



ICE HOCKEY UK DISCIPLINARY, DISPUTE AND APPEALS REGULATIONS AND PROCEDURES

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1. Introduction

- 1.1. Disputes, complaints and Unacceptable Behaviour can occur within any sport and any setting. Ice Hockey UK (IHUK) is committed to ensuring that where such issues arise, action is fair and is carried out in a timely and consistent manner.
- 1.2. These Disciplinary, Dispute and Appeals Regulations and Procedures (the Regulations) provide a framework to enable disciplinary, dispute and appeals matters to be carried out effectively within IHUK.
- 1.3. These Regulations are carried out in accordance with the IHUK responsibilities to act as the national governing body of sport for Ice Hockey in the UK as defined within the IHUK Memorandum & Articles.

2. Definitions and Interpretation.

- 2.1. In these regulations, the following words shall have the meaning set out opposite them.

Appeal	An Appeal from a decision of the Disciplinary Panel in accordance with Regulation 25.
Appeal Panel	The Appeal Panel appointed by the Chair of Disciplinary and Appeals to hear an appeal.
Anti-Doping Rules	The Anti-Doping Policy approved by the Board of IHUK and published on its web site.
Articles of Association	The Articles of Association of IHUK in force at the relevant time.
Board	The Board of IHUK in office at the relevant time under the Articles of Association.
CEO	The CEO of IHUK or their designee, so appointed from time to time by IHUK.
Chair	The person appointed from time to time to be the chair of the Disciplinary Panel or the Appeal panel under the Regulations.
Chair of Disciplinary and Appeals	The person appointed in accordance with Regulation 8.
Charge	The accusation of Misconduct which after initial investigation is alleged of the respondent.
Codes of conduct	Any IHUK codes of conduct in force from time to time, including but not limited to; Unacceptable Behaviour Policy, players and coaches codes of conduct.
Competent body	Any person or organisation that has the legally delegated or vested authority, capacity or power to perform a designated decision making function, complaint or complaint of misconduct or notification of a concern regarding particular circumstances and or conduct that falls within the jurisdiction of these regulations.
Complainant	The person or body which may include IHUK from whom a complaint has been received by the CEO.
Contractor	Any person or organisation engaged to supply services to IHUK in the course of his or its own business.
The Decision	The written decision of the disciplinary Panel Appeal panel Or decision making body.

Decision Making Body	The body who makes a decision in a given case, including a disciplinary panel or any other body, panel or Committee of IHUK, which has been empowered pursuant to the Articles of association and or the rules of IHUK, to resolve particular disciplinary matters from time to time.
Directions Hearing	A preliminary hearing where the next steps may be considered and determined.
Disciplinary Officer	The officer of IHUK, designated from time to time to manage the disciplinary and appeals proceedings in accordance with these regulations.
Disciplinary Panel	The Disciplinary Panel appointed to hear a complaint under these regulations.
Disciplinary and Appeal Panel register	A register of persons maintained by the CEO of IHUK all of whom are appropriately trained and experienced in the application of IHUK regulations, codes, policies, and its statement of values and or have legal or relevant expertise, and who may be appointed at the relevant time to a disciplinary panel or to an appeal panel under the regulations. Persons appointed to this register need not be members of IHUK.
Employee Handbook	The Handbook which is held by the CEO and shared with all employees which sets out HR policies approved by the HR % Remunerations Committee of the Board of IHUK.
Executive Team	Employees of IHUK.
Hearing of the Charge	The Disciplinary Panel meeting, where IHUK and the Respondent present their evidence to the Disciplinary Panel.
Memorandum & Articles	The Memorandum & Articles of IHUK approved at the time.
Misconduct	As defined in Regulation 4.
Non-Executive Director (NED)	A non-executive board member of IHUK appointed in accordance with the Memorandum & Articles of IHUK published on the web site of IHUK.
Notice of Complaint	The notice of the complaint received from the complainant by the CEO.
Notice of Appeal	The notice of the request to appeal a Decision of the Disciplinary Panel submitted in accordance with section 25 . This may be submitted by IHUK or the initial Respondent.
Official	Any person acting on behalf of IHUK in the administration of the sport or at an event or acting on behalf of IHUK in any other manner from time to time.
Participants	Shall include all GB team players, GB squad players, representatives, coaches, officials, volunteers, committee members, event organisers, trainers, physios and any other person in any way involved in Ice Hockey, and related activities, taking place under the jurisdiction of Ice Hockey UK.
Respondent	The person who is the subject of the complaint under the regulations.
Rules of Appeal	Those Rules which set out the Appeal process in accordance with section 25 of this policy.
Safeguarding Regulations	The IHUK Safeguarding Children and Young People Policy approved by the Governance & Risk Committee of IHUK and published on the IHUK web site.
Selection and Appeals Policies	The IHUK Selection and Appeals Policies approved by the Governance & Risk Committee of IHUK and published on the IHUK web site.

Sport Integrity Service	Sport Integrity is a confidential reporting line and independent investigation service, funded by UK Sport. The service is available for all athletes/players and staff on Olympic and Paralympic performance programmes, to report allegations of unacceptable behaviour. IHUK has signed up to the Sport Integrity Service.
Sport Integrity Service Rules of Procedure	These outline the procedures which will be followed if the Sport Integrity Service investigates a matter within IHUK. These procedures are published on the IHUK web site.
UK Anti-Doping	UK Anti-Doping (UKAD) is the organisation responsible for protecting sport in the United Kingdom from doping. It is a non-departmental public body of the Department for Culture, Media and Sport. It is responsible for both the planning and implementation of anti-doping programmes. It also ensures all sports bodies in the UK comply with the World Anti-Doping Code as set out by the World Anti-Doping Agency.
Unacceptable Behaviour	As defined in the Unacceptable Behaviour Policy of IHUK which is published on the IHUK web site.
Volunteer	Any person providing assistance or support to IHUK from time to time other than as an employee or non-executive director, and including any person providing assistance at an IHUK event.

3. Jurisdiction

- 3.1. These Regulations set out and define IHUK's jurisdiction and disciplinary procedures and shall be binding over all those Participants who are subject to it.
- 3.2. Participants shall include all GB team players, GB squad players, representatives, coaches, officials, volunteers, committee members, event organisers, trainers, physios and any other person in any way involved in Ice Hockey, and related activities, taking place under the jurisdiction of Ice Hockey UK.
- 3.3. IHUK will consider each disciplinary matter and determine whether it should be dealt with under these Regulations but may in its absolute discretion, determine that matters will be better dealt with through other policies including but not limited to; IHUK & Sport Integrity Service Rules of Procedure and IHUK Safeguarding Regulations.
- 3.4. There are other national associations and organisations involved in the delivery of ice hockey in the UK and they will be responsible for resolving matters within their own jurisdiction. IHUK is not an appeal body for dealing with matters which fall under the jurisdiction of these other bodies.

4. Misconduct

- 4.1. IHUK may prosecute and conclude disciplinary proceedings against any Participant for Misconduct. Misconduct shall include but not be limited to the following:
 - 4.1.1. Any breach of IHUK rules, policies, regulations or Codes of Conduct, or similar;

- 4.1.2. Any breach of the terms of any licence granted to any person by IHUK;
- 4.1.3. Any breach of the terms of a players participation in the GB team programme;
- 4.1.4. Conduct prejudicial to the interests of IHUK, a GB squad or the sport of ice hockey;
- 4.1.5. Any failure or refusal to cooperate with or abide by an instruction from IHUK, including but not limited to the Board and/or a Disciplinary Panel or Appeal Panel.
- 4.1.6. Any failure or refusal to cooperate with any investigation conducted or commissioned by IHUK.

5. Exclusions from the Disciplinary, Dispute And Appeals Regulations And Procedures

- 5.1. In accordance with their terms, consideration of the following matters shall be excluded from these Regulations:
 - 5.1.1. Matters dealt with under IHUK's Safeguarding Regulations;
 - 5.1.2. Disputes concerning eligibility or selection for the composition of GB squads and teams, which will be dealt under IHUK's Selection & Appeals Policies
 - 5.1.3. Anti-doping matters falling within the scope of the IHUK Anti-Doping Rules, which shall be dealt with under those rules
 - 5.1.4. Any disciplinary matter, dispute or grievance involving an employee may be dealt with under the procedures within the Employee Handbook.

6. Delegation of Responsibility to Investigate or Prosecute

- 6.1. IHUK reserves the right to delegate the investigation and prosecution of any alleged anti-doping rule violation to UK Anti-doping.
- 6.2. IHUK reserves the right to refer a matter to the Sport Integrity Service under the Rules of Procedure of that service. This may involve the commission of an independent investigation or disciplinary procedure into alleged grievances, or allegations of misconduct involving:
 - 6.2.1. athletes;
 - 6.2.2. athlete support personnel; or
 - 6.2.3. Ice Hockey UK office holders as defined within the Rules of Procedure;
 - 6.2.3.1. Where an individual is deemed a 'Relevant Person' under the terms of the Sport Integrity Service Rules of Procedure; and
 - 6.2.3.2. They are a respondent to allegations of misconduct as defined as a 'Relevant Matter' under the same regulations.
 - 6.2.3.3. In such circumstances they are required to cooperate with any investigation conducted by Sport Integrity.

7. Powers of Investigation

- 7.1. IHUK shall have power to investigate any Participant for Misconduct and shall have the power to require any Participant to:
 - 7.1.1. Provide such specific or general information as IHUK may request orally or in writing;
 - 7.1.2. Attend any meeting, inquiry, hearing or proceedings to answer questions; and

7.1.3. Retain and produce documents, records, files or similar within their power, possession, custody, influence and/or control, as IHUK may direct.

7.2. IHUK may instruct such advisers as it considers appropriate for the purposes of carrying out such investigations, meetings, inquiry, hearing or proceedings.

8. Independence, Roles and Responsibilities.

8.1. The IHUK Board, shall approve the appointment of an independent legally qualified and suitably experienced person to act as the Chair of Disciplinary and Appeals and fulfil the duties set out in these Regulations, including to work with the CEO to identify and appoint other suitably qualified persons to form the Disciplinary and Appeal Panel Register.

8.2. The Chair of Disciplinary and Appeals, may sit on a Disciplinary Panel or on an Appeal Panel, but shall not be permitted to sit on an Appeal Panel if they have previously sat on the Disciplinary Panel of the same matter.

8.3. The CEO shall act as the Disciplinary Officer for IHUK and fulfil the responsibilities set out in these regulations.

8.4. The CEO may delegate those responsibilities to any member of the Executive Team or a Non-Executive Director (NED). No member of the Executive Team or NED shall be permitted to sit on a disciplinary panel or an appeal panel under these Regulations.

8.5. The Disciplinary and Appeal Panels shall be, and remain operationally independent of IHUK at all times, and shall be free to conduct hearings and decision making without interference from IHUK or any third party.

8.6. The CEO or Executive Team member may provide administrative support and adequate resources to a Disciplinary or Appeal Panel or the Chair of Disciplinary and Appeals in the discharge of their functions, to ensure they are able to fulfil their tasks efficiently and independently and in accordance with these Regulations.

8.7. In particular, the CEO may nominate one or more persons from the Executive Team to act as the secretariat to a Disciplinary or Appeal Panel providing administrative support to the chair and the panel in the performance of their roles, but without involvement in the deliberations of a panel or in the drafting of any decisions.

9. Raising a Complaint to the CEO.

9.1. All Notices of Complaint shall be forwarded for the attention of the CEO.

9.2. The Notice of Complaint shall be made in writing as soon as is reasonably practicable following the misconduct in question.

9.3. It shall set out the nature of the complaint in sufficient detail to enable the complaint to be properly considered.

- 9.4. IHUK shall acknowledge receipt of the Notice of Complaint in writing within a reasonable period of its receipt.
- 9.5. The CEO may, having consulted with the Chair of Disciplinary and Appeals, decide acting reasonably in the exercise of this power, that too long has elapsed since the event giving rise to the complaint, and therefore no action will be taken.
- 9.6. Subject to Regulation 9.5 on receipt of the Notice of Complaint, the CEO having consulted with the Chair of Disciplinary and Appeals, will determine how to proceed and may undertake one or more of the following actions or such additional steps as are prudent:
 - 9.6.1. Refer the complaint to Sport Integrity for their investigation;
 - 9.6.2. Commence an initial investigation into the matter to source information and evidence as soon as practicable;
 - 9.6.3. Where appropriate, inform the Respondent of the nature and substance of the complaint and invite a written response from the Respondent within a specified period;
 - 9.6.4. Undertake any further investigation they see fit, in order to ascertain the best course of action to resolve the complaint. Such an investigation may include:
 - 9.6.4.1. Appointing an independent investigator to gather further information and, if necessary, interview a person or persons involved in the matter;
 - 9.6.4.2. A requirement on the Respondent to submit character references;
 - 9.6.4.3. Making inquiries with any potentially relevant statutory agencies or Competent Body.
 - 9.6.5. Review whether the complaint falls within the jurisdiction of these Regulations or pause the complaint if it is referred to an external body pursuant to clause 9.6.4.3 and or commence disciplinary action.
- 9.7. Upon completion of any applicable steps set out in Regulation 9.6, the CEO will take any one or more of the following steps, or take such other action as deemed appropriate:
 - 9.7.1. Decide that no further action is required;
 - 9.7.2. Refer the complaint to an external relevant body that is more appropriate in practice or law to handle it, including the police for criminal matters, in which case the handling of the complaint by IHUK shall be paused pending the outcome reached by the external body;
 - 9.7.3. Dismiss the complaint on the ground that there is not enough evidence to warrant further action being taken or that it does not fall within the scope of these Regulations;
 - 9.7.4. Refer the complaint to be dealt with under the IHUK Safeguarding Procedure, Anti-Doping Regulations, Selection & Appeals Policies or other applicable policies;
 - 9.7.5. Refer the complaint to Sport Integrity Service for investigation;
 - 9.7.6. With the agreement of the Complainant and the Respondent, deal with the complaint by arranging mediation in accordance with regulation 10 of these regulations;
 - 9.7.7. Deal with the complaint informally by way of advice or information, because it is not serious enough to warrant full disciplinary proceedings or;
 - 9.7.8. Refer the complaint to the Disciplinary Panel to be constituted in accordance with these Regulations.

- 9.8. IHUK shall be entitled to raise its own complaints, and if it does so, shall follow the steps outlined in clause 9.6 to establish if there is a case of misconduct to answer.
- 9.9. As soon as is practical, the CEO shall inform the Complainant and the Respondent and if already notified any interested party or parties of the course of action taken.
- 9.10. In the event that a complaint is withdrawn by a Complainant, IHUK retains the right at its absolute discretion, to take any action deemed appropriate against the Respondent under the Regulations.

10. Mediation.

- 10.1. In accordance with Regulation 9.7.6. where the CEO decides the complaint may be resolved by mediation without the need for recourse to formal disciplinary proceedings, the matter shall be referred to a qualified mediator or independent mediation service appointed by the CEO, to be dealt with in accordance with such mediation procedure as they see fit, or the mediation procedure of that organisation.
- 10.2. There will usually be a cost to using a mediation service and the CEO shall be entitled to make any decision regarding the payment of cost, if any.
- 10.3. Should mediation fail to settle the matter, the CEO reserves the right to reconsider the matter and elect to proceed with one of the alternative actions outlined in these Regulations.

11. Interim or Protective Measures

- 11.1. In the event that the complaint is deemed to be sufficiently serious, the CEO shall consult with the Chair of Disciplinary and Appeals and following this consultation, may seek at any time following the receipt of the Notice of Complaint to impose an interim suspension.
- 11.2. An interim suspension shall be deemed a neutral act without prejudice to the disciplinary procedure and aims to protect all parties from further potential risk and allegations.
- 11.3. An interim suspension shall not be deemed to be a disciplinary sanction until such time as the matter is determined by the Disciplinary Panel, when it may be taken into account in respect of the imposition of any further sanctions.
- 11.4. Interim suspension orders will be made where it is considered by the CEO that such action is appropriate, which shall include the following reasons:
 - 11.4.1. For the protection of the Respondent or other participants;
 - 11.4.2. In cases involving allegations of gross misconduct or criminal activity;
 - 11.4.3. Where there is a risk to the reputation of IHUK if it fails to suspend; and
 - 11.4.4. Where a failure to defend may impede internal investigations or prejudice Investigations by external organisations.

- 11.5. The nature of the interim suspension will be communicated to the Respondents in writing. All suspensions will be reviewed on a periodic basis by the Chair of Disciplinary and Appeals, who shall have the power to lift the interim suspension should that be appropriate in the circumstances.
- 11.6. The Respondent has the right to appeal the decision to issue an Interim Suspension. They should submit their notice of appeal of the Interim Suspension to the CEO. The appeal will be managed in accordance with the Appeals procedures set out in paragraph 25.
- 11.7. The CEO may communicate the fact of the interim suspension to any relevant third parties on a strictly need to know basis.
- 11.8. An interim suspension imposed on a Respondent, will apply such conditions that are deemed appropriate, including stating a person will not play, coach, spectate or participate in any IHUK activities as indicated in the notice of suspension, anywhere in the UK.
- 11.9. The interim suspension will cease if any of the following occurs (whichever is soonest).
 - 11.9.1.1. The matter has been determined by the Disciplinary Panel under the Regulations; or
 - 11.9.1.2. The complaint is withdrawn and no further action is taken; or
 - 11.9.1.3. The matter is resolved by way of mediation or alternative dispute resolution.
- 11.10. Any breach of the terms or conditions of the interim suspension will constitute a new disciplinary offence and shall be dealt with accordingly.

12. Initiating Disciplinary Proceedings

- 12.1. IHUK may initiate disciplinary proceedings against any Participant for Misconduct. A Participant charged with Misconduct shall be called a "Respondent".
- 12.2. It shall do so by sending a letter to each Respondent charged with Misconduct. The letter shall set out:
 - 12.2.1. The nature of the complaint or Misconduct;
 - 12.2.2. The rule, regulation or Code of Conduct breached by the Respondent;
 - 12.2.3. A brief summary of the facts relied upon by IHUK; and
 - 12.2.4. Any relevant documents currently available to IHUK (on the understanding that their release would not jeopardise or prejudice the investigation).
- 12.3. The letter shall state a date within which the Respondent must respond, as well as requesting that the Respondent state whether the Misconduct is admitted.
- 12.4. If Misconduct is admitted, the matter shall be referred to the IHUK Disciplinary Panel solely for the purpose of sanction.
- 12.5. If the Misconduct is admitted, but certain facts are disputed, the IHUK Disciplinary Panel shall set a timetable for evidence in order to resolve the disputed issues of fact.

12.6. Where a Misconduct is denied, the procedures set out below shall apply.

13. The IHUK Disciplinary Panel

- 13.1. The IHUK Disciplinary Panel shall be composed of three members selected by IHUK from the Disciplinary & Appeals Panel register. No person may be appointed a member of an IHUK Disciplinary Panel if they have any relationship with the parties involved in the case.
- 13.2. Any challenge by a Respondent to the suitability or impartiality of a member of the IHUK Disciplinary Panel must be made within 7 days of the receipt of the letter detailing the panel members.
- 13.3. In the event of such a challenge, the challenge may either be resolved by consent or by the decision of the Chair of the Disciplinary Panel.
- 13.4. Where the impartiality of the Chair is challenged, this matter shall be resolved by the CEO of IHUK (or a suitably qualified member of the Disciplinary & Appeals Panel Register nominated by the CEO).

14. Powers of the IHUK Disciplinary Panel

- 14.1. The IHUK Disciplinary Panel shall determine its own procedure and may determine any question as to its own jurisdiction.
- 14.2. In the discharge of its functions, the IHUK Disciplinary Panel shall have the following powers:
 - 14.2.1. To impose, amend or to abridge any time limits;
 - 14.2.2. To impose a timetable leading to the hearing;
 - 14.2.3. To impose any directions upon either IHUK or a Respondent with respect to matters before the IHUK Disciplinary Panel;
 - 14.2.4. To order disclosure by either party of all or any documents it considers to be relevant;
 - 14.2.5. To determine whether expert evidence is required and, if so, in relation to what issues and to make orders relating thereto;
 - 14.2.6. To order the attendance of any Participant to any of the proceedings of the IHUK Disciplinary Panel;
 - 14.2.7. To order the attendance of any officer or employee or consultant to IHUK, to any proceedings of the IHUK Disciplinary Panel;
 - 14.2.8. To decide upon any matters of law or fact arising in the course of its proceedings;
 - 14.2.9. To draw any inferences (positive or negative) from the presence or absence of any evidence before the IHUK Disciplinary Panel;
 - 14.2.10. To conduct preliminary hearings on any matters arising in the course of the disciplinary proceedings, or from the failure or refusal of any party to comply with the any order;
 - 14.2.11. To make final partial or final awards as to any matters arising in the course of disciplinary proceedings including striking out complaints or defences or parts of complaints or defences or reaching a conclusion as to an issue in proceedings, in the absence of, or the necessity for, a full hearing; and to set a date for the hearing or to adjourn or postpone any hearing.

- 14.3. IHUK may request the delivery up of any documents or property relating to a potential charge of Misconduct (The Charge) or request that any Participant, whether or not the subject of a potential disciplinary action, attends for interview or answers any questions put to them by IHUK.
- 14.4. Any hearing of the IHUK Disciplinary Panel may take place in person or via video conference or through a variety of both media, at the complete discretion of the IHUK Disciplinary Panel.

15. Rights of Audience before the IHUK Disciplinary Panel

- 15.1. Both IHUK and the Respondent may be legally represented before the IHUK Disciplinary Panel.
- 15.2. Alternatively, either party may choose to be represented by any person they nominate to speak on their behalf, subject to such a person not being involved or the subject of the proceedings. Both IHUK and the Respondent may only have one representative speaking on behalf of IHUK or each Respondent, in the absence of permission to the contrary from the Chair of the IHUK Disciplinary Panel.

16. Procedure before the IHUK Disciplinary Panel

- 16.1. Upon the receipt of a Charge, a IHUK Disciplinary Panel shall be appointed.
- 16.2. The IHUK Disciplinary Panel shall be sent a copy of the Charge and may if it so determines, as soon as reasonably practicable, schedule a Hearing of the Charge.
- 16.3. The IHUK Disciplinary Panel shall supervise the compliance by IHUK and Respondent with the Directions.
- 16.4. At the hearing, in normal circumstances, IHUK will present its evidence first. The Respondent shall through the Chair have the right to cross-examine all and any witnesses presented by IHUK.
- 16.5. Once IHUK has presented its case, the Respondent shall present its defence. It may call all and any evidence on its behalf. IHUK will have the right to cross-examine all and any of the witnesses presented by the Respondent.
- 16.6. Thereafter, IHUK, followed by the Respondent, shall have the right to make short closing submissions.
- 16.7. The IHUK Disciplinary Panel may at any time ask any questions of IHUK or the Respondent and question any of their witnesses.
- 16.8. Having heard all of the relevant evidence, the Disciplinary Panel shall retire in private to reach its decision.

17. The Confidentiality of Proceedings

- 17.1. All proceedings of the IHUK Disciplinary Panel shall be confidential. All and any documents created or exchanged in the course of the disciplinary proceedings shall also remain confidential, notwithstanding their conclusion.
- 17.2. The confidentiality of any disciplinary proceedings may only be overridden by an order of the IHUK Disciplinary Panel that heard the relevant proceedings or by an order of an Appeal Panel.

18. Burden and Standard of Proof

- 18.1. IHUK shall bear the burden of proving the Charge. The standard of proof shall be the civil standard, in that the IHUK Disciplinary Panel must be satisfied that on the balance of probabilities the conduct constituting the Charge took place.

19. Evidence

- 19.1. The IHUK Disciplinary Panel shall not be bound by any formal rules of evidence and may accept in evidence as admissible any evidence which it considers is relevant and cogent to the proceedings before it. The weight to be attributed to any evidence shall be a matter for the IHUK Disciplinary Panel.

20. Venue

- 20.1. The venue of any disciplinary or appeal hearing will be at the complete discretion of IHUK.

21. The Decision

- 21.1. Having heard all of the relevant evidence, the IHUK Disciplinary Panel shall reach a Decision. If the Panel is not unanimous in reaching its Decision, this shall not be recorded and no dissenting judgment shall be given. The IHUK Disciplinary Panel shall decide whether the Charge or each element of the Charge is proven or not proven. The Decision shall be in writing and distributed to all parties as soon as reasonably practicable after it has been reached and usually within 7 days.
- 21.2. In matters of urgency, a summary of the conclusions reached by the IHUK Disciplinary Panel may be released with the full reasoned Decision to follow.
- 21.3. Clear reasons shall be given for the conclusion reached in the written Decision. The parties may request clarification of any Decision within seven days after it has been reached, after which time it shall become final and binding on all parties (subject to any subsequent appeal).
- 21.4. Either party or the IHUK Disciplinary Panel may request that parts of the written Decision be redacted on grounds of confidentiality or the protection of third parties. The decision of the IHUK Disciplinary Panel to allow or not allow redactions is final.

22. Sanctions

- 22.1. If the IHUK Disciplinary Panel decides that the Charge is proven, or proven in part, it shall then move to consider the imposition of appropriate sanction.
- 22.2. In the exercise of its disciplinary power, the IHUK Disciplinary Panel may impose any one, or a combination of, the following sanctions:
 - 22.2.1. Issue the Respondent with a reprimand or warning as to future conduct;
 - 22.2.2. Permanently or temporarily revoke, or vary any licence or permission given by IHUK to any person in receipt of such a licence;
 - 22.2.3. Impose a financial penalty payable to IHUK upon any Respondent;
 - 22.2.4. Suspend a Respondent from playing in matches for any period of time;
 - 22.2.5. Suspend or place restrictions on a Respondent from all ice hockey activity including training, meetings etc;
 - 22.2.6. Remove a Participant from any role in IHUK, from holding any office in IHUK, or from any entitlement to participate in its decisions;
 - 22.2.7. Impose an order that the Respondent make a contribution towards the costs incurred by IHUK (including Arbitrators' costs);
 - 22.2.8. Make declaration that any officers, employees or consultants of IHUK are debarred from continuing to hold any office or status in IHUK ;
 - 22.2.9. Require a Respondent to undertake training;
 - 22.2.10. Order any such sanction as the Disciplinary Panel may think fit.

23. Publication of the Decision

- 23.1. At the discretion of IHUK, the Decision may be published on the IHUK website and made available publicly, subject to such redactions as the IHUK or Disciplinary Panel may order.
- 23.2. Alternatively IHUK may publish a summary of any decision, rather than the full decision, where the interests of players or of the sport generally, or commercial confidence so warrant it.
- 23.3. Where it is agreed that a decision is confidential between the parties, disclosure may be made by IHUK for the purposes of the enforcement of the sanction.

24. Costs

- 24.1. In general, both IHUK and the Respondent shall bear their own costs of the proceedings. Ice Hockey UK shall pay the costs relating to the hearing.
- 24.2. Costs shall only be paid by way of a sanction, or part of a sanction, if the Disciplinary Panel consider it appropriate.

25. Rules of Appeal

Appellate Jurisdiction

- 25.1. IHUK shall have jurisdiction to hear an appeal by a Participant or IHUK against a decision of an IHUK Disciplinary Panel
- 25.2. These Rules of Appeal apply in relation to an appeal from any Decision taken by an IHUK Disciplinary Panel (“The Decision”).
- 25.3. The time limits and rules set out in these Rules of Appeal shall apply to all appeals. These Rules of Appeal constitute the exclusive appeal procedure governing Disciplinary Decisions.
- 25.4. The Parties agree not to commence, continue, or maintain any legal proceedings, other than as set out herein. Any such proceedings may be stayed under Section 9 of the Arbitration Act 1996. All decisions under these Rules of Appeal are final and binding upon the Parties.

Grounds of Appeal

- 25.5. Only IHUK and the Respondent to disciplinary proceedings may appeal and only on the grounds that:
 - 25.5.1. There has been a material failure to follow the process outlined in the IHUK Disciplinary Rules and Procedures, which failure has resulted in the IHUK Disciplinary Panel, or any member of it, or any person involved in making the relevant Disciplinary Decision, lacked the required independence and has demonstrated bias or bad faith when making the decision;
 - 25.5.2. The IHUK Disciplinary Panel reached a Disciplinary Decision on the basis of an error of law;
 - 25.5.3. The sanction (including where no sanction is levied) is either manifestly too lenient or manifestly too severe; or
 - 25.5.4. The Disciplinary Decision is perverse or one that no reasonable person could have arrived at.

Commencing an Appeal

- 25.6. An appeal is commenced when IHUK or the Respondent submits a formal written notice of appeal to IHUK, identifying one of the permitted grounds of appeal (the “Notice of Appeal”) to IHUK within 21 days of the date of the Disciplinary Decision.
- 25.7. Notice of Appeal served outside of the 21 day time limit shall only be accepted in the most exceptional of circumstances. In normal circumstances, any failure to make a timely filing of a Notice of Appeal shall result in the termination of the appeal and shall terminate the proceedings.
- 25.8. In the event of an appeal by IHUK against a Disciplinary Decision, IHUK shall send the Notice of Appeal to the Respondent to the appeal by email.

- 25.9. The Notice of Appeal must set out the full details of the ground(s) of the Appellant's appeal and include:
- 25.9.1. Details of the Decision which is being appealed and the date of such Decision;
 - 25.9.2. Details of the ground(s) of appeal upon which the Appellant relies, including the precise manner in which the Appellant alleges that such ground(s) apply;
 - 25.9.3. Any documents or written evidence upon which the Appellant relies in support of the appeal;
 - 25.9.4. An email address for correspondence; and
 - 25.9.5. Details of any person who shall act as legal or personal representative of the Appellant.

Appointment of an Appeal Panel

- 25.10. Following receipt of a Notice of Appeal, the Chair of Disciplinary and Appeals shall appoint an Appeal Panel from within the Disciplinary & Appeals Panel Register consisting of three members, one of whom shall be designated as the Chair.
- 25.11. All members of the Appeal Panel must be free of conflicts of interest. Each member must disclose the existence of such conflicts before accepting an appointment to sit on an Appeal Panel. None shall have been involved in any way in the original Disciplinary Hearing.
- 25.12. The Chair of the Appeal Panel shall be legally qualified
- 25.13. IHUK shall notify the parties to the appeal of the identity of the Appeal Panel. Any challenge by a Respondent to the suitability or impartiality of a member of the Appeal Panel must be made within 7 days of the receipt of the identity of the Appeal Panel.
- 25.14. In the event of such a challenge, the challenge may either be resolved by consent or by the decision of the Chair of the Appeal Panel.
- 25.15. Where the impartiality of the Chair is challenged, this matter shall be resolved by the CEO of IHUK (or a suitably qualified member Disciplinary and Appeal Case Panel nominated by such CEO).
- 25.16. The Appeal Panel shall determine its own procedure and have all the powers of the IHUK Disciplinary Panel.
- 25.17. The Chair of the Appeal Panel may conduct preliminary or directions hearings sitting alone.

Response to Appeal

- 25.18. The Respondent to the appeal (being either IHUK or the Respondent before the Disciplinary Panel) shall file its Response to the Notice of Appeal with IHUK by email (with a copy to all other parties to the appeal) within 21 days of receipt of the Notice of Appeal.

Directions Hearing

- 25.19. A Directions Hearing may be held if so determined, as soon as reasonably practicable after receipt by all parties of the Response to the Notice of Appeal. The Directions Hearing should be held by video conference unless the Chair considers there is a good reason for it to be held in person.

Appeal Hearing

- 25.20. Appeal Hearings shall involve a review of the Disciplinary Decision in question, followed by the making of a decision, unless the Appeal Panel orders that the matter proceeds as a re-hearing of the entire matter (a de novo hearing).
- 25.21. A de novo hearing shall be ordered only in exceptional circumstances and only where, in the opinion of the Appeal Panel, it is required in order to do justice to the parties before it (for example to cure substantial procedural or substantive failures in the proceedings before the IHUK Disciplinary Panel).
- 25.22. No new evidence shall be admitted in respect of an appeal unless the Appeal Panel determines that:
- 25.22.1. The evidence was not available at the time of the original hearing, notwithstanding the exercise of reasonable diligence by the person seeking to introduce it;
 - 25.22.2. The evidence is credible; and
 - 25.22.3. The evidence is relevant.
- 25.23. Hearings may be conducted by way of oral hearing or on a review of the papers. Hearings may only be conducted by way of a review of the papers with the consent all parties (including the Appeal Panel) and IHUK.
- 25.24. Hearings may take place orally or via video conference (or a mixture of both) at the discretion of the Appeal Panel.

Appeal Panel Decision

- 25.25. The Appeal Panel shall have the power to:
- 25.25.1. Dismiss the appeal and confirm the Disciplinary Decision;
 - 25.25.2. Set aside the Decision in whole or in part and substitute a new decision; or
 - 25.25.3. Remit the matter for a rehearing before a differently constituted IHUK Disciplinary Panel
- 25.26. Where the Appeal Panel decides not to confirm the sanctions element of the Disciplinary Decision, it may impose all or any of the sanctions available to the IHUK Disciplinary Panel as set out above.

Finality of Appeals

25.27. The result of all Appeals shall be final and binding on all parties and not subject to any further review, save under the Arbitration Act 1996.

Costs

25.28. The same provisions as to costs shall apply before the Appeal Panel as before the IHUK Disciplinary Panel.

26. Communications

26.1. All correspondence is related to a disciplinary matter or appeal shall be conducted by email.

27. Governing Law

27.1. The Governing Law of all proceedings before the IHUK Disciplinary Panel and the Appeal Panel shall be English Law.

IHUK Disciplinary, Dispute and Appeals Regulations and Procedures	
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