

# 2021 IIHF Abuse and Harassment Policy

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## 1. Preamble

It is a strong belief of the International Ice Hockey Federation (hereinafter referred to as “the IIHF”) that everyone engaged in and around Ice Hockey has the right to participate in a respectful environment free of abuse and harassment in order to strengthen and promote the game of Ice Hockey around the world. Thus, consistent with the objectives and principles of the IIHF, the IIHF adopts and commits to the following Abuse and Harassment Policy based on Rule 1.2.2.1 (a) and (b) of the IIHF Code of Conduct.<sup>1</sup> Furthermore, the IIHF recognizes the importance of various international legislation with regard to human rights and equitability such as Article 10.1 UN International Charter of Physical Education, Physical Activity and Sport or Article 19 UN Convention on the Rights of a Child. By means of this Policy, the IIHF underlines that all forms of harassment and abuse regardless of cultural setting contradict the IIHF’s vision to safeguard children and adults in Ice Hockey.

## 2. Scope of Application

### 2.1 Material and Territorial Scope of Application

This Policy applies to all violations as defined in Clause 3.1 and 6 of this Policy and shall cover all violations within the jurisdiction of the IIHF, including violations in advance of, during and after IIHF Competitions.

### 2.2 Personal Scope of Application

2.2.1 This Policy is applicable to the following institutions, organizations and persons:

- (a) IIHF Member National Associations and their staff representatives;
- (b) The IIHF governing bodies (Congress, Executive Committee, Council, Presidency);
- (c) 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;
- (d) Organizing Committees of IIHF Competitions and their staff representatives;
- (e) IIHF Officials and Referees; and

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<sup>1</sup> IIHF Code of Conduct.

- (f) 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 19), and international transfers.

### 2.3 Applicability in time

The rules contained within this Policy shall apply from 1 June 2020 onwards. All amendments made to this Policy shall apply from the passage date onwards.

## 3. Definitions

### 3.1 Abuse and Harassment

In alignment with the IOC Consensus Statement (2016) and Safeguarding Guidelines (2016)<sup>2</sup> the IIHF defines Abuse and Harassment as follows:

- (a) **Psychological abuse** – means any unwelcome act including confinement, isolation, verbal assault, humiliation, intimidation, infantilisation, or any other treatment which may diminish the sense of identity, dignity, and self-worth.
- (b) **Physical abuse** – means any deliberate and unwelcome act – such as for example punching, beating, kicking, biting and burning – that causes physical trauma or injury. Such act can also consist of forced or inappropriate physical activity (e.g., age-, or physique- inappropriate training loads; training when injured or in pain), forced alcohol consumption, or forced doping practices.
- (c) **Racism and discrimination** – means any action or attitude, that subordinates or prejudices an individual or group based on race, skin colour, gender, ethnic, national or social origin, religion, philosophical or political opinion, marital status or sexual orientation.
- (d) **Sexual harassment** – means any unwanted and unwelcome conduct of a sexual nature, whether verbal, non-verbal or physical. Sexual harassment can take the form of sexual abuse.

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<sup>2</sup> [IOC Consensus Statement: harassment and abuse \(non-accidental violence\) in sport, 30 March 2016; IOC Guidelines for international federations and national olympic committees related to creating and implementing a policy to safeguard athletes from harassment and abuse in sport, 2 June 2016](#)

- (e) **Sexual abuse** – means any conduct of a sexual nature, whether non-contact, contact or penetrative, where consent is coerced/manipulated or is not or cannot be given.
- (f) **Neglect** – means the failure of a coach or another person with a duty of care towards the player to provide a minimum level of care to the player, which is causing harm, allowing harm to be caused, or creating an imminent danger of harm.

These forms of Abuse and Harassment may occur in combination or in isolation.

### 3.2 Further definitions

The capitalised terms used in or being in reference to this Policy have the following meanings:

**Abuse** means acts of commission or omission leading to players experiencing harm.

**Player Support Person** means any Coach, Manager, Agent, Team Staff, Medical or paramedical personnel, Parent of a player or any other person assisting a player in any fashion.

**Bullying** (or cyber-bullying if conducted online) means unwanted, repeated and intentional, aggressive behavior usually among peers, which can involve a real or perceived power imbalance. Bullying can include actions such as making threats, spreading rumours or falsehoods, attacking someone physically or verbally and deliberately excluding someone.

**CAS** means the Court of Arbitration for Sport in Lausanne, Switzerland.

**Harm** means negative impact or consequences upon a person.

**Hazing** means an organized, usually team-based, form of bullying in sport, involving degrading and hazardous initiation of new team members by veteran team members.

**IIHF Competition or Event** means an event in accordance with IIHF Bylaw 1.

**IIHF Representatives** means IIHF Staff (whether full-time, part-time, permanently or temporarily), IIHF Council members including the President and Vice-Presidents, members of IIHF Committees, Directorate members, Auditors, members of the IIHF judicial and ethics bodies and any other

member of a body or group designated by the IIHF to act on behalf of or advise the IIHF.

**IOC** means the International Olympic Committee.

**Member National Association** (herein after referred to as “MNA”) means a national entity that is a member of or is recognized by the IIHF as the entity governing ice hockey in the respective country.

**Negligence** means acts of omission regarding player safety.

**Player** means any natural person competing in an IIHF Competition or a competition of an MNA.

**Policy** means this Abuse and Harassment Policy and all its future amendments.

**Representatives of MNAs** in analogy to IIHF Representatives.

**Safeguarding** means the actions the IIHF undertakes to ensure everyone protected by this Policy is safe from physical and emotional harm, abuse, violence, exploitation and neglect in the sport of Ice Hockey.

**The IIHF** means the International Ice Hockey Federation.

**Volunteer** means a person acting on behalf of the IIHF without getting paid in return.

## 4. Fundamental Principles

### 4.1 Zero tolerance

Any form of abuse and harassment as defined in Clause 3.1 is prohibited under the IIHF Code of Conduct and IOC Code of Ethics:<sup>3</sup>

*Rule 1.2.2.1 IIHF Code of Conduct*

*(a) There shall be no abuse or discrimination against the human dignity of a person or group of persons by whatever means, including on grounds of race, skin colour, gender, ethnic, national or social origin, religion, philosophical or political opinion, marital status, sexual orientation or other grounds.*

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<sup>3</sup> [IOC Code of Ethics](#).

*(b) Any activity 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.*

#### *Rule 5.2 IIHF Code of Conduct*

*[...] 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.*

The IIHF is committed to Safeguarding all people engaged in Ice Hockey and takes a zero tolerance approach to any form of racism, discrimination, bullying, harassment and abuse.

#### 4.2 Principle of paramountcy

The needs and welfare of victims and other vulnerable groups are paramount, and the IIHF pursues an approach favorable to the welfare of victims, children and other vulnerable groups in all its dealings.

#### 4.3 Collective responsibility to respond

It is the responsibility of everyone involved in the game of Ice Hockey to recognize and respond to signs of harassment and abuse. It is imperative to act and report in alignment with the established IIHF procedure.

#### 4.4 Principle of confidentiality

4.4.1 All information obtained through cases arising under this Policy will always be dealt with in strict confidence to the extent permitted by law. Information can only be shared without consent of a covered party as defined in Clause 2.2 of this Policy where the duty to protect the party from harm supersedes another party's right to privacy as highlighted in Rule 1.2.2.1 of the IIHF Code of Conduct or else if required by law. Confidentiality must be respected by any person concerned by the procedure.

4.4.2 The IIHF will not comment publicly on the specific facts of a pending case except in response to public comments attributed to the player or the player's representatives.

4.4.3 Each person, entrusted with Safeguarding competencies by the IIHF, must sign an appropriate conflict of interest declaration and confidentiality undertaking in relation to his/her work related to this Policy.

#### 4.5 Protection of Whistleblowing

The IIHF recognizes that whistleblowing embodies the right of every individual for personal freedom and therefore highlights the importance of a safe disclosure mechanism and commits to protecting those who find the courage to speak up by granting anonymity and creating a confidential reporting system in accordance with Clause 4.4 of this Policy. Protection is guaranteed regardless of the outcome. However, only reporting conducted in good faith shall be protected.

#### 4.6 Time Sensitivity

Abuse and Harassment decisions shall be made in a timely manner and should not be subject to unnecessary delay.

### **5. Rights and Obligations of the IIHF and the MNAs**

#### 5.1 Binding effect

This Policy is binding for:

- (a) the IIHF;
- (b) All MNAs;
- (c) All entities and persons affiliated with the IIHF or the MNAs, i.e. entered into a contract with, delegated responsibilities to or any other form of cooperation and affiliation.

#### 5.2 Local safeguarding

The IIHF is fully aware of and respects the autonomy of its MNAs. Therefore, the IIHF strongly encourages all MNAs to adopt its own abuse and harassment policies in order to tackle harassment and abuse at a local level in their organizations and events taking place under its own jurisdiction. The MNAs abuse and harassment practices shall comply with all provisions of this Policy and the UNICEF International Safeguards for Children in Sport.<sup>4</sup>

#### 5.3 Duty to inform

The IIHF and the MNAs have a mutual obligation to inform each other if any measures or sanctions are being imposed on the basis of this Policy or any similar local policy.

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<sup>4</sup> [UNICEF International Safeguards for Children in Sport](#).



## 5.4 Mutual recognition

5.4.1 Subject to the right of appeal, any decision taken by the IIHF pursuant to this Policy shall be recognized, respected and enforced by all MNAs.<sup>5</sup>

5.4.2 The IIHF can recognize a conviction or decision imposed on a covered party as defined in Clause 2.2 of this Policy if such party:

(a) Convicted of a criminal offence which would constitute a violation of this Policy as defined in Section 6 of this Policy;

(b) Held by his/her MNA or any other competent sports governing body to which he/she is subject, to have committed an infringement which would constitute a violation of this Policy.

Where appropriate, the IIHF reserves the right to open a separate Disciplinary Procedure against the covered party in relation to his/her IIHF related activities.

## 6 **Violations**

The following conduct constitutes a violation of this Policy:

(a) Psychological abuse;

(b) Physical abuse;

(c) Racism and discrimination;

(d) Sexual harassment;

(e) Sexual abuse;

(f) Neglect;

(g) Complicity, i.e. authorizing, knowingly assisting, causing, encouraging, aiding, abetting, covering up or any other type of intentional complicity causing a violation of this Policy;

(h) Inducement, i.e. soliciting, instructing, persuading or encouraging any person to engage in conduct whether by act or omission causing a violation of this Policy;

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<sup>5</sup> Possible formulation in MNA policies: "Any sanction imposed on a covered person by the IIHF or recognized by [MNA] to be affiliated with the IIHF shall be recognized and enforced by the [MNA]"

- (i) Failure to cooperate with any investigation carried out by or on behalf of the IIHF by:
  - (i) failing to provide accurately, completely and without undue delay any information and/or documentation and/or access or assistance requested by an investigating party;
  - (ii) Obstructing or delaying any investigation that may be carried out including without limitation concealing, tampering with or destroying any documentation or other information that may be relevant to the investigation.
- (j) Retaliation, i.e. any action taken by a covered party against a person participating in any investigation or proceedings pursuant to this Policy or against the reporting person or persons affiliated with the reporting individual.
- (k) Reporting against a covered party in bad faith, i.e. making intentional false accusations, casting suspicion of misconduct and other wilful defamation causing negative consequences for the affected person.

A violation may occur in-person, remotely or online and might consist of a one-off incident or a series of incidents. Any person or entity violating the IIHF Abuse and Harassment Policy is subject to the disciplinary procedure set forth in Section 9 of this Policy.

## **7 Disclosure and Reporting Procedure**

### **7.1 Reporting mechanism**

7.1.1 Concerns regarding harassment and abuse shall be received in the way that is most comfortable for the person submitting the report including anonymous, in-person, verbal, or written report. The reporting individual shall be provided with a confidential email-address and telephone hotline as well as an Incident Report Form (Appendix 2).

7.1.2 The receipt of a report will be carried out:

- (a) by the IIHF Office in all international matters in- and out of competition and/or if the respective MNA does not have a procedure in place;
- (b) during an IIHF Competition, by the present the IIHF Safeguarding Officer who can be contacted and with whom a report can be taken in person;

- (c) by the responsible body designated by the MNA abuse and harassment policy in cases subject to the jurisdiction of an MNA.

The responsible body provides the reporting individual with a confirmation of receipt.

- 7.1.3 IIHF Representatives have the obligation to prevent abuse and harassment and to take immediate action once it has been identified, whether or not a report has been submitted.

## 7.2 Reporting to IIHF

All concerns regarding harassment and abuse can at all times be reported to the IIHF via [integrity@iihfoffice.com](mailto:integrity@iihfoffice.com).

## 7.3 Gender of the handling person

Upon request of the reporting individual, a gender-specific person within IIHF Office that received the report will be appointed to handle the case.

## 7.4 Cooperation with the Organizing Committee/MNA

- 7.4.1 At each Event, the Organizing Committee/MNA shall provide the IIHF with a contact person responsible for abuse and harassment. The appointed person should speak the official language(s) of the hosting country and English. This designated person assists the IIHF and connects him/her with the local authorities.

- 7.4.2 The IIHF ensures that the Organizing Committee/MNA maintains the strict principle of confidentiality as set forth in Clause 4.4 of this Policy.

## 7.5 Reporting criminal activity

- 7.5.1 All current or potential criminal behavior shall be reported to the appropriate legal authorities in agreement with the reporting person and/or the victim or else if required by law.

- 7.5.2 The IIHF Office is responsible for the notification of the local authorities.

## 7.6 Case Management System

The IIHF develops a confidential case management system for all incidents, allegations and complaints.

## **8 Investigation Procedure**

### **8.1 Investigation during an IIHF Competition**

After the IIHF Safeguarding Officer at an IIHF Event takes the report and conducts all necessary on-site investigations, he/she passes the report including all additional findings on to a designated person within the IIHF Office. The IIHF Office generates a case file, assesses the case and conducts all further investigations it deems necessary. Subsequently, if there is enough information to further process the case, the IIHF Office submits the case file to the IIHF Ethics Board.

### **8.2 Investigation outside of an IIHF Competition**

Upon receipt of a report, the IIHF Office generates a case file, assesses the case and conducts all investigations it deems necessary. Subsequently, if there is enough information to further process the case and the IIHF Office determines that the case is not frivolous, the IIHF Office submits the case file to the IIHF Ethics Board.

### **8.3 Provisional Measures**

8.3.1 The IIHF Office may impose provisional measures including without limitation a provisional suspension as set forth in Rule 3.6 of the IIHF Code of Conduct. The provisional measure is appealable to the CAS.

8.3.2 A provisional measure shall be taken into account in the determination of any sanction which may ultimately be imposed.

## **9 Disciplinary Procedure**

### **9.1 Applicability of IIHF Disciplinary Code**

The IIHF may take disciplinary action against a person or entity in accordance with the IIHF Disciplinary Code, if a violation as set out under Clause 6 of this Policy has been established.

### **9.2 IIHF Disciplinary Board**

The IIHF Disciplinary Board is the competent judicial body for all abuse and harassment decisions in- and outside of IIHF Competitions. During an IIHF Competition, the IIHF Disciplinary Board may delegate some investigatory or adjudicatory actions to a Championship Disciplinary Panel/Directorate, where practicability reasons justify it.

### 9.3 Burden and standard of Proof

The IIHF bears the burden of establishing that a violation has been committed. The standard of proof in all matters under this Policy shall be the balance of probabilities, a standard that implies that on the preponderance of the evidence it is more likely than not that a violation of this Policy has occurred.

### 9.4 Disciplinary Measures

9.4.1 Disciplinary measures may be imposed on all covered Individuals. In addition, if the violation of this Policy involves more than two representatives of a MNA, if there are multiple violations by a MNA, if an act cannot be attributed to any specific individual or the IIHF concludes an organization or entity to be fully or partly responsible for any violation of this Policy (Clause 2.2.2), appropriate sanctions on the MNA or entity may be imposed.

9.4.2 Sanctions shall be imposed in accordance with the IIHF Disciplinary Code. Such measures include without limitation:

- (a) a warning;
- (b) a reprimand;
- (c) a fine;
- (d) a suspension or ban from all Ice Hockey activity for a specified or unspecified period of time.

### 9.5 Appeal

A decision by the IIHF Disciplinary Board can be appealed to the IIHF Appeal Board in accordance with the IIHF Disciplinary Code. Decisions of the IIHF Disciplinary Board or the IIHF Appeal Board can be appealed to the CAS in accordance with the Code of Sports Related Arbitration. The decision of the IIHF Disciplinary Board including the implemented sanctions remain in effect while under appeal unless the CAS orders otherwise.

### 9.6 Principle of Proportionality

In all its disciplinary decisions, the IIHF shall strictly guard the principle of proportionality.

## **10 Conflict of Law and Transitional Provision**

### 10.1 Conflict of Law

All MNAs are free in developing their own abuse and harassment Policy. However, this Policy takes precedence over all other abuse and harassment policies of a MNA, if they are in direct conflict with it.

### 10.2 Transitional Provision

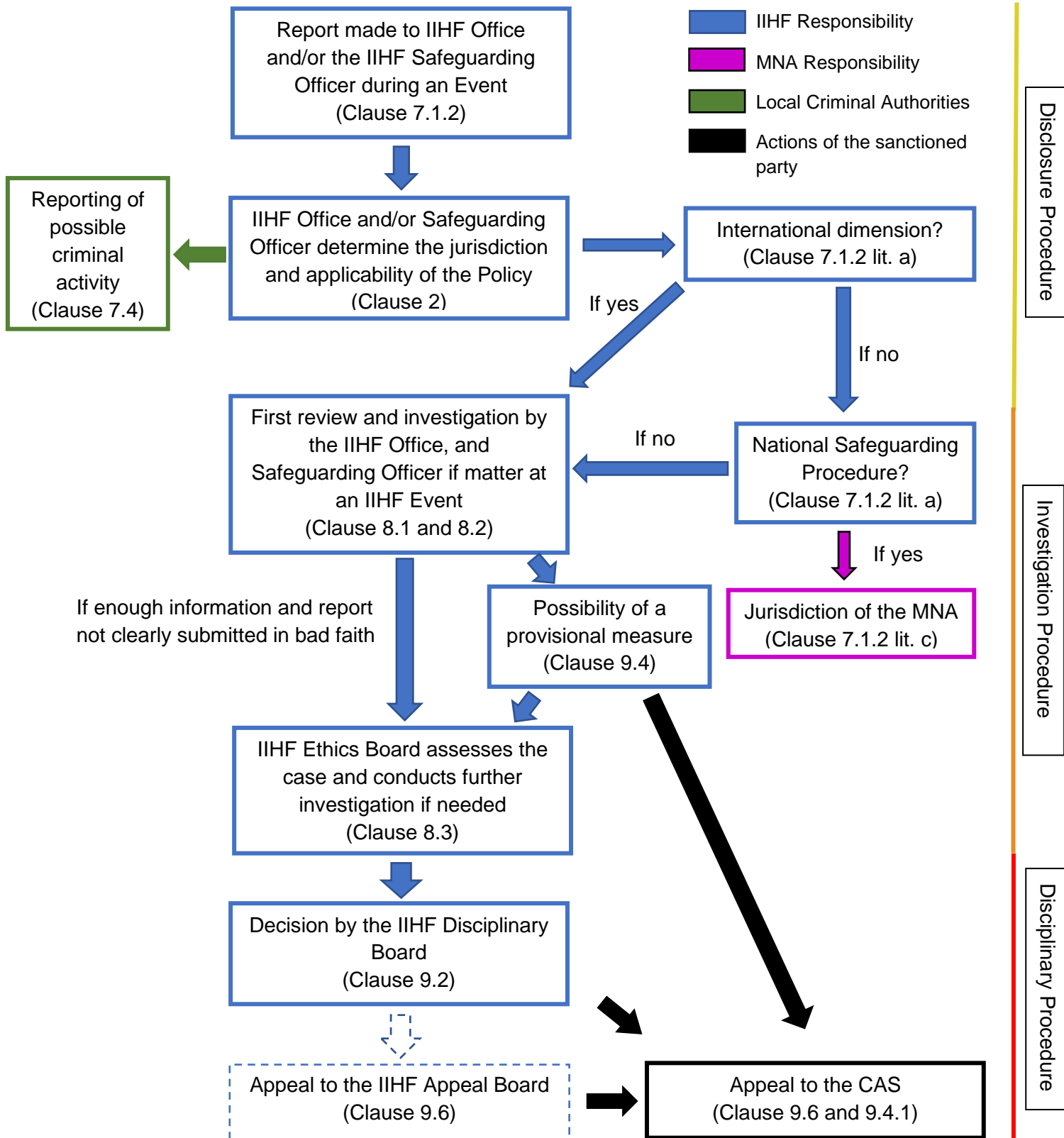
As long as an MNA has not implemented an abuse and harassment policy, the IIHF Abuse and Harassment Policy is applicable.

## **11 Review and Monitoring of the Policy**

This Policy shall be reviewed after one year initially and subsequently every 2 years or earlier if deemed necessary by the IIHF Office.

# Appendix 1: Diagram of Abuse and Harassment Procedures

All behavior that contravenes the obligations of this Policy must be reported immediately to the IIHF Office during an IIHF Event. For criminal conduct, the relevant authorities in your country shall also be notified. Please make sure to contact emergency services immediately if needed.



## Appendix 2: Incident Report Form

### **CONFIDENTIAL - IIHF Incident Report Form**

**Remarks:** You do not need to fully complete this form for the IIHF to open an investigation. However, the more information You provide, the easier it is for the IIHF to pursue the Incident.

You should return this Form to the IIHF at: [integrity@iihfoffice.com](mailto:integrity@iihfoffice.com).

<b>Your name</b>	
<b>Your email address</b>	
<b>Your phone number</b>	
<b>Your relationship to person(s) involved in the integrity incident (if not personally involved)</b>	

<b>Nature of Integrity Incident</b>			
<input type="checkbox"/> Doping	<input type="checkbox"/> Competition Manipulation	<input type="checkbox"/> Abuse / Harassment	<input type="checkbox"/> Corruption (anything outside of Doping, Competition Manipulation or Abuse/Harassment)

<b>Subject of Incident</b>
Name(s) of any person(s) alleged to have been involved with the concern, include contact details if possible (e.g. phone number, email address, etc.). <sup>6</sup>
<i>Please give as many details as possible about the person(s) or organization involved in the Integrity Incident, e.g. job title, federation, role in ice hockey etc.</i>

<sup>6</sup> For example, for a concern of Abuse / Harassment, indicate the name/contact details of the victim(s) (if not person reporting) and the name of the person(s) accused of the abuse or harassment.



**Description of Integrity Incident**

*Please give as many details as possible about what happened / your concerns. E.g. match-fixing attempt, knowledge about doping practices, abuse of athletes, etc.*

**Additional material / evidence**

*If available, please add any document, picture or video which may support your report.*

**Action taken**

*What has already been done about the Integrity Incident? Who has already been contacted (police; medical help; other local authorities; people close to the victim etc.)? Please also include contact details of contacted parties.*

*Other relevant comments*

**To be completed by the IIHF**

Confirm and specify the action that has been taken to respond to the report	
Name of person to receive the report including signature	
Date of case closing	

## Appendix 3: Recommendations and References for MNAs

As stated in Clause 5.2 the IIHF strongly supports the efforts of its MNAs in creating a robust local abuse and harassment policy. For these purposes the MNA can take over this Policy customizing it to their own needs. The IIHF Abuse and Harassment Policy has been developed in accordance with the [IOC Safeguarding Toolkit](#). MNAs are advised to read and utilize the Toolkit when drafting their own policies and procedures.

The IIHF calls for a close **cooperation with local authorities and grassroots organizations** in order to develop a functioning system **complying with local law**. With regard to reporting, the IIHF recommends the MNAs to pay attention to a possible mandatory reporting of misconduct or even suspicion of such under local law.

### Further useful references and links:

- IOC Consensus Statement 2016 (<https://www.olympic.org/athlete365/library/safe-sport/>)
- International Safeguards for Children in Sport (<https://www.end-violence.org/sites/default/files/paragraphs/download/Implementation-Guide-for-organisations-who-work-with-children-A5-version-re.pdf>)
- IOC Guidelines for international federations (IFs) and national Olympic committees (NOCs) related to creating and implementing a policy to safeguard athletes from harassment and abuse in sport ([https://www.olympic.org/athlete365/wp-content/uploads/2017/11/IOC Guidelines for IFs and NOCs.pdf](https://www.olympic.org/athlete365/wp-content/uploads/2017/11/IOC_Guidelines_for_IFs_and_NOCs.pdf))
- Bullying, Harassment and Abuse Policies of Hockey Canada ([https://cdn.hockeycanada.ca/hockey-canada/Hockey-Programs/Safety/Speak-Out/Downloads/bullying\\_eng.pdf](https://cdn.hockeycanada.ca/hockey-canada/Hockey-Programs/Safety/Speak-Out/Downloads/bullying_eng.pdf))
- Safesport Program Handbook USA Hockey ([https://cdn1.sportngin.com/attachments/document/5cbd-1899191/USA\\_Hockey\\_SafeSport\\_Handbook\\_Published\\_on\\_6-19-19\\_.pdf#\\_ga=2.220414107.2067451074.1576500741-1544335768.1576500741](https://cdn1.sportngin.com/attachments/document/5cbd-1899191/USA_Hockey_SafeSport_Handbook_Published_on_6-19-19_.pdf#_ga=2.220414107.2067451074.1576500741-1544335768.1576500741))
- UNICEF Safeguarding in Sport (<https://www.unicef.org.uk/sport-for-development/safeguarding-in-sport/>)
- UNODC and IOC Practical Guide for Development and Implementation of Reporting Mechanisms in Sport

[https://www.unodc.org/documents/corruption/Publications/2019/19-09580\\_Reporting\\_Mechanisms\\_in\\_Sport\\_ebook.pdf](https://www.unodc.org/documents/corruption/Publications/2019/19-09580_Reporting_Mechanisms_in_Sport_ebook.pdf))

- Interpol and IOC Integrity in Sport Initiative: Handbook on conducting fact-finding inquiries into breaches of sports integrity  
(<https://stillmed.olympic.org/media/Document%20Library/OlympicOrg/IOC/What-We-Do/Protecting-Clean-Athletes/Betting/Education-Awareness-raising/Interpol-Handbook-on-Conducting-Fact-Finding-Inquires-Into-Breaches-of-Sports-Integrity.pdf>)
- FIFA Child Safeguarding Toolkit (<https://resources.fifa.com/image/upload/toolkit-fifa-guardians.pdf?cloudid=nz1lyz3ykaioy7gwfmgs>)