



## **ANTI-DOPING POLICY**

**FEDERATION INTERNATIONALE DE HOCKEY  
INTERNATIONAL HOCKEY FEDERATION**

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## TABLE OF CONTENTS

INTRODUCTION .....	3
PREFACE .....	3
(i) Fundamental Rationale for the <i>Code</i> and IF's Anti-Doping Rules	3
(ii) Scope	3
ARTICLE 1           DEFINITION OF DOPING .....	4
ARTICLE 2           ANTI-DOPING RULE VIOLATIONS .....	4
ARTICLE 3           PROOF OF DOPING .....	5
ARTICLE 4           THE PROHIBITED LIST .....	5
ARTICLE 5 <i>TESTING</i> .....	7
ARTICLE 6           ANALYSIS OF <i>SAMPLES</i> .....	10
ARTICLE 7           RESULTS MANAGEMENT .....	11
ARTICLE 8           RIGHT TO A FAIR HEARING.....	12
ARTICLE 9 <i>AUTOMATIC DISQUALIFICATION</i> OF INDIVIDUAL ATHLETE .....	14
ARTICLE 10          SANCTIONS ON INDIVIDUALS .....	14
ARTICLE 11 <i>CONSEQUENCES</i> TO TEAMS.....	17
ARTICLE 12          SANCTIONS AND COSTS ASSESSED AGAINST <i>NATIONAL ASSOCIATIONS</i> .....	17
ARTICLE 13          APPEALS.....	18
ARTICLE 14 <i>NATIONAL ASSOCIATIONS</i> INCORPORATION OF IF RULES, REPORTING AND RECOGNITION.....	19
ARTICLE 15          RECOGNITION OF DECISIONS BY OTHER ORGANISATIONS .....	20
ARTICLE 16          STATUTE OF LIMITATIONS .....	20
ARTICLE 17          FIH COMPLIANCE REPORTS TO <i>WADA</i> .....	20
ARTICLE 18          AMENDMENT AND INTERPRETATION OF ANTI-DOPING RULES.....	20
APPENDIX 1          DEFINITIONS .....	22
APPENDIX 2          ACKNOWLEDGEMENT AND AGREEMENT .....	25
APPENDIX 3          PROCEDURAL GUIDELINES FOR THERAPEUTIC USE EXEMPTION .....	26

## INTRODUCTION

### (i) Preface

The International Hockey Federation (hereinafter referred to as the "FIH") accepted and is a signatory of the World Anti-Doping Code (the "Code"). These Anti-Doping Rules are adopted and implemented in conformance with IF's responsibilities under the Code, and are in furtherance of FIH's continuing efforts to eradicate doping in the sport of Hockey. Amendments, up-dates, additions and medical control guides relating to the World Anti-Doping Code and confirmed by WADA will be similarly adopted.

Anti-Doping Rules, like *Competition* rules, are sport rules governing the conditions under which sport is played. *Athletes* accept these rules as a condition of participation. Anti-Doping Rules are not intended to be subject to or limited by the requirements and legal standards applicable to criminal proceedings or employment matters. The policies and minimum standards set forth in the Code and implemented in these Anti-Doping Rules represent the consensus of a broad spectrum of stakeholders with an interest in fair sport and should be respected by all courts and adjudicating bodies.

The FIH Anti-Doping Policy and procedure is based on the Articles 4.2 and 5.10, and on the Bye-Law (B) to Article 5.2 - A1(b) of the FIH Statutes, as at 21 April 2001.

Doping offences come within the responsibilities of the FIH Disciplinary Commission as specified by the FIH Anti-Doping Policy. The FIH Disciplinary Commission is responsible for investigation and administering sanctions and penalties for all reported breaches of FIH Statutes, bye-laws, rules, regulations and/or acts of misconduct by any individual, official or athlete, team or a member thereof on or off the field of play.

All tests carried out at international events will be in accordance with the policies and directives adopted by the Executive Board.

### (ii) Scope

These Anti-Doping Rules shall apply to FIH, each *National Association* of FIH, and each *Participant* in the activities of FIH or any of its *National Associations* by virtue of the *Participant's* membership, accreditation, or participation in FIH, its *National Associations*, or their activities or *Events*.

It is the responsibility of each *National Association* to ensure that all national-level *Testing* on the *National Association's Athletes* complies with these Anti-Doping Rules. In some cases, the *National Association* itself will be conducting the *Doping Control* described in these Anti-Doping Rules. In other countries, many of the *Doping Control* responsibilities of the *National Association* have been delegated or assigned by statute to a *National Anti-Doping Organisation*. In those countries, references in these Anti-Doping Rules to the *National Association* shall apply, as applicable, to the *National Association's National Anti-Doping Organisation*.

These Anti-Doping Rules shall apply to all *Doping Controls* over which FIH and its *National Associations* have jurisdiction.

## ARTICLE 1 DEFINITION OF DOPING

Doping is defined as the occurrence of one or more of the anti-doping rule violations set forth in Article 2.1 through Article 2.8 of these Anti-Doping Rules.

## ARTICLE 2 ANTI-DOPING RULE VIOLATIONS

The following constitute anti-doping rule violations:

### 2.1 The presence of a *Prohibited Substance* or its *Metabolites* or *Markers* in an *Athlete's* bodily Specimen

2.1.1 It is each *Athlete's* personal duty to ensure that no *Prohibited Substance* enters his or her body. *Athletes* are responsible for any *Prohibited Substance* or its *Metabolites* or *Markers* found to be present in their bodily *Specimens*. Accordingly, it is not necessary that intent, fault, negligence or knowing *Use* on the *Athlete's* part be demonstrated in order to establish an anti-doping violation under Article 2.1.

2.1.2 Excepting those substances for which a quantitative reporting threshold is specifically identified in the *Prohibited List*, the detected presence of any quantity of a *Prohibited Substance* or its *Metabolites* or *Markers* in an *Athlete's Sample* shall constitute an anti-doping rule violation.

2.1.3 As an exception to the general rule of Article 2.1, the *Prohibited List* may establish special criteria for the evaluation of *Prohibited Substances* that can also be produced endogenously.

### 2.2 Use or Attempted Use of a *Prohibited Substance* or a *Prohibited Method*

2.2.1 The success or failure of the *Use* of a *Prohibited Substance* or *Prohibited Method* is not material. It is sufficient that the *Prohibited Substance* or *Prohibited Method* was *Used* or *Attempted* to be *Used* for an anti-doping rule violation to be committed.

2.3 Refusing, or failing without compelling justification, to submit to *Sample* collection after notification as authorised in these Anti-Doping Rules or otherwise evading *Sample* collection.

2.4 Violation of the requirements regarding *Athlete* availability for *Out-of-Competition Testing* including failure to provide required whereabouts information set forth in Article 5.5 (*Athlete* whereabouts requirements) and missed tests which are declared based on reasonable rules.

2.5 *Tampering*, or *Attempting* to tamper, with any part of *Doping Control*.

### 2.6 Possession of *Prohibited Substances* and *Methods*

2.6.1 *Possession* by an *Athlete* at any time or place of a substance that is prohibited in *Out-of-Competition Testing* or a *Prohibited Method* unless the *Athlete* establishes that the *Possession* is pursuant to a therapeutic use exemption granted in accordance with Article 4.4 (Therapeutic Use) or other acceptable justification.

2.6.2 *Possession* of a *Prohibited Substance* that is prohibited in *Out-of-Competition Testing* or a *Prohibited Method* by *Athlete Support Personnel* in connection with an *Athlete*, *Event* or training, unless the *Athlete Support Personnel* establishes that the *Possession* is pursuant to a therapeutic use exemption granted to an *Athlete* in accordance with Article 4.4 (Therapeutic Use) or other acceptable justification.

- 2.7 *Trafficking in any Prohibited Substance or Prohibited Method.*
- 2.8 Administration or *Attempted* administration of a *Prohibited Substance or Prohibited Method* to any *Athlete*, or assisting, encouraging, aiding, abetting, covering up or any other type of complicity involving an anti-doping rule violation or any *Attempted* violation.

### ARTICLE 3 PROOF OF DOPING

#### 3.1 Burdens and Standards of Proof

FIH and its *National Associations* shall have the burden of establishing that an anti-doping rule violation has occurred. The standard of proof shall be whether FIH or its *National Association* has established an anti-doping rule violation to the comfortable satisfaction of the hearing body bearing in mind the seriousness of the allegation which is made. This standard of proof in all cases is greater than a mere balance of probability but less than proof beyond a reasonable doubt. Where these Rules place the burden of proof upon the *Athlete* or other *Person* alleged to have committed an anti-doping rule violation to rebut a presumption or establish specified facts or circumstances, the standard of proof shall be by a balance of probability.

#### 3.2 Methods of Establishing Facts and Presumptions

Facts related to anti-doping rule violations may be established by any reliable means, including admissions. The following rules of proof shall be applicable in doping cases:

3.2.1 WADA-accredited laboratories are presumed to have conducted *Sample* analysis and custodial procedures in accordance with the *International Standard* for laboratory analysis. The *Athlete* may rebut this presumption by establishing that a departure from the *International Standard* occurred.

If the *Athlete* rebuts the preceding presumption by showing that a departure from the *International Standard* occurred, then FIH or its *National Association* shall have the burden to establish that such departure did not cause the *Adverse Analytical Finding*.

3.2.2 Departures from the *International Standard for Testing* which did not cause an *Adverse Analytical Finding* or other anti-doping rule violation shall not invalidate such results. If the *Athlete* establishes that departures from the *International Standard* occurred during *Testing* then FIH or its *National Association* shall have the burden to establish that such departures did not cause the *Adverse Analytical Finding* or the factual basis for the anti-doping rule violation.

### ARTICLE 4 THE PROHIBITED LIST

#### 4.1 Incorporation of the *Prohibited List*

These Anti-Doping Rules incorporate the *Prohibited List* that is published and revised by WADA as described in Article 4.1 of the *Code*. FIH will make the current *Prohibited List* available to each *National Association*, and each *National Association* shall ensure that the current *Prohibited List* is available to its members and constituents.<sup>1</sup>

(1) *The Prohibited List in force is available on WADA's website at [www.wada-ama.org](http://www.wada-ama.org).*

#### **4.2 Prohibited Substances and Prohibited Methods Identified on the Prohibited List**

Unless provided otherwise in the *Prohibited List* and/or a revision, the *Prohibited List* and revisions shall go into effect under these Anti-Doping Rules three months after publication of the *Prohibited List* by WADA without requiring any further action by FIH.

#### **4.3 Criteria for Including Substances and Methods on the Prohibited List**

As provided in Article 4.4.3 of the *Code*, WADA's determination of the *Prohibited Substances* and *Prohibited Methods* that will be included on the *Prohibited List* shall be final and shall not be subject to challenge by an *Athlete* or other *Person*.

#### **4.4 Therapeutic Use**

**4.4.1** *Athletes* with a documented medical condition requiring the use of a *Prohibited Substance* or a *Prohibited Method* must first obtain a Therapeutic Use Exemption ("TUE"). (See Appendix 3 - Procedures

**4.4.2** *Athletes* included by FIH in its *Registered Testing Pool* and other *Athletes* prior to their participation in any *International Event* must obtain a TUE from FIH except that FIH will recognise an Abbreviated TUE granted by an organization which is a *National Anti-Doping Organisation*. TUEs granted by FIH shall be reported to the *Athlete's National Association* and to WADA. Other *Athletes* subject to *Testing* must obtain a TUE from their *National Anti-Doping Organisation* or other body designated by their *National Association*. *National Associations* shall promptly report any such TUEs to FIH and WADA..

**4.4.3** The FIH Executive Board shall appoint a panel of physicians to consider requests for TUEs (the "TUE Panel"). Upon FIH's receipt of a TUE request, the Chair of the TUE Panel shall appoint three members of the TUE Panel (which may include the Chair) to consider such request. The TUE Panel members so designated shall promptly evaluate such request in accordance with the *International Standard* for Therapeutic Use Exemptions and render a decision on such request, which shall be the final decision of FIH.

**4.4.3.1** *International-Level Athletes* who are included in the FIH's *Registered Testing Pool*, should apply to FIH for the TUE on first use of a *Prohibited Substance* or a *Prohibited Method*, before expiry of a previous exception for the same *Prohibited Substance* or a *Prohibited Method* if use of that substance or method is to continue and, except in emergency situations, no later than 60 days before the *Athlete's* participation at an *International Event*.

**4.4.3.2** *Athletes* participating in *International Events* who are not included in the FIH *Registered Testing Pool* must, except in emergency situations, request a TUE from FIH no later than 60 days before the *Athlete's* participation at an *International Event*.

**4.4.4** WADA, at the request of an *Athlete* or on its own initiation, may review the granting or denial of any TUE to an *International Level Athlete* or a national level *Athlete* that is included in a *Registered Testing Pool*. If WADA determines that the granting or denial of a TUE did not comply with the *International Standard* for Therapeutic Use Exemptions in force at the time then WADA may reverse that decision. Decisions on TUEs are subject to further appeal as provided in Article 13.

## ARTICLE 5 TESTING

### 5.1 Authority to Test

All *Athletes* affiliated with a *National Association* shall be subject to *In-Competition Testing* by FIH, the *Athlete's National Association*, and any other *Anti-Doping Organisation* responsible for *Testing* at a *Competition* or *Event* in which they participate. All *Athletes* affiliated with a *National Association* shall also be subject to *Out-of-Competition Testing* at any time or place, with or without advance notice, by FIH, WADA, the *Athlete's National Association*, the *National Anti-Doping Organisation* of any country where the *Athlete* is present, the International Olympic Committee (hereinafter referred to as the "IOC") during the Olympic Games.

### 5.2 Responsibility for FIH Testing

The FIH Medical Committee shall be responsible for overseeing all *Testing* conducted by the FIH. *Testing* may be conducted by members of the FIH Medical Committee or by other qualified persons so authorised by FIH.

### 5.3 Testing Standards

*Testing* conducted by FIH and its *National Associations* shall be in substantial conformity with the *International Standard* for *Testing* in force at the time of *Testing*.

**5.3.1** Blood (or other non-urine) *Samples* may be used either to detect *Prohibited Substances* or *Prohibited Methods* or for screening procedure purposes only. If the blood is collected for screening only, it will have no other consequences for the *Athlete* other than to identify him/her for a urine test under these anti-doping rules. In these circumstances, the FIH may decide at its own discretion which blood parameters are to be measured in the screening *Sample* and what levels of those parameters will be used to indicate that an *Athlete* should be selected for a urine test.

#### 5.3.2 Specific requirements for the Doping Control Station

**A** room of adequate size with lavatory (toilet) attached, ideally to be used exclusively for **doping controls**. If exclusivity is not possible then the rooms must not be used for any other activity during the collection of samples and during the entire duration of doping control. The room should be capable of being locked. A waiting room adjoining is also **advisable**. The waiting room should be air-conditioned or have a fan. Overall, the doping control station should be a secured room out of bounds to all personnel not directly involved with doping control.

Contents of room

- Refrigerator with lock for temporary storage of specimens
- Table and chairs and a water sink/faucet
- Water and soft drinks **in sealed containers**
- Another refrigerator or cooler for keeping refreshments cold
- The waiting room should have magazines and/or equipped with a television.
- Basic Stationery, gloves, scissors, paper towels, trash cans

## 5.4 Coordination of Testing

FIH and *National Associations* shall promptly report completed tests through the WADA clearinghouse to avoid unnecessary duplication in *Testing*.

## 5.5 Athlete Whereabouts Requirements

5.5.1 FIH shall identify a *Registered Testing Pool* of those Athletes of *Teams* who are required to provide up-to-date whereabouts information to FIH. FIH may revise its *Registered Testing Pool* from time to time as appropriate. Each *Athlete* in the *Registered Testing Pool* shall file quarterly reports with FIH on forms provided by FIH which specify on a daily basis the locations and times where the *Athlete* will be residing, training and competing. *Athletes* shall update this information as necessary so that it is current at all times. The ultimate responsibility for providing whereabouts information rests with each *Athlete*, however, it shall be the responsibility of each *National Association* to use its best efforts to assist FIH in obtaining whereabouts information as requested by FIH.

5.5.2 Any *Athlete* in the FIH *Registered Testing Pool* who is unavailable for *Testing* on three attempts during any period of 18 consecutive months shall be considered to have committed an anti-doping rule violation pursuant to Article 2.4. For each attempt, the Doping Control Officer shall visit all locations during the times specified by the *Athlete* for that date and shall stay two hours at each location. Notification shall be sent to the *Athlete* between each attempt that is to be counted as an unavailable test.

5.5.3 Any *Athlete* in the FIH *Registered Testing Pool* who fails to timely submit a required quarterly whereabouts report after receipt of two formal written warnings from FIH or a *National Association* to do so in the preceding 18 months shall be considered to have committed an anti-doping rule violation pursuant to Article 2.4.

5.5.4 Each *National Association* shall also assist their *National Anti-Doping Organisation* in establishing a national level *Registered Testing Pool* of top level national *Athletes* who are not already included in FIH's *Registered Testing Pool*. The *National Association/National Anti-Doping Organisation* may establish its own whereabouts reporting requirements and criteria for Article 2.4 violations applicable to those *Athletes*.

5.5.5 Whereabouts information provided pursuant to Articles 5.5.1 and 5.5.4 shall be shared with WADA and other *Anti-Doping Organisations* having jurisdiction to test an *Athlete* on the strict condition that it be used only for *Doping Control* purposes.

## 5.6 Retirement and Return to Competition

5.6.1 An *Athlete* who has been identified by FIH for inclusion in FIH's *Registered Testing Pool* shall continue to be subject to these Anti-Doping Rules, including the obligation to be available for *No Advance Notice Out-of-Competition Testing*, unless and until the *Athlete* gives written notice to FIH that he or she has retired or until he or she no longer satisfies the criteria for inclusion in the FIH's *Registered Testing Pool* and has been so informed by FIH.

5.6.2 An *Athlete* who has given notice of retirement to FIH may not resume competing unless he or she notifies FIH at least six months before he or she expects to return to competition and is available for unannounced *Out-of-Competition Testing*, at any time during the period before actual return to competition.



- 5.6.3 *National Associations/National Anti-Doping Organisations* may establish similar requirements for retirement and returning to competition for *Athletes* in the national *Registered Testing Pool*.

## 5.7 Events for Doping Controls

- 5.7.1 Olympic Games and Events which falls under the jurisdiction of the IOC

A specified number of tests according to the instructions of the IOC Medical Commission.

- 5.7.2 Events under the control of the FIH

International competitions: a specified number of tests  
International invitation tournaments: random tests  
Other international matches: host country to control tests

- 5.7.3 Events under the control of a Continental Federation

International continental competitions  
International continental invitation tournaments  
Other international continental matches.

- 5.7.4 Other Events

Out of competition **activities** and national competitions – national policies to dictate testing and control. (See article 12 & 13).

- 5.7.5 Application

**Doping Controls** applies at senior and junior levels for **both** men and women.

- 5.7.6 Number of Tests

The minimum number of tests at FIH world level events shall be:-

- 5.7.6.1 the number of tests specified should be the same whether or not the event is a competition

- 5.7.6.2 the number of tests specified should be the same for events under the control of the FIH and events under the control of Continental Federations

- 5.7.6.3 for events involving 16 or more nations: there should be 16 tests (12 during pool competition, 4 during classification competition)

- 5.7.6.4 for events involving 12 to 15 nations: there should be 12 tests (8 during pool competition, 4 during classification competition)

- 5.7.6.5 for events involving 8 to 11 nations: there should be 10 tests (8 during pool competition, 2 during classification competition)

- 5.7.6.6 for events involving 6 to 7 nations: there should be 8 tests (if a competition with classification competition: 6 during pool competition, 2 during classification competition; if a competition without classification competition: 8 during pool competition)

- 5.7.6.7 for events involving 3 to 5 nations: there should be 6 tests (if a competition with classification competition: 4 during pool competition, 2 during classification competition; if a competition without classification competition: 6 during pool competition)

#### 5.7.7 Testing technique – Selection

Olympic Games and Events which fall under the jurisdiction of the IOC:

- The IOC/WADA Rules apply.

Events under the control of the FIH or of a Continental Federation

- Total number of tests will be determined by the FIH.
- Matches at which tests will be carried out will be selected randomly by the **Doping Control** Officer and/or the FIH Medical Officer (if not, the local doctor) in consultation with the Tournament Director.
- Athletes to be tested will be selected randomly by the Tournament Director or his/her appointee on duty in the presence of the **Doping Control** Officer and FIH Medical Officer (if no, the local doctor). An athlete may be subjected to a **doping control** on more than one occasion during an event. Whenever deemed necessary, target testing may apply.
- The host country is responsible to arrange transport for the athlete, the representative and escort after **doping control** to the team hotel **or athletes' village**.

5.8 *National Associations* and the organizing committees for *National Association Events* shall provide access to *Independent Observers* at *Events* as directed by the FIH.

#### 5.9 *Cost of doping controls*

The host country will be responsible for the organisation and cost of **doping controls** and will obtain the equipment **and materials** and make all necessary arrangements for the testing to be carried out in accordance with the **World Anti Doping Code** and the FIH Anti-Doping Policy.

## ARTICLE 6 ANALYSIS OF SAMPLES

*Doping Control Samples* collected under these Anti-Doping Rules shall be analysed in accordance with the following principles:

### 6.1 Use of Approved Laboratories

FIH shall send *Doping Control Samples* for analysis only to WADA-accredited laboratories or as otherwise approved by WADA. The choice of the WADA-accredited laboratory (or other method approved by WADA) used for the *Sample* analysis shall be determined exclusively by the FIH.

### 6.2 Substances Subject to Detection

*Doping Control Samples* shall be analysed to detect *Prohibited Substances* and *Prohibited Methods* identified on the *Prohibited List* and other substances as may be directed by WADA pursuant to the Monitoring Program described in Article 4.5 of the *Code*.

### 6.3 Research on Samples

No *Sample* may be used for any purpose other than the detection of substances (or classes of substances) or methods on the *Prohibited List*, or as otherwise identified by WADA pursuant to its Monitoring Program, without the *Athlete's* written consent.

#### **6.4 Standards for *Sample* Analysis and Reporting**

Laboratories shall analyse *Doping Control Samples* and report results in conformity with the *International Standard for Laboratory Analysis*.

#### **6.5 Retroactive Testing of Samples**

FIH reserves the right to retroactive test samples that were previously negative or B samples (for e.g. when a new test is made available on a previously undetected prohibited substance).

### **ARTICLE 7 RESULTS MANAGEMENT**

#### **7.1 Results Management for *Tests* Initiated by FIH**

Results management for *Tests* initiated by FIH (including *Tests* performed by WADA pursuant to agreement with FIH) shall proceed as set forth below:

**7.1.1** The results from all analyses must be sent to FIH in encoded form, in a report signed by an authorised representative of the laboratory. All communication must be conducted in such a way that the results of the analyses are confidential.

**7.1.2** Upon receipt of an *A Sample Adverse Analytical Finding*, the Honorary Secretary General or his representative shall conduct a review to determine whether: (a) an applicable therapeutic use exemption has been granted, or (b) there is any apparent departure from the *International Standards for Testing or Laboratory Analysis* that undermines the validity of the *Adverse Analytical Finding*.

**7.1.3** If the initial review under Article 7.1.2 does not reveal an applicable therapeutic use exemption or departure from the *International Standard for Testing or the International Standard for laboratory analysis* in force at the time of *Testing* or analysis that undermines the validity of the *Adverse Analytical Finding*, the FIH shall promptly notify the *Athlete* of: (a) the *Adverse Analytical Finding*; (b) the anti-doping rule violated, or, in a case under Articles 7.1.8 or 7.1.9, a description of the additional investigation that will be conducted as to whether there is an anti-doping rule violation; (c) the *Athlete's* right to promptly request the analysis of the *B Sample* or, failing such request, that the *B Sample* analysis may be deemed waived; (d) the right of the *Athlete* and/or the *Athlete's* representative to attend the *B Sample* opening and analysis if such analysis is requested; and (e) the *Athlete's* right to request copies of the *A* and *B Sample* laboratory documentation package which includes information as required by the *International Standard for Laboratory Analysis*.

**7.1.4** Arrangements shall be made for *Testing* the *B Sample* within three weeks of the notification described in Article 7.1.3. An *Athlete* may accept the *A Sample* analytical results by waiving the requirement for *B Sample* analysis. The FIH may nonetheless elect to proceed with the *B Sample* analysis. All costs related to the *B* test are the responsibility of the athlete concerned and or his/her National Association

**7.1.5** The *Athlete* and/or his representative shall be allowed to be present at the analysis of the *B Sample*. Also a representative of the *Athlete's National Association* as well as a representative of the FIH shall be allowed to be present.

**7.1.6** If the *B Sample* proves negative, the entire test shall be considered negative and the *Athlete*, his *National Association*, and the FIH shall be so informed.

- 7.1.7 If a *Prohibited Substance* or the *Use of a Prohibited Method* is identified, the findings shall be reported to the *Athlete*, his *National Association*, the FIH, and to WADA.
- 7.1.8 The FIH shall conduct any follow-up investigation as may be required by the *Prohibited List*. Upon completion of such follow-up investigation, FIH shall promptly notify the *Athlete* regarding the results of the follow-up investigation and whether or not the FIH asserts that an anti-doping rule was violated.
- 7.1.9 For apparent anti-doping rule violations that do not involve *Adverse Analytical Findings*, the FIH shall conduct any necessary follow-up investigation and shall then promptly notify the *Athlete* of the anti-doping rule which appears to have been violated, and the basis of the violation.

## 7.2 Results Management for Tests Initiated During Other *International Events*

Results management and the conduct of hearings from a test by the International Olympic Committee, or a Major Event Organisation, shall be managed, as far as sanctions beyond Disqualification from the Event or the results of the Event, by the FIH.

## 7.3 Results Management for Tests initiated by *National Associations*

Results management conducted by *National Associations* shall be consistent with the general principles for effective and fair results management which underlie the detailed provisions set forth in Article 7.1. Results of all *Doping Controls* shall be reported to FIH within 14 days of the conclusion of the *National Association's* results management process. Any apparent anti-doping rule violation by an *Athlete* who is a member of that *National Association* shall be promptly referred to an appropriate hearing panel established pursuant to the rules of the *National Association* or national law. Apparent anti-doping rule violations by *Athletes* who are members of another *National Association* shall be referred to the *Athlete's National Association* for hearing.

## 7.4 *Provisional Suspensions*

The FIH Honorary Secretary General may Provisionally Suspend an *Athlete* prior to the opportunity for a full hearing based on an *Adverse Analytical Finding* from the *Athlete's A Sample* or *A and B Samples* and the review described in Article 7.1. If a *Provisional Suspension* is imposed, either the hearing in accordance with Article 8 shall be advanced to a date which avoids substantial prejudice to the *Athlete*, or the *Athlete* shall be given an opportunity for a *Provisional Hearing* before imposition of the *Provisional Suspension* or on a timely basis after imposition of the *Provisional Suspension*. *National Associations* may impose *Provisional Suspensions* in accordance with the principles set forth in this Article 7.3.

# ARTICLE 8 RIGHT TO A FAIR HEARING

## 8.1 Hearings arising out of FIH *Testing* or *Tests* at *International Events*

- 8.1.1 When it appears, following the Results Management process described in Article 7, that these Anti-Doping Rules have been violated in connection with FIH *Testing* or *Testing* at an *International Event* then the case shall be assigned to the FIH Disciplinary Commission for adjudication.
- 8.1.2 The appointed members shall have had no prior involvement with the case and shall not have the same nationality as the *Athlete* or other *Person* alleged to have violated these Anti-Doping Rules.
- 8.1.3 Hearings pursuant to this Article shall be completed expeditiously following the completion of the results management process described in Article 7. Hearings held in connection with *Events* may be conducted on an expedited basis.

- 8.1.4** The *National Association* of the *Athlete* or other *Person* alleged to have violated these Anti-Doping Rules may attend the hearing as an observer.
- 8.1.5** The FIH shall keep WADA fully apprised as to the status of pending cases and the result of all hearings.
- 8.1.7** An *Athlete* or other *Person* may forego a hearing by acknowledging the Anti-Doping Rule violation and accepting *Consequences* consistent with Articles 9 and 10 as proposed by the FIH.
- 8.1.8** Decisions of the FIH Disciplinary Commission may be appealed to Court of Arbitration for Sport as provided in Article 13.

## **8.2 Hearings Arising Out of National Testing**

- 8.2.1** When it appears, following the Results Management process described in Article 7, that these Anti-Doping Rules have been violated in connection with *Testing* other than in connection with FIH *Testing* or *Testing* at an *International Event*, the *Athlete* or other *Person* involved shall be brought before a disciplinary panel of the *Athlete* or other *Person's National Association* for a hearing to adjudicate whether a violation of these Anti-Doping Rules occurred and if so what *Consequences* should be imposed.
- 8.2.2** Hearings pursuant to this Article 8.2 shall be completed expeditiously and in all cases within three months of the completion of the Results Management process described in Article 7. Hearings held in connection with *Events* may be conducted by an expedited process. If the completion of the hearing is delayed beyond three months, FIH may elect to bring the case directly before the FIH Disciplinary Commission at the responsibility and at the expense of the *National Association*.
- 8.2.3** *National Associations* shall keep FIH and WADA fully apprised as to the status of pending cases and the results of all hearings.
- 8.2.4** The FIH and WADA shall have the right to attend hearings as an observer.
- 8.2.5** The *Athlete* or other *Person* may forego a hearing by acknowledging the violation of these Anti-Doping Rules and accepting *Consequences* consistent with Articles 9 and 10 as proposed by the *National Association*.
- 8.2.6** Decisions by *National Associations*, whether as the result of a hearing or the *Athlete* or other *Person's* acceptance of *Consequences*, may be appealed as provided in Article 13.
- 8.2.7** Hearing decisions by the *National Association* shall not be subject to further administrative review at the national level except as provided in Article 13 or required by applicable national law.

## **8.3 Principles for a Fair Hearing**

All hearings pursuant to either Article 8.1 or 8.2 shall respect the following principles:

- a timely hearing;
- fair and impartial hearing body;
- the right to be represented by counsel at the *Person's* own expense;
- the right to be fairly and timely informed of the asserted anti-doping rule violation;

- the right to respond to the asserted anti-doping rule violation and resulting *Consequences*;
- the right of each party to present evidence, including the right to call and question witnesses (subject to the hearing body's discretion to accept testimony by telephone or written submission);
- the *Person's* right to an interpreter at the hearing, with the Doping Panel to determine the identity, and responsibility for the cost of the interpreter; and
- a timely, written, reasoned decision.]

## **ARTICLE 9 AUTOMATIC DISQUALIFICATION OF INDIVIDUAL ATHLETE**

A violation of these Anti-Doping Rules in connection with an *In-Competition* test automatically leads to *Disqualification* of the individual athlete with all resulting consequences, including forfeiture of all trophies and medals received in that *Competition* to the FIH, or in the case of the Olympic Games, to the IOC.

## **ARTICLE 10 SANCTIONS ON INDIVIDUALS**

### **10.1 Disqualification of Results in Event During which an Anti-Doping Rule Violation Occurs**

Not applicable for Hockey as a team sport.

### **10.2 Imposition of *Ineligibility* for *Prohibited Substances* and *Prohibited Methods***

Except for the specified substances identified in Article 10.3, the period of *Ineligibility* imposed for a violation of Article 2.1 (presence of *Prohibited Substance* or its *Metabolites* or *Markers*), Article 2.2 (*Use* or *Attempted Use* of *Prohibited Substance* or *Prohibited Method*) and Article 2.6 (*Possession* of *Prohibited Substances* and *Methods*) shall be:

First violation: Two (2) years' *Ineligibility*.

Second violation: Lifetime *Ineligibility*.

However, the *Athlete* or other *Person* shall have the opportunity in each case, before a period of *Ineligibility* is imposed, to establish the basis for eliminating or reducing this sanction as provided in Article 10.5.

### **10.3 Specified Substances**

The *Prohibited List* may identify specified substances which are particularly susceptible to unintentional anti-doping rules violations because of their general availability in medicinal products or which are less likely to be successfully abused as doping agents. Where an *Athlete* can establish that the *Use* of such a specified substance was not intended to enhance sport performance, the period of *Ineligibility* found in Article 10.2 shall be replaced with the following:

First violation: At a minimum, a warning and reprimand and no period of *Ineligibility* from future *Events*, and at a maximum, one (1) year's *Ineligibility*.

Second violation: Two (2) years' *Ineligibility*.

Third violation: Lifetime *Ineligibility*.

However, the *Athlete* or other *Person* shall have the opportunity in each case, before a period of *Ineligibility* is imposed, to establish the basis for eliminating or reducing (in the case of a second or third violation) this sanction as provided in Article 10.5.

#### **10.4 Ineligibility for Other Anti-Doping Rule Violations**

The period of *Ineligibility* for other violations of these Anti-Doping Rules shall be:

**10.4.1** For violations of Article 2.3 (refusing or failing to submit to *Sample* collection) or Article 2.5 (*Tampering with Doping Control*), the *Ineligibility* periods set forth in Article 10.2 shall apply.

**10.4.2** For violations of Article 2.7 (*Trafficking*) or Article 2.8 (administration of *Prohibited Substance* or *Prohibited Method*), the period of *Ineligibility* imposed shall be a minimum of four (4) years up to lifetime *Ineligibility*. An anti-doping rule violation involving a *Minor* shall be considered a particularly serious violation, and, if committed by *Athlete Support Personnel* for violations other than specified substances referenced in Article 10.3, shall result in lifetime *Ineligibility* for such *Athlete Support Personnel*. In addition, violations of such Articles that also violate non-sporting laws and regulations, may be reported to the competent administrative, professional or judicial authorities.

**10.4.3** For violations of Article 2.4 (Whereabouts Violations or Missed *Tests*), the period of *Ineligibility* shall be:

First violation: Three (3) months to one (1) year *Ineligibility*.

Second and subsequent violations: Two (2) years' *Ineligibility*.

#### **10.5 Elimination or Reduction of Period of *Ineligibility* Based on Exceptional Circumstances**

**10.5.1** If the *Athlete* establishes in an individual case involving an anti-doping rule violation under Article 2.1 (presence of *Prohibited Substance* or its *Metabolites* or *Markers*) or *Use of a Prohibited Substance* or *Prohibited Method* under Article 2.2 that he or she bears *No Fault or Negligence* for the violation, the otherwise applicable period of *Ineligibility* shall be eliminated. When a *Prohibited Substance* or its *Markers* or *Metabolites* is detected in an *Athlete's Specimen* in violation of Article 2.1 (presence of *Prohibited Substance*), the *Athlete* must also establish how the *Prohibited Substance* entered his or her system in order to have the period of *Ineligibility* eliminated. In the event this Article is applied and the period of *Ineligibility* otherwise applicable is eliminated, the anti-doping rule violation shall not be considered a violation for the limited purpose of determining the period of *Ineligibility* for multiple violations under Article 10.2, 10.3 and 10.6.

**10.5.2** This Article 10.5.2 applies only to anti-doping rule violations involving Article 2.1 (presence of *Prohibited Substance* or its *Metabolites* or *Markers*), *Use of a Prohibited Substance* or *Prohibited Method* under Article 2.2, failing to submit to *Sample* collection under Article 2.3, or administration of a *Prohibited Substance* or *Prohibited Method* under Article 2.8. If an *Athlete* establishes in an individual case involving such violations that he or she bears *No Significant Fault or Negligence*, then the period of *Ineligibility* may be reduced, but the reduced period of *Ineligibility* may not be less than one-half of the minimum period of *Ineligibility* otherwise applicable. If the otherwise applicable period of *Ineligibility* is a lifetime, the reduced period under this section may be no less than 8 years. When a *Prohibited Substance* or its *Markers* or *Metabolites* is detected in an *Athlete's Specimen* in violation of Article 2.1 (presence of *Prohibited Substance*), the *Athlete* must also establish how the *Prohibited Substance* entered his or her system in order to have the period of *Ineligibility* reduced.

**10.5.3** The FIH Executive Board may also reduce the period of *Ineligibility* in an individual case where the *Athlete* has provided substantial assistance to the *FIH* which results in the *FIH* discovering or establishing an anti-doping rule

violation by another *Person* involving *Possession* under Article 2.6.2 (*Possession by Athlete Support Personnel*), Article 2.7 (*Trafficking*), or Article 2.8 (administration to an *Athlete*). The reduced period of *Ineligibility* may not, however, be less than one-half of the minimum period of *Ineligibility* otherwise applicable. If the otherwise applicable period of *Ineligibility* is a lifetime, the reduced period under this Article may be no less than 8 years.

## **10.6 Rules for Certain Potential Multiple Violations**

**10.6.1** For purposes of imposing sanctions under Article 10.2, 10.3 and 10.4, a second anti-doping rule violation may be considered for purposes of imposing sanctions only if the FIH (or its *National Association*) can establish that the *Athlete* or other *Person* committed the second anti-doping rule violation after the *Athlete* or other *Person* received notice, or after the FIH (or its *National Association*) made a reasonable attempt to give notice, of the first anti-doping rule violation; if the FIH (or its *National Association*) cannot establish this, the violations shall be considered as one single first violation, and the sanction imposed shall be based on the violation that carries the more severe sanction.

**10.6.2** Where an *Athlete*, based on the same *Doping Control*, is found to have committed an anti-doping rule violation involving both a specified substance under Article 10.3 and another *Prohibited Substance* or *Prohibited Method*, the *Athlete* shall be considered to have committed a single anti-doping rule violation, but the sanction imposed shall be based on the *Prohibited Substance* or *Prohibited Method* that carries the most severe sanction.

**10.6.3** Where an *Athlete* is found to have committed two separate anti-doping rule violations, one involving a specified substance governed by the sanctions set forth in Article 10.3 (specified substances) and the other involving a *Prohibited Substance* or *Prohibited Method* governed by the sanctions set forth in Article 10.2 or a violation governed by the sanctions in Article 10.4.1, the period of *Ineligibility* imposed for the second offence shall be at a minimum two years' *Ineligibility* and at a maximum three years' *Ineligibility*. Any *Athlete* found to have committed a third anti-doping rule violation involving any combination of specified substances under Article 10.3 and any other anti-doping rule violation under Article 10.2 or 10.4.1 shall receive a sanction of lifetime *Ineligibility*.

## **10.7 Commencement of *Ineligibility* Period**

The period of *Ineligibility* shall start on the date of the hearing decision providing for *Ineligibility* or, if the hearing is waived, on the date *Ineligibility* is accepted or otherwise imposed. Any period of *Provisional Suspension* (whether imposed or voluntarily accepted) shall be credited against the total period of *Ineligibility* to be served. Where required by fairness, such as delays in the hearing process or other aspects of *Doping Control* not attributable to the *Athlete*, the FIH or *Anti-Doping Organisation* imposing the sanction may start the period of *Ineligibility* at an earlier date commencing as early as the date of *Sample* collection.

## **10.8 Status During *Ineligibility***

No *Person* who has been declared *Ineligible* may, during the period of *Ineligibility*, participate in any capacity in an *Event* or activity (other than authorised anti-doping education or rehabilitation programs) authorised or organised by the FIH or any *National Association*. In addition, for any anti-doping rule violation not involving specified substances described in Article 10.3, some or all sport-related financial support or other sport-related benefits received by such *Person* will be withheld by the FIH and its *National Associations*. A *Person* subject to a period of *Ineligibility* longer than four years may, after completing four years of the period of *Ineligibility*, participate in local sport events in a sport other than sports subject to the jurisdictions of the FIH and its *National*



*Associations*, but only so long as the local sport event is not at a level that could otherwise qualify such *Person* directly or indirectly to compete in a national championship or *International Event*.

#### **10.9 Reinstatement Testing**

As a condition to regaining eligibility at the end of a specified period of *Ineligibility*, an *Athlete* must, during any period of *Provisional Suspension* or *Ineligibility*, make him or herself available for *Out-of-Competition Testing* by the FIH, the applicable *National Association*, and any other *Anti-Doping Organisation* having *Testing* jurisdiction, and must provide current and accurate whereabouts information as provided in Article 5.5. If an *Athlete* subject to a period of *Ineligibility* retires from sport and is removed from *Out-of-Competition Testing* pools and later seeks reinstatement, the *Athlete* shall not be eligible for reinstatement until the *Athlete* has notified the FIH and the applicable *National Association* and has been subject to *Out-of-Competition Testing* for a period of time equal to the longer of the period set forth in Article 5.6 or the period of *Ineligibility* remaining as of the date the *Athlete* had retired. During such remaining period of *Ineligibility*, a minimum of 2 tests must be conducted on the *Athlete* with at least three months between each test. The *National Association* shall be responsible for conducting the necessary tests, but tests by any *Anti-Doping Organisation* may be used to satisfy the requirement. The results of such tests shall be reported to the FIH. In addition, immediately prior to the end of the suspension period, an *Athlete* must undergo *Testing* by the FIH for the *Prohibited Substances* and *Methods* for *Out-of-Competition Testing*. Once the period of an *Athlete's* suspension has expired, and the *Athlete* has fulfilled the conditions of reinstatement, then the *Athlete* will become automatically re-eligible and no application by the *Athlete* or by the *Athlete's National Association* will then be necessary.

- 10.10 Bye-Law to Article 17 A and B of the FIH Statutes as at 21 April 2001 will apply with respect to procedure and sanctions

### **ARTICLE 11 CONSEQUENCES TO TEAMS**

- 11.1 Where more than one team member in a *Team Sport* has been notified of a possible Anti-Doping Rule violation under Article 7 in connection with an *Event*, the Team shall be subject to *Target Testing* for the *Event*. If more than one team member in a *Team Sport* is found to have committed an Anti-Doping Rule violation during the *Event*, the team may be subject to *Disqualification* or other disciplinary action.
- 11.2 The disqualified team and the athletes concerned must automatically and immediately return all trophies and medals received during the tournament to the FIH, or in the case of the Olympic Games, to the IOC.

### **ARTICLE 12 SANCTIONS AND COSTS ASSESSED AGAINST NATIONAL ASSOCIATIONS**

- 12.1 The FIH has the authority to withhold some or all funding or other non-financial support to *National Associations* that are not in compliance with these Anti-Doping Rules.
- 12.2 In case of a first violation, the FIH Disciplinary Commission may suspend a team or National Association from participation in any FIH approved event for a period not exceeding two years from the starting date of the provisional suspension (any permitted interruption during the provisional suspension shall be taken into consideration when calculating the total suspension pronounced).
- 12.3 In case of a 2<sup>nd</sup> violation The FIH Disciplinary Commission may suspend a team or National Association from participation in any FIH approved event for five years from the starting date of the provisional suspension (any permitted interruption during the provisional suspension shall be taken into consideration when calculating the total suspension pronounced).

## **ARTICLE 13 APPEALS**

### **13.1 Decisions Subject to Appeal**

Decisions made under these Anti-Doping Rules may be appealed as set forth below in Article 13.2 through 13.4. Such decisions shall remain in effect while under appeal unless the appellate body orders otherwise. Before an appeal is commenced, any post-decision review authorised in Article 8.2.7 must be exhausted.

### **13.2 Appeals from Decisions Regarding *Anti-Doping Rule Violations, Consequences, and Provisional Suspensions***

A decision that an anti-doping rule violation was committed, a decision imposing *Consequences* for an anti-doping rule violation, a decision that no anti-doping rule violation was committed, a decision that the *FIH* or its *National Association* lacks jurisdiction to rule on an alleged anti-doping rule violation or its *Consequences*, and a decision to impose a *Provisional Suspension* as a result of a *Provisional Hearing* or otherwise in violation of Article 7.4 may be appealed exclusively as provided in this Article 13.2. Notwithstanding any other provision herein, the only *Person* that may appeal from a *Provisional Suspension* is the *Athlete* or other *Person* upon whom the *Provisional Suspension* is imposed.

**13.2.1** In cases arising from competition in an *International Event* or in cases involving *International-Level Athletes*, the decision may be appealed exclusively to the Court of Arbitration for Sport ("CAS") in accordance with the provisions applicable before such court.

**13.2.2** In cases involving *Athletes* that do not have a right to appeal under Article 13.2.1, each *National Association* shall have in place an appeal procedure that respects the following principles: a timely hearing, a fair and impartial hearing body; the right to be represented by a counsel at the person's expense; and a timely, written, reasoned decision. *FIH's* rights of appeal with respect to these cases are set forth in Article 13.2.3 below.

**13.2.3** In cases under Article 13.2.1, the following parties shall have the right to appeal to CAS: (a) the *Athlete* or other *Person* who is the subject of the decision being appealed; (b) the other party to the case in which the decision was rendered; (c) the *FIH* and any other *Anti-Doping Organisation* under whose rules a sanction could have been imposed; (d) the International Olympic Committee where the decision may have an effect in relation to the Olympic Games or Paralympic Games, including decisions affecting eligibility for the Olympic Games; and (e) *WADA*. In cases under Article 13.2.2, the parties having the right to appeal to the national-level reviewing body shall be as provided in the *National Association's* rules but, at a minimum, shall include: (a) the *Athlete* or other *Person* who is the subject of the decision being appealed; (b) the other party to the case in which the decision was rendered; (c) the *FIH*; and (d) *WADA*. For cases under Article 13.2.2, *WADA* and the *FIH* shall also have the right to appeal to CAS with respect to the decision of the national-level reviewing body.

### **13.3 Appeals from Decisions Granting or Denying a Therapeutic Use Exemption**

Decisions by *WADA* reversing the grant or denial of a TUE exemption may be appealed exclusively to CAS by the *Athlete*, the *FIH*, or *National Anti-Doping Organisation* or other body designated by a *National Association*, which granted or denied the exemption. Decisions to deny therapeutic use exemptions, and which are not reversed by *WADA*, may be appealed by *International-Level Athletes* to CAS and by other *Athletes* to the national level reviewing body described in Article 13.2.2. If the national level reviewing body reverses the decision to deny a therapeutic use exemption, that decision may be appealed to CAS by *WADA*.

### **13.4 Appeal from Decisions Pursuant to Article 12**

Decisions by the FIH pursuant to Article 12 may be appealed exclusively to CAS by the *National Association*.

### **13.5 Time for Filing Appeals**

The time to file an appeal to CAS shall be twenty-one (21) days from the date of receipt of the decision by the appealing party. The above notwithstanding, the following shall apply in connection with appeals filed by a party entitled to appeal but which was not a party to the proceedings having led to the decision subject to appeal:

- (a) Within ten (10) days from notice of the decision, such party/ies shall have the right to request from the body having issued the decision a copy of the file on which such body relied;
- (b) If such a request is made within the ten-day period, then the party making such request shall have twenty-one (21) days from receipt of the file to file an appeal to CAS.

## **ARTICLE 14 NATIONAL ASSOCIATIONS INCORPORATION OF IF RULES, REPORTING AND RECOGNITION**

### **14.1 National Associations Compliance with FIH's Anti-Doping Rules**

All *National Associations* shall comply with these Anti-Doping Rules. These Anti-Doping Rules should also be incorporated by reference into each *National Association's* Rules.

### **14.2 Statistical Reporting**

*National Associations* shall report to FIH at the end of every year results of all *Doping Controls* within their jurisdiction sorted by *Athlete* and identifying each date on which the *Athlete* was tested, the entity conducting the test, and whether the test was *In-Competition* or *Out-of-Competition*. The FIH may periodically publish *Testing* data received from *National Associations* as well as comparable data from *Testing* under the FIH's jurisdiction.

### **14.3 Doping Control Information Clearing House**

When a *National Association* has received an *Adverse Analytical Finding* on one of its *Athletes* it shall report the following information to the FIH and WADA within fourteen (14) days of the process described in Article 7.1.2 and 7.1.3: the *Athlete's* name, country, sport and discipline within the sport, whether the test was *In-Competition* or *Out-of-Competition*, the date of *Sample* collection and the analytical result reported by the laboratory. The *National Association* shall also regularly update the FIH and WADA on the status and findings of any review or proceedings conducted pursuant to Article 7 (*Results Management*), Article 8 (*Right to a Fair Hearing*) or Article 13 (*Appeals*), and comparable information shall be provided to the FIH and WADA within 14 days of the notification described in Article 7.1.9, with respect to other violations of these Anti-Doping Rules. In any case in which the period of *Ineligibility* is eliminated under Article 10.5.1 (*No Fault or Negligence*) or reduced under Article 10.5.2 (*No Significant Fault or Negligence*), the FIH and WADA shall be provided with a written reasoned decision explaining the basis for the elimination or reduction. Neither the FIH nor WADA shall disclose this information beyond those persons within their organisations with a need to know until the *National Association* has made public disclosure or has failed to make public disclosure as required in Article 14.4 below.

#### **14.4 Public Disclosure**

Neither the FIH nor its *National Association* shall publicly identify *Athletes* whose *Samples* have resulted in *Adverse Analytical Findings*, or who were alleged to have violated other Articles of these Anti-Doping Rules until it has been determined in a hearing in accordance with Article 8 that an anti-doping rule violation has occurred, or such hearing has been waived, or the assertion of an anti-doping rule violation has not been timely challenged or the *Athlete* has been *Provisionally Suspended*. Once a violation of these Anti-Doping Rules has been established, it shall be publicly reported within 20 days.

#### **14.5 Recognition of Decisions by the FIH and *National Associations***

Any decision of the FIH or a *National Association* regarding a violation of these Anti-Doping Rules shall be recognised by all *National Associations*, which shall take all necessary action to render such results effective.

### **ARTICLE 15 RECOGNITION OF DECISIONS BY OTHER ORGANISATIONS**

Subject to the right to appeal provided in Article 13, the *Testing*, therapeutic use exemptions and hearing results or other final adjudications of any *Signatory* to the *Code* which are consistent with the *Code* and are within the *Signatory's* authority, shall be recognised and respected by the FIH and its *National Associations*. The FIH and its *National Associations* may recognize the same actions of other bodies that have not accepted the *Code* if the rules of those bodies are otherwise consistent with the *Code*.

### **ARTICLE 16 STATUTE OF LIMITATIONS**

No action may be commenced under these Anti-Doping Rules against an *Athlete* or other *Person* for a violation of an anti-doping rule contained in these Anti-Doping Rules unless such action is commenced within eight years from the date the violation occurred.

### **ARTICLE 17 FIH COMPLIANCE REPORTS TO WADA**

The FIH will report to *WADA* on the FIH's compliance with the *Code* every second year and shall explain reasons for any non-compliance.

### **ARTICLE 18 AMENDMENT AND INTERPRETATION OF ANTI-DOPING RULES**

- 18.1** These Anti-Doping Rules may be amended from time to time by the *FIH's* Executive Board.
- 18.2** Except as provided in Article 18.5, these Anti-Doping Rules shall be interpreted as an independent and autonomous text and not by reference to existing law or statutes.
- 18.3** The headings used for the various Parts and Articles of these Anti-Doping Rules are for convenience only and shall not be deemed part of the substance of these Anti-Doping Rules or to affect in any way the language of the provisions to which they refer.
- 18.4** The *Introduction* and the *Appendix I Definitions* shall be considered integral parts of these Anti-Doping Rules.
- 18.5** These Anti-Doping Rules have been adopted pursuant to the applicable provisions of the *Code* and shall be interpreted in a manner that is consistent with applicable provisions of the *Code*. The comments annotating various provisions of the *Code* may, where applicable, assist in the understanding and interpretation of these Anti-Doping Rules.

- 18.6** Notice to an *Athlete* or other *Person* who is a member of a *National Association* may be accomplished by delivery of the notice to the *National Association*.
- 18.7** These Anti-Doping Rules shall not apply retrospectively to matters pending before the date these Anti-Doping Rules came into effect.

## APPENDIX 1 – FIH ANTI-DOPING POLICY DEFINITIONS

**Adverse Analytical Finding.** A report from a laboratory or other approved *Testing* entity that identifies in a *Specimen* the presence of a *Prohibited Substance* or its *Metabolites* or *Markers* (including elevated quantities of endogenous substances) or evidence of the *Use of a Prohibited Method*.

**Anti-Doping Organisation.** A *Signatory* that is responsible for adopting rules for initiating, implementing or enforcing any part of the *Doping Control* process. This includes, for example, the International Olympic Committee, the International Paralympic Committee, other *Major Event Organisations* that conduct *Testing* at their *Events*, WADA, International Associations, and *National Anti-Doping Organisations*.

**Athlete.** For purposes of *Doping Control*, any *Person* who participates in sport at the international level (as defined by each International Association) or national level (as defined by each *National Anti-Doping Organisation*) and any additional *Person* who participates in sport at a lower level if designated by the *Person's National Anti-Doping Organisation*. For purposes of anti-doping information and education, any *Person* who participates in sport under the authority of any *Signatory*, government, or other sports organization accepting the *Code*.

**Athlete Support Personnel.** Any coach, trainer, manager, agent, team staff, official, medical or para-medical personnel working with or treating *Athletes* participating in or preparing for sports competition.

**Attempt.** Purposely engaging in conduct that constitutes a substantial step in a course of conduct planned to culminate in the commission of an anti-doping rule violation. Provided, however, there shall be no anti-doping rule violation based solely on an *Attempt* to commit a violation if the *Person* renounces the attempt prior to it being discovered by a third party not involved in the *Attempt*.

**Code.** The World Anti-Doping *Code*.

**Competition.** A single match or game between two teams.

**Consequences of Anti-Doping Rules Violations.** An *Athlete's* or other *Person's* violation of an anti-doping rule may result in one or more of the following: (a) **Disqualification** means the *Athlete's* results in a particular *Competition* or *Event* are invalidated, with all resulting consequences including forfeiture of any medals, points and prizes; (b) **Ineligibility** means the *Athlete* or other *Person* is barred for a specified period of time from participating in any *Competition* or other activity or funding as provided in Article 10.9; [and (c) **Provisional Suspension** means the *Athlete* or other *Person* is barred temporarily from participating in any *Competition* prior to the final decision at a hearing conducted under Article 8 (Right to a Fair Hearing).]

**Disqualification.** See *Consequences of Anti-Doping Rules Violations* above.

**Doping Control.** The process including test distribution planning, *Sample* collection and handling, laboratory analysis, results management, hearings and appeals.

**Event.** A tournament comprising a series of individual *Competitions* conducted together under one ruling body (e.g., the Olympic Games, FIH World Cups, or Pan American Games).

**In-Competition.** For purposes of differentiating between *In-Competition* and *Out-of-Competition Testing*, an *In-Competition* test is a test where an *Athlete* is selected for testing in connection with a specific *Competition*.

**Independent Observer Program.** A team of observers, under the supervision of WADA, who observe the *Doping Control* process at certain *Events* and report on observations. If WADA is testing *In-Competition* at an *Event*, the observers shall be supervised by an independent organization.

**Ineligibility.** See *Consequences of Anti-Doping Rules Violations* above.

**International Event.** An *Event* where the International Olympic Committee, the International Paralympic Committee, an International Association, a *Major Event Organisation*, or another international sport organization is the ruling body for the *Event* or appoints the technical officials for the *Event*.

**International-Level Athlete.** *Athletes* designated by the FIH as being within the *Registered Testing Pool* of the FIH.

**International Standard.** A standard adopted by WADA in support of the *Code*. Compliance with an *International Standard* (as opposed to another alternative standard, practice or procedure) shall be sufficient to conclude that the procedures addressed by the *International Standard* were performed properly.

**Major Event Organisations.** This term refers to the continental Associations of *National Olympic Committees* and other international multi-sport organizations that function as the ruling body for any continental, regional or other *International Event*.

**Marker.** A compound, group of compounds or biological parameters that indicates the *Use* of a *Prohibited Substance* or *Prohibited Method*.

**Metabolite.** Any substance produced by a biotransformation process.

**Minor.** A natural *Person* who has not reached the age of majority as established by the applicable laws of his or her country of residence.

**National Anti-Doping Organisation.** The entity(ies) designated by each country as possessing the primary authority and responsibility to adopt and implement anti-doping rules, direct the collection of *Samples*, the management of test results, and the conduct of hearings, all at the national level. If this designation has not been made by the competent public authority(ies), the entity shall be the country's *National Olympic Committee* or its designee.

**National Event.** A sport *Event* involving international or national-level *Athletes* that is not an *International Event*.

**National Association.** A national or regional entity which is a member of or is recognized by the FIH as the entity governing hockey in that nation or region.

**National Olympic Committee.** The organization recognized by the International Olympic Committee. The term *National Olympic Committee* shall also include the National Sport Confederation in those countries where the National Sport Confederation assumes typical *National Olympic Committee* responsibilities in the anti-doping area.

**No Advance Notice.** A *Doping Control* which takes place with no advance warning to the *Athlete* and where the *Athlete* is continuously chaperoned from the moment of notification through *Sample* provision.

**No Fault or Negligence.** The *Athlete's* establishing that he or she did not know or suspect, and could not reasonably have known or suspected even with the exercise of utmost caution, that he or she had *Used* or been administered the *Prohibited Substance* or *Prohibited Method*.

**No Significant Fault or Negligence.** The *Athlete's* establishing that his or her fault or negligence, when viewed in the totality of the circumstances and taking into account the criteria for *No Fault or Negligence*, was not significant in relationship to the anti-doping rule violation.

**Out-of-Competition.** Any *Doping Control* which is not *In-Competition*.

**Participant.** Any *Athlete* or *Athlete Support Personnel*.

**Person.** A natural *Person* or an organization or other entity.

**Possession.** The actual, physical possession, or the constructive possession (which shall be found only if the person has exclusive control over the *Prohibited Substance/Method* or the premises in which a *Prohibited Substance/Method* exists); provided, however, that if the person does not have exclusive control over the *Prohibited Substance/Method* or the premises in which a *Prohibited Substance/Method* exists, constructive possession shall only be found if the person knew about the presence of the *Prohibited Substance/Method* and intended to exercise control over it. Provided, however, there shall be no anti-doping rule violation based solely on possession if, prior to receiving notification of any kind that the *Person* has committed an anti-doping rule violation, the *Person* has taken concrete action demonstrating that the *Person* no longer intends to have *Possession* and has renounced the *Person's* previous *Possession*.

**Prohibited List.** The List identifying the *Prohibited Substances* and *Prohibited Methods*.

**Prohibited Method.** Any method so described on the *Prohibited List*.

**Prohibited Substance.** Any substance so described on the *Prohibited List*.

**Provisional Hearing.** For purposes of Article 7.4, an expedited abbreviated hearing occurring prior to a hearing under Article 8 (Right to a Fair Hearing) that provides the *Athlete* with notice and an opportunity to be heard in either written or oral form.

[**Provisional Suspension.** See *Consequences* above.]

**Publicly Disclose or Publicly Report.** To disseminate or distribute information to the general public or persons beyond those persons entitled to earlier notification in accordance with Article 14.

**Registered Testing Pool.** The pool of top level *Athletes* established separately by each International Association and *National Anti-Doping Organisation* who are subject to both *In-Competition* and *Out-of-Competition Testing* as part of that International Association's or Organisation's test distribution plan.

**Sample/Specimen.** Any biological material collected for the purposes of *Doping Control*.

**Signatories.** Those entities signing the *Code* and agreeing to comply with the *Code*, including the International Olympic Committee, International Associations, International Paralympic Committee, *National Olympic Committees*, National Paralympic Committees, *Major Event Organisations*, *National Anti-Doping Organisations*, and WADA.

**Tampering.** Altering for an improper purpose or in an improper way; bringing improper influence to bear; interfering improperly to alter results or prevent normal procedures from occurring.

**Target Testing.** Selection of *Athletes* for *Testing* where specific *Athletes* or groups of *Athletes* are selected on a non-random basis for *Testing* at a specified time.

**Team Sport.** A sport in which the substitution of players is permitted during a *Competition*.

**Testing.** The parts of the *Doping Control* process involving test distribution planning, *Sample* collection, *Sample* handling, and *Sample* transport to the laboratory.

**Trafficking.** To sell, give, administer, transport, send, deliver or distribute a *Prohibited Substance* or *Prohibited Method* to an *Athlete* either directly or through one or more third parties, but excluding the sale or distribution (by medical personnel or by *Persons* other than an *Athlete's Support Personnel*) of a *Prohibited Substance* for genuine and legal therapeutic purposes.

**Use.** The application, ingestion, injection or consumption by any means whatsoever of any *Prohibited Substance* or *Prohibited Method*.

**WADA.** The World Anti-Doping Agency.



**APPENDIX 2 – FIH ANTI-DOPING POLICY**



**INTERNATIONAL HOCKEY FEDERATION  
ANTI-DOPING POLICY**

**ACKNOWLEDGMENT AND AGREEMENT**

I, as a member of .....  
[National Association]

and/or a participant in .....  
(Name of authorized or recognized event of National Association or International Hockey Federation)

hereby acknowledge and agree as follows:

1. I have received and had an opportunity to review the International Hockey Federation (FIH) Anti-Doping Policy.
2. I consent and agree to comply with and be bound by all of the provisions of the FIH Anti-Doping Policy, including but not limited to, all amendments to the Anti-Doping Policy and all International Standards incorporated in the Anti-Doping Policy.
3. I acknowledge and agree that National Associations and the FIH have jurisdiction to impose sanctions as provided in the FIH Anti-Doping Policy.
4. I also acknowledge and agree that any dispute arising out of a decision made pursuant to the FIH Anti-Doping Policy, after exhaustion of the process expressly provided for in the FIH Anti-Doping Policy, may be appealed exclusively as provided in Article 13 of the FIH Anti-Doping Policy to an appellate body for final and binding arbitration, which in the case of International-Level Athletes is the Court of Arbitration for Sport.
5. I acknowledge and agree that the decisions of the arbitral appellate body referenced above shall be final and enforceable, and that I will not bring any claim, arbitration, lawsuit or litigation in any other court or tribunal.
6. I have read and understand this Acknowledgement and Agreement.

\_\_\_\_\_  
Date

\_\_\_\_\_  
Print Name (Last Name, First Name)

\_\_\_\_\_  
Date of Birth  
(Day/Month/Year)

\_\_\_\_\_  
Signature (or, if a minor, signature of legal guardian)

### APPENDIX 3 – FIH ANTI-DOPING POLICY PROCEDURAL GUIDELINES FOR THERAPEUTIC USE EXEMPTION (TUE)

Pursuant to Article 4.4 *Athletes* may apply for therapeutic use exemption from the FIH provided there is full compliance with the requirements and supporting documents set out below. Any application lodged with missing supporting information or inadequate documentation will be returned to the *Athlete* and this will further delay the application process. Therefore, it is most important that all the requirements and supporting documents needed as set out herein are followed.

The FIH will use the *International Standard* for Therapeutic Use Exemptions published by WADA and in force at the date of treatment to assess applications.

The FIH will acknowledge Abbreviated TUEs granted by *Signatories* to the *WADA Code* subject to the following conditions.

- *National Associations* must establish procedures to administer Abbreviated TUEs in accordance with the *Code*, the *International Standard* for Therapeutic Use Exemptions and the FIH Anti-Doping Policy.
- *National Associations* must provide a copy of these procedures if requested by FIH.
- *National Associations* must keep records of applications and undertake to provide copies of these records if requested by FIH.
- *National Associations* must send a copy of the certificate confirming the exemption decision and issued in accordance with its procedures to FIH for its records.
- FIH reserves the right to review such exemptions.

The following procedures apply to all other Therapeutic Use Exemptions.

- The *Athlete* may use the application forms from the WADA website or the FIH forms which require the same information.
- The application and all supporting documentation must be:
  - in English: an English translation of all documents in another language must be provided.
  - typewritten/word processed and not hand written.
  - on an official letterhead with street address and telephone/facsimile numbers for verification purposes.
- Copies of laboratory studies, x-ray findings, radiological results, imaging studies, etc must be supplied if relevant.

For an *Athlete* who is due to or may take part in an FIH competition, documentation must be received at the FIH office at least 60 days before the first day of competition, not postmarked 60 days prior. If the final team is not selected by this time-line, *Athletes* from the training squad who are being considered for selection should submit the required documentation if they require an exemption.

FIH reserves the right not to approve the exemption. However, *WADA*, at the request of an *Athlete* or on its own initiation, may review the granting or denial of any TUE (see Article 4.4.4). An FIH decision on the exemption application may take up to 21 days and the *WADA* review process may take up to 30 days. It is therefore important for *Athletes* to submit the application to the FIH at least 60 days before competition.

In the event an *Athlete* develops an acute medical condition less than the 60-day stipulated period and needs to use medication that contain *Prohibited Substances* or a *Prohibited Method* in treatment, then the documentation specified in these procedures and in the *International Standard* for Therapeutic Use Exemptions must be presented immediately to the FIH office with a copy to the FIH Medical Officer appointed to the tournament.

Retroactive approval will be granted only in accordance with the *International Standard* for Therapeutic Use Exemptions.