



Pursuant to the powers vesting in it by Statute 5, the IIHF adopts the following regulations for IIHF Members known as “Code of Conduct.”

Preamble

Definition of IIHF Members

For the purpose of this Code of Conduct (sometimes referred to herein as this “Code”), in accordance with Bylaw 101, the following institutions, organizations and persons are considered IIHF Members and subject to the jurisdiction of the IIHF in the terms herein established:

1. IIHF Member National Associations and their staff representatives;
2. The IIHF governing bodies (Congress, Executive Committee, Council, Presidency);
3. Persons elected or appointed as an IIHF representative in any IIHF Competition or IIHF Event or to a position in any IIHF governing institution or IIHF Committee/Board;
4. Organizing Committees of IIHF Competitions;
5. IIHF Officials and Referees;
6. IIHF National leagues, clubs, teams and their leaders, managers, players, coaches, other team staff and referees whatsoever and howsoever associated, in all matters within the jurisdiction of the IIHF including, without limitation, IIHF Competitions, international games (Bylaw 501), and international transfers.

It shall be the responsibility of every IIHF Member to ensure knowledge of the Rules contained in this Code of Conduct including, without limitation, what conduct constitutes a Violation of these Rules and to comply with the requirements of these Rules.

Scope of applicability

This Code shall apply to conduct that damages the integrity and reputation of ice/inline hockey and in particular to illegal, immoral and unethical behavior.

Applicability in time

The rules contained within this Code shall apply from 1 June 2014 onwards. All amendments made to this Code in accordance with IIHF Statute 35 shall apply from the passage date onwards.

Rule 1: Ethics

1.1 Fundamental Principles

- 1.1.1 IIHF Members are subject to the IIHF Statutes and Bylaws, Regulations/Codes and Decision and Directives of the IIHF and the relevant IIHF Bodies, and must strictly follow their terms and provisions.
- 1.1.2 IIHF Members violating this Code of Conduct are subject to disciplinary sanctions imposed by the IIHF Disciplinary Board.
- 1.1.3 Ignorance of this Code of Conduct or of the other Regulations approved by the IIHF is not considered an excuse.
- 1.1.4 The obligations described in this Code of Conduct are personal in nature. Individuals are responsible for their own conduct. While MNAs are encouraged to promote the values and

ideals described in this Code of Conduct to their membership and representatives, no MNA shall bear responsibility for any breach of this Code of Conduct by an IIHF Member.

- 1.1.5 Notwithstanding section 1.1.4, prior knowledge of another IIHF Member's future or continuing violation of this Code, and failure to take any action to stop such violation, may constitute a violation by the IIHF Member with such knowledge.

1.2 Attitude and Behavior

- 1.2.1 IIHF Members must conduct themselves in accordance with the principles of dignity, integrity, loyalty and responsibility in all relations of a competitive, economic, social (including social media) and moral nature. For on-ice activity, players must adhere to the standard level of conduct for on-ice player activity specifically detailed in the IIHF Official Rule Book.

- 1.2.2 In order to ensure the respect of the above-mentioned principles, IIHF Members are expected to base their attitude and behavior on the following criteria:

1.2.2.1 **Dignity**: means the proper respect of the rights of the individual and the right to privacy. To this end:

- (a) There shall be no abuse against the human dignity of a person or group of persons by whatever means, including on grounds of race, skin color, gender, ethnic origin, religion, philosophical or political opinion, marital status, sexual orientation or other grounds.
- (b) No practice constituting any form of harassment (physical, mental, moral, professional or sexual); physical, verbal or sexual abuse; moral or mental injury; acts of violence or illegal activity will not be tolerated. All IIHF Members must conform to the IIHF sexual harassment policy.

1.2.2.2 **Integrity**: means being upright in character, refraining from all incorrect behavior that might give rise to the appearance or suspicion of improper conduct and facing life's circumstances with moral strength, honesty and incorruptibility. To this end:

- (a) IIHF Members may not, directly or indirectly, offer any remuneration, or accept or request any commission, benefit or service other than that established in the IIHF Regulations for (i) the commission or omission of an act or (ii) services rendered or due for personal/professional services for the benefit of the IIHF. Gifts of nominal value, in accordance with local customs, and per diem earned in accordance with IIHF Regulations are allowed.
- (b) IIHF Members shall not disclose any confidential information entrusted to them. However, disclosure of non-confidential information must not be made for personal gain or benefit, nor be undertaken maliciously to damage the reputation of any IIHF Member.

1.2.2.3 **Loyalty**: means to show continuous allegiance to the IIHF, while abiding strictly by the IIHF Statutes and Bylaws, Regulation/Codes and Decisions, including the sports and ethics principles upheld by the IIHF. Parties bound by this Code shall have a fiduciary duty to the IIHF, to IIHF Member National Associations, leagues and clubs.

1.2.2.4 **Responsibility:** means the performance by an individual without supervision of the tasks and functions held with care, in the best interest and full respect of ice/inline hockey and of the IIHF Statutes, Bylaws and Regulations/Codes. To this end, IIHF Members shall not give, make, issue, authorize or endorse any statements and/or declarations (including through, print, broadcast, internet and/or any social media) that violate any provision of this Code of Conduct specifically including, but not limited to, any statements that have or are designed to have an effect prejudicial to the welfare of the IIHF, any IIHF Member or the game of ice/Inline hockey, or bring ice/inline hockey into disrepute.

Rule 2: Conflicts of Interest

2.1 Definitions

For the purposes of this Code “Conflict of interest” means:

A situation where an IIHF Member:

- a) May draw personal and/or professional gain or advantage directly or indirectly from a third party due to his own decisions taken in the fulfillment of his official functions.
- b) May have, or appear to have, private or personal interests that detract from his ability to perform his duties with integrity in an independent and purposeful manner. Private or personal interests include gaining any possible advantage for the persons bound by this Code themselves, their family, relatives, friends and acquaintances.
- c) May not be free to express his opinion or act objectively due to his personal/professional concern, involvement or implication with (an) other physical or legal party(s), which may be reasonably considered as influencing his own free will, judgment or decision.

2.2 Prohibition

Acting in a situation while an IIHF Member has a conflict of interest is prohibited. An individual performing a function on behalf of any of the IIHF Members, suppliers or partners is required to declare a/any possible conflicts of interest arising from his function or personal involvement with another IIHF Member, supplier or partner.

2.3 Specific Provisions

- 2.3.1 When performing an activity for the IIHF or before being elected or appointed, IIHF Members bound by this Code shall disclose any personal interests that could be linked with their prospective activities.
- 2.3.2 IIHF Members bound by this Code may not perform their duties in cases with an existing or potential conflict of interest. Any such conflict shall be immediately disclosed and notified to the IIHF Council.
- 2.3.3 For purposes of this Code failure to disclose and/or continuing to act once a conflict of interest is realized shall be considered a Violation in accordance with Rule 4.

Rule 3: Manipulation of Competitions

Rule 3 is adopted as a means of safeguarding the integrity of ice/inline hockey by (i) prohibiting any conduct that may impact improperly on the outcome of ice/inline hockey events and competitions and (ii) establishing a mechanism of enforcement and sanction for those who, through their prohibited conduct, place the integrity of ice/inline hockey at risk. While the IIHF will respect all national decisions with respect to Competition Manipulation in ice/inline hockey, it reserves the right to investigate in accordance with Rule 5 and implement disciplinary measures in accordance with Rule 4 all incidents which would result in a violation of Rule 3 if such incident occurred in an IIHF Competition as long as the national decision has an international dimension.

For purposes of Rule 3, the following definitions shall be applicable:

Benefit: means the direct or indirect receipt or provisions of money or the equivalent such as, but not limited to, bribes, gains, gifts and other advantages including, without limitation, winning and/or potential winnings as a result of a wager the foregoing shall not include official prize money, appearance fees or payments to be made under sponsorship or other contracts.

Insider Information: means information relating to any competition that a person possesses by virtue of his or her position in relation to a sport or competition, excluding any information already published or common knowledge, easily accessible to interest members of the public or disclosed in accordance with the rules and regulations governing the relevant Competition.

Player Support Personnel: means any coach, trainer, manager, agent, team staff, team official, medical or paramedical personnel working with or treating players participating in or preparing for an IIHF Competition or international ice/inline hockey game (herein incorporated into the definition of an IIHF Member by reference).

Betting: means any wager of a stake of monetary value in the expectation of a prize of monetary value, subject to a future and uncertain occurrence related to an IIHF Competition (herein defined according to IIHF Bylaw 1) or International ice/inline hockey game.

3.1 Betting

The following behavior shall be considered Betting and is prohibited:

- 3.1.1 Participation in, support for, or promotion of, any form of Betting related to (a) an international ice/inline hockey game or an IIHF Competition of which the IIHF Member is directly involved; or (b) any ice/inline hockey game for a player or for an IIHF Member; or (c) any event of a multisport Competition in which the player or the IIHF Member participates.
- 3.1.2 Inducing, instructing, encouraging or facilitating any other party to engage in conduct described in Rule 3.1.1



3.2 Manipulation of International Ice/Inline Hockey Games and IIHF Competitions

The following behavior shall constitute a Manipulation of an international ice/inline hockey game or IIHF Competition and is prohibited:

- 3.2.1 An intentional arrangement, act or omission aimed at an improper alteration of the result, progress, outcome, conduct or any other aspect of an international ice/inline hockey game or IIHF competition in order to remove all or part of the unpredictable nature of the event with a view to obtaining an undue Benefit for oneself or for others.
- 3.2.2 Providing, requesting, receiving, seeking or accepting a Benefit related to the manipulation of an international ice/inline hockey game or IIHF competition or any other form of corruption.
- 3.2.3 Inducing, instructing, encouraging or facilitating an IIHF Member to engage in conduct described in Rule 3.2

3.3 Inside Information

- 3.3.1 Using inside Information for the purpose of Betting, any form of manipulation of an international ice/inline hockey game or IIHF Competition or any other corrupt purposes whether by the player or an IIHF Member.
- 3.3.2 Disclosing Inside Information to any person and/or entity, with or without Benefit, where the player or IIHF Member knew or should have known that such disclosure might lead to the information being used for the purposes of Betting, any form of manipulation of an international ice/inline hockey game or IIHF Competition or any other corrupt purposes.
- 3.3.3 Giving and/or receiving a Benefit for the provision of Inside Information regardless of whether any Inside Information is actually provided.

3.4 General Violations

The following behavior shall constitute a General Violation of the prohibition against Manipulation of Competitions and is applicable to all IIHF Members:

- 3.4.1 Knowingly assisting, aiding, abetting, attempting, covering up or otherwise being complicit in any acts or omissions of the type described in Rule 3 committed.
- 3.4.3 Failing to disclose to the IIHF or Directorate Chairman, at the first available opportunity, full details of any approaches, invitations to engage in conduct, or incidents that would amount to a breach of Rule 3 and/or competition rules relating to betting and/or matching fixing.
- 3.4.3 Failing to cooperate with any reasonable investigation carried out by the IIHF or Directorate Chairman or their designees relating to Rule 3, including without limitation, failing to provide accurately, completely and without undue delay any information and/or documentation and/or access or assistance requested by the IIHF or Directorate Chairman as part of an investigation.

- 3.4.4 Obstructing or delaying any investigation that may be carried out by the IIHF or Directorate Chairman in relation to a possible violation of Rule 3, including without limitation concealing, tampering with or destroying any documentation or other information that may be relevant to an investigation.
- 3.4 Sentencing Considerations
- 3.4.1 Any attempt by an IIHF Member, or any agreement by an IIHF Member with any other person, to engage in conduct that would culminate in the commission of any Violation of Rule 3 shall be treated as if a Violation had been committed, whether or not such attempt or agreement in fact resulted in such Violation. However, when the IIHF Member immediately and/or promptly renounces, to the IIHF and/or the Directorate Chairman, his attempt or agreement prior to it being discovered by a third party not involved in the attempt or agreement, such action shall be a mitigating factor in establishing the sanction to be assessed.
- 3.4.2 The following are not relevant to the determination of whether a Violation of Rule 3 has occurred:
- (a) whether or not the player or IIHF Member is participating in the international ice/inline hockey game or IIHF Competition concerned;
 - (b) the nature or outcome of any Bet in issue;
 - (c) the outcome of the international ice/inline hockey game and/or IIHF Competition on which the Competition Manipulation occurred;
 - (d) whether or not the IIHF Member's efforts or performance (if any) in any international ice/inline hockey game and/or IIHF Competition in issue were (or could be expected to be) affected by the acts or omissions in question;
 - (e) whether or not the results in the international ice/inline hockey game and/or IIHF Competition in issue were (or could be expected to be) affected by the acts or omissions in question;
 - (f) whether or not the manipulation included a violation of a technical rule of the IIHF
- 3.5 Provisional Suspension Pending Disciplinary Proceedings
- 3.5.1 Outside IIHF Competitions, the IIHF General Secretary, and inside IIHF Competitions, the Directorate Chairman, may impose a provisional suspension, for any violation of Rule 3 when the available facts establish, by a preponderance of the evidence, that the IIHF Member has engaged in an activity which is a Violation of Rule 3.
- 3.5.2 A provisional suspension can only be imposed if the IIHF Member is given either a) an opportunity for a provisional hearing before the imposition of the provisional suspension, or b) on a timely basis after the imposition of the provisional suspension, an opportunity for an expedited hearing in accordance with the Disciplinary Code.

Rule 4: Violations and Disciplinary Measures

4.1 Definition

A Violation is any breach of this Code of Conduct that has been proven by a preponderance of the evidence or a breach of conduct that is unsuitable to ice/inline hockey. It constitutes an offense of a lawful, proper and remarkable interest of the IIHF.

Disciplinary Measures are sanctions on the conduct to be disciplined.

4.2 Disciplinary measures against IIHF Members

The following disciplinary measures may be imposed on IIHF Members in accordance with the Disciplinary Code:

- a) warning;
- b) reprimand;
- c) fine (not less than CHF 100 and not more than CHF 500,000);
- d) suspension from all participation in a specified number of games or for a specified period of time (including a lifetime ban);
- e) suspension from carrying out a specific function for a specified number of games or for a specified period of time;
- f) annulment of the results of a game ;
- g) deduction of points;
- h) declaration of a game forfeit;
- i) playing of a game behind closed doors;
- j) prohibition of registration of new players in IIHF competitions;
- k) disqualification from competitions in progress and/or exclusion from future competitions;
- l) withdrawal of accreditation; or
- m) Withdrawal of a title or award.

Any player or team official who physically abuses those officiating an IIHF competition shall be suspended immediately for all international games until the Disciplinary Board reaches a decision.

4.3 Disciplinary Bodies

The IIHF Disciplinary Board shall handle all cases relating to Violations of this Code of Conduct, except for provisional suspensions as indicated in Clause 3.5.2

The Disciplinary Board shall handle all cases involving Violations of this Code of Conduct in accordance with the Disciplinary Code.

Rule 5: Investigating a Code of Conduct Violation

- 5.1 Any allegation or suspicion of a Violation of this Code of Conduct must be reported to: (a) the IIHF General Secretary if such occurs before or after an IIHF Event, (b) the IIHF Competition Directorate Chairman if such occurs at an IIHF Competition, or (c) the IIHF

Official if such occurs at any other Official IIHF Event, for investigation in accordance with Rule 5.

- 5.2 To determine whether a Violation has occurred, the IIHF may conduct an investigation into the activities of an IIHF Member suspected of violating this Code of Conduct. The IIHF may conduct the investigation independently, or the IIHF may appoint one or more Legal Committee Members to conduct the investigation who shall act with full authority of the IIHF. Such investigation may be conducted in conjunction with relevant competent national or international authorities (including, criminal, administrative, professional and/or judicial authorities). All IIHF Members must cooperate fully with such investigations. The IIHF shall have discretion, where it deems it appropriate, to stay its own investigation pending the outcome of investigations conducted by other competent authorities.
- 5.3 If the IIHF reasonably suspects that an IIHF Member has committed a Violation of this Code of Conduct, it may make a written demand to such IIHF Member for information that is related to the alleged Violation, including records relating to the alleged violation (such as betting account numbers and information, itemized telephone bills, bank statements, internet service records, computers, hard drives and other electronic information storage devices) and/or for a statement setting out the relevant facts and circumstances around the alleged violation. Further, the IIHF may require the attendance of the IIHF Member for an interview. The IIHF shall determine the time and place of any interview. The IIHF shall give sufficient notice, minimum of five hours during an IIHF Competition, to the IIHF Member before an interview. The IIHF Member shall be entitled to have legal counsel and/or an interpreter present. If Member does not attend or fails or refuses to cooperate during an interview, or refuses to provide information demanded by the IIHF, then the investigation may go forward without the IIHF Member's cooperation and a provisional suspension may be issued.
- 5.4 If, after an investigation, the IIHF Council determines, by preponderance of the evidence, a Violation of this Code of Conduct has occurred, it shall refer the matter to the to the IIHF Disciplinary Board for further sanctions. The IIHF shall provide all information, documents, evidence, etc. uncovered during the investigation to the IIHF Disciplinary Board.