

Federation of Ice Hockey League, Inc. Code of Conduct

For the purpose of this Code of Conduct (“Code”), the officers, members, athletes, coaches, managers, and personnel of the Federation of Ice Hockey League (“FIHL”) are subject to its jurisdiction under the terms herein established.

General Rules

Rule 1.1. This Code shall apply to conduct that damages the integrity and reputation of Philippine ice hockey, particularly illegal, immoral and unethical behavior.

Rule 1.2. The rules contained within this Code shall be effective immediately, and must be strictly complied with. Any and all amendments to this Code shall be effective upon approval of the FIHL Board of Trustees.

Rule 1.3. Those violating this Code are subject to disciplinary sanctions as imposed by the FIHL Board of Trustees.

Rule 1.4. Ignorance of this Code of Conduct or of any other Regulations approved by the FIHL is not considered an excuse.

Attitude and Behavior

Rule 2.1. The officers, members, athletes, coaches and personnel of the FIHL (“Parties”) must practice and promote Olympism, which is building better humans while adhering to the values of excellence, friendship, and respect; and use and enhance sports to foster patriotism and nationalism, to accelerate social progress, and to promote total human liberation and development; and advance and propagate sports for development and peace.

Rule 2.2. Parties must also conduct themselves in accordance with the principles of **dignity**, **integrity**, **loyalty** and **responsibility** in all relations of a competitive, economic, social (including social media) and moral nature. For on-ice activity, players must adhere to the standard level of conduct for on-ice player activity specifically detailed in the International Ice Hockey Federation (IIHF) Official Rule Book.

Rule 2.3. In order to ensure the respect of the above-mentioned principles, the Parties are expected to base their attitude and behavior on the following criteria:

- A) Dignity: means behaving in a respectful manner including the proper respect of the rights of the individual and the right to privacy. To this end:
 1. There shall be no abuse or discrimination against the human dignity of a person or group of persons by whatever means, including on grounds of race, skin color, gender, ethnic, national or social origin, religion, philosophical or political opinion, marital status, sexual orientation or other grounds.

2. Any activity constituting any form of harassment (physical, mental, moral, professional or sexual); physical, verbal or sexual abuse; moral or mental injury; acts of violence or illegal activity will not be tolerated.
3. Parties shall at all times respect all facilities and objects used in connection to the organization and the operation of an FIHL sanctioned activity/event including but not limited to, accommodation, locker rooms, transportation vehicles and player benches.

B) Integrity: means being upright in character, refraining from all incorrect behavior that might give rise to the appearance or suspicion of improper conduct and facing life's circumstances with moral strength, honesty and incorruptibility. To this end:

1. Parties may not, directly or indirectly, offer any remuneration, or accept or request any commission, benefit or service, other than those established in the IIHF Regulations, for (i) the commission or omission of an act or (ii) services rendered or due for the benefit of the FIHL. Gifts of nominal value, in accordance with local customs, and per diem earned in accordance with IIHF Regulations are permitted.
2. Parties shall not disclose any information about the FIHL that is not generally known by third parties, entrusted to them by virtue of their function, and shall not use this confidential information except in the performance of their FIHL duties. In addition, the disclosure of non-confidential information must not be made for personal gain or benefit, nor be undertaken maliciously to damage the reputation of any of the Parties.

C) Loyalty: means to show continuous allegiance to the FIHL. To this end:

1. Parties shall always abide strictly by the Articles/Statutes, By-Laws, Regulation/Codes, Decisions and Directives issued by the IIHF and the FIHL, including the sports and ethics principles upheld by both the IIHF and FIHL.
2. Parties shall have a fiduciary duty to the IIHF, FIHL, its leagues and clubs.

D) Responsibility: means the performance by an individual without supervision of the tasks and functions held with care, in the best interest and full respect of ice hockey and of the IIHF Statutes, Bylaws and Regulations/Codes. To this end:

1. Parties shall not act in a manner likely to damage the FIHL reputation or bring Philippine ice hockey into disrepute.
2. Parties shall not give, make, issue, authorize or endorse any statements and/or declarations (including through, print, broadcast, internet and/or any social media) that violate any provision of this Code of Conduct specifically including, but not limited to, any statements that have or are designed to have an effect prejudicial to the welfare of the IIHF, FIHL or any Party or the game of ice hockey, or bring ice hockey into disrepute.

Manipulation of Competitions

In accord with Rule 3 of the IIHF Code of Conduct, this Codes of Conduct adopts the following Rules as a means of safeguarding the integrity of ice hockey by (i) prohibiting any conduct that may improperly impact the outcome of ice hockey events and competitions and (ii) establishing a mechanism of enforcement and sanctioning for those who, through their prohibited conduct, place the integrity of ice hockey at risk.

For purposes of Rule 3 of this Code, the following definitions shall be applicable:

Benefit: means the direct or indirect receipt or provision of money or an equivalent such as, but not limited to, bribes, gains, gifts and other advantages including, without limitation, winnings and/or potential winnings as a result of a wager. The foregoing shall not include official prize money, appearance fees or payments to be made under sponsorship or other contracts.

Betting: means any wager of a stake of monetary value in the expectation of a prize of monetary value, subject to a future and uncertain occurrence related to an IIHF/FIHL Competition, international ice hockey game or local ice hockey game.

Inside Information: means information relating to any competition, that a person possesses by virtue of his or her position in relation to a sport or competition, excluding any information already published or common knowledge, easily accessible to interest members of the public or disclosed in accordance with the rules and regulations governing the relevant competition.

Rule 3.1. The following behavior shall be considered *Betting*, and is strictly prohibited:

1. Participation in any form of *Betting* related to (a) an IIHF/FIHL Competition, an international ice hockey game or a local ice hockey game; or (b) any event of a multisport Competition in which the player or the Party participates.
2. Inducing, instructing, encouraging or facilitating any other party to engage in conduct described in Rule 3.1.1 of this Code.

Rule 3.2. The following behavior shall constitute a manipulation of IIHF/FIHL Competition, an international ice hockey game or a national ice hockey game, and is strictly prohibited:

1. An intentional arrangement, act or omission aimed at an improper alteration of the result, progress, outcome, conduct or any other aspect of an IIHF/FIHL Competition, international ice hockey game or local ice hockey game in order to remove all or part of the unpredictable nature of the event with a view to obtaining a sporting advantage or an undue Benefit for oneself or for others.
2. Providing, requesting, receiving, seeking or accepting a Benefit related to the manipulation of an IIHF/FIHL Competition, international ice hockey game or local ice hockey game or any other form of corruption.

3. Inducing, instructing, encouraging or facilitating an IIHF Covered Party to engage in conduct described in Rule 3.2 of this Code.

Rule 3.3. The following behavior shall constitute an improper use of Inside Information, and is strictly prohibited:

1. Using *Inside Information* for the purpose of *Betting*, any form of manipulation of an IIHF/FIHL Competition, international ice hockey game or local ice hockey game or any other corrupt purpose by a Party.
2. Disclosing *Inside Information* to any person and/or entity, with or without Benefit, where the Party knew or should have known that such disclosure might lead to the information being used for the purposes of *Betting*, any form of manipulation of an IIHF/FIHL Competition, international ice hockey game or local ice hockey game or any other corrupt purpose.
3. Giving and/or receiving a Benefit for the provision of *Inside Information* regardless of whether any Inside Information is actually provided.

Rule 3.4. Parties must strictly comply with all anti-doping policies, procedures and protocols of the World Anti-Doping Agency (WADA), the IIHF and FIHL.

Rule 3.5. The following behavior by any Party shall constitute a general violation of Rule 3 of this Code:

1. Knowingly assisting, aiding, abetting, attempting, covering up or otherwise being complicit in the commission of any acts or omissions of the type described in Rule 3 of this Code.
2. Failing to disclose to the FIHL, at the first available opportunity, full details of any approaches, invitations to engage in conduct, or incidents that would amount to a breach of Rule 3 of this Code and/or competition rules relating to betting and/or matching fixing.
3. Failing to cooperate with any reasonable investigation carried out by the FIHL, the Disciplinary Committee or their designees relating to Rule 3 of this Code, including without limitation, failing to provide accurately, completely and without undue delay any information and/or documentation and/or access or assistance requested by the FIHL or the Disciplinary Committee as part of an investigation.
4. Obstructing or delaying any investigation that may be carried out by the FIHL or the Disciplinary Committee in relation to a possible Violation of Rule 3 of this Code, including without limitation concealing, tampering with or destroying any documentation or other information that may be relevant to an investigation.

Rule 3.6. Any attempt by a Party to engage in conduct that would culminate in the commission of any violation of Rule 3 of this Code shall be treated as if a violation had been committed, whether or not such attempt in fact resulted in a violation.

Disciplinary Proceedings

Rule 4.1. A Disciplinary Committee shall be created and composed of a Chairperson, who is a member of the FIHL Board of Trustees, and two (2) other members of the FIHL to be chosen by the FIHL Board of Trustees.

The Committee shall handle investigations on all issues and disputes concerning the following:

- a) Violation of the policies, rules, regulations and codes of the IIHF and the FIHL, including this Code of Conduct;
- b) Breach of Members and Athletes Rights and Responsibilities;
- c) Safe Sports- and Safe Spaces-related matters, harassment and abuse in all forms and degree;
- d) Intra-FIHL and inter-member concerns;
- e) Demeanor and treatment of athletes and members; and
- f) Other matters as the FIHL Board of Trustees will include.

After the conduct of investigation, the Committee shall make a recommendation as to the disciplinary measures to imposed, if any, upon a Party.

Upon receipt of a complaint, the Committee is not precluded from making an initial determination as to whether a preventive suspension shall be imposed a Party for potential violations/misconduct.

Rule 4.2. The following matters are not within the ambit of the Committee's jurisdiction:

- a) Outcome of competitions as issues governing these are resolved at the event-level;
- b) Results of elections of the FIHL;
- c) Controversies between/among the FIHL and other organizations and associations;
- d) Violations of local, regional, national or international laws;
- e) Other matters as the FIHL Board of Trustees will exclude.

Rule 4.2. The FIHL Board of Trustees shall rule on all matters within the jurisdiction of the Committee by a majority vote.

Rule 4.3. The following procedure shall be observed:

1. The offended Party must file a written complaint, with evidence, if applicable, with the Committee.
2. The Committee, within five (5) days from receipt of the written complaint, shall assess the complaint and dismiss the same *motu proprio* if it finds that the same is insufficient in form or substance, or proceed to require the respondent/s to submit a written answer within five (5) days from receipt of Committee's order.
3. Upon receipt of the answer, the Committee shall, within five (5) days, either dismiss the complaint based on the answer or call the parties to a meeting to properly discuss the matter.
4. The Committee shall render a recommendation to the Board of Trustees within five (5) days from the termination of the hearing.

5. The Board of Trustees, within ten (10) days from receipt of the Committee's recommendation, shall render a decision on the matter and impose disciplinary measures, if necessary.
6. The decision of the Board of Trustees shall be appealable to the IIHF or the Philippine Olympic Committee (POC) within a period of fifteen (15) days from receipt of such decision. The finality of the rules of these bodies shall be subject to their own internal rules and regulations.
7. Any party not satisfied with the decision of the IIHF or POC can refer the matter to arbitration.

Rule 4.4. The following disciplinary measures may be imposed upon a finding of a violation of this Code of Conduct supported by substantial evidence:

- a) Warning;
- b) Reprimand;
- c) Fine;
- d) Suspension for a specified period of time;
- e) Suspension from participation in a specified number of games;
- f) Disqualification from competitions in progress and/or exclusion from future competitions;
- g) Removal from position prior to the end of term; and
- h) Expulsion.

Arbitration

Rule 5.1. Matters submitted to arbitration shall be primarily governed by arbitration laws of the Philippines and secondarily, by applicable international treaties, laws, customs and policies.

Rule 5.2. The arbitration panel shall consist of one (1) arbitrator chosen by each party, and the third one – who will serve as Chairperson of the panel, shall be chosen by the two (2) arbitrators earlier chosen by the Parties.

Rule 5.3. The panel of arbitrators shall have the power to rule on its own jurisdiction and on questions relating to the validity of the arbitration clause. When an intra-corporate dispute is filed with a Regional Trial Court, the court shall dismiss the case before the termination of the pre-trial conference. The panel of arbitrators shall have the power to grant interim measures necessary to ensure enforcement of the award, prevent miscarriage of justice, or otherwise protect the rights of the parties.

Rule 5.4. Resort to arbitration must be had only after exhaustion of any grievance machinery and/or mediation procedures. A dispute shall be non-arbitrable when it involves criminal offenses and interests of third parties.

Rule 5.5. A final arbitral award shall be executory after the lapse of fifteen (15) days from receipt thereof by the parties and shall be stayed only by the filing of a bond or the issuance by the appellate court of an injunctive writ.