



IIHF ABUSE & HARASSMENT REGULATIONS

These Regulations come into effect on May 27th, 2024

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 Regulations in reference to Article 2.2.1 (a) and (b) of the IIHF Ethics Regulations. 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 these Regulations, the IIHF emphasizes that all forms of Abuse and Harassment, regardless of cultural setting, contradict the IIHF’s vision to safeguard children and adults in Ice Hockey.

2. Jurisdiction

2.1. Personal and Subject Matter Scope of Application

- 2.1.1. These Regulations apply to all violations as defined in Article 3.1 of these Regulations and shall cover all violations within the jurisdiction of the IIHF, as set forth in Article 3 of the IIHF Disciplinary Regulations.

3. Violations

3.1. Abuse and Harassment

- 3.1.1. The following types of abuse, harassment and misconduct shall constitute a violation of these Regulations (“Abuse and Harassment”):
 - a. **Bullying** – (including cyber-bullying if conducted online or electronically) means unwanted, repeated and/or intentional, aggressive behavior, usually among peers, which can involve a real or perceived power imbalance. Bullying can include actions such as making threats, spreading rumors or falsehoods, attacking someone physically or verbally and deliberately excluding someone.¹
 - b. **Hazing** – means an organized, usually group or team-based, degrading or hazardous initiation of new team members by veteran team members.²
 - c. **Neglect** – means the failure of any person with a direct or indirect duty of care towards the player, which is causing harm, allowing harm to be caused, or creating an imminent danger of harm.³
 - d. **Emotional abuse** – means any unwelcome act including confinement, isolation,

¹ Examples of Bullying can include but are not limited to: using rumors or false statements about someone to diminish that person’s reputation; as well as ridiculing, taunting, name-calling, intimidating or threatening someone.

² Examples of Hazing can include but are not limited to: excessive training requirements demanded of only particular individuals on a team that serve no reasonable or productive training purpose; sleep deprivation; otherwise unnecessary schedule disruptions; withholding of water and/or food; and restrictions on personal hygiene.

³ Examples of Neglect can include but are not limited to: not considering the welfare of the player when prescribing dieting or other weight control methods; failing to ensure safety of equipment or environment; and not allowing a player adequate recovery time and/or treatment for a sport injury.

verbal assault, humiliation, intimidation, infantilization, grooming or any other treatment which may diminish the sense of identity, dignity, and self-worth.⁴

- e. **Physical abuse** – means any deliberate and unwelcome act – such as for example punching, beating, boundary transgression, kicking, biting and burning – that causes or threatens to cause physical trauma or injury.⁵
- f. **Racism and discrimination** – means any action or attitude, that subordinates or prejudices an individual or group based on race, skin color, age, gender and gender identity, language, disability, ethnic, national or social origin, religion, philosophical or political opinion, marital status or sexual orientation, physical attributes, mental or physical disability, athletic abilities or other status.⁶
- g. **Sexual misconduct** – 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. It includes sexual harassment, meaning any unwanted and unwelcome conduct of a sexual nature, whether verbal, non-verbal or physical.⁷
- i. **Other harms or risk of harm** - means engaging, or attempting or threatening to engage, in conduct that directly or indirectly harms the physical and/or mental welfare and/or safety of one or more Covered Party, and/or posing a risk of harm to the physical and/or mental welfare and/or safety of one or more Covered Party.⁸

3.1.2. These forms of Abuse and Harassment may occur in combination or in isolation, in-person, remotely or online and may consist of a one-off incident or a series of incidents.

4. Fundamental Principles

4.1. Ethics Regulations

When in the context of Ice Hockey-related activities, all Covered Parties shall base their attitude and behavior on the criteria defined under Article 2.2 of the Ethics Regulations.

⁴ Examples of Emotional Abuse can include but are not limited to: repeated and unnecessary weigh-ins or setting unreasonable weigh-in goals; and ignoring or isolating a player for extended periods of time.

⁵ Examples of Physical Abuse can include but are not limited to: providing a purported therapeutic or medical intervention with no specific medical aim; encouraging or permitting a player to return to play after any injury; and forcing a player to assume a painful stance or position for no athletic purpose.

⁶ Examples of Racism and Discrimination can include but are not limited to: communicating unwelcome remarks or jokes; and denying access to facilities, services or opportunities.

⁷ Examples of Sexual Misconduct can include but are not limited to: testing of boundaries; seemingly accidental touching; spreading sexual rumors about someone; and intentionally exposing someone to content or imagery of a sexual nature, including but not limited to pornography, sexual comment(s), sexual gestures, and/or sexual situation(s).

⁸ 'Harm' is not a narrow concept and can mean different things in different contexts, but (in very general terms) it can be considered as meaning ill-treatment or the impairment of health, welfare or development. It is not necessary for conduct (or attempted or threatened conduct) to take place in the context of Ice Hockey. For example (and without limitation), in the event that a Covered Party has at any time been convicted of, warned/cautioned for, or charged with, any offence that concerns harm to one or more other individuals (whether or not such individual(s) are also Covered Parties), that may form the basis of action under these Abuse & Harassment Regulations as a result of that Covered Party posing a risk of harm (regardless of whether or not the relevant offence, or alleged offence, took place in the context of Ice Hockey). For the avoidance of doubt, conduct that took place prior to these Abuse & Harassment Regulations coming into effect may indicate a risk of harm.

4.2. Collective responsibility to respond

It is the responsibility of all Covered Parties to recognize and immediately report any behavior they are aware of that may fall within the scope of these Regulations according to the IIHF procedure set out in Article 10 of the Integrity Code.

4.3. Principle of confidentiality

All information obtained through cases arising under these Regulations shall be dealt with in strict confidence, except to the extent deemed necessary by the IIHF and permitted by law. Information can only be shared without consent of a Covered Party where the duty to protect the reporting individual from harm supersedes the Covered Party's right to privacy as highlighted in Article 2.2.1 of the IIHF Ethics Code or else if required by law. Confidentiality must be respected by any Covered Party affected by the procedure.

5. Rights and Obligations of the IIHF, MNAs and Organizing Committees

5.1. Local safeguarding

The IIHF is fully aware of and respects the autonomy of its MNAs. Therefore, MNAs shall adopt their own Abuse and Harassment rules and regulations in order to address Abuse and Harassment within their organizations and events taking place under their own jurisdiction. The MNAs shall implement similar rules and regulations or incorporate the present Regulations into their rules, as modified appropriately for national-level application, unless their national law dictates otherwise.

5.2. Duty to inform

The IIHF and MNAs shall have a mutual obligation to promptly inform each other when they become aware of allegations of a violation of these Regulations as defined under Article 3.1.1, which:

- a. Have an international dimension;
- b. Occurred during IIHF Championships;
- c. Are cases of national significance; or
- d. Concern any involvement of the MNA.

6. Disclosure and Reporting Procedure

6.1. Reporting mechanism

6.1.1. MNAs shall ensure that concerns regarding Abuse and Harassment are 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, telephone hotline, reporting platform as well as an Incident Report Form (See e.g. Appendix 1).

6.1.2. The receipt of a report will be carried out:

- a. by the IIHF Office;

- b. during an IIHF Competition, by the IIHF Safeguarding Officer or IIHF Safeguarding Facilitator on site who can be contacted and with whom a report can be taken in person;
 - c. by the responsible body designated by the MNA's Abuse and Harassment Regulations in cases subject to the jurisdiction of an MNA. To this end, all MNAs shall implement a reporting mechanism.
 - 6.1.3. The body receiving the report must provide the reporting individual with a confirmation of receipt.
- 6.2. Reporting to the IIHF
 - 6.2.1. All concerns regarding Abuse and Harassment can at all times be reported to the IIHF via integrity@iihfoffice.com and the IIHF reporting platform.
- 6.3. Gender of person receiving the report
 - 6.3.1. Upon request by the reporting party and if possible, the best effort shall be used to have communications carried out by a person of the same gender as the reporting party.
- 6.4. Cooperation with the Organizing Committee/MNA
 - 6.4.1. At each IIHF Competition, and in each Host city (if applicable), the Organizing Committee/MNA shall provide the IIHF with the contact details of the person responsible for Abuse and Harassment matters during the Event, (the "Event Integrity Officer"), if this position is not already covered by the MNA Integrity Officer. The appointed person should speak the official language(s) of the hosting country and English and shall have received adequate training on Abuse and Harassment policies and procedures. This designated person will assist the IIHF in executing its obligations under the IIHF Abuse and Harassment Regulations for the IIHF Competitions and, when necessary, connecting the IIHF with relevant local authorities.
 - 6.4.2. The Organizing Committee/MNA shall maintain the strict principle of confidentiality as set forth in Article 4.4 of these Regulations.
 - 6.4.3. The Organizing Committee/MNA shall maintain the strict principle of confidentiality as set forth in Article 4.4 of these Regulations.

7. Conflict of Law and Transitional Provision

- 7.1. Conflict of Law
 - 7.1.1. All MNAs are free to develop their own Abuse and Harassment policy. However, unless specifically prevented otherwise in an MNA's national law, these Regulations take precedence over all other Abuse and Harassment policies of an MNA, if they are in direct conflict with it.

7.2. Transitional Provision

- 7.2.1. As long as an MNA has not implemented Abuse and Harassment Regulations, the IIHF Abuse and Harassment Regulations are applicable.

8. **General Provisions**

- 8.1 These Abuse & Harassment Regulations are to be interpreted and applied to by reference to the objective of ensuring participants in Ice Hockey have the right to participate in a respectful environment free of abuse and harassment in order to strengthen and promote the game of Ice Hockey. Such interpretation and application shall take precedence over any strict legal interpretations that may otherwise be proposed. Minor practical or technical points will not serve to invalidate the procedure or any decisions or findings made pursuant to these Abuse & Harassment Regulations, so long as the principles of natural justice and fairness are not infringed.
- 8.2 In the event that any incident or other matter occurs that is not provided for in these Abuse & Harassment Regulations or any other rules or regulations to which they refer, then the IIHF may take such action as considered appropriate in the circumstances, taking into account the specific circumstances of the individual case and the principles of natural justice and fairness.
- 8.3 Without prejudice to the operation of any relevant provisions of the IIHF Disciplinary Regulations:
- (a) at any point in time where the IIHF has reasonable ground(s) to suspect that a Covered Party presents a risk of harm to the physical and/or mental welfare and/or safety or one of more other Covered Party, the IIHF may suspend the Covered Party suspected or presenting such risk from all or any specific activities under the jurisdiction of IIHF, on such terms and conditions as might be reasonable and proportionate to the circumstances of the case. In the event such a suspension is imposed by the IIHF, the Covered Party will be afforded a fair procedure to challenge the imposition of the suspension and/or its proportionality; and
 - (b) if the IIHF concludes that (1) after investigation there is insufficient evidence to bring a case against a Covered Party for breach of these Abuse & Harassment Regulations, and/or (2) bringing a case would not further the aims of these Abuse & Harassment Regulations, and/or (3) there is any other bona fide reason for the IIHF not to bring a case under these Abuse & Harassment Regulations, then the IIHF may take such other action as it considers appropriate in all the circumstances of the case. For example, without limitation, the IIHF may inform a Covered Party that they have no case to answer under these Abuse & Harassment Regulations, provide a Covered Party with guidance as to their future conduct, or refer the matter to another body (where the IIHF is satisfied that other body will deal with the matter effectively).

Appendix 1: 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.

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

Nature of Integrity Incident			
<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)

Subject of Incident
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.). ⁹
<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>

⁹ 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
<i>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.</i>
Additional material / evidence
<i>If available, please add any document, picture or video which may support your report.</i>

Action taken
<i>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.</i>
<i>Other relevant comments</i>

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	