

PROPOSED STATUTE AMENDMENTS – 47th FIH Congress

Find below the proposed amendments from February/December 2020 and March 2021

Proposed Amendments (February/ December 2020 and March 2021)	Reason for the Amendments
<p>Gender-neutral terms throughout instead of masculine gender terms in FIH Statutes:</p> <p>Examples: his/her → their her/him → them and during the Term of his office → and during the Term of office</p> <p>Any EB member who has [...], i.e. he is a candidate → Any EB member who has [...], i.e. the member is a candidate</p> <p>The President may delegate his duties as he deems appropriate → The President may delegate all duties as deemed appropriate, etc.</p> <p>Delete 1st part of art. 15.4 FIH Statutes, that states that for convenience and clarity, the masculine gender is used throughout Statutes and shall include the feminine gender as appropriate.</p> <p>Article 1 – NAMES AND PURPOSES</p> <p>Article 1.4. The fundamental purposes of the <i>FIH</i> are:</p> <p>(d) to control the organisation and scheduling of competitions (including, without limitation, any virtual or e-gaming activities and competitions, “world” or “international” championships and other events purporting to be “world” or “international” events or to determine “world” or “international” champions of <i>Hockey</i>), so as to ensure that the sporting calendar is organised and scheduled in accordance with the best long-term interests and priorities of the sport as a whole;</p>	<ul style="list-style-type: none"> ▪ Changes to gender-neutral language within the FIH Statutes <ul style="list-style-type: none"> ○ The Women in Sports Committee (WiSC) reviewed and amended the FIH Gender Equality (GE) Policy, which was approved by the EB and came into force on 22 October 2020. One of the GE Policy’s Aim is that <i>FIH shall also promote the use of gender-neutral terms in its governance documents</i>. The Governance Panel (GP) reviewed the WiSC suggestion and approved it. ○ The IOC encourages all Olympic Movement stakeholders to adopt and adapt the <u>Portrayal Guidelines for Gender Balanced Representation</u>, which establish principles and guidelines for fair and balanced portrayal in all its forms of communication and in the areas of print, digital and broadcast – to achieve gender neutral language and equal representation. ▪ For FIH to have control of virtual or e-gaming activities and competitions of hockey

Article 2 – MEMBERS

Article 2.2 – Rights and obligations of *Members*

(b) Each full *Member* and provisional *Member*:

- (vii) must recognise and enforce within its *Country*: (A) all decisions of the *FIH*'s constituent bodies and/or **by** officials made under the *Statutes* and *Regulations*; (B) periods of ineligibility and other disciplinary sanctions imposed by the *FIH*, the *Disciplinary Commissioner* or the *Judicial Commission*; and (C) periods of ineligibility and other disciplinary sanctions imposed by *CFs* or by other *Members*; and
- (viii) must file an annual report **with when requested by** the *Executive Board* within **the first** ninety (90) days of ~~each year~~ **such request**, reporting on the *Member's* activities (including major domestic championships and international competitions staged, and drug-testing conducted) in the previous year

Article 2.3 – Criteria for membership

To be and to remain a *Member*, an *NA* must satisfy (both at the time it applies for membership and at all times after it has been admitted as a *Member*) all of the following requirements:

- (b) It must be concerned solely and exclusively with the administration, organisation and playing of *Hockey* and not with any other sport (provided that the *Executive Board* may make special and temporary exceptions from this requirement in respect of new small *NAs*).
- (c) It must claim the exclusive right to govern both men's and women's *Hockey* in its *Country*, i.e., it must not recognise any other body's claim to govern either men's or women's *Hockey* in its *Country* (other than by exercise of powers delegated to that other body by the *NA*).
- (d) Its constitution must declare (i) its opposition to discrimination of any kind, such as discrimination on the grounds of race, colour, gender, sexual orientation, language, religion, political or other opinion, national or social origin, property,

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birth or other status; and (ii) its formal undertaking to be bound by and to comply with the obligations placed on *Members* under the *Statutes and Regulations*..

- (e) It must be solvent or have the resources to run its hockey activities.
- (f) The *Executive Board* must have confirmed that its constitution or *Statutes* (and any amendments thereto from time to time) the *Sanctioned and Unsanctioned Events Regulations, and the Anti-Corruption Regulations* are compliant and consistent in all respects with these *Statutes* and the *Regulations*. The *Members'* constitution or rules and regulations must provide for a transparent procedure that guarantees the complete independence of its election(s) and appointment(s).

Article 2.4 – Applications for membership and transfers of membership

(a) *Membership Application Process*

Only *Congress* may admit an *NA* as a full *Member*. Applications for membership may be made as follows:

- (i) An *NA* wishing to become a *Member* for a *Country* for which there is no current *Member* must apply in writing to the *Executive Board*.
- (ii) A *Member* may not transfer its membership of the *FIH* to any other body without the prior written permission of the *FIH*. A *Member* may apply in writing to the *Executive Board* for such permission. The proposed transferee body must also be a party to the application.
- (iii) Where a *Member* has been suspended by the *Executive Board* or by *Congress*, another body may apply in writing to the *Executive Board* to be admitted to membership in place of that *Member*. Upon receipt, the *CEO* shall send a copy of the application to the suspended *Member*, which shall have thirty (30) days from receipt of the application to notify the *CEO* if it disputes the application. *Congress* will consider the application at its next ordinary meeting. If the suspended *Member* has given the required notice by that deadline, it shall be given the opportunity to be heard by *Congress* before *Congress* makes any decision on the application. Furthermore, any such decision shall be subject to appeal by the applicant body or by the suspended *Member* to the *CAS* in accordance with Article 14.3(b)(i) of these *Statutes*.

- Articles 2.2 to 2.4 were amended by the GP to clearer wording & structure so that it is easier for applicants to have an overview

- (iv) On referral from the *Executive Board*, Congress may consider any other type of application for membership, in its absolute discretion.

(b) Documents required to apply for FIH Membership

~~The application must state the proposed name and address of the NA seeking admission as a Member, the names and addresses of the officers of the NA, and its categories of membership and number of members in each category, together with the number of individual participants affiliated to it, either directly or indirectly (through their affiliation to clubs or provinces affiliated to the NA). The application must be accompanied by a copy of the NA's constitution (translated into English or French if necessary), as well as other evidence establishing that the NA satisfies (or, in the case of an application for transfer, would upon such transfer satisfy) all of the criteria set out in Article 2.3. The Executive Board may also require the provision of such further information as it considers relevant to the application~~

The application must provide the following documents and information to apply for FIH Membership:

- (i) ~~state~~ The proposed name and address of the NA seeking admission as a Member.
- (ii) ~~a~~ A copy of the NA's constitution or Statutes (translated into English or French if necessary), as well as other evidence establishing that the NA satisfies (or, in the case of an application for transfer, would upon such transfer satisfy) all of the criteria set out in Article 2.3. ~~The Executive Board may also require the provision of such further information as it considers relevant to the application.~~
- (iii) The names, ~~and~~ addresses and genders of the officers of the NA.
- (iii) ~~and its categories of membership and~~ The number of clubs, schools or other sporting units that are members of the NA. ~~members in each category, together with the number of individual participants 4 affiliated to it, either directly or indirectly (through their affiliation to clubs or provinces affiliated to the NA)~~
- (iv) An endorsement or confirmation by its National Olympic Committee (NOC) or Sports Ministry (or equivalent body, being the highest national authority for sport in that country), that the applicant is the body solely responsible for governing hockey for men and women in that country.

Application documents: amended wording by GP to reflect mandatory documents that need to be provided.

- Following documents have been added on FIH website:
 - a new online Application Form
 - more information on procedure & FAQs

- (v) A declaration that it has applied for membership of its Continental Federation (CF).
- (vi) A declaration that ~~the applicant NA~~ it is solvent, or a confirmation by ~~the applicant's~~ its NOC or Sports Ministry of ~~the applicant's~~ its financial viability or that it has the resources to run ~~their~~ its hockey activities.
- (vii) Any further documents or information that that Executive Board considers relevant to the application.

(c) *Decision Process*

- (i) If and when the *Executive Board* is satisfied that the application satisfies all applicable requirements, it will submit the application to the next meeting of *Congress* for decision. However, save where the application is to replace a suspended *Member*, the *Executive Board* may admit an applicant *NA* as a provisional *Member* pending that meeting where it appears from the application that the *NA* meets all of the relevant requirements for membership. A provisional *Member* may attend and speak but may not vote at meetings of *Congress*. In all other respects, provisional *Members* shall enjoy the same rights and benefits as full *Members*.
- (ii) If the *Executive Board* declines to submit the application to *Congress*, or if *Congress* rejects the application, the applicant *NA* may appeal that decision to the CAS in accordance with Article 14.3(b)(i) of these *Statutes*.

(d) *Competing Claims*

If membership for a particular *Country* is vacant, and more than one body applies to be admitted as a *Member* for that *Country*, or in other circumstances where there are competing claims to be entitled to membership for a particular *Country* and the *Executive Board* deems it appropriate to apply this clause, the competing claims shall be resolved as follows:

- (vii) The *Executive Board* will specify the criteria by which the competing claims are to be assessed.
- (ii) The *Executive Board* will appoint appropriate persons to a committee to consider the respective claims of the competing bodies, in accordance with a fair and impartial process, and then to make a written recommendation as to which of those bodies, in the committee's view, best meets the criteria and so should be the *FIH's Member* for that *Country*.

- (iii) The *Executive Board* will submit that recommendation to the next meeting of *Congress* for decision. However, if it sees fit the *Executive Board* may admit/treat the recommended body as a provisional *Member* pending that meeting, strictly without prejudice to the powers of *Congress* pursuant to sub-clause (iv), below.
- (iv) At its next meeting, *Congress* will consider the competing claims, together with the committee's recommendation, and will give each claimant an equal opportunity to be heard by *Congress*, before deciding which claim to accept.
- (v) The decision of *Congress* shall be final. The rejected claimant may challenge that decision exclusively by appeal to the CAS in accordance with Article 14.3(b)(i) of these *Statutes*.

Article 5 – POWERS

5.1. In furtherance of its purposes, the *FIH* may;

- (d) organise and/or sanction the organisation of *International Events*, including (without limitation) **any virtual or e-gaming activities and competitions as well as** qualifying competitions for the Olympic Games, and take responsibility for the technical control and direction of *Hockey* competitions staged as part of the Olympic Games;

Article 6 – CONGRESS

6.2 Meeting

(a) Ordinary and Extraordinary meetings of *Congress* may be held in person, by teleconference, by videoconference or by another means of communication.

~~(a)~~(b) Ordinary meetings of *Congress* shall be held once every two (2) years. The *Executive Board* shall determine the date, the venue and the agenda for each such meeting. Any item that a *Member* wishes to be considered for inclusion on the agenda must be sent to the *Executive Board* in writing, with a brief explanation, at least sixty (60) days before the date of the meeting.

~~(b)~~(c) Extraordinary meetings of *Congress* shall be held (i) on the request of the *Executive Board* or the President; (ii) within ninety (90) days of the death, resignation or permanent incapacity of the President; or (iii) within ninety (90) days of receipt by the *CEO* of a request signed by at least one fifth (1/5) of all full *Members*, stating the

- Give power to FIH to organise and /or sanction any virtual or e-gaming activities and competitions of hockey
- In order to guarantee the possibility not only to organise a in-person Congress but also a Virtual Congress if needed. Therefore, attendance by teleconference, by videoconference or by another means of communication shall constitute presence

matters to be discussed at the meeting. The *Executive Board* shall determine the date, the venue and the agenda for each such meeting, except that the business of an extraordinary meeting that is requested by *Members* shall be as specified in that request.

~~(e)~~(d) *Members* shall be given no less than six (6) months' notice of the date and venue of any ordinary meeting of *Congress* and no less than sixty (60) days' notice of the date and venue of any extraordinary meeting of *Congress*. The formal convocation of *Members* shall be made in writing at least thirty (30) days before the date of the meeting, and shall include an agenda stating the nature of the business to be transacted at such meeting, as well as (in the case of an ordinary meeting) copies of the President's report and the audited financial statements of the *FIH* for the period since the last ordinary meeting of *Congress*, and a list of the persons who have been nominated to stand in any election(s) to be conducted at the meeting.

~~(d)~~(e) Any matter that is not included on the agenda sent to *Members* at least thirty (30) days before the date of the meeting of *Congress* may only be discussed at the meeting if the *Members* present at the meeting agree by a *Special Majority* to do so.

~~(e)~~(f) Meetings of *Congress* may be attended by the following persons:

- (i) Each *Member* that is not in arrears or suspended from membership (see Articles 2.2(b)(ii) and 2.6(c) of these *Statutes*) may send up to two (2) delegates to the meeting, each of whom must be 18 years of age or over and show written authorization from that *Member*. *FIH* strongly encourages delegates to be one from each gender. One of those two delegates, who must, own a valid passport from that *Member's* Country, shall be designated the head of the delegation, with exclusive authority to speak for and (in the case of a full *Member*) to cast the vote of that *Member* on each resolution put to *Congress* at the meeting. Attendance by teleconference, by videoconference or by another means of communication shall constitute presence.
- (ii) An *NA* whose application to be admitted as a *Member* is on the agenda may send up to two (2) delegates (aged 18 years or over) to the meeting, one of whom must own a valid passport from that *Member's* Country and shall be designated the head of the delegation. He may speak to but may not vote on the *NA's* application for admission as a *Member*. If the application is granted, from that point the delegation may speak to and vote (exclusively through the head of the delegation) on all subsequent resolutions put to *Congress* at the meeting. When a *Congress* is held by teleconference, by videoconference or by

- In order to guarantee the possibility not only to organise a in-person *Congress* but also a Virtual *Congress* if needed. Therefore, attendance by teleconference, by videoconference or by another means of communication shall constitute presence
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another means of communication, voting by correspondence and/or online is permitted.

- (iii) A *Member* whose suspension or expulsion is on the agenda may send up to two (2) delegates (aged 18 years or over) to the part of the meeting where the resolution for such suspension or expulsion is considered, one of whom must own a valid passport from that Member's Country and shall be designated the head of the delegation. He may speak to but may not vote on the resolution. If the resolution is not passed, from that point the delegation may remain in the meeting and may speak to and vote (exclusively through the head of its delegation) on all subsequent resolutions put to *Congress* at the meeting. **When a Congress is held by teleconference, by videoconference or by another means of communication, voting by correspondence and/or online is permitted.**
- (iv) *Members* of the *Executive Board*, who may speak at meetings of *Congress* in their own right but may not vote on resolutions put to *Congress*.
- (v) The President of each *Continental Federation*, or (in his **the President's** absence) another duly appointed office bearer of that *Continental Federation*, who may speak at meetings of *Congress* but may not vote on resolutions put to *Congress*.
- (vi) Other observers, at the discretion of the *President*.

~~(f)~~(g) No business (save for adjournment of the meeting) may be conducted at a meeting of Congress that is not quorate. For a meeting of Congress to be quorate, one-third (1/3) of all full Members must be in attendance at the opening of the meeting. **Attendance by teleconference, by videoconference or by another means of communication shall constitute presence.** If such quorum is not reached, the Executive Board may convene another meeting of Congress with the same agenda within thirty (30) days by written notice to all Members. Such meeting will be validly convened even if no quorum is then reached

6.3 decision-making

- (a) *Congress* shall make decisions by voting on resolutions put to it at a meeting convened in accordance with Article 6.2. Such decisions shall come into effect immediately, unless *Congress* fixes another date for a decision to take effect. Resolutions for the admission, suspension and/or expulsion of any *Members* shall be considered before any other resolutions.

- To clarify that voting by correspondence and/or online is permitted in the event of a Virtual Congress is held.
- In order to guarantee the possibility not only to organise a in-person Congress but also a Virtual Congress if needed. Therefore, attendance by teleconference, by videoconference or by another means of communication shall constitute presence

- (b) Save where these *Statutes* provide to the contrary, each full *Member* is entitled to one (1) vote on each resolution put to *Congress*, provided it has a delegation present at the meeting. Voting by proxy or by letter is not permitted at a *Congress* held in person. When a *Congress* is held by teleconference, by videoconference or by another means of communication, voting by correspondence and/or online is permitted.
- (c) Voting shall be by show of hands or secret ballot (manual or electronic). When a *Congress* is held by teleconference, by videoconference or by another means of communication, voting by correspondence and/or online is permitted. The *Member's* vote on the resolution shall be exercised by the head of that *Member's* delegation to *Congress*, provided that a person may only be head of one *Member's* delegation and so may only vote on behalf of one (1) *Member*.

Article 7 – THE EXECUTED BOARD

7.2 Election to the *Executive Board*

- (b) Candidates for election (or re-election as the case may be) to the *Executive Board*, including as *President*, must be nominated by the *Member* for the *Country* of which they are a citizen. Nominations must reach the *CEO* not later than ten (10) weeks before the date fixed for the next ordinary meeting of *Congress*.
- (c) Further to Article 6.3(d)(ii), election to the *Executive Board* (whether as *President* or as an ordinary member) requires an *Absolute Majority* to vote in favour of the candidate. If no candidate receives the support of an *Absolute Majority* on the first ballot:
 - (vii) A second ballot shall be held. If there are more than two candidates for the post, then only the two candidates who came first and second in the first ballot shall be put forward in the second ballot (i.e. reduce the number of candidates so that there are no more than twice the number of candidates remaining as positions available).

- To clarify that voting by correspondence and/or online is permitted in the event of a Virtual Congress is held.

- Administrative omission in 2018 version, reinserted in 2020 version.

- For clarity purposes

Article 15 – DEFINITIONS AND INTERPRETATION

Article 15.1 In these *Statutes*, the following words and expressions have the meanings set out opposite them:

Absolute Majority More than ½ of those present ~~in the room~~ at the time of the vote and entitled to vote, including any abstentions or blanked or spoiled votes)

Special Majority More than ¾ of those present ~~in the room~~ at the time of the vote and entitled to vote.

- In order to guarantee the possibility to organise and vote on a Virtual Congress by teleconference, by videoconference or by another means of communication.