



IIHF DISCIPLINARY REGULATIONS

These Regulations come into effect on October 6th, 2025

Table of Contents

APPLICATION.....	3
1 Subject and Objectives.....	3
2 Interpretation and definitions	3
3 Jurisdiction	3
4 Applicable Law	5
5 Limitation period for prosecution	5
DISCIPLINARY MEASURES AND DIRECTIVES	6
6 General	6
7 Disciplinary Measures against Covered Parties subject to IIHF Jurisdiction	6
8 Probation.....	7
9 Determination of Sanctions	8
10 Suspensions	9
ORGANISATION AND COMPETENCE.....	12
11 Judicial Bodies.....	12
12 Disciplinary Board.....	13
13 Directorate.....	19
14 Championship Disciplinary Panel.....	20

PART ONE

APPLICATION

1 Subject and Objectives

- 1.1. These Regulations serve to ensure that the mission of the IIHF is attained as per IIHF Statute 4.
- 1.2. Pursuant to IIHF Statute 4, these Regulations set out the substantive and formal provisions for the sanctioning of disciplinary violations as well as for the review of decisions of the IIHF Office, Council and Directorates.

2 Interpretation and definitions

- 2.1. Unless otherwise indicated, references to Sections and Articles are to sections and articles of these Disciplinary Regulations and words denoting the singular include the plural and vice versa.
- 2.2. Unless otherwise indicated in these Disciplinary Regulations, all words shall have the meaning as defined in the IIHF Statutes and Bylaws.
- 2.3. Any deviation from any provision of these Disciplinary Regulations and/or any irregularity, omission, technicality or other defect in the procedures followed hereunder will not invalidate any finding, procedure or decision unless it is shown to render the proceedings unreliable or to have caused a miscarriage of justice.
- 2.4. These Disciplinary Regulations set out procedural rules and are not intended to be subjected to or limited by the requirements and legal standards applicable to criminal proceedings or employment matters. Rather, it reflects a broad consensus of the IIHF and its stakeholders as to what is necessary and proportionate in order to handle disciplinary matters in Ice Hockey, and should be respected accordingly.

3 Jurisdiction

3.1. *Personal jurisdiction*

- 3.1.1. Unless indicated otherwise in a specific IIHF Governing Document (as defined in Article 3.2.1 (a)) the following institutions, organizations and persons are considered an IIHF “Covered Party” and subject to the jurisdiction of the IIHF in the terms herein established:
 - a. each person serving as a member of an IIHF governing body (whether in an active or honorary position), including (without limitation) the IIHF President, IIHF General Secretary, IIHF Council Members, including any candidates for election to the IIHF Council;
 - b. IIHF Life Members and IIHF Life Presidents;
 - c. 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;

- d. each person employed (whether full-time, part-time, permanently, for a fixed-term or temporary) or engaged as an agent, consultant or contractor for, or otherwise functioning as an IIHF Staff Member (“IIHF Staff Member”);
- e. each person appointed or assigned by the IIHF or an IIHF Event organizer to work/volunteer at an IIHF Event and/or attend an IIHF Event on behalf of the IIHF or the IIHF Event organizer, including, but not limited to, any on-ice officials, off-ice officials, officiating coaches, result managers, medical supervisors, medical personnel, Event Chairpersons, delegates, technical officials or any other officials, or any other person who receives accreditation to an IIHF Event as an IIHF representative;
- f. any player, coach, trainer, team manager, team staff member, official, medical personnel or other person who is subject to the jurisdiction of a Member National Association (“MNA”);
- g. any coach, trainer, manager, agent, team staff member, official, medical personnel or any other person or entity working with, treating or assisting a player participating in or preparing for an IIHF Event;
- h. each person serving as a member of an MNA, team or delegation (or other persons accredited to attend an IIHF Event on behalf of an MNA), and each person who acts, or is entitled to act, for or on behalf of an MNA with respect to the IIHF, including (without limitation) employees, staff members, consultants, agents and advisors;
- i. any team, club or other entity participating in an IIHF Event;
- j. each person or entity organizing an IIHF Event, including any candidate/host country seeking to host or hosting an IIHF Event and its local organizing committee(s), any of its officials, employees, volunteers and/or other persons entitled to act or attend an IIHF Event on its behalf;
- k. any MNA (for avoidance of doubt, an MNA can be liable for the conduct of all persons indicated in 3.1 (e) - (i) under its jurisdiction, unless indicated otherwise in a respective IIHF Governing Document); and
- l. any institution, organization or person who agrees in writing to be bound by any IIHF Governing Documents.

3.1.2. Those persons and entities referred to in Article 3.1.1. are bound by and subject to the IIHF Governing Documents, Directives and Decisions, by virtue of such positions or associations and are subject to the IIHF’s disciplinary powers.

3.2. *Subject Matter Jurisdiction*

3.2.1 These Regulations apply to:

- a. any violation of the IIHF’s Statutes, Bylaws, Codes and Regulations, Official Playing Rules, Directives (“IIHF Governing Documents”) or Decisions of the IIHF Council, Directorates or IIHF Officials each of whom are entrusted with the implementation of the IIHF Governing Documents, and any action which

violates the good order of Ice Hockey and/or brings Ice Hockey into disrepute;
and

- b. the application of the IIHF Governing Documents by the IIHF Office, Council, Directorate and Championship Disciplinary Panel.

3.2.2 When a case appears to fall under the authority of more than one IIHF Judicial Body, the IIHF Council shall decide which Judicial Body hears the case after receiving a recommendation from the IIHF Legal Committee.

3.2.3 The imposition of a disciplinary measure does not restrict the IIHF from also seeking compensation in respect of the same violation where such violation results in financial or other loss to the IIHF or its MNAs.

3.3. *MNA vs IIHF Jurisdiction for violations of the IIHF Integrity Code*

3.3.1 Unless indicated otherwise in a specific provision of the IIHF Integrity Code, the MNA shall have primary jurisdiction over all national incidents, except that the IIHF in its discretion may assume jurisdiction over the following:

- a. incidents of an international dimension;
- b. incidents which occur at IIHF Events (defined as the time the Covered Party arrives in the country where the IIHF Event occurs, until the time when the Covered Party departs from that country);
- c. incidents where the MNA is not resolving the incident in an appropriate time and/or appropriate manner; and
- d. incidents which concern the involvement of the MNA.

4 **Applicable Law**

4.1. In reaching a decision on a matter before it, the respective IIHF Judicial Body shall base its decisions on the relevant IIHF Governing Documents.

5 **Limitation period for prosecution**

5.1. Unless otherwise indicated in an IIHF Governing Document, disciplinary proceedings may not be initiated in the following situations:

- a. more than two (2) years after a violation committed during an IIHF Event;
- b. more than ten (10) years after a violation of the IIHF Integrity Code is alleged to have occurred, except for violations of the Abuse and Harassment Regulations that amount to a violation of Article 3.1.1.g of the IIHF Abuse and Harassment Regulations or any Abuse and Harassment violation related to minors, for which there shall be no limitation period for prosecution; or
- c. more than five (5) years after any other violation.

- 5.2. The limitation period runs as follows:
- a. from the day on which the Covered Party committed the violation;
 - b. if the violation lasted for a certain period of time, the day on which it ended; or
 - c. if the conduct is recurrent, from the day on which the most recent violation was committed.
- 5.3. The limitation period, when applicable, may:
- a. be suspended if notice of an investigation is provided before the limitation period has expired;
or
 - b. be suspended where investigations by other competent authorities, including criminal investigations, are instituted against a Covered Party.
- 5.4. Disciplinary proceedings instigated against a Covered Party who was under IIHF's jurisdiction on the day the alleged violation was committed shall not be dismissed by the respective IIHF Judicial Body solely because the person involved is no longer under IIHF jurisdiction.

DISCIPLINARY MEASURES AND DIRECTIVES

6 General

- 6.1. The Judicial Bodies have the authority to impose disciplinary measures and issue directives.
- 6.2. Disciplinary measures are sanctions on the conduct to be disciplined.
- 6.3. Directives demand certain behavior on the part of those concerned and may be issued as an order ancillary to disciplinary measures. Directives may set out how the disciplinary measure is to be carried out and/or may require those concerned to act in a certain matter or refrain from certain actions.
- 6.4. Some of the IIHF Governing Documents prescribe specific disciplinary measures for violations of the conduct addressed therein. Subject to the relevant procedural provisions of these Regulations, when sanctioning such conduct, the respective IIHF Judicial Body shall follow the prescribed disciplinary measures.

7 Disciplinary Measures against Covered Parties subject to IIHF Jurisdiction

- 7.1. Unless specified otherwise in the IIHF Governing Documents, the following disciplinary measures may be imposed, either separately or in combination, on IIHF Covered Parties, in accordance with IIHF Statute 20, namely:
- a. warning;
 - b. reprimand;
 - c. fine;

- d. suspension from specific or all Ice Hockey related activities, whether for a specified number of games, a specified period of time, or a permanent/lifetime ban;
 - e. annulment of game results;
 - f. declaration of a game forfeit;
 - g. deduction of the number of points awarded;
 - h. requiring the return of award(s) and/or withdrawal or removal of title(s);
 - i. disqualification from a Competition in progress;
 - j. requirement to play without spectators or play with a limited number of spectators;
 - k. requirement to participate in IIHF Competitions under certain or restricted conditions, such as but not limited to, neutral uniforms, without flags, etc.;
 - l. requirement to complete counseling or community service, take remedial training and/or educational programs and provide proof of participation, including but not limited to the used material;
 - m. a period of probation with specific conditions to be met during such time;
 - n. a suspension from being eligible to apply for, seek nomination to or serve on an IIHF Council, Board, Committee or any other IIHF positions for a specific period of time; and
 - o. prohibition from attending in any capacity, including as a fan, any IIHF event or other Ice Hockey-related activity organized by the IIHF or one of its MNAs.
- 7.2. Unless indicated otherwise in the respective Judicial Decision, in the event that an imposed sanction renders a Covered Party ineligible through a suspension, ban or otherwise for a specified or unspecified period of time, the Covered Party may not participate in any capacity in any Event or other Ice Hockey related activity organized by the IIHF or one of its MNAs.
- 7.3. If an imposed suspension, ban or other disqualification is breached, then the period of ineligibility shall recommence as of the date of such breach, without credit for the period of ineligibility served prior to such breach, and where applicable, such a breach shall result in immediate disqualification from the relevant Event.

8 Probation

- 8.1. The Judicial Body may suspend or partially suspend the imposition of a sanction and place the Covered Party on probation for a period of a maximum of five (5) years.
- 8.2. If that Covered Party commits a further violation during the period of the suspended sanction, then the Judicial Body retains jurisdiction to impose the original sanction, which may be imposed in addition to any disciplinary sanction for the second violation.

9 Determination of Sanctions

- 9.1. The competent Judicial Body shall determine the type and extent of the disciplinary measure to be imposed according to the objective and subjective elements of the violation, taking into consideration whether the violation was minor, serious or gross and taking into consideration whether any aggravating or mitigating circumstances exist.
- 9.2. When establishing whether a violation is minor, serious or gross, the following facts shall be taken into consideration:
 - a. the importance of the provisions violated;
 - b. the stature of the competition;
 - c. personal guilt or negligence;
 - d. the consequences of the violation for persons affected directly and/or indirectly;
 - e. negative effects on Ice Hockey as governed by the IIHF (Statute 4); and
 - f. whether the offending party is a repeat offender, as well as other unfavourable influences on the reputation of sports.
- 9.3. Aggravating factors which may be considered by the Judicial Body shall include (without limitation and where applicable):
 - a. failure to cooperate with any investigation or requests for information;
 - b. any previous violations and the nature of the previous violations;
 - c. the IIHF Covered Party receiving or being due to receive a significant benefit in connection with the violation;
 - d. the violation having affected, or having the potential to affect, the course or result of an IIHF Event and/or Competition;
 - e. the IIHF Covered Party to be sanctioned displaying a lack of remorse; and
 - f. any other aggravating factor the Judicial Body deems relevant.
- 9.4. Mitigating factors which may be considered by the Judicial Body shall include (without limitation and where applicable):
 - a. cooperation by the IIHF Covered Party with any investigation or request for information, particularly when information provided is decisive in uncovering or establishing a violation of the IIHF Governing Documents;
 - b. a timely admission of responsibility by the IIHF Covered Party;
 - c. the IIHF Covered Party to be sanctioned having a lack of a disciplinary history;

- d. youth and/or inexperience of the IIHF Covered Party to be sanctioned;
 - e. the IIHF Covered Party to be sanctioned displaying remorse; and
 - f. any other mitigating factor the Judicial Body deems relevant.
- 9.5. The financial circumstances of the parties concerned shall be taken into account when imposing fines.
- 9.6. While these Regulations do not impose fixed deadlines for investigations or referrals, it is expected that proceedings conducted by the IIHF Office, the IIHF Ethics Board, or any other internal IIHF body be carried out in a timely and efficient manner. However, any delay in the investigative or referral process, unless unreasonable, shall not serve as a basis for reducing or modifying a sanction imposed by the competent Judicial Body. The disciplinary consequences of a violation shall be determined exclusively in accordance with the applicable IIHF Governing Documents and the facts of the case.

10 Suspensions

- 10.1. Suspensions should be served in IIHF Events or games equivalent to the Event or games in which the violation giving rise to the suspension occurred, irrespective of whether the team was promoted, relegated or taking part in a qualification tournament.
- 10.2. Subject to Article 10.6, players who are eligible to play in the next U18 or U20 IIHF Championship should serve the suspension during the next U18 or U20 IIHF Championship, in the youngest category for which they are eligible even if the suspension results from a violation that occurred in a Senior IIHF Championship. Correspondingly, the same applies to U18 players who were sanctioned when participating in a U20 IIHF Championship.
- 10.3. Subject to Article 10.6 below, suspensions shall be served as follows:

IIHF Championships

Champs. Played	Actual Age Category	Next Season Age Category	Sanctioned For	Note
W18	W18	W18	W18 following year	
W18	W18	W20	W20 following year	
W20	W18	W18	W18 same year or W18 following year	Depending on time of decision
W20	W18	W20	W20 following year	
W20	W20	W20	W20 following year	
W20	W20	Senior	Senior following year	
Senior	W18	W18	W18 following year	
Senior	W18	W20	W20 following year	
Senior	W20	W20	W20 following year	
Senior	W20	Senior	Senior following year	
Senior	Senior	Senior	Senior following year	

Olympic Tournaments

Olympic Tournaments Played	Actual Age Category	Next Season Age Category	Sanctioned For	Note
Olympic tournaments	W18	W18	Next Olympic round/or Senior tournament	Depending if the team is qualified or not for the next Olympic round
Olympic tournaments	W18	W20	Next Olympic round/or Senior tournament	Depending if the team is qualified or not for the next Olympic round
Olympic tournaments	W20	W20	Next Olympic round/or Senior tournament	Depending if the team is qualified or not for the next Olympic round
Olympic tournaments	W20	Senior	Next Olympic round/or Senior tournament	Depending if the team is qualified or not for the next Olympic round
Olympic tournaments	Senior	Senior	Next Olympic round/or Senior tournament	Depending if the team is qualified or not for the next Olympic round

- 10.4. For all other IIHF Events including, but not limited to, the IIHF Continental Cup, a player should serve the respective suspension in the next game(s) of the round concerned, for the corresponding number of games during the following round, or during the first round of the following season of the respective competition.
- 10.5. If a suspension is incurred during an exhibition game in accordance with Article 13.1.3, then the suspension shall be served during the remaining exhibition period, provided such exhibition games were arranged and approved in advance of the suspension being incurred, and/or during the IIHF Event immediately following the exhibition period.
- 10.6. The suspension will be considered served if the player does not play in the game(s) for which he had been disqualified regardless of whether the player was entered in the IIHF Event concerned. However, except for suspensions incurred in Olympic competitions as described in Article 10.3, a player may serve a suspension in any IIHF Event for which he is eligible so long as he is named on the team roster of the respective IIHF Event, but did not play in the number of games for which he had been suspended.
- 10.7. Subject to Article 10.6, suspensions for games beyond the IIHF Event in which the player is suspended should be imposed for an IIHF Event of the following season. The suspension will be considered served if the conditions under Article 10.6 have been fulfilled and will expire at the

end of that following season unless the respective team does not take part in any IIHF Event that season, in which case the suspension is carried forward for one (1) more year.

- 10.8. The IIHF Disciplinary Board may impose suspensions on players from participating in IIHF Events based on infractions committed during non-IIHF events, excluding professional league games where such conduct:
- a. constitutes a serious breach of sportsmanship or player safety; and
 - b. would be sanctionable under the IIHF Official Playing Rules if committed during an IIHF Event.

Any such suspension shall apply only to the player's eligibility to participate in IIHF Events, in accordance with the procedures and disciplinary standards set forth in these Regulations.

PART TWO

ORGANISATION AND COMPETENCE

11 Judicial Bodies

11.1. The IIHF Judicial Bodies are:

- a. Disciplinary Board;
- b. Directorate; and
- c. Championship Disciplinary Panel.

11.2. The IIHF shall provide each Judicial Body with a secretary. The secretary shall be responsible for the administrative work of the Judicial Body and case management. On a case-by-case basis and with the approval of the Chairperson, the secretary may at its full discretion appoint an independent ad hoc secretary for relevant cases.

In cases where an ad hoc secretary is appointed, the IIHF Office may designate one (1) representative to attend the proceedings as an observer. The observer shall:

- a. Receive all documentation and evidence related to the proceedings; and
- b. Be permitted to attend any hearings or case management conferences, whether held in person or remotely.

11.3. The party(ies) to the judicial proceedings shall not, under any circumstance, directly contact or communicate with any member of the Panel of the respective Judicial Body in relation to the proceedings, unless expressly authorized to do so by the Chair of the Panel. In exceptional circumstances, and when initiated by the Chair of the Panel, the Chair of the Panel may communicate directly with the party(ies), who may then respond to the Chair directly, but not to any other members of the Panel.

11.4. All Judicial Bodies must observe and follow essential elements of the right to be heard in all disciplinary procedures/proceedings including providing the accused party the right to submit written comments and have a Hearing, subject to Articles 12.5.7 and 12.5.8.

11.5. All party(ies) shall act in good faith during all proceedings before a Judicial Body. The party(ies) shall collaborate to establish the facts and, in particular, shall comply with all requests for information from a Judicial Body which can be made at any time during the course of a case's proceedings.

11.6. The opening of disciplinary proceedings as well as decisions of the Judicial Bodies may be made public at the discretion of the IIHF.

11.7. Any person or party participating in or subject to a disciplinary proceeding must keep any information related to the proceedings confidential at all times, unless the Chairperson of the Judicial Body explicitly stipulates otherwise in writing. Any breach of such duty may be sanctioned.

11.8. Except in cases of gross negligence or willful misconduct, the members of the Judicial Bodies cannot be held liable for any deeds or omissions relating to any disciplinary procedure.

12 Disciplinary Board

12.1. Disciplinary Board Jurisdiction

- 12.1.1 The Disciplinary Board can sanction all Covered Parties if they:
 - a. violate the IIHF Governing Documents,,; or
 - b. violate the decisions of the IIHF Council, Directorates or IIHF Officials who are entrusted with the implementation of the IIHF Governing Documents.
- 12.1.2 The Disciplinary Board is responsible for:
 - a. cases of first instance referred to the Disciplinary Board, in accordance with Article 12.5; and
 - b. appeal cases for decisions of IIHF Council, Directorates or IIHF Officials, with respect to the application of IIHF Governing Documents, in accordance with Article 12.6.
- 12.1.3 The Disciplinary Board shall operate as:
 - a. for cases of first instance, an inquisitorial panel reviewing each case de novo; and
 - b. for appeal cases, as an adversarial panel reviewing each case de novo.
- 12.1.4 It shall be the duty of the Panel to act as the sole decider of the matter brought before it, as if the members presiding over a case were judges in a civil proceeding.

12.2. Disciplinary Board Composition

- 12.2.1 The Disciplinary Board shall be composed in accordance with Statute 20.1 and, when handling Anti-Doping rule violations, must satisfy the requirements found in the definition of Operational Independence as indicated in the WADA Code.
- 12.2.2 The Disciplinary Board decides by a panel of one (1) or three (3) members selected from the Disciplinary Board (the "Panel"). The Disciplinary Board Chairperson shall have full discretion to determine the composition of each Panel for each matter, as well as appoint the Chair of the Panel if not acting personally. Championship Disciplinary Judges, from the time of their appointment in accordance with Article 14.2, can be elected members of a Panel at the discretion of the Disciplinary Board Chairperson.
- 12.2.3 When a Panel is composed of three (3) Disciplinary Board members, the Panel shall make its decisions by a simple majority and no member may abstain from voting.
- 12.2.4 If the subject matter so requires, the Disciplinary Board Chairperson, in their sole discretion, may appoint one or both of the following experts to support the Panel:
 - a. A non-voting Subject Matter Expert, who demonstrates expertise in an area addressed by the IIHF Integrity Code. The expert shall participate in the proceedings,

shall ensure the proceedings are being conducted in a manner that is sensitive to and respectful of the rights, safety and dignity of the affected individuals, and shall provide their professional opinion on the matter being judged, in the discretion of and a manner determined by the Panel. The expert shall have no role in the decision-making process of the Panel.

- b. A Wellbeing Advisor, whose role is to support the victim and/or witness(es) through the disciplinary proceeding. The Wellbeing Advisor may take part in all stages/steps of the disciplinary proceedings, including the Hearing, and may assist with all notifications to the victim or witness(es).

12.3. *Disciplinary Board Procedures*

12.3.1 Unless specified otherwise in Disciplinary Board Procedures for Cases of First Instance (Article 12.5) or Disciplinary Board Procedures for Appeal Cases (Article 12.6), the following general provisions shall apply:

- a. language: The language of all proceedings and communication is English.
- b. time limits: Time limits to which a Covered Party must adhere commence on the day the Covered Party receives the relevant document. Official holidays and non-working days are included in the calculation of time limits. If a time limit is not observed, the defaulting party loses the procedural right in question.
- c. deadline extensions: A Covered Party must submit a written request for a deadline extension to the respective Disciplinary Board Secretary, who will either grant or not grant the extension of time after consulting with the Disciplinary Chairperson or respective member assigned to the case.
- d. evidence: Any type of proof may be submitted. The Disciplinary Board has absolute discretion regarding the evaluation of evidence. All evidence directly or indirectly related to a case received by the IIHF in any manner during the course of disciplinary proceedings shall be submitted to the Panel and the party(ies).
- e. Standard of Proof: Unless indicated otherwise in an IIHF Governing Document, the evidence must establish 'more likely than not' that a violation has occurred.
- f. Covered Party(ies) have an obligation to be forthright and direct in providing information to the Panel and responding to the Panel's questions.
- g. joinder: Where two or more cases:
 - (i) involve the same or related Covered Party(ies);
 - (ii) arise from the same incident or closely connected incidents;
 - (iii) share substantially the same facts, evidence, or legal issues; or
 - (iv) are otherwise appropriate to be considered together for reasons of fairness, efficiency, or consistency,

the Disciplinary Board Chairperson, after consultation with the Covered Party(ies), may determine that the cases be joined and heard together in a single proceeding.

- h. Provisional or Interim Measures: No application for provisional or interim measures or conservatory order may be made to the Disciplinary Board or Panel.
- i. IIHF Council Statement: In any case before the Disciplinary Board, :
 - the Panel may request a written statement from the IIHF Council regarding issues of general interest to the IIHF related to the case and/or potential impact of the case on the IIHF's mission, values or governance.
 - The IIHF Council shall have the right to request to submit a written statement to the Panel regarding issues of general interest to the IIHF related to the case and/or the potential impact of the case on the IIHF's mission, values or governance.

If requested by the Panel or if the Panel grants Council the right to submit a written statement, the Panel may take such statement into account when rendering its decision, while preserving its full independence and discretion.

12.4. *Protecting the confidentiality of anonymous witnesses in proceedings*

- 12.4.1 When a person's testimony in a disciplinary proceeding conducted in accordance with these Regulations could lead to a reasonable fear of threats to them or put them or any person particularly close to them at risk of harm, retaliation, harassment, or undue distress, the victim or witness may ask to testify confidentially/anonymously and the Chair in their sole discretion may implement protective measures to preserve their confidentiality/anonymity.

Such measures may be applied:

- a. Following a preliminary decision under Article 12.4.6 to grant confidentiality/anonymity witness status prior to referral of the case; or
- b. After referral, if a request for confidentiality/anonymity arises during the proceedings themselves.

Protective measures may include, but are not limited to:

- a. the witness appearing at the hearing virtually, with or without a camera;
- b. the witness' voice being distorted or face being covered at the hearing;
- c. the witness not being identified in the presence of the party(ies);
- d. the witness not appearing at the hearing and being questioned in writing;
- e. the witness being questioned outside the hearing room;
- f. the investigator being questioned in lieu of the witness; and

- g. any information that could be used to identify the witness be included only in a separate, confidential case file.

12.4.4 The Chair of the Panel shall identify witnesses behind closed doors and in the absence of the party(ies). The minutes of the identification, including any information that could identify a witness, shall be redacted in a separate and confidential case file and shall not be published in any document or broadcasted or transmitted in any manner, in respect of the proceedings. Anyone who breaches a non-publication order may be subject to disciplinary measures.

12.4.5 The party(ies) shall receive a brief notice which:

- a. confirms that the person concerned has been formally identified; and
- b. contains no details that could be used to identify such person.

12.4.6 In cases referred to the Disciplinary Board by the IIHF Ethics Board or another competent referring body, where a witness or victim requests to testify confidentially/anonymously, a preliminary request for protective measures may be submitted prior to the full case file being transferred to the Disciplinary Board. The preliminary request shall be made in writing by:

- a. the Ethics Board or referring body on behalf of the witness or victim; or
- b. the witness or victim directly or their legal representative.

Upon receipt, the Disciplinary Board Chairperson shall make a determination on whether to grant confidential witness status. The decision to grant or deny confidential witness status shall be communicated confidentially to the referring body and the witness/victim.

If the request is granted, the full case file may then be transmitted to the Disciplinary Board with the identity of the witness redacted and protective measures applied under Article 12.4. If the request is denied, the referring body shall decide whether to proceed with the case using the unprotected evidence or the referring body may withdraw or reframe the referral based on remaining available material.

12.5. *Disciplinary Board Procedures for Cases of First Instance*

12.5.1 Disciplinary Board proceedings are opened on the basis of:

- a. a referral from the IIHF Ethics Board; or
- b. a referral from the IIHF Council, Directorate Chairperson or IIHF Director General for any violation not required to be submitted to the IIHF Ethics Board.

Only these internal IIHF bodies and officials are authorized to refer cases to the Disciplinary Board for first-instance review. Third parties, MNAs, or other external individuals or organizations shall not have the right to directly initiate disciplinary proceedings before the Disciplinary Board.

- 12.5.2 The Disciplinary Board, at the discretion of the Disciplinary Board Chairperson, may initiate proceedings on its own initiative only in connection with a matter that is already under review by the Disciplinary Board. In such cases, where the evidence before it so warrants, the Disciplinary Board may either open new proceedings or expand the scope of the existing proceedings, including by initiating action against additional Covered Parties or addressing further violations identified during the review.
- 12.5.3 The referral for Disciplinary Proceedings must be submitted in writing to the Disciplinary Board Secretary. The Disciplinary Board Secretary shall notify the accused party and, if appropriate, the corresponding MNA, in writing and in a timely manner that such a referral has been received. The notice or subsequent communication shall indicate the potential violation; include all relevant documents; explain the party's rights under Articles 12.5.7 and 12.5.8 and indicate whether the case will be handled by a Panel of one (1) or three (3) Disciplinary Board members.
- 12.5.4 Communication may be addressed directly to the Covered Party, or if the Disciplinary Board Secretary does not have such contact information, then all communication may be addressed to the applicable MNA, which then has the responsibility to inform the respective Covered Party of the communication and to provide confirmation of such delivery. Any form of communication may be used that provides effective and timely notice to the Covered Party.
- 12.5.5 The Covered Party shall submit their written response to the Disciplinary Board Secretary no later than fourteen (14) days (twenty-one (21) days for doping violations) after receipt of the notice of Disciplinary Proceedings, unless a different period to respond has been extended by the Disciplinary Board Secretary in accordance with Article 12.3.1.c.
- 12.5.6 Upon receipt of the written response or after the end of the response period, the Disciplinary Board Chairperson shall appoint the Panel members. If no response is received within the prescribed period, after appointing the Panel, it may proceed to consider the case on the basis of the materials and evidence available, if any, and may seek further information as is required for its determination.
- 12.5.7 All party(ies) are entitled to the right to be heard. The Panel shall have full discretion in determining the forum of meeting the party(ies) right to be heard; from exclusively using written submissions to an oral hearing taking place, which may be held in-person, via video conference or telephone (or in combination) (the "Hearing"). The Chair of the Panel shall set the date of the Hearing and in exceptional circumstances, as determined in their full discretion, may postpone the hearing date. The Chair of the Panel has ultimate authority over the hearing procedures, including without limitation, any limits on time, evidence, witnesses, and documentation so long as the Covered Party(ies) is informed of the established procedures, each Covered Party has a reasonable opportunity to present its case and arguments in accordance with the Panel's rules and each party is treated in a substantially equal manner. The Covered Party(ies) must attend the hearing at their own costs, unless the Panel decides otherwise in its sole discretion.
- 12.5.8 All Covered Parties concerned have the right to be represented by a person/counsel of their choice at their own expense, provided that the Panel may place rules on the

participation of the counsel during the Hearing. The Covered Party(ies) may arrange for an interpreter at their own cost.

- 12.5.9 For Hearings, all Covered Parties concerned are required to fully disclose to the Panel at a date and time as indicated by the Disciplinary Board Secretary which shall be no earlier than seven (7) days prior to the scheduled date of the Hearing, all written evidence and shall specify any witnesses and experts which they intend to or may call, and disclose any other evidence which they intend to present during the course of the Hearing. With the aforementioned disclosure, the Covered Party(ies) shall not be permitted to produce additional evidence, except if the Panel so permits on the basis of exceptional circumstances.
- 12.5.10 When two or more cases have been joined, and where deemed appropriate by the Panel, all written submissions shall be disclosed to all parties prior to the Hearing.
- 12.5.11 When making a decision, the Panel shall use its best efforts to refer to any existing evidence. However, it is not required to reference every piece of evidence or argument submitted, and failure to do so does not imply such evidence or argument was disregarded. The Panel shall reach its decision within a reasonable period of time. The disciplined Covered Party(ies), and where appropriate, the victim and/or the informer, as well as the IIHF Council shall be notified, in writing, as soon as a decision has been reached.
- 12.5.12 Except as permitted in Art. 12.3.1(i), in Disciplinary Board proceedings of first instance, the IIHF shall not act as a complainant or adversarial party and shall not advocate or argue the case before the Panel.

12.6. *Disciplinary Board Procedures for Appeal Cases*

- 12.6.1 The parties directly affected by a decision passed by the IIHF Office, the Council or the Directorates regarding the application of the IIHF Governing Documents in a specific case, may submit a Notice of Appeal of such decision to the Disciplinary Board. The Appeal must be submitted in writing to the Disciplinary Board Secretary, within seven (7) days after the notification of the decision, failing such, the right of appeal shall have lapsed. The Appellant shall have fourteen (14) days from the filing of the Notice of Appeal, to submit the Objection Pleadings which shall contain:
 - a. the grounds of the appeal;
 - b. a summary of the relevant facts;
 - c. any evidence to support the Appellant's position and the grounds of appeal;
 - d. the Appellant's position and/or remedy sought; and
 - e. the Appellant's request for a Hearing.
- 12.6.2 If the appealed decision relates to the participation of the Appellant in an IIHF Event, then the Appellant may request an expedited appeal and must submit the Notice of Appeal to the Disciplinary Board Secretary within seven (7) days of the notification of the initial decision giving rise to the appeal, and not later than eighteen (18) days before

the start of such competition. For Expedited Appeals, the Notice of Appeal must contain all of the information required in the Objection Pleadings, as indicated in Article 12.6.1. An Expedited Appeal will be heard by a Panel of one (1) member selected from the Disciplinary Board, who has been appointed by the Disciplinary Board Chairperson.

- 12.6.3 Proceedings shall be conducted in accordance with the Disciplinary Board Procedures set out in Articles 12.3 - 12.5. In the event that more than one party is involved in the Appeal Proceedings, the Disciplinary Board Chairperson shall provide the opposing party with the Appellant's Objection Pleadings and provide fourteen (14) days (seven (7) for an Expedited Appeal) to respond. If the opposing party does not provide a response brief within the fourteen (14) day (or seven (7) day for an Expedited Appeal) period, the Panel will make a decision on the appeal without the opposing party's arguments.
- 12.6.4 After receipt of the Objection Pleadings, or receipt of the Response to the Objection Pleadings or the fourteen (14) (seven (7) for an Expedited Appeal) day period for the Response to the Objection Pleadings has lapsed, the Disciplinary Board Chairperson will appoint the Panel members.

12.7. Appeal to IIHF Disciplinary Board decisions

- 12.7.1 IIHF Disciplinary Board decisions are final and can only be appealed to the Court of Arbitration for Sport (CAS) in accordance with the Code of Sports-Related Arbitration after receipt of the written decision. Concerned persons must be informed about their appeal rights. The decision of the Disciplinary Board remains in effect while under appeal unless the CAS orders otherwise.

12.8. Impartiality and challenge of Disciplinary Board members

- 12.8.1 The Disciplinary Board takes decisions in a completely impartial manner.
- 12.8.2 All Disciplinary Board members appointed to a case must complete a Conflict-of-Interest Declaration in the prescribed form and must return the completed form to the Disciplinary Board Chairperson as soon as reasonably possible after the appointment. The Disciplinary Board Secretary shall then provide a copy of the completed form to each party.
- 12.8.3 Any party can challenge the impartiality of a Panel member within seven (7) days of receipt of the conflict-of-interest declaration form, which shall be determined in accordance with Article 12.8.4. The challenge must be sent to the Disciplinary Board Secretary and must explain the reasons for the challenge.
- 12.8.4 A decision concerning a challenge request against a Panel member shall be taken by the Disciplinary Board Chairperson, after having invited the member in question to submit their observations in writing. The decision cannot be the subject of a separate appeal. If the request for challenge concerns the Disciplinary Board Chairperson, the Disciplinary Board Secretary shall appoint another Disciplinary Board member who is not sitting on the Panel to decide on the request.

13 Directorate Chairperson

13.1. Directorate Chairperson Competency

- 13.1.1 The Directorate Chairperson shall deal with all disciplinary and compliance matters arising during an IIHF Competition, including:
 - a. violations of the IIHF Governing Documents that occur during the Championship other than violations of the IIHF Integrity Code and the Official Playing Rules; and
 - b. disciplinary matters concerning the participation in and operation of the IIHF Competition.
- 13.1.2 For disciplinary matters, the Directorate Chairperson shall have the same status, jurisdiction, power and authority as the Disciplinary Board, with the exception that the Directorate's disciplinary measures may not extend past (are limited to) the respective IIHF Competition.
- 13.1.3 Notwithstanding Art. 10.8 herein, disciplinary matters occurring during international games not operated under IIHF jurisdiction shall be dealt with by the respective MNA, except for on-ice infractions during exhibition games which occur within seven (7) days of an IIHF Championship or Olympic Games. All on-ice infractions occurring during exhibition games within seven (7) days of an IIHF Championship or Olympic Games shall be dealt with by the Championship Disciplinary Panel on an expedited basis.
- 13.1.4 Any cases or incidents which the Directorate Chairperson considers as requiring additional sanctioning which exceed the duration of the IIHF Competition must be submitted to the Disciplinary Board for investigation and disciplinary action.

13.2. *Directorate Chairperson Procedures*

- 13.3.1 Directorate Chairperson decisions may be appealed to the Disciplinary Board in accordance with Article 12.6. The Directorate Chairperson's decision shall remain in effect while under appeal unless the Disciplinary Board orders otherwise.
- 13.3.2 Notwithstanding the Compliance rules in the relevant Event Code, Directorate Chairperson decisions concerning cases where a Directorate decision could influence the course of a tournament or cases involving a player, coach or team representative's rights shall observe the right to be heard, including but not limited to, ensuring the accused party is notified of the disciplinary matter, provided the right to submit written comments and/or provided the right to a hearing at least four (4) hours before a scheduled game.

14 Championship Disciplinary Panel

14.1. *Championship Disciplinary Panel Competency*

- 14.1.1 As established in Statute 20.3, the Championship Disciplinary Panel shall have jurisdiction over violations of the Official Playing Rules occurring during the course of the respective Championship.

14.2. *Championship Disciplinary Panel Composition*

- 14.2.1 The Championship Disciplinary Panel shall consist of at least five (5) members and two (2) head judges appointed by the IIHF Council, who must be familiar with Ice Hockey

and the IIHF Official Playing Rules and procedures. The Championship Disciplinary Panel shall be supported by the Championship Disciplinary Secretary who must have a legal background and who may advise on legal matters.

- 14.2.2 A Championship Disciplinary Panel head judge or member may abstain from a decision only for illness or significant personal reasons which includes a personal or business relationship with the parties concerned, but which does not include being a citizen of the country of an MNA involved in the disciplinary case.

14.3. *Championship Disciplinary Panel Procedure*

- 14.3.1 Championship Disciplinary Panel's decisions are final and can only be appealed to the CAS in accordance with Statute 22.2. The decision shall remain in effect while under appeal unless the CAS orders otherwise.
- 14.3.2 The Championship Disciplinary Panel and participating MNAs must observe the disciplinary procedures in the Championship Disciplinary Guidelines for the respective Championship season established by the IIHF Council. These Guidelines must observe the essential elements of the right to be heard, including the right to notice and the right to a fair hearing. The Panel can decide without a hearing on the available evidence if the accused person waives the right to a hearing or does not attend the hearing.