



# 2020/21 – 2021/22 Season IIHF ETHICS CODE

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This Code comes into effect on 27 September 2021.

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## A. ETHICS

### 1. Fundamental Principles

- 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.
- 1.2 IIHF Covered Parties violating this Ethics Code are subject to disciplinary sanctions imposed by the IIHF Disciplinary Board.
- 1.3 Under no circumstances will it be a valid defence to a violation of this Ethics Code for an IIHF Covered Party to claim he was ignorant of or made a mistake as to the provisions of this Ethics Code.
- 1.4 The obligations described in this Ethics Code are personal in nature. Individuals are responsible for their own conduct. While MNAs are encouraged to promote the values and ideals described in this Ethics Code to their membership and representatives, no MNA shall bear responsibility for any breach of this Ethics Code by an IIHF Covered Party.
- 1.5 Notwithstanding Article 1.4, prior knowledge of an IIHF Covered Party's future or continuing violation of this Ethics Code, and failure to take any action to stop or report such violation, may constitute a violation by an IIHF Covered Party or MNA with such knowledge.

### 2. Attitude and Behavior

- 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, IIHF Covered Parties must adhere to the standard level of conduct for on-ice activity specifically detailed in the IIHF Official Rule Book.
- 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:
  - 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, gender 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 Code.
    - (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.

- 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, within the scope of their IIHF duties, 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 and per diem earned in accordance with the relevant IIHF policy or 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.
- 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.
  - (c) IIHF Covered Parties performing an IIHF duty must use the resources of the IIHF only for lawful and ethical purposes authorised by IIHF, and not for any unauthorised purpose. An IIHF Covered Party may only claim reimbursement from the IIHF for expenses properly and reasonably incurred in relation to and during his IIHF activities.
- 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 Ethics Code 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 Ice Hockey, or bring Ice Hockey into disrepute.
- 2.2.5 **Neutrality:** means that IIHF Covered Parties must remain politically neutral in their dealings on behalf of the IIHF with government institutions and national/international organisations.

## **B. CONFLICTS OF INTEREST**

### **3. Definitions**

For the purposes of this Ethics 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 Ethics 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.

### **4. 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, partners or other entities is required to declare any actual, potential or perceived conflict of interest arising from his function or personal involvement with another MNA, supplier, partner or other entity.

### **5. Specific Provisions**

- 5.1 When performing an activity for the IIHF or before being elected or appointed, all IIHF Covered Parties bound by this Ethics Code shall declare on a form provided by the IIHF, any personal, professional or financial interests that could raise an actual, potential or perceived conflict of interest with their prospective IIHF duties.
- 5.2 Any such conflict shall be immediately declared and notified, and a determination shall be made by the responsible person indicated in Clause 6.1 of the IIHF Conflict of Interest Policy as to whether a conflict exists.
- 5.3 IIHF Covered Parties bound by this Ethics Code may not perform their duties in cases with an existing or potential conflict of interest.
- 5.4 For purposes of this Ethics Code, failure to declare and/or continuing to act once a conflict of interest is realized shall be considered a violation of this Ethics Code.
- 5.5 The procedures for identifying and managing actual, potential or perceived conflicts of interest, are set out in the IIHF Conflicts of Interest Policy.

## **C. 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 behavior set out under Article 2.2.1 of this Ethics Code, failure of which may result in a violation of this Code.

## **D. CANDIDATURES**

### **6. Bidding for IIHF Events**

- 6.1 MNAs, candidate countries and other entities wishing to host IIHF Events (as well as any representatives acting or entitled to act on their behalf) must conduct their candidacies with honesty, dignity and respect for their opponents, and in accordance with applicable law and any applicable IIHF regulations, including this Ethics Code.
- 6.2 MNAs, candidate countries and other entities wishing to host IIHF Events shall, inter alia, refrain from approaching another party, or a third authority, with a view to obtaining any financial or political support inconsistent with this Ethics Code.

### **7. Candidacies for elected positions**

- 7.1 Candidates for elected IIHF positions must (and must procure that persons assisting with their candidacies):
  - 7.1.1. Act in accordance with applicable law and any applicable IIHF regulations and guidelines, including this Ethics Code;
  - 7.1.2. Promote their candidature with dignity, integrity and moderation, respecting at all times and at all levels the IIHF, the other candidates and the voters;
  - 7.1.3. Not enter into any form of undertaking with any natural or legal person likely to affect their freedom of decision or action after taking office;
  - 7.1.4. Not produce any defamatory spoken word, written text or representation of any nature likely to harm the image of another candidate or cause him/her prejudice; and
  - 7.1.5. Not, directly or indirectly, solicit, accept or offer any form of remuneration or commission, nor any concealed benefit or service of any nature for the direct or indirect benefit of another party and/or the voters.



# IIHF GIFTING POLICY

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**This Policy comes into effect on 27 September 2021.**

## **1. Introduction**

The IIHF recognizes that MNAs, service providers and other stakeholders might from time to time offer gifts and other benefits to IIHF Covered Parties. This document sets out the IIHF policy on giving and accepting gifts, and details the procedures and responsibilities which come into play in this regard.

## **2. Application**

2.1 This Gifting Policy is applicable to the following persons (hereinafter referred to as "IIHF Officials"):

- a) Each person serving as a member of the IIHF governing bodies, including (without limitation) the IIHF President, IIHF General secretary, IIHF Council Members, and any candidates for election to the IIHF Council.
- b) Each person serving as an IIHF Auditor or as a member of a Committee, Board, Panel, Tribunal or Working Group of the IIHF and each person appointed to represent the IIHF on any Committee, Board or Working Group or in any similar role.
- c) Each person employed (whether full-time, part-time, permanently, for a fixed-term or temporarily) or engaged as an agent, consultant or contractor for, or otherwise functioning as an IIHF Staff Member ("IIHF Staff Member").
- d) Each person appointed or assigned by the IIHF or an Event organizer to work/volunteer at an Event and/or attend and Event on behalf of the IIHF or the Event organizer, including (without limitation) any on-ice officials, off-ice officials, officiating coaches, result managers, medical supervisors, medical personnel, Event chairmen/chairwomen, delegates, technical officials or any other officials, and any other person who receives accreditation to an Event as a representative of the IIHF.
- e) Any person who agrees in writing to be bound by this policy.

## **3. Responsibilities**

3.1 An IIHF Official may give and accept reasonable and proportionate Gifts of nominal value, in accordance with prevailing local customs, solely as a mark of respect or friendship.

3.2 In order to assess whether it is reasonable and proportionate to accept a Gift, an IIHF Official must determine whether the offered or accepted Gifts:

- 3.2.1. Have merely symbolic or trivial value;
- 3.2.2. Are likely to help business effectiveness;
- 3.2.3. Do not place any obligation or perceived obligation on the recipient;



- 3.2.4. Are not frequent, lavish or prolonged;
- 3.2.5. Have no (potential) danger of influencing the execution or omission of an act that is related to the Official's activities or falls within their discretion;
- 3.2.6. Do not create any conflict of interest;
- 3.2.7. Are contrary to the duties of the individual concerned;
- 3.2.8. Can be justified;
- 3.2.9. Provide benefits to the IIHF that outweigh the risk of possible misperception of the hospitality.

Accepting or giving any Gifts that contravene any of these criteria is prohibited.

3.3 An IIHF Official may never accept or give any cash Gift.

#### **4. Declaration and Approval procedure**

- 4.1 In all circumstances, any Gifts that are (individually or in aggregate) worth more than CHF 300, must be declared to, and approved by the IIHF Integrity Division. If it is not approved, it must be withdrawn or returned.
- 4.2 In the event that a Gift worth more than CHF 300 (individually or aggregated) was accepted by an IIHF Official, he must declare such Gift without delay by submitting the Gift Declaration Form (included as Annex I to this policy) to the IIHF Integrity Division at [integrity@iihfoffice.com](mailto:integrity@iihfoffice.com).
- 4.3 Any uncertainty as to whether the acceptance of a Gift must be declared in accordance with the present policy, should be resolved in favor of the declaration of the Gift in question.
- 4.4 In the event that a Gift worth more than CHF 300 (individually or aggregated) was offered to an IIHF Official, but has been declined, no further action is required.
- 4.5 The IIHF Integrity Division will make a determination with respect to the declared Gift based on the submitted Gift Declaration Form. If the Gift is approved, there is no further action required. If the Gift is refused, the IIHF Integrity Division decides, based on the circumstances of each case, whether the Gift must be returned or kept in the premises of the IIHF.
- 4.6 The IIHF Integrity Division's decision, together with the reasons for the decision, will be communicated to the IIHF Official in writing.
- 4.7 Based on the received Gift Declaration Forms, the IIHF Integrity Division will establish a registry of declared Gifts. This registry may be made available for review per justified request.

**IIHF GIFT DECLARATION FORM**

<b>Name of recipient</b>	First name: Last name:
<b>Description of the Gift</b>	
<b>Gift's value in CHF (estimated or known)</b>	
<b>Date and place of receipt</b>	
<b>Name of person offering the Gift</b>	First name: Last name:
<b>Relation to person offering the Gift</b>	
<b>Reason(s) for offering the Gift</b>	

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 Place, Date

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 Signature Recipient

*This Form shall be submitted to [integrity@ihfoffice.com](mailto:integrity@ihfoffice.com).*



# IIHF CONFLICTS OF INTEREST POLICY

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This Policy comes into effect on 27 September 2021.

## 1. Introduction

This document sets out the IIHF policy for identifying and managing conflicts and potential or perceived conflicts of interests for all persons involved in IIHF activities.

## 2. Application

2.1 This Conflict of Interest Policy is applicable to the following persons (hereinafter referred to as "IIHF Officials"):

- a) Each person serving as a member of the IIHF governing bodies, including (without limitation) the IIHF President, IIHF General secretary, IIHF Council Members, and any candidates for election to the IIHF Council.
- b) Each person serving as a member of a Committee, Board, Panel, Tribunal or Working Group of the IIHF and each person appointed to represent the IIHF on any Committee, Board or Working Group or in any similar role.
- c) Each person employed (whether full-time, part-time, permanently, for a fixed-term or temporarily) or engaged as an agent, consultant or contractor for, or otherwise functioning as or applying to become an IIHF Staff Member ("IIHF Staff Member").
- d) Each person appointed or assigned by the IIHF or an Event organizer to work/volunteer at an Event and/or attend and Event on behalf of the IIHF or the Event organizer, including (without limitation) any on-ice officials, off-ice officials, officiating coaches, result managers, medical supervisors, medical personnel, Event chairmen/chairwomen, delegates, technical officials or any other officials, and any other person who receives accreditation to an Event as a representative of the IIHF.
- e) Any person who agrees in writing to be bound by this policy.

## 3. Conflicts of interest

3.1 A conflict of interest is considered to exist:

- 3.1.1 Whenever a reasonable person might think that the IIHF Official might be influenced to put his (or any other person's) personal or business interests before the interests of the IIHF;
- 3.1.2 Whenever a reasonable person might think that the IIHF Official would benefit directly/indirectly from information received by, or a decision made by, any IIHF body; and/or
- 3.1.3 Where an IIHF Official has two separate and competing interests and it is unclear as to which interest he is acting for in a particular case.<sup>1</sup>

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<sup>1</sup> It is recognised that IIHF Officials might have involvement with their respective MNAs. For IIHF Council, members, it should be understood that they are specifically appointed to the IIHF to represent the MNAs

3.2 In assessing whether a situation of conflict of interest exists, direct as well as indirect interests must be taken into account. This includes the interests of a third person or entity, such as:

3.2.1 Any parent, grandparent, child, stepchild, grandchild, brother, sister or spouse of an IIHF Official or any person living with the IIHF Official as his or her partner;

3.2.2 A firm, company or association in which the IIHF Official is a partner, officer, employee, consultant, director, member or shareholder (unless the IIHF Official owns no more than 1% of the issued shares on a recognized stock exchange);

3.2.3 A firm or company in which an individual listed in Article 3.2.1 above is connected in the ways set out in Article 3.2.2.

#### **4. Duty to avoid conflicts of interest**

4.1 Each IIHF Official must avoid any situation involving or that could lead to actual, potential or perceived, present or future conflicts between personal interests and official duty or work-related activities.

4.2 If a conflict of interest or, a potential or perceived conflict of interest exists, it must be declared by the IIHF Official.

4.3 Any doubt as to whether certain facts or circumstances may give rise to a conflict of interest should be resolved in favor of declaring those facts or circumstances.

#### **5. Declarations of interests**

5.1 Upon appointment, each IIHF Official shall declare in writing all personal interests of any kind that might result in an actual, potential or perceived conflict of interest, when performing its IIHF duty. In particular, this declaration must include:

5.1.1. Directorships, partnerships, employments or ownership/financial interests with MNAs, leagues, clubs or businesses that are engaged in the sport of Ice Hockey or derive any substantial portion of their revenue from Ice Hockey;

5.1.2. Any office held with a MNA and any other national or international Ice Hockey or sporting bodies;

5.1.3. Trusteeships or board positions with MNAs, or institutions or charities that are engaged in the sport of Ice Hockey or derive any substantial portion of their revenue from Ice Hockey;

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collectively. Committee and board members are not appointed to represent their country or any national interests. When acting on IIHF business, Committee and Board members have a primary fiduciary duty to the IIHF and are not appointed to represent their country or national interests.

- 5.1.4. Any material interests arising from close family or personal relationships with another IIHF Official.
- 5.2 Any actual, potential or perceived conflict of interest shall be declared by making use of the IIHF Declaration of Interest Form included as Annex I to this policy. Unless otherwise indicated, this form shall be submitted to [integrity@iihfoffice.com](mailto:integrity@iihfoffice.com).
- 5.3 Each IIHF Official shall submit a supplementary declaration, in the event that any material change in the information contained in his declaration occurs. This supplementary declaration shall detail the change in information, and shall be submitted as soon as reasonably practicable following the change of circumstances which requires the submission of the supplementary declaration.
- 5.4 At IIHF Council, committee or board meetings, an IIHF Official is required to declare at the beginning of the meeting or proceeding to the IIHF President, Chairman, General Secretary or the relevant IIHF Staff Member, the nature and extent of any potential, perceived or actual conflicts of interest he may have with respect to the matters being discussed during the meeting or proceeding. If an IIHF Official realizes at a later point in the meeting or proceeding that he may need to declare a conflict of interest, this must be done promptly. Any declaration of a conflict of interest will be minuted.
- 5.5 In accordance with the relevant data protection principles, a registry of the personal interests declared by all IIHF Officials will be established, and updated as necessary. The register will be made available at the IIHF headquarters for inspection by any member of the IIHF Council or any other person authorised by the IIHF President or General Secretary.
- 5.6 Failure by an IIHF Official to declare an actual, potential or perceived conflict of interest will constitute a violation of the IIHF Integrity Book.

## **6. Managing conflicts of interest**

- 6.1 The relevant authority set out below will make a decision on how to manage the conflict of interest declared by an IIHF Official, after consultation with the IIHF Integrity Division:
- 6.1.1. IIHF President – for conflicts of interest relevant to IIHF Council members, the IIHF General Secretary or a Committee/Board Chairman.
- 6.1.2. IIHF Senior Vice-President – for conflicts of interest relevant to the IIHF President.
- 6.1.3. Committee/Board Chairman – for conflicts of interest relevant to Committee/Board members.
- 6.1.4. IIHF General Secretary – for conflicts of interest relevant to IIHF Staff Members.
- 6.1.5. Meeting/proceeding Chairman – for conflicts of interest which become relevant during a meeting or proceeding.

- 6.2 The deciding authority may decide that the IIHF Official:
- 6.2.1. Can continue to perform his IIHF activities and/or participate in the normal way in a relevant meeting or proceeding with the interest being minuted;
  - 6.2.2. Shall not participate in the meeting or proceeding and is to abstain in any vote or decision making (but the body in question may ask the IIHF Official to provide any relevant information concerning the matter);
  - 6.2.3. Is to withdraw for the whole or part of the affected meeting or proceeding.
- 6.3 This decision shall be final and binding on the IIHF and the IIHF Official concerned, without any possibility to appeal this decision.

## IIHF DECLARATION OF INTERESTS FORM



To the best of my knowledge, I, the undersigned, declare that the following information is complete and correct:

- I have read, understand and agree to be bound by and comply with the IIHF Integrity Book.
- I do not have nor do I presently anticipate having any conflict of interest, actual or potential, other than as set out in this Declaration Form.
- I undertake to make an immediate supplementary disclosure as necessary if any actual or potential conflict of interest arises after the date of this declaration, and to review the accuracy of the information provided on a regular basis.
- I agree to be bound by any decisions taken by relevant authorities in accordance with the IIHF Integrity Book and the IIHF Conflicts of Interest Policy.
- I give my consent for the information in this Form to be used for the purposes described in the IIHF Conflicts of Interest policy and for no other purpose.

<b>Name</b>	First name:  Last name:
<b>Position</b>	
<b>Details of conflict of interest (actual, perceived or potential).</b>  Please indicate "no conflict of interest" in the event that you have no conflict of interest.	

\_\_\_\_\_  
Place, Date

\_\_\_\_\_  
Signature

**Note:** the IIHF can update this form at any time, in its sole discretion, without an official amendment to the Integrity Book.





# IIHF ELECTION CONDUCT GUIDELINES

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The present Guidelines apply to the 2021 IIHF Elections. Updated Guidelines will be issued for the 2026 IIHF Elections.

## 1. Preamble

Fourteen Council Members including a President, a Senior Vice-President and three Regional Vice-Presidents will be elected at the 2021 IIHF Semi-Annual Congress in Saint Petersburg, Russia (“Election Congress”).

As required by Statute 15.2.6, the IIHF Legal Committee and IIHF Finance Committee have created, and council has approved, these IIHF Election Conduct Guidelines to direct the conduct of Candidates during the pre-election and election process.

All persons who put themselves forward for election (each such process, a “Candidacy”, and each person, a “Candidate”), regardless of whether they have officially declared their Candidacy, and their nominating IIHF Member National Association (“MNA”) must follow the election practices outlined in these Guidelines when informing the IIHF Membership of their position with respect to the IIHF, its future and its policies. Candidates and their nominating MNAs are responsible for the conduct of their active supporters during the election period.

## 2. General Conduct

- 2.1 Election campaigns must be run with dignity and in moderation, with all Candidates showing respect for other Candidates. A Candidate shall not, by spoken or written word or other representation, harm or do anything likely to harm the image of another Candidate or cause any prejudice to them.
- 2.2 No campaign should bring the IIHF, the sport of ice hockey or an IIHF Member National Federation into disrepute.
- 2.3 Respect for the democratic voting and/or election process shall be shown by all Candidates and their supporters.
- 2.4 The content and presentation of all materials produced by or on behalf of a Candidate to promote his or her Candidacy must be fair, honest and respectful of other Candidates and the IIHF, and must comply with these Election Conduct Guidelines.
- 2.5 All Candidates and their supporters shall comply with these Guidelines at all times during the election process.

## 3. Nominations

- 3.1 Only Full MNAs in Good Standing may nominate a Candidate to Council.
- 3.2 An MNA, in conjunction with the candidate, must (a) submit a Council Nomination Package, or (b) re-confirm a Council Nomination Package that was submitted to the IIHF in 2020, to the IIHF General Secretary ([hlichtner@iihf.com](mailto:hlichtner@iihf.com)) by 30 June 2021 before 23.59h Zurich time. The Council Nomination Package shall contain:
  - A complete IIHF Council Nomination Form which must be signed by the President, General Secretary and/or vice-president(s) of the MNA (authorized MNA representative with signature power/authority); and
  - All necessary documents establishing how the Candidate meets the requirements for the respective position for which he/she is a candidate, and establishing the

experience, skills and qualities he/she will bring to the Council.

- 3.3 For transparency purposes, all Nomination Packages submitted to the IIHF will be made available to all MNAs.

#### **4. Eligibility**

- 4.1 Incumbency of a Council Member shall not render him/her ineligible or eligible, except as provided in these Election Conduct Guidelines and the IIHF Statutes regarding such.
- 4.2 All Candidates must meet the pre-requisites as outlined in IIHF Statute 15.2 (for Council).
- 4.3 Within two business days of receiving a Nomination Package, the IIHF General Secretary will conduct an initial review of the Nomination Package to ensure all necessary documents have been submitted. If the Nomination Package is complete, the IIHF General Secretary will submit the Nomination Package to the IIHF External Nomination Auditor. If the Nomination Package is incomplete, the IIHF will send one email explaining the deficiency (note: IIHF recommends the deficiency is corrected as soon as possible, but not later than two months prior to the election). As of 20 July 2021, if a deficiency in the Nomination Package is not corrected, the IIHF General Secretary will submit the Nomination Package, as received, to the External Nomination Auditor for review.
- 4.4 All Candidates must sign the IIHF Code of Conduct for IIHF Council Members agreeing to all requirements found therein for the full duration of his/her Council position and submit such with his/her Council Nomination Form.

#### **5. Presentation of the Candidate**

- 5.1 Each Candidate will be introduced and provided an opportunity to present on his/her Candidacy immediately before the elections take place during the Election Congress based on a draw performed by a Legal Committee Representative at the beginning of the Semi-Annual Congress.
- 5.2 The presentation should focus on the credentials of the Candidate and the vision and objectives for his/her term if elected. The presentations shall last no longer than five minutes and may include video presentations and multi-media.

#### **6. Communication / Media**

- 6.1 All communications undertaken by a Candidate shall strictly respect the other Candidates and shall in no way be prejudicial to any other Candidate. A Candidate shall refrain from referring to other Candidates. Disparagement of a Candidate is expressly prohibited.
- 6.2 Candidates may grant interviews to the media as long as such interviews follow these Election Conduct Guidelines.
- 6.3 Candidates may not make payments, directly or indirectly, to journalists or other

persons affiliated to the media, or make any use (free of charge or otherwise) of the services of a journalist or the media in order to promote their Candidacies.

## **7. Communication / Media**

- 7.1 Except followingly written notice to Ashley Ehlert at [ehlert@iihf.com](mailto:ehlert@iihf.com), no forum, debate or public meeting of any kind may be organized, held or participated in, by a Candidate or any person on his or her behalf, for the sole purpose of promoting a Candidacy.
- 7.2 Any Candidate who is an existing IIHF Council Member shall continue to carry out official duties during his or her Candidacy, including scheduling meetings with MNAs on a basis consistent with the ordinary course of his or her business as an IIHF Council Member, during which the Candidate may refer to his or her Candidacy in a purely factual manner. However, the promotion of the Candidacy of an existing IIHF Council Member by organizing or participating in meetings or events with MNAs or other events, at IIHF's cost, solely or mainly for the purpose of promoting a Candidacy is not permitted.

## **8. Finances / Gifts / Benefits**

- 8.1 Candidates may not give or receive any form of gift or financial benefit, other than novelties, likely to influence the outcome of the election or the freedom of decision or action of the future of the IIHF Council Member.
- 8.2 No IIHF funds shall be used to support or oppose the election of a Candidate.
- 8.3 Only the candidate, the candidate's nominating MNA or the candidate's respective NOC/sports government body can bear any expenses related to the candidate's campaign, including but not limited to the creation, production and distribution of a website and materials or literature to be used for the promotion of the Candidate.
- 8.4 Candidates shall not offer/accept travel, expenses, air tickets or accommodation to/from other Candidates or their representatives or MNAs (except their nominating MNA) to attend meetings and activities directly related to a Candidate's election.
- 8.5 No Candidate shall seek or accept gifts or gratuities for him/herself, his/her family or friends from any outside organization or person having or seeking to have an involvement with the IIHF.
- 8.6 Candidates shall not directly or indirectly solicit or accept any benefits of whatever nature intended to influence decisions within their authority once elected, or which may reasonably be perceived as intending to have this effect.

## **9. Promises / Collusion**

- 9.1 Candidates shall not enter into any promise or undertaking to act, either as a representative of the IIHF or personally (whether as a Candidate or after the Election Congress in any capacity), for the direct or indirect benefit of an MNA, a group of MNAs, an affiliate of an IIHF MNA, or an IIHF sponsor or competitor of an IIHF sponsor that is likely to influence the outcome of the election.

- 9.2 Candidates shall not enter into any form of undertaking with, nor give any guarantee to, any natural or legal person that is likely to affect the Candidate's freedom of decision or action, or otherwise bind the Candidate, if elected.
- 9.3 Candidates shall not engage in any act, collaboration or collusion by or between Candidates with the intent to defraud or manipulate the result of the vote.

## **10. Promises / Collusion**

- 10.1 The IIHF Staff, including IIHF General Secretary, shall maintain a strict duty of neutrality at all times.
- 10.2 IIHF Staff shall limit their relations and communications with Candidates strictly to the performance of their duties as an IIHF Staff member.
- 10.3 Unless in the ordinary course of business with an existing IIHF Council member, IIHF Staff shall not provide any additional support or service to a Candidate, or person proposing to be a Candidate, beyond ordinary and customary administrative support and services provided to all Candidates for election.

## **11. External Nomination Auditor**

- 11.1 The External Nomination Auditor(s) will be appointed by the IIHF Council no later than 1 May 2021, and communicated to the IIHF MNAs thereafter.
- 11.2 The External Nomination Auditor(s) shall be completely independent of the IIHF, MNAs, IIHF sponsors and IIHF sponsors' competitors, and shall act in good faith and in the best interest of the IIHF.
- 11.3 The External Nomination Auditor(s) shall review all Nomination Packages to determine if a Candidate meets the requirements for a Council Member as indicated in IIHF Statute 15.2.1.

## **12. Potential Breach of these Guidelines**

- 12.1 All MNAs, MNA representatives, existing IIHF Council Members and IIHF Staff must immediately report all alleged wrongdoing and alleged breaches of these Guidelines to the IIHF Disciplinary Board at [elections@iihfoffice.com](mailto:elections@iihfoffice.com) (email sent directly to the independent IIHF Disciplinary Board Secretary for alleged breaches of the IIHF Election Conduct Guidelines). Failure to report can be considered a violation of these Election Conduct Guidelines.
- 12.2 The IIHF Disciplinary Board shall keep all reports strictly confidential, unless required by national law to disclose the report.
- 12.3 The Disciplinary Board may consider any information that comes to its attention by whatever means to consider whether there has been an alleged breach of these Guidelines.
- 12.4 The Disciplinary Board will promptly review any alleged breach of these Guidelines of which it becomes aware, and if the Disciplinary Board determines a prima facie

violation exists, it will open and manage a disciplinary case in accordance with IIHF Disciplinary Code Article 12.3.

- 12.5 Prior to opening a disciplinary case, the IIHF Disciplinary Board Chairman has the power to:
- Issue general directives to all Candidates addressing the subject matter of the alleged breach.
  - Issue written observations to the Candidate, which may be made public if the Disciplinary Board considers such necessary and appropriate.
  - Issue a warning to the Candidate, which may be made public if the Disciplinary Board considers such necessary and appropriate.
- 12.6 If the Disciplinary Board opens a disciplinary case, it has the power to issue any sanction in accordance with IIHF Disciplinary Code Article 5 and 6, in addition to provisionally suspending the Candidate from all campaign activities during the disciplinary procedure. The burden of proof for all disciplinary cases is to the comfortable satisfaction of the Disciplinary Board.
- 12.7 The IIHF Disciplinary Board for alleged breaches of the IIHF Election Conduct Guidelines consists of:
- Secretary: Erica Riedl
  - Chairman: Gerhard Mösöslang
  - Member(s): Disciplinary Board Members (without a conflict of interest)