



# SINGAPORE HOCKEY FEDERATION

## DISCIPLINARY RULES

As approved by SHF EXCO on 30<sup>th</sup> October 2013

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# SINGAPORE HOCKEY FEDERATION DISCIPLINARY RULES (“SHF DISCIPLINARY RULES”)

	CONTENTS	Pages
1.	Definitions .....	3-4
2.	Construction .....	4
3.	Constitution of Disciplinary Sub-Committee .....	4-5
4.	Constitution of Inquiry Panel .....	5
5.	Constitution of Disciplinary Panel .....	5
6.	Disciplinary Proceedings.....	6-9
7.	Appeals from the Disciplinary Panel .....	9
8.	Sanctions / Penalties .....	10 - 11
9.	General .....	11

1. DEFINITIONS

In the Rules, the following expressions shall, except where the context otherwise require, have the following meanings:

“Appeals Board”	means the Appeals Board as set out under the Constitution;
“Coaches Rules”	mean the Rules enacted by EXCO for the proper control and administration of coaches under the jurisdiction of the Coaches Sub-Committee;
“Constitution”	means the Constitution of the SHF;
“Council”	means the Council of the SHF;
“Disciplinary Panel”	means the committee as constituted by the Chairman of the Disciplinary Sub-Committee to hear anyone accused of any breach, infringement or misconduct before, during or after a hockey match or otherwise;
“Disciplinary Sub-Committee”	means the Sub-Committee appointed by the EXCO pursuant to the Constitution to deal with any breach, infringement or misconduct of any member, player official, umpire, coach, anyone with authorisation from SHF in particular to a match, competition or other event which is organised and/or sanctioned by the SHF;
“EXCO”	means the Executive Committee of the SHF;
“FIH”	means the Federation Internationale de Hockey (International Hockey Federation);
“Inquiry Panel”	means the Panel as constituted by the Chairman of the Disciplinary Sub-Committee to hear anyone accused of any breach, infringement or misconduct before, during or after a hockey match or otherwise;
“Member”	means a Club, Corporate Member or Life Member as defined in the Constitution;
“Qualified Person”	means a qualified person as defined in the Legal Profession Act;
“Respondent”	means anyone accused of any breach, infringement or misconduct before, during or after a hockey match or otherwise;
“Rules”	means the SHF Disciplinary Rules and they apply to any match and/or competition sanctioned and/or organised by SHF;



"SHF"	means the Singapore Hockey Federation;
"SHF Notice Board"	means the notice and/or display boards installed around the SHF premises containing notices and/or information for Members and the public;
"Tournament"	means any tournament under the jurisdiction and/or purview of the Tournament Sub-Committee and/or sanctioned and/or organised by the SHF;
"Tournament Rules"	mean the Rules made by EXCO for the proper control and administration of tournaments organised by the Tournament Sub -Committee;
"Umpires' Rules"	mean the Rules enacted by EXCO for the proper control and administration of umpires under the jurisdiction of the Umpires Sub-Committee.

## 2. CONSTRUCTION

- 2.1 The headings in the Rules are for ease of reference only and shall not affect the interpretation or construction of the Rules.
- 2.2 A reference to a Rule or sub-Rule is to a Rule or sub-Rule of the Rules.
- 2.3 Unless the context otherwise requires:
  - 2.3.1 Words in the singular include the plural, and vice-versa; and
  - 2.3.2 Words importing any gender include all genders.

## 3. CONSTITUTION OF THE DISCIPLINARY SUB-COMMITTEE

- 3.1 The EXCO shall appoint the Disciplinary Sub-Committee which shall comprise
  - 3.1.1 A Chairman who shall be a qualified person under the Legal Profession Act or a legally trained person with a recognised Law degree; and
  - 3.1.2 Any number of persons as the EXCO shall determine from time to time.
- 3.2 The Disciplinary Sub-Committee may meet for the purposes of its business, adjourn and otherwise regulate the conduct and determine the procedure of its meetings and business as its members may think fit. The Disciplinary Sub-Committee may make decisions at meetings or by resolutions circulated in writing or by electronic mail.

- 3.3 Any question arising out of any meeting of the Disciplinary Sub-Committee shall be determined by a majority of votes by members of the Disciplinary Sub-Committee. The Chairman of the Disciplinary Sub-Committee shall in the case of equality of votes, have the casting vote.
- 3.4 The quorum for a meeting of a Disciplinary Sub-Committee shall be not less than half of its current members.

#### 4. CONSTITUTION OF THE INQUIRY PANEL

- 4.1 Upon receipt of a report, complaint or information relating to a breach, infringement or misconduct before, during or after a hockey match or otherwise, the Chairman of the Disciplinary Sub-Committee shall convene an Inquiry Panel which shall determine if the incident is better dealt with as a minor infraction or if it should be dealt with as a major infraction.
- 4.2 The Inquiry Panel shall consist of not less than three (3) persons, one of whom shall be appointed as the Chairman who shall also be a qualified person or a legally trained person with a recognized Law degree.

#### 5. CONSTITUTION OF DISCIPLINARY PANEL

- 5.1 Upon receiving the report from the Chairman of the Inquiry Panel that the incident of misconduct is a major infraction, the Chairman of the Disciplinary Sub-Committee shall refer the complaint to be heard by a Disciplinary Panel comprising of either three (3) members or five (5) members from the Disciplinary Sub-Committee.
- 5.2 The Chairman of the Disciplinary Panel shall be a qualified lawyer or legally trained person.
- 5.3 Any question arising out of any meeting of the Disciplinary Panel shall be determined by a majority of votes by the members of the Disciplinary Panel. The Chairman of the Disciplinary Panel shall, in the case of an equality of votes, have the casting vote.
- 5.4 The Disciplinary Panel may delegate any of its powers under the Rules to any one or more of its members;
- 5.5 The Disciplinary Panel shall
  - 5.5.1 Have the powers vested in it by the Rules; and
  - 5.5.2 Have the power to abridge or extend the time within which acts under the Rules are to be done or carried out.

## 6. DISCIPLINARY PROCEEDINGS

- 6.1 The Chairman of the Disciplinary Sub-Committee shall be empowered to receive any report, complaint or information from the EXCO, any Sub Committee of the SHF, any Member, representative of a Member, umpire, coach, player or official including any misconduct which may be in respect of any utterance, conduct or action of any Member of the SHF inclusive of any player or official who brings hockey and/or the SHF into disrepute before, during or after a hockey match or otherwise.
- 6.2 Upon receipt of the report complaint or information referred to in Rule 6.1 above, the Chairman of the Disciplinary Sub-Committee shall convene an Inquiry Panel which shall determine if the incident is better dealt with as a minor infraction or if it should be dealt with as a major infraction.
- 6.3 If the incident is to be dealt with as a minor infraction, the Chairman of the Inquiry Panel will inform the Respondent or Member accused of misconduct and the matter shall be dealt with according to the Rules herein.
- 6.4 Procedures for dealing with minor infractions shall be informal as compared to those for major infractions and shall be determined at the discretion of the Chairman of the Inquiry Panel, provided the Respondent is told of the nature of the infraction and has an opportunity to provide an explanation in respect of the incident.
- 6.5 Examples of minor infractions (which are not exhaustive) are set out hereunder:
- 6.5.1 incident(s) of disrespectful, offensive, or abusive, comments or behavior directed towards others, including but not limited to peers, opponents, players, coaches, officials, administrators, spectators and sponsors;
  - 6.5.2 Unsportsmanlike conduct such as angry outbursts directed at others or arguing with the match officials; and/or
  - 6.5.3 Non-compliance with the rules and regulations under which SHF tournaments are conducted.
- 6.6 The following disciplinary sanctions may be applied by the Inquiry Panel, singly or in combination, for minor infractions:
- 6.6.1 Verbal reprimand;
  - 6.6.2 Written reprimand;
  - 6.6.3 Verbal apology;
  - 6.6.4 hand-delivered written apology;

- 6.6.5 Team service or other voluntary contribution to the SHF;
  - 6.6.6 Suspension from current competition; and/or
  - 6.6.7 Monetary penalty.
- 6.7 A Respondent subject to any Inquiry Panel who is dissatisfied with the decision in whole or in part by the Inquiry Panel, may appeal, within five (5) working days of written receipt of the notice from the Chairman of the Inquiry Panel, to the Chairman of the Disciplinary Sub-Committee who shall sit alone to summarily review the decision whole or in part as the case may be. The Chairman of the Disciplinary Sub-Committee may review the decision by reversing, maintaining, reducing or enhancing the sentence, including altering the nature of the sentence.
- 6.8 In the event the Chairman of the Inquiry Panel decides that an incident of misconduct is a major infraction which is prejudicial to the interests of, or has brought disrepute to the game of Hockey, he shall report to the Chairman of the Disciplinary Sub-Committee within fourteen (14) working days (for avoidance of doubt a working day shall not include Saturday, Sunday or a Public Holiday) of the incident, behavior or conduct or within such other time as the Disciplinary Sub-Committee may allow. Examples of major infractions (which are not exhaustive) are set out hereunder:
- 6.8.1 incident(s) of disrespectful, offensive, abusive, racist or sexist comments or behavior directed towards others, including but not limited to peers, opponents, players, coaches, officials, spectators and sponsors;
  - 6.8.2 Unsportsmanlike conduct such as angry outbursts or arguing;
  - 6.8.3 Any act of violence or physically abuse;
  - 6.8.4 Activities or behaviors which interfere with a match or competition or which endanger the safety of others;
  - 6.8.5 Deliberate disregard for the rules and regulations of SHF tournaments or of the SHF Umpires Rules, or SHF Coaches Rules or of the Constitution of the SHF;
  - 6.8.6 Abusive use of alcohol which causes the individual to behave in a disruptive manner or interferes with the individual's ability to perform effectively and safely; and/or
  - 6.8.7 use of banned performance enhancing drugs or methods as set out in the Singapore Anti-Doping Rules and Anti-Doping Policy of Singapore and World Anti-Doping Agency ("WADA") Code adopted by the SHF.
  - 6.8.8 Deliberate breach of the direction of the SHF EXCO or any duly constituted sub-committee of EXCO or any duly constituted committee under the Constitution of the SHF

- 6.9 The Chairman of the Disciplinary Sub-Committee upon receiving the report from the Inquiry Panel that it is a major infraction shall convene a hearing to be heard by a three (3) member or five (5) members Disciplinary Panel. The Chairman of the Disciplinary Sub-Committee, if he does not attend the hearing, shall appoint a member of the Disciplinary Sub-Committee to act as Chairman who shall be a qualified person or legally trained person with a recognised Law degree. Any decision in writing signed by the Chairman (or a person appointed to act as Chairman) of the Disciplinary Panel on behalf of the members shall be as valid and effectual as if it had been made or reached at a meeting of the Disciplinary Panel where there was a quorum.
- 6.10 The Disciplinary Panel may meet for the purposes of its inquiry, adjourn and otherwise regulate the conduct and determine the procedure of the inquiry as its members may think fit.
- 6.11 The Chairman of the Disciplinary Panel may at any time summon a meeting of the Disciplinary Panel.
- 6.12 Any question arising out of a meeting of the Disciplinary Panel shall be determined by a majority of votes of the members of the Disciplinary Panel. The Chairman (or person appointed to act as Chairman) shall have a casting vote in the event of a tie.
- 6.13 The Disciplinary Panel shall have the power to
- 6.13.1 Convene inquiries at such time and place as it determines;
- 6.13.2 direct that the person or Member making the report, complaint or information referred to in Rules herein or members of the Inquiry Panel and/or the alleged offending party (*if a Club, its officials and/or representative/s*) and/or any other Member or player, coach, umpire or official appear before it to answer the complaint and/or questions and/or offer an explanation and/or assist in the proceedings;
- 6.13.3 Appoint a secretary to assist it in performing its duties and exercising its powers. For the avoidance of doubt, the said secretary shall not be a member of the Disciplinary Panel;
- 6.13.4 abridge or extend the time within which acts, including but not limited to the time for reporting an incident of misconduct or otherwise are to be done or carried out;
- 6.13.5 Impose, in its discretion, any one or more of the following sanctions / penalties and as stated in Rule 8 herein:
- (i) a ban including a life ban from further participation in the game of Hockey or in any Tournament;



- (ii) a monetary penalty, the payment of which shall (*unless the Disciplinary Panel determines otherwise*) be a condition precedent to the entitlement of the penalised party to participate or be involved in any Tournament or the game of Hockey;
- (iii) Compensation, in such form and terms as the Disciplinary Panel determines, to such person or Member affected by the act or conducts which formed the basis of the complaint;
- (iv) A suspension (*for such period and Tournaments as the Disciplinary Panel deems fit*) from participation in any Tournament or the game of Hockey;
- (v) A caution in such terms as the Disciplinary Panel deems fit; and/or
- (vi) Such other sanction as the Disciplinary Panel deems just and appropriate;

6.13.6 Dismiss the complaint;

6.13.7 The EXCO may at its discretion post the relevant details of the Disciplinary Proceeding including the sanctions / penalties imposed on the SHF's notice boards and/or website.

6.17 For the avoidance of doubt, the Disciplinary Panel shall be entitled to deal with and impose a sanction with respect to any matter in relation to which a sanction (*which is otherwise provided for in the Tournament Rules or Umpires' Rules*) has been or may be imposed by the Tournament Sub-Committee, Umpires Sub-Committee or Inquiry Panel or by or under the Rules.

6.18 Where a complaint referred to in the Rules has been sent to the Chairman of the Disciplinary Panel, and until the Disciplinary Panel makes a determination, the Inquiry Panel may, if it considers it to be in the interests of any Tournament or the game of Hockey, suspend the Respondent against whom the report, complaint or information is made, until such time that the Disciplinary Panel makes a determination on the said complaint.

6.19 The decision of the Disciplinary Panel shall be communicated to the Respondent against whom the complaint is made no later than thirty (30) days after the Disciplinary Panel makes its determination and shall take effect on such date as the Disciplinary Panel shall determine.

## 7. APPEALS FROM THE DISCIPLINARY PANEL

7.1 Any Respondent on whom a decision and/or penalty has been imposed pursuant to these Rules may appeal against such decision and/or against the penalty so imposed. Any such appeal shall be made and conducted in accordance with the provisions of the SHF Constitution, the SHF Rules governing Appeals and all



other appropriate Rules made from time to time by the SHF.

## 8. SANCTIONS / PENALTIES

8.1 Disciplinary sanctions and penalties which may be imposed under these Rules shall include:-

- 8.1.1 A caution;
- 8.1.2 A censure;
- 8.1.3 A fine;
- 8.1.4 Suspension for a specified number of matches and/or a specified period;
- 8.1.5 Ban for life or for a specified period;
- 8.1.6 A ban on participating or being involved in a game in any capacity whatsoever;
- 8.1.7 Cancellation of a match (requiring a replay, if any);
- 8.1.8 Deduction or cancellation of points;
- 8.1.9 A win by default, in which case a score of two (2)-nil (0) will be given, unless the goal difference attained in the match is greater in favour of the non-infringing Club;
- 8.1.10 a ban from any stadium/or any playing ground or on terms;
- 8.1.11 matches to be played with the exclusion of the public or on certain conditions;
- 8.1.12 a ban from taking part in the current and/or future tournaments or any part thereof;
- 8.1.13 a cancellation/refusal of registration of a Player or on terms;
- 8.1.14 withdrawal of any or all financial privileges given by the SHF or on terms; and/or
- 8.1.15 offences under the Tournament Rules, including:-

	<u>Penalty</u>
(1) Premier Team fielding less than 11 players at start of the Premier match	\$300



(2) Team withdrawing from a match	\$300
(3) Breach of Rule 6 of the Tournament Rules	\$100
(4) Breach of Rule 12 of the Tournament Rules	\$50
(5) Failing to submit team sheet 15 minutes before start of match	\$50
(6) Failing to provide match balls	\$50
(7) Fielding unregistered/ineligible player	\$100
(8) Fielding suspended player	\$200
(9) Premier Team Failing to name and have 5 players below the age of 21 years among Listed Players	\$100 per player

8.1.16 combination of the sanctions and penalties stated herein.

8.2 In determining any disciplinary sanction or penalty to be imposed, the Disciplinary Panel may be guided by the list of disciplinary measures as specified in the Rules and Regulations of the FIH.

## 9. GENERAL

9.1 In the event there is any dispute or difference relating to or in connection with the interpretation of the Rules or the decision of the Inquiry Panel or Disciplinary Panel, the said dispute or difference shall be referred to and determined by the Council whose decision shall be final and binding on all parties.