



**HOCKEY MAHARASHTRA  
HOCKEY INDIA  
CODE OF CONDUCT AND SANCTIONS**

## **A) HOCKEY MAHARASHTRA/ HOCKEY INDIA - CODE OF CONDUCT**

1. The following persons are subject to the Hockey Maharashtra Code of Conduct and Sanctions:
  - All Districts including Associate Members, Club Members and Hoc-Key Members;
  - Officials;
  - Organizing Committees of Hockey Maharashtra sanctioned tournaments;
  - Participants/Players in Hockey Maharashtra, and/or Hockey India Sanctioned Events;
  - Participants in national camps organized by Hockey Maharashtra;
  - Technical officials;
  - Coaches/Assistant Coaches Support Staff and other officials associated with the preparation of the team.
  - Spectators
  
2. The following shall be considered as Participants:
  - a) All members of Hockey Maharashtra, team members and officials including players, team management, coach and coaching staff, including technical staff, medical staff and the duly appointed representatives of the members of Hockey Maharashtra and participating teams;
  
  - b) All Hockey Maharashtra competition officials including the Hockey Maharashtra Representative, members of the Jury of Appeal, Technical Delegates, Technical Officers, Umpires' Managers, Medical Officer, Media Officer, Judges and Umpires, and any other ad hoc officials appointed by the Hockey Maharashtra or the organizing committee;
  
  - c) Hockey Maharashtra office bearers and representatives.

3. The Code is established to create awareness of standards of good conduct and fair play and to promote accountability amongst the Participants and other stakeholders as defined in Clause 1 above.
4. Capitalized letters are used for terms either defined in the Hockey Maharashtra/ Hockey India Statutes and Regulations, or otherwise defined herein.
5. All Participants are responsible for their own behavior and conduct, and as such, accountable for their actions. They must abide by the Hockey Maharashtra/ Hockey India Statutes, Regulations, Rules of Hockey, Competition Regulations, Hockey India Anti-Doping Rules, Hockey Maharashtra/ Hockey India Image Rights Policy, Hockey Maharashtra/ Hockey India Anti- Corruption Regulations and the Rules and Directives of this Code of Conduct “Hockey Maharashtra /Hockey India Statutes, Rules and Regulations”.
6. It is therefore the responsibility of the Members of Hockey Maharashtra whose teams are participating to instruct their players and team officials as to the provisions of this Code of Conduct. All Members of Hockey Maharashtra shall share joint and several liabilities with their players and team officials should breaches of the Hockey India Statutes, Rules and Regulations occur.
7. If complaints in relation to either misconduct or breaches of the Hockey India Statutes, Rules and Regulations, occur during the course of competition, such complaint shall in the first instance be dealt with by the Technical Delegate during the competition. After conclusion of the competition, without any delay, the matter shall be referred by the Technical Delegate to the Hockey Maharashtra Secretary General, who in turn may refer the complaint to the appropriate authorities in Hockey Maharashtra under the Hockey Maharashtra /Hockey India Statutes and Rules and Regulations (“Appropriate Authorities”).

8. If complaints in relation to either misconduct or breaches of the Hockey Maharashtra/ Hockey India Statutes, Rules and Regulations occur during the course of national camps or training of the national team, such complaint shall, in the first instance, be dealt with by the senior most coach conducting such camp/training. Either during the camp/training, or immediately after its conclusion, the said coach shall refer the matter to the Hockey Maharashtra Secretary General, who in turn may refer the complaint to the Appropriate Authorities.
  
9. All Participants are bound to abide by the terms of the Hockey Maharashtra /Hockey India Statutes, Rules and Regulations. Hockey Maharashtra is committed in maintaining the highest standards of behavior and conduct. In pursuance of these standards, all Participants shall observe also the following rules and directives.
  
10. Participants shall at all times conduct themselves fairly and properly on the field of play and in any part of the hockey venue / accommodation. No person may conduct themselves in a manner, or commit any act or omission, which may prejudice the interest of hockey or which may bring the game of hockey into disrepute.
  
11. Without prejudice to the generality of the foregoing, the following shall be regarded as conduct which is improper, unfair, and unacceptable:
  - a) Verbal / physical abuse or hostility towards any other participant, person or any other member of the public;
  
  - b) Disputing, protesting and / or reacting in a provocative or disapproving manner in an inappropriate way toward any decision made by an umpire or official;

- c) Charging or advancing towards an umpire or technical official in an aggressive manner when appealing;
- d) Using rude or abusive language or hand signals;
- e) Abuse of hockey equipment or clothing, venue equipment or fixtures and fittings;
- f) Any verbal or physical abuse or hostility towards an accredited Anti-Doping Control Officer; or
- g) Willfully disobeying the directions of the coach during the course of competition.

12. It shall be compulsory for all Participants to comply with the Hockey India media policy as set out in Clauses 14 and 15 of this Code of Conduct (“Media Policy”)

13. \* It is mandatory for all the Players, Coaches and Support staff a part of the National programme to attend the following sessions / seminars during the national camps at least once every six months:

- Anti-Doping Education (as per the mentioned clause at point 16)
- Anti-Corruption Education (as per the mentioned clauses at points 18 and 19)
- Usage and completion of the Therapeutic Use Exemptions form
- Media / Social Media Training Sessions – Structural Behavior / presentation

14. Public statements must be fair, constructive and reasonable and must not involve a personal attack on another player, umpire, appointed official or administrator. Hockey Maharashtra recognizes that fair and reasonable comments on

the game in general are essentially in the interests of everyone. However, it further recognizes that in the interest of maintaining the generally excellent relations that currently exist between players, umpires and officials, it is necessary to ensure that any such comment and criticism is constructive. Any public statement therefore by a Participant shall not comprise "a personal attack" upon any other Participant.

15. For this Code of Conduct a public statement shall mean any statement in which the whole, part or essence, is made public. Such a statement may be made in a newspaper, magazine, periodical or by any electronic (internet, email, etc.) or other means through the medium of television, radio or in any other manner whatsoever, regardless of the circumstances in which the statement was made ("Public Statement").
16. All Participants shall comply with the Hockey India Anti-Doping Rules and they shall not direct any verbal or physical abuse or hostility towards Doping Control Officials. Any possession of dope-related drugs or drugs on the list of prohibited substances as mentioned in the Hockey India Anti-Doping Rules and / or the WADA List of Prohibited Methods and Prohibited Substances, or the commission of any criminal offence relating to drugs, shall be handled in accordance with the Hockey India Anti-Doping Rules.
17. No Participant who is currently serving any active sanction / punishment for a Doping Rule Violation shall be permitted to be involved in competition or training camps.
18. Participants shall not participate in, support or promote any form of betting or gaming activities, including online betting or gaming activities or betting with another person, related to the event in which they are participants.

19. Participants shall not conduct themselves in any way that violates the Hockey India Regulations on Betting and Anti-Corruption, e.g. manipulating results, accepting or inducing a bribe or corrupt payment, using or giving inside information for betting etc.

20. The Members, Volunteers, and staff of Hockey Maharashtra shall not disclose information entrusted to them in confidence. Disclosure of other information shall not be for personal gain or benefit, nor be undertaken maliciously to damage the reputation of any person or organization.

## **B) HOCKEY MAHARASHTRA/ HOCKEY INDIA - SANCTIONS**

All enquiry/disciplinary proceedings under this Code of Conduct shall be conducted by the Appropriate Authorities in accordance with Clause 18 of the Statutes of Hockey India, as amended from time to time in imposing penalties/sanctions in this regard, the Appropriate Authorities shall consider, and be guided by the following:

### **a) LEVEL 1**

The penalty for a Level 1 offence shall be an official reprimand and / or suspension of the individual for a minimum of one month and maximum of up to three months.

Examples of behavior which may result in a Level 1 penalty:

- Verbal abuse or hostility towards any other Participant, person or any other member of the public;
- Disputing / protesting, reacting in a provocative or disapproving manner in an inappropriate way toward any decision made by an umpire or official;
- Charging or advancing towards an umpire or technical official in an aggressive manner when appealing;
- Excessive appealing of an umpire's decision;
- Throwing a stick or ball at or near a player, umpire or official in an inappropriate and / or dangerous manner;
- Inappropriate and deliberate physical contact between players in the course of play;
- Using rude, abusive or disrespectful language, gestures or hand signals gestures which are considered to be obscene, offensive, or insulting on or off the field, with any players, umpire, match officials, Participants or other stakeholder as listed in Clause 1;
- Abuse of hockey equipment or clothing, venue equipment or fixtures and fittings;
- Making statements in a public forum which are unfair, not constructive, inappropriate or unreasonable and which may involve a personal attack on a player, umpire, appointed official or administrator; or
- Failure to comply with the Media Policy.

**b) LEVEL 2**

The penalty for a Level 2 offence shall be a suspension of the individual for a minimum of two or more months but not more than four months..

Examples of behavior which may result in a Level 2 penalty:

- Repetition of a Level 1 offence more than once, with constitute a Level 2 offence;
- Threat of assault on an umpire;
- Physical assault, without injury, of another player, umpire, official or spectator;
- Any act of violence on the field of play; or
- Using language or gestures which seriously offends insults, intimidates, threatens, disparages or vilifies another person on the basis of that person's color, race, descent or national or ethnic origin, religion, gender or sexual orientation.

**c) LEVEL 3**

The penalty for a Level 3 offence shall be a suspension of the individual for a minimum of six months. In light of the seriousness of offences there is no maximum penalty prescribed, and the penalty shall be determined by the Appropriate Authorities taking into consideration the facts and circumstances of each case.

Examples of behavior which may result in a Level 3 penalty:

- Repetition of a Level 2 offence more than once, will constitute a Level 3 offence;

- Physical assault causing bodily injury to another player, umpire, official or spectator;

- Indiscipline during national camp/tour including failing to obey the directions/instruction of the coach or support staff of the national team during a camp or in the course of competition; or

- Acting against the interests of unity of the team by factions amongst the Participants