and terms;
- informing parents or guardians immediately if the Coach has any concerns whatsoever about the welfare of a child, unless there are concerns that this would not be in the interests of the child, in which case counsel and advice should be sought from the Child Protection Officer;
- knowing and understanding the relevant child protection/safe guarding policies and procedures in this regard and adhere to them always;
- avoiding bullying, intimidation and general poor behaviour towards others; and
- following the reporting procedures laid down by the EIHA if the Coach has

concerns: taking no action, or turning a blind eye is unacceptable and would be a breach of the Code of Conduct.

### **Responsibilities – personal standards**

Coaches must demonstrate proper personal behaviour and conduct always.

Amongst other behaviours, this means:

- operating within the rules and spirit of the sport;
- promoting fair play and behave within the spirit of the sport and the rules of the game;
- adhering to the EIHA's disciplinary rules and procedures;
- always respecting the decisions of match officials and encourage participants to do the same;
- never engaging in public criticism of match officials during or after games
- educating participants on issues relating to the use of performance-enhancing drugs in sport;
- having a full understanding of and cooperate fully with the Ice Hockey UK's doping policy;
- maintaining the same level of interest and support when a participant is sick or injured;
- displaying high standards in use of language, general manner, punctuality, preparation and presentation;
- encouraging participants to display the same exemplary qualities of personal conduct;
- not smoking, drinking alcohol or using recreational drugs before or while coaching; and
- displaying control, respect, dignity and professionalism to all involved in the sport.

### **Responsibilities – professional standards**

To maximise the benefits and minimise the risks to participants, Coaches must attain a high level of competence through qualifications, and a commitment to ongoing training that ensures safe and correct practice.

Coaches must also:

- ensure the environment for participants is as safe as possible, considering and minimising possible risks;
- promote the execution of safe and correct practice;
- be professional and accept responsibility for your actions;
- actively contribute to local, regional and national initiatives to improve the standards and quality of coaching;
- practise in an open and transparent fashion that encourages other coaches to contribute to or learn from your knowledge and experience.

Please note the above is not an exhaustive list of behaviours expected of Coaches. By registering as a qualified coach, you are agreeing to abide by the code of good practice, and the rules, procedures and regulations of the Association.

**SIGNED:** ..... **PRINT NAME:** .....

**DATE:** .....