



**CODE OF CONDUCT
HERO HOCKEY INDIA LEAGUE**

December 2014

CODE OF CONDUCT - HERO HOCKEY INDIA LEAGUE

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CODE OF CONDUCT - HERO HOCKEY INDIA LEAGUE

1. INTRODUCTION

- 1.1 The International Hockey Federation (FIH) has full jurisdiction and authority over everything concerning hockey and the playing of hockey. Any person or National Association involved in any hockey competition agrees to comply with, but not limited to, all FIH statutes and general regulations, Rules of Hockey and FIH Tournament Regulations, FIH Anti-Doping Regulations, FIH Image Rights Policy, FIH Anti-Corruption Regulations and the Rules and Directives of the Code of Conduct.
- 1.2 The Hero Hockey India League (HHIL) is organised by Hockey India and is an official event sanctioned by the FIH. Hockey India has full delegated jurisdiction and authority over the playing, officiating and management of hockey in the HHIL.
- 1.3 Any participant in the HHIL must agree to comply with, but not limited to, all FIH Statutes and Bye-Laws, the Rules of Hockey, HHIL Regulations, HHIL Code of Conduct, HHIL Image Rights Policy (see **Appendix C**), HI/FIH/WADA Anti-Doping Regulations (see **Appendix D**), and the HHIL Anti-Corruption Policy (see **Appendix E**).
- 1.4 All participants are required to read this Code of Conduct document thoroughly and to complete and submit the **HHIL Code of Conduct Participant Acknowledgement and Agreement Form** (see **Appendix F**) on page 13 of this document to the HHIL Tournament Director (TD) before they participate in HHIL. Any franchise representative who wishes to sit on the team bench must also submit a signed Code of Conduct.

2. HERO HIL CODE OF CONDUCT

- 2.1 HHIL is fully committed to maintaining the highest standards of behaviour and conduct by all participants at all HHIL events.
- 2.2 The HHIL Code of Conduct is established to create awareness of and accountability for the promotion, administration, coaching and playing of the game of hockey amongst all HHIL participants, and as such will apply in full at all times and at all HHIL events.
- 2.3 All participants are responsible for their own behaviour and conduct, and as such, are individually accountable.
- 2.4 It is the responsibility of the owners and management of each participating team to instruct their players and team officials on the requirements of this Code of Conduct, and if necessary, to arrange translation of this document into the players own language to ensure full understanding and compliance. The owners shall share liability with their players and team officials should any breaches occur at any time and at any HHIL event.
- 2.5 Complaints in relation to either misconduct or breaches of the terms and scope of this Code of Conduct, or any other rules, regulations, codes and policies of HHIL, shall be dealt with by the HHIL Tournament Director during the League or by HHIL and/or Hockey India if such matters arise after the HHIL season is completed.

3. PARTICIPANTS

- 3.1 The following shall be considered as participants:
 - (a) all team members and team officials including players, team management, coach and coaching staff, video operators, medical staff, technical support staff and any other duly appointed representatives of the participating teams;
 - (b) all HHIL appointed technical officials including the Tournament Director, Assistant Tournament Directors, Technical Officers, Judges, Umpires, Medical Officer, Media Officer, and any other ad hoc officials appointed by HHIL;
 - (c) all HHIL and Hockey India representatives involved in the management of HHIL, including all commercial partners, third party contractors and private individuals recruited to assist in the management and operation of HHIL and HHIL events.

4. JURISDICTION AND SCOPE

- 4.1 All participants are subject to the jurisdiction of the FIH, Hockey India and HHIL. In pursuance of these standards, all participants in HHIL shall observe also the following Rules and Directives.
- 4.2 Participants shall at all times conduct themselves fairly, properly and in an acceptable manner on the field of play and at any part of the hockey venue or hotel accommodation, including whilst travelling between venues and hotels as appropriate. 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 or HHIL into disrepute.
- 4.3 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 or in an inappropriate way toward any decision made by an Umpire or technical 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 hostility, verbal or physical abuse towards an accredited Anti-Doping Officer;
 - (g) feigning injury and/or overreacting to an alleged breach or decision;
 - (h) failure to comply with any directives or instructions from HHIL, Tournament Director, any appointed technical official or team management;
 - (i) any act that appears to, or is intended to, influence any participant or which may affect any decision, the outcome of any match or the league result. For example, inducement in the form of money or gift, or threats against an individual.
- 4.4 All participants must, whilst participating in any HHIL event:
- (a) in victory and defeat, show respect to all other participants, including opponents, officials, members of the media, spectators, and all others present at the venue;
 - (b) be respectful to tournament officials, accepting their decisions at all times, and using the formal process of protest and appeal where there is disagreement (see HHIL Regulations for details);
 - (c) avoid words or actions which may mislead opponents or match officials;
 - (d) safeguard the physical fitness of opponents, avoid violence and rough play, and assist injured opponents;
 - (e) refrain from making public statements which criticise HHIL organisers and officials, Hockey India, other National Associations, Asian Hockey Federation and FIH;
 - (f) be mindful of your status as guests, be respectful of the hosts, take care of any property entrusted to you and express gratitude to those who have offered or given you hospitality;
 - (g) conduct yourself appropriately in any situation, whether in public, in small groups or in private, in any way which you are associated with your team and/or HHIL;
 - (h) obey all laws of India, and its constituent States, with regard to any action, specifically the use of alcohol and drugs;
 - (i) set a positive example for others, particularly young players and spectators;
 - (j) encourage adherence to this Code of Conduct by all other participants, particularly those of your own team;
 - (k) at all times promote a positive image for yourself, your team, hockey, HHIL and Hockey India and never bring its reputation, or that of any member, into disrepute.

5. SANCTIONED EVENTS

- 5.1 All participants in HHIL must only participate in sanctioned events as recognized by the FIH, Hockey India and their own National Association.
- 5.2 Disciplinary action shall be taken against any player or official who participates in any event which is not sanctioned by FIH or their respective National Association.
- 5.3 Players, team officials and technical officials are required to obtain a No Objection Certificate (NOC) from their National Association before participating in HHIL.

6. MEDIA RELATIONS

- 6.1 At the end of any HHIL match, it is compulsory for all players and team officials to leave the field of play through the Media Mixed Zone and to make themselves available for comment if requested.
- 6.2 It shall be compulsory for the Coach and Team Captain (or other nominated player as required by the HHIL Media Manager, or if the Captain is required for anti-doping testing) to attend a post-match media conference if requested.

7. PUBLIC STATEMENTS

- 7.1 The HHIL defines a public statement as follows:

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, e-mail, SMS, Twitter, Facebook, 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.
- 7.2 Public statements must be fair, constructive and reasonable and must not involve a personal attack on another player, umpire, official or administrator.
- 7.3 The HHIL 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.
- 7.4 Any public statement by a participant shall not comprise a personal attack upon any other participant also subject to the jurisdiction of the HHIL.

8. IMAGE RIGHTS

- 8.1 The HHIL Image Rights Policy is established to allow HHIL and Hockey India to use images taken during the League for non-commercial purposes. The policy is also designed to protect the participants from exploitation of their image by any third party for commercial use without their permission. The Policy sets out the rights of HHIL and of the participants in HHIL events.
- 8.2 For further information on the HHIL Image Rights Policy, see **Appendix C**.

9. ANTI-DOPING

- 9.1 The HI Anti-Doping Regulations are established to promote fair and equitable play. The Anti-Doping Regulations protects a participant's fundamental right to participate in doping-free sport and thus to promote health, fairness and equality among participants.
- 9.2 The HI Anti-Doping Regulations are recognised by the International Hockey Federation (FIH) and the World Anti-Doping Agency (WADA) and is HI's contribution to doping-free sport worldwide.
- 9.3 Any possession of dope-related drugs or drugs on the list of prohibited substances as mentioned in 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 HI Anti-Doping Regulations currently in force.
- 9.4 Each HHIL player and team official shall comply with the HI Anti-Doping Regulations and all participants are personally and individually responsible for compliance with the Policy. Sanctions for

non-compliance may be levied against an individual or their team, and will be reported by Hockey India to the FIH and the offenders own National Association.

- 9.5 No player, coaching staff, management team or any support staff who is currently serving any active sanction/punishment for a doping violation shall be permitted to be involved in HHIL.
- 9.6 For further information on the HI Anti-Doping Regulations, see **Appendix D**.

10. BETTING AND GAMING

- 10.1 The HHIL is committed to taking all practical steps within its power to prevent corrupt practices undermining the integrity of the HHIL. Participants shall not participate in, support or promote, any form of betting or gaming activities, including online betting or gaming or betting with another person, related to HHIL matches or any aspect of the HHIL.
- 10.2 Participants shall not conduct themselves in any way that violates the HHIL Anti-Corruption Policy, such as manipulating match results, accepting or inducing a bribe or corrupt payment, using or giving information for betting or similar.
- 10.3 For further information on the HHIL Anti-Corruption Policy, see **Appendix E**.

11. PROCESS

- 11.1 In the event of an alleged breach of the HHIL Code of Conduct, the Tournament Director, or person with the appropriate delegated authority, will determine if there is to be a hearing. The hearing will be conducted in accordance with the guidelines contained in the following pages.
- 11.2 For a serious alleged breach of the HHIL Code of Code of Conduct, the Tournament Director may ask the matter to be considered by HHIL and/or Hockey India (applies to breaches under sections 8, 9 and 10 only).
- 11.3 In the event of an alleged breach outside the HHIL, the matter will be addressed by the Hockey India Disciplinary Committee.
- 11.4 In case of a proven serious breach, HHIL reserve the right to ask the participant to leave HHIL and/or India, and may lead to the participant not being invited to participate in HHIL in the future.

APPENDIX A

CODE OF CONDUCT - GUIDELINES OF OFFENCES AND PENALTIES

LEVEL 1

The penalty for a Level 1 offence shall be an official reprimand and/or a suspension of the individual for a minimum of one match.

Examples of behaviour which may result in a Level 1 penalty are as follows:

- (a) verbal abuse or hostility towards any other participant, person or any other member of the public;
- (b) disputing/protesting, 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) excessive appealing of an umpire's decision;
- (e) throwing a stick or ball at or near a player, umpire or official in an inappropriate and/or dangerous manner;
- (f) inappropriate and deliberate physical contact between players in the course of play;
- (g) using rude or abusive language, gestures or hand signals gestures which are considered to be obscene, offensive, or insulting;
- (h) abuse of hockey equipment or clothing, venue equipment or fixtures and fittings;
- (i) making public statements which are not fair, constructive or reasonable and involve a personal attack on another player, umpire, technical official or administrator;
- (j) failure to attend media conferences as requested.

LEVEL 2

The penalty for a Level 2 offence shall be a suspension of the individual for a minimum of two or more matches.

Examples of behaviour which may result in a Level 2 penalty are as follows:

- (a) threat of assault on an umpire;
- (b) physical assault, without injury, of another player, umpire, official or spectator;
- (c) any act of violence on the field of play;
- (d) using language or gestures which seriously offends, insults, intimidates, threatens, disparages or vilifies another person on the basis of that person's race, religion, gender, colour, descent or national or ethnic origin;
- (e) recurrent breaches of Level 1 behaviour.

LEVEL 3

The penalty for a Level 3 offence shall be a suspension of the individual for a minimum of five or more

matches. Examples of behaviour which may result in a Level 3 penalty are as follows:

- (a) physical assault causing bodily injury to another player, umpire, official or spectator;
- (b) recurrent breaches of Level 2 behaviour.

APPENDIX B

CODE OF CONDUCT - GUIDELINES ON PROCESS FOR HEARINGS AND DETERMINING OFFENCE

1. THE REPORT

- 1.1 All reports of any offence against the HHIL Code of Conduct shall be made to the HHIL Tournament Director (TD), or initiated by the TD in his own right. In the absence of the Tournament Director, the responsibility for action throughout this process may be delegated to the Assistant Tournament Director present at the venue.
- 1.2 The HHIL Tournament Director is to determine if an offence has been committed and the level of the offence.
- 1.3 A report can be received by the HHIL Tournament Director from any person but if received later than 24 hours after the occurrence of the conduct said to constitute the offence the TD must exercise discretion to accept such a report. That discretion is to be exercised taking into account the seriousness of the reported behaviour and the reason for the delay in making the report.

2. PRINCIPALS OF NATURAL JUSTICE

- 2.1 The principals of natural justice apply in the following way. The HHIL Tournament Director will advise the Team Manager of:
 - (a) the fact of the report of an offence;
 - (b) the identity of the team member(s) reported;
 - (c) the level of the offence;
 - (d) the time and place of the hearing;
 - (e) details of the conduct and the mode of proof of it;
 - (f) if the report was received later than 24 hours after the occurrence of the conduct said to constitute the offence the TD must state the reasons for the exercise of the discretion to accept the report. No appeal from the exercise of that discretion is possible.

3. THE HEARING

- 3.1 The Tournament Director must chair the meeting (subject to delegation for reason of conflict of interest).
- 3.2 The hearing must be attended by the person who is the subject of the report and one representative if they desire (in addition the person who is the subject of the charge may be assisted by an interpreter).
- 3.3 The Tournament Director must outline the evidence relied on to support the report including showing any video footage.
- 3.4 The subject is to be asked for his response to the report - i.e. does he accept the offence as charged or not. The subject must be permitted to present material as to either or both of the fact of the offence or the penalty.
- 3.5 If the person who is the subject of the report fails to attend the hearing, the hearing shall take place in the absence of that person and the fact of the failure to attend shall be taken into account in the determination of the appropriate penalty in the event that an offence is found to have been committed.

4. THE DECISION

- 4.1 The decision will be made in writing and read to the person who is the subject of the report by the Tournament Director (through an interpreter if necessary). It should deal (at least) with the following matters:
 - (a) whether or not the subject accepts the breach of the HHIL Code of Conduct;

- (b) If the subject does not accept the breach, a finding as to whether a breach has occurred and why.
- 4.2 Should it be found (or agreed) that an offence has been committed either the minimum penalty is imposed or, at the entire discretion of the Tournament Director, a greater penalty.
- 4.3 If a greater penalty is to be considered then the following should be taken into account by the Tournament Director in imposing this greater penalty:
 - (a) the disciplinary history of the subject;
 - (b) the attitude of the subject at the hearing;
 - (c) any penalty already incurred, for example, if a card was given during the game the length of time of any suspension served under that card;
 - (d) the seriousness of the offence by comparison with other offences within that level.

5. DEFINITION OF THE PENALTY

- 5.1 The written statement to the subject must contain a clear definition of the penalty which must include:
 - (a) the number of matches for which the subject is suspended;
 - (b) the date of commencement of the suspension;
 - (c) the match or matches to which the suspension shall apply must be specified;
 - (d) any terms of the penalty in addition to suspension, for example referral to a higher authority such as HHIL or Hockey India or FIH.

APPENDIX C

IMAGE RIGHTS POLICY

1. INTRODUCTION

- 1.1 The Hero Hockey India League (HHIL) presents an international showcase for hockey and individual participants. For Hockey India the HHIL also represents an unparalleled opportunity for the promotion of hockey in India, and of Indian hockey worldwide.
- 1.2 HHIL acknowledges the general image rights of participants and this Policy sets out the rights of HHIL and Hockey India, and of the HHIL participants, concerning those rights.

2. PARTICIPANTS

- 2.1 For the purpose of this Policy, the following shall be considered as participants:
 - (a) all team members and officials including players, team management, coach and coaching staff, video operators, medical staff, technical support staff and any other duly appointed representatives of the participating teams;
 - (b) all HHIL appointed technical officials including the Tournament Director, Assistant Tournament Directors, Technical Officers, Judges, Umpires, Medical Officer, Media Officer, and any other ad hoc officials appointed by HHIL.

3. IMAGE RIGHTS

For the purpose of this Policy, Image Rights refers to the film, video/dvd, computer, television and photographic images identified or otherwise recorded of participants during any HHIL event.

4. USE OF IMAGES BY HHIL

- 4.1 HHIL and/or Hockey India shall be permitted to only use images taken of participants during HHIL events for non-commercial purposes.
- 4.2 The images may be used for the promotion of HHIL, for the general promotion of hockey in India, and for other promotional purposes by HHIL and/or Hockey India, including the marketing of tickets etc.
- 4.3 The HHIL and/or Hockey India shall be permitted to use and publish the images of participants taken during HHIL events in HHIL and/or Hockey India publications such as:
 - (a) the official Hockey India website at www.hockeyindia.org;
 - (b) the official Hockey India facebook and twitter pages;
 - (c) any outlets directly controlled by HHIL franchise team owners;
 - (d) Hockey India/HHIL newsletters, programme books, posters, handbooks and any other internal or external publications, advertisements or electronic media;
 - (e) presentations made by Hockey India/HHIL organisers, officials or teams.
- 4.4 Images may also be used for the same purposes as stated above (clause 4.3) by the International Hockey Federation (FIH) and/or by the National Hockey Associations and home clubs of the players or officials concerned.

5. COPYRIGHT OF IMAGES

The copyright of television images taken by the official host broadcaster and photographic images taken by any officially appointed HHIL photographer remains with the HHIL. Written permission must be given by HHIL for any participant and/or third party to use these images.

6. COMMERCIAL USE OF IMAGES

In the event that the HHIL or any third party (e.g. HHIL Franchise Owner or National Association) would like to use any images taken of participants at an HHIL event for commercial purposes, the participant(s) depicted in the image will be contacted directly or through their National Association to ask for their approval. In the event that the participant(s) refuses approval, the image will not be permitted to be used.

APPENDIX D

HI ANTI-DOPING POLICY AND REGULATIONS (JANUARY 2015)

The Hockey India Anti-Doping Policy and Regulations (January 2015) is a long and complex document. The following notes summarise key points from the document but it must be noted that the Participant Acknowledgment and Agreement declaration refers to compliance with the full HI Anti-Doping Regulations a copy of which is available on the HHIL website at www.hockeyindia.org

It is the responsibility of all National Associations and HHIL Team Managers to ensure that its players, managers, coaches and in particular its medical and para-medical staff are aware of and have access to the HI Anti-Doping Regulations.

National Associations must provide their players, managers, coaches, medical and para-medical staff with a hard copy of the HI Anti-Doping Regulations on request.

1. The following constitute Anti-Doping Rule Violations:
 - (a) The presence of a prohibited substance or its metabolites or markers in an athlete's bodily specimen. It is each athlete's personal duty to ensure that no prohibited substance enters his or her body. Athletes are responsible for any prohibited substance or its metabolites or markers found to be present in their bodily specimens.
 - (b) Use or attempted use of a prohibited substance or a prohibited method.
 - (c) Refusing, or failing without compelling justification, to submit to sample collection after notification as authorised in these anti-doping regulations or otherwise evading sample collection.
 - (d) Violation of the requirements regarding athlete availability for out-of-competition testing.
 - (e) Tampering, or attempting to tamper, with any part of doping control.
 - (f) Possession of prohibited substances and methods.
 - (g) Trafficking in any prohibited substance or prohibited method.
 - (h) Administration or attempted administration of a prohibited substance or prohibited method to any athlete, or assisting, encouraging, aiding, abetting, covering up or any other type of complicity involving an Anti-Doping Rule Violation or any attempted violation
2. These FIH Anti-doping Regulations, available from the FIH website (www.fih.ch), incorporate the prohibited list that is published and revised by the World Anti-Doping Agency (WADA).
3. Athletes with a documented medical condition requiring the use of a prohibited substance or a prohibited method must first obtain a Therapeutic Use Exemption (TUE).
4. Doping control applies at senior and junior levels for both men and women.
5. For events under the control of the HI, the total number of tests will be determined by HI. Matches at which tests will be carried out will be selected randomly by the Anti-Doping Control Officer and/or the HHIL Medical Officer in consultation with the Tournament Director. Athletes to be tested will be selected randomly by the Tournament Director or his/her appointee on duty in the presence of the Doping Control Officer and HHIL Medical Officer. An athlete may be subjected to a doping control on more than one occasion during an event. (Note: for clarification, HHIL is not under the control of FIH, but Anti-Doping Testing will be carried out by the National Anti-Doping Agency of India (NADA) using similar principals to those included in the FIH Anti-Doping Regulations).
6. The HI Chief Executive Officer may provisionally suspend an athlete prior to the opportunity for a full hearing based on an Adverse Analytical Finding. When it appears that these anti-doping regulations have been violated in connection with NADA testing or testing at an international event then the case shall be assigned to the FIH Disciplinary Commission for adjudication. In the case of a national event (such as HHIL), any violation will be reported to the FIH and to the player's own National Association within 14 days.

7. A violation of these anti-doping regulations in connection with an in-competition test automatically leads to disqualification of the individual athlete with all resulting consequences, including forfeiture of all trophies and medals received in that competition.
8. The period of Ineligibility imposed for a violation of relevant articles shall be
 - first violation: two (2) years' ineligibility.
 - second violation: lifetime ineligibility.
9. If more than two team members are found to have committed an Anti-Doping Rule Violation during the event, the team may be subject to disqualification or other disciplinary action.
10. Decisions made under these anti-doping regulations may be appealed as set forth in the HI Anti-Doping Regulations.

APPENDIX E

ANTI-CORRUPTION POLICY

Hockey India has adopted the FIH Anti-Corruption Policy as a means of safeguarding the integrity of the sport of hockey and of HHIL by:

- (i) prohibiting any conduct that may impact improperly on the outcome of HHIL events;
- (ii) establishing a mechanism of enforcement and sanction for those who, through their corrupt conduct, place the integrity of the sport and HHIL at risk.

The HHIL and/or Hockey India is committed to taking all practical steps within its power to prevent corrupt practices undermining the integrity of the sport of hockey and, for the purposes of this document, specifically within HHIL.

The FIH Regulations on Betting and Anti-Corruption are recognised by the International Olympic Committee and is the FIH's contribution to corrupt-free sport worldwide.

The FIH Anti-Corruption Regulations (July 2012) can be found on the FIH website at www.fih.ch



**HERO HIL CODE OF CONDUCT
PARTICIPANT ACKNOWLEDGEMENT AND AGREEMENT FORM**

Notes:

1. No Participant may participate in the Hero Hockey India League until he/she has signed and submitted this Acknowledgment and Agreement form.
2. The signed form must be submitted to the Hero HIL Tournament Director at the latest at the Pre-Competition Team Manager's Briefing Meeting.

Hero HIL Team: _____

Nationality: _____

Position/Role: _____

Name of Event: **HERO HOCKEY INDIA LEAGUE 2015**

Name of Participant: _____

Date of Birth: / /

[Block Letters - LAST NAME/FIRST NAME]

[Day/Month/Year]

I hereby acknowledge and agree as follows:

CODE OF CONDUCT

1. I have received and had an opportunity to review the Hero HIL Code of Conduct.
2. I consent and agree to comply with and be bound by all of the provisions of the Hero HIL Code of Conduct.

IMAGE RIGHTS POLICY

1. I have received and had an opportunity to review the Hero HIL Image Rights Policy.
2. I consent and agree to be filmed, televised, photographed, identified and otherwise recorded during the HHIL under conditions and for the purposes authorised by Hero HIL in relation to the promotion of Hero HIL and hockey in general.
3. I consent and agree to permit Hero HIL and/or Hockey India to use images taken of me at Hero HIL events solely for non-commercial purposes.

HI ANTI DOPING POLICY AND REGULATIONS

1. I have received and had an opportunity to review the Hockey India Anti-Doping Policy and Regulations.
2. I consent and agree to comply with and be bound by all of the provisions of the HI Anti-Doping Policy, including but not limited to, all amendments to the Anti-Doping Policy and Regulations and all International Standards incorporated in the Anti-Doping Regulations.
3. I acknowledge and agree that National Associations, HI and FIH have jurisdiction to impose sanctions as provided in the HI and FIH Anti-Doping Regulations.
4. I also acknowledge and agree that any dispute arising out of a decision made pursuant to the HI Anti-Doping Regulations, after exhaustion of the process expressly provided for in the HI Anti-Doping Regulations, may be appealed exclusively as provided in Article 13 of the HI Anti-Doping Regulations to an appellate body for final and binding arbitration, which in the case of International-Level Athletes is the Court of Arbitration for Sport.
5. I acknowledge and agree that the decisions of the arbitral appellate body referenced above shall be final and enforceable, and that I will not bring any claim, arbitration, lawsuit or litigation in any other court or tribunal.

ANTI-CORRUPTION POLICY

1. I have received and had an opportunity to review the Hero HIL and FIH Anti-Corruption Policy.
2. I consent and agree to comply with and be bound by all of the provisions of the Hero HIL and FIH Anti-Corruption Policy.

Signature: _____

Date: _____

Place: _____