



2021 IIHF CODE OF CONDUCT

This Code comes into effect on 1 June 2020.



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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

IIHF Covered Parties

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

1. IIHF Member National Associations (“MNAs”) 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 and their staff representatives;
5. IIHF Officials and Referees; and
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 19), and international transfers.

It shall be the responsibility of every IIHF Covered Party 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 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 14 shall apply from the passage date onwards.

Rule 1: Ethics

1.1 Fundamental Principles

- 1.1.1 IIHF Covered Parties are subject to the IIHF Statutes and Bylaws, Regulations/Codes, Decisions and Directives of the IIHF and the relevant IIHF Bodies, and must strictly follow their terms and provisions.
- 1.1.2 IIHF Covered Parties 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 any 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 Covered Party.



1.1.5 Notwithstanding section 1.1.4, prior knowledge of an IIHF Covered Party's future or continuing Violation of this Code, and failure to take any action to stop such Violation, may constitute a Violation by an IIHF Covered Party or MNA with such knowledge.

1.2 Attitude and Behavior

1.2.1 IIHF Covered Parties 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 Covered Parties are expected to base their attitude and behavior on the following criteria:

1.2.2.1 **Dignity:** means behaving in a respectful manner including the proper respect of the rights of the individual and the right to privacy. To this end:

- (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 color, gender, ethnic, national or social origin, religion, philosophical or political opinion, marital status, sexual orientation or other grounds.
- (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 Covered Parties must conform to the IIHF abuse and harassment policy.
- (c) Each IIHF Covered Party shall at all times respect all facilities and objects used in connection to the organization and the operation of an IIHF Event, including but not limited to, accommodation, locker rooms, transportation vehicles and player benches.

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 Covered Parties may not, directly or indirectly, offer any remuneration, or accept or request any commission, benefit or service, other than those established in the IIHF Regulations, for (i) the commission or omission of an act or (ii) services rendered or due 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 permitted.
- (b) IIHF Covered Parties shall not disclose any information about the IIHF that is not generally known by third parties, entrusted to them by virtue of their function, and shall not use this confidential information except in the performance of their IIHF duties. In addition, the 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 Covered Party.

1.2.2.3 **Loyalty:** means to show continuous allegiance to the IIHF. To this end:

- (a) IIHF Covered Parties shall always abide strictly by the IIHF Statutes and Bylaws, Regulation/Codes, Decisions and Directives, including the sports and ethics principles upheld by the IIHF.
- (b) IIHF Covered Parties shall have a fiduciary duty to the IIHF, MNAs, 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 hockey and of the IIHF Statutes, Bylaws and Regulations/Codes. To this end:

- (a) IIHF Covered Parties shall not act in a manner likely to damage the IIHF's reputation or bring ice hockey into disrepute.
- (b) IIHF Covered Parties 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 Covered party or the game of ice hockey, or bring ice 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 Covered Party:

- 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 to the IIHF with integrity in an independent, impartial and purposeful manner. Private or personal interests include gaining any possible advantage for the persons bound by this Code themselves, their families, 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 Covered Party has a conflict of interest is prohibited. A Covered Party performing a function on behalf of the IIHF or any of its MNAs, suppliers or partners is required to declare any possible conflict of interest arising from his function or personal involvement with another MNA, supplier or partner.

2.3 Specific Provisions

2.3.1 When performing an activity for the IIHF or before being elected or appointed, all IIHF Covered Parties bound by this Code shall disclose any personal, professional or financial interests that could raise a potential conflict of interest with their prospective IIHF duties.



- 2.3.2 Any such conflict shall be immediately disclosed and notified to the IIHF Ethics Board¹ which shall determine whether a conflict exists.
- 2.3.3 IIHF Covered Parties bound by this Code may not perform their duties in cases with an existing or potential conflict of interest.
- 2.3.4 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 of this Code.

Rule 3: Manipulation of Competitions; Betting and Inside Information

Rule 3 of this Code is adopted as a means of safeguarding the integrity of ice hockey by (i) prohibiting any conduct that may improperly impact the outcome of ice hockey events and competitions and (ii) establishing a mechanism of enforcement and sanctioning for those who, through their prohibited conduct, place the integrity of ice hockey at risk. While the IIHF will respect all national decisions with respect to Competition Manipulation in ice hockey, it reserves the right to conduct an investigation in accordance with Rule 6 of this Code and implement disciplinary measures in accordance with Rule 5 of this Code, for all Violations which would result in a Violation of Rule 3 of this Code if such incident occurred in an IIHF Competition as long as the national decision has or could have an international dimension.

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

Benefit: means the direct or indirect receipt or provision of money or an equivalent such as, but not limited to, bribes, gains, gifts and other advantages including, without limitation, winnings 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.

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), international ice hockey game or national ice hockey game.

Inside 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, international ice hockey game or national ice hockey game (herein incorporated into the definition of an IIHF Covered Party by reference for purposes of Rule 3).

¹ Until the creation of the IIHF Ethics Board, such disclosures and notifications shall be made to the IIHF Disciplinary Board. However, disclosures and notifications made in relation to the 2021 IIHF Elections shall be made in accordance with the IIHF Election Document Package.

3.1 Betting Violations

The following behavior shall be considered Betting, and is strictly prohibited:

- 3.1.1 Participation in any form of Betting related to (a) an IIHF Competition, an international ice hockey game or a national ice hockey game; or (b) any event of a multisport Competition in which the player or the IIHF Covered Party participates.
- 3.1.2 Inducing, instructing, encouraging or facilitating any other party to engage in conduct described in Rule 3.1.1 of this Code.

3.2 Manipulation of IIHF Competitions, International Ice Hockey Games and National Ice Hockey Games

The following behavior shall constitute a Manipulation of an IIHF Competition, an international ice hockey game or a national ice hockey game, and is strictly 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 IIHF Competition, international ice hockey game or national ice hockey game in order to remove all or part of the unpredictable nature of the event with a view to obtaining a sporting advantage or 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 IIHF Competition, international ice hockey game or national ice hockey game or any other form of corruption.
- 3.2.3 Inducing, instructing, encouraging or facilitating an IIHF Covered Party to engage in conduct described in Rule 3.2 of this Code.

3.3 Inside Information

The following behavior shall constitute an improper use of Inside Information, and is strictly prohibited:

- 3.3.1 Using Inside Information for the purpose of Betting, any form of manipulation of an IIHF Competition, international ice hockey game or national ice hockey game or any other corrupt purpose by a Covered Party.
- 3.3.2 Disclosing Inside Information to any person and/or entity, with or without Benefit, where the Covered Party 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 IIHF Competition, international ice hockey game or national ice hockey game or any other corrupt purpose.
- 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 by any IIHF Covered Party shall constitute a General Violation of Rule 3 of this Code:

- 3.4.1 Knowingly assisting, aiding, abetting, attempting, covering up or otherwise being complicit in the commission of any acts or omissions of the type described in Rule 3 of this Code.
- 3.4.2 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 of this Code 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 of this Code, 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 of this Code, including without limitation concealing, tampering with or destroying any documentation or other information that may be relevant to an investigation.

3.5 Sentencing Considerations

- 3.5.1 Any attempt by an IIHF Covered Party, or any agreement by an IIHF Covered Party with any other person, to engage in conduct that would culminate in the commission of any Violation of Rule 3 of this Code 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 Covered Party immediately and/or promptly discloses, 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.
- 3.5.2 The following are not relevant to the determination of whether a Violation of Rule 3 of this Code has occurred:
 - a) Whether or not the IIHF Covered Party is participating in the IIHF Competition, international ice hockey game or national ice hockey game concerned;
 - b) The nature or outcome of any Betting issue;
 - c) The outcome of the IIHF Competition, international ice hockey game and/or national ice hockey game on which the Competition Manipulation occurred;
 - d) Whether or not the IIHF Covered Party's efforts or performance (if any) in any IIHF Competition, international ice hockey game and/or national ice hockey game 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 IIHF Competition, international ice hockey game and/or national ice hockey game in issue were (or could be expected to be) affected by the acts or omissions in question; and
- f) Whether or not the manipulation included a violation of any other IIHF rule.

3.6 Provisional Suspension Pending Disciplinary Proceedings

- 3.6.1 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 of this Code when the available facts establish, that the IIHF Covered Party may have engaged in an activity which is a Violation of Rule 3 of this Code.
- 3.6.2 A provisional suspension can only be imposed if the IIHF Covered Party 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 IIHF Disciplinary Code.

Rule 4: MNA Responsibility for fan behavior

MNAs shall use best efforts to ensure that its national team's or club's fans do not engage in the behaviour set out under Rule 1.2.2.1.a of this Code, failure of which may result in a Violation of this Code.

Rule 5: Violations and Disciplinary Measures

5.1 Definition

Violation: means any breach of this Code of Conduct that has been proven by a preponderance of the evidence or any breach of conduct that is unsuitable to ice hockey.

Disciplinary Measures: means sanctions on the conduct to be disciplined.

5.2 Disciplinary measures against IIHF Covered Parties

- 5.2.1 The following Disciplinary Measures may be imposed on IIHF Covered Parties in accordance with the IIHF 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;
- m) Withdrawal of a title or award; and
- n) If the Covered Party has been elected to its position by Congress, recommendation to Congress to remove the Covered Party from its position prior to the end of its term.

5.2.2 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.

5.3 Disciplinary Bodies

5.3.1 The IIHF Disciplinary Board shall rule on all cases relating to Violations of this Code of Conduct, except that the IIHF Directorate during an IIHF Competition or the IIHF General Secretary outside IIHF Competitions, shall make an initial determination as to whether a provisional suspension shall be implemented for potential Violations of Rule 3 of this Code.

5.3.2 The Disciplinary Board, IIHF Directorate and IIHF General Secretary shall handle all cases involving Violations of this Code of Conduct in accordance with the IIHF Disciplinary Code.

Rule 6: Investigating a Code of Conduct Violation²

6.1 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 Representative in charge of the Event if such occurs at any other Official IIHF Event.

6.2 If the IIHF General Secretary or the IIHF Competition Directorate Chairman determine the allegation or suspicion is not frivolous, the case shall be referred to the IIHF Ethics Board.

6.3 To determine whether a Violation has occurred, the Ethics Board may conduct an investigation into the activities of an IIHF Covered Party suspected of violating this Code of Conduct. The Ethics Board may appoint one or more IIHF staff to conduct a preliminary review of any Code of Conduct allegation. Such investigation may be conducted in conjunction with relevant competent national or international authorities (including, criminal, administrative, professional and/or judicial authorities). When requested thereto, all IIHF Covered Parties must cooperate fully with such investigations. The Ethics Board shall have discretion, where it deems it appropriate, to stay its own investigation pending the outcome of investigations conducted by other competent authorities.

6.4 As part of the Ethics Board investigation, it may make a written demand to such IIHF Covered Party for information that is related to the alleged Violation, including records relating to the

² Until the creation of the IIHF Ethics Board, its tasks regarding the investigation of a Code of Conduct Violation as set out under Rule 6 shall be assumed by the IIHF Office.

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 Covered Party for an interview. The Ethics Board shall determine the time and place of any interview. The Ethics Board shall give sufficient notice to the IIHF Covered Party before any interview. The IIHF Covered Party shall be entitled to have legal representation and/or an interpreter present. If the IIHF Covered Party does not attend or fails or refuses to cooperate during an interview, or refuses to provide information demanded by the Ethics Board, then the investigation may go forward without the IIHF Covered Party's cooperation and an adverse inference may be drawn against the Covered Party for failure to cooperate.

- 6.5 If, after an investigation, the Ethics Board determines, by preponderance of the evidence, a Violation of this Code of Conduct has occurred, it shall refer the matter to the Directorate or IIHF Disciplinary Board for Disciplinary Measures. The Ethics Board shall provide all information, documents, evidence, etc. uncovered during the investigation to the Directorate or the IIHF Disciplinary Board.