

SCOTTISH



ICE HOCKEY

DISCIPLINARY RULES AND PROCEDURES

Revised August 2023

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1. Introduction

- 1.1. The purpose of this document is to provide all SIH stakeholders with an overview of the SIH Disciplinary Rules and Procedures.
- 1.2. If you have any queries regarding disciplinary matters, please ensure you have checked this document before contacting the relevant Disciplinary Secretary (set out below).

2. Mission Statement

- 2.1. The SIH has long recognised the necessity of having effective Disciplinary Rules and Procedures. The mission of the SIH Disciplinary Rules and Procedures is to provide an informed and balanced interpretation of those rules and regulations which govern discipline within Ice Hockey under the SIH, and to promote fairness, respect, and equality within the sport. The overriding objective is to secure justice in SIH disciplinary proceedings and that decisions are made in a fair, consistent, and expeditious manner.
- 2.2. The SIH, The Executive Committee, the Disciplinary Committee and the Appeals Panel will act in good faith and in accordance with the principles of natural justice and within the Rules, and in accordance with the current International Ice Hockey Federation Rule Book, IIHF Case Book, the Coach Manager Code of Conduct and the SIH in house rules.

3. Jurisdiction

- 3.1. The Rules shall apply to all Persons, as defined, including all Players, Coaches, Clubs and Teams.
- 3.2. The SIH shall establish a Disciplinary Committee and an Appeals Panel which shall have delegated power to act in the name of the SIH to determine disciplinary matters.
- 3.3. In certain circumstances, and as described in the Appeals section, disciplinary matters and other disputes will be dealt with by Sports Resolutions.

4. Disciplinary Secretaries

- 4.1. The Disciplinary Secretaries shall be the point of contact for disciplinary matters. They may only be contacted via email and by the Club/Team secretary. Emails from other sources will not be accepted.
- 4.2. Email is the chosen method of communication as it ensures that all communications are logged and not misunderstood.
- 4.3. The Disciplinary Secretaries for the relevant leagues are as follows:
 - 4.3.1. Discipline@Scottishicehockey.co.uk

5. The Disciplinary Committee

- 5.1. The Disciplinary Committee is a sub-committee of the SIH delegated with the task of dealing with Ice Hockey related and general disciplinary matters. It shall have jurisdiction to impose any sanctions set out in the Rules and Appendices.
- 5.2. The Disciplinary Committee shall consist of a minimum of 3 people over 18 years of age. The Committee will be convened at the discretion of the Discipline Secretary.
- 5.3. A quorum of three shall be sufficient to convene a meeting/hearing of the Disciplinary Committee.
- 5.4. The Disciplinary Committee shall be empowered to delegate any function to one member of the committee.
- 5.5. The Disciplinary Committee nominated to consider a disciplinary matter shall act on

a simple majority vote (plus 51%) in arriving at its decision

- 5.6. Any member of the Disciplinary Committee shall decline to participate in the consideration of certain disciplinary matters if there would be serious grounds to question his/her impartiality such as having a direct or indirect interest in the outcome of the proceedings.
- 5.7. The Disciplinary Committee shall have the power to regulate its own procedure and to determine any matter arising under and in connection with the Rules (except in relation to Appeals when the Appeals Panel shall be entitled to exercise such powers) and in so doing may waive any requirement of and/or extend any time period provided for in the Rules.
- 5.8. The Disciplinary Committee may determine that a Player, Person, Club/Team shall be disciplined for an offence which is different from the offence for which the Player, Person, Club/Team was originally sanctioned, providing such offence arises out of the same incident or incidents as that referred to in the Game Sheet/Referees Report and that the Player, Person, Club/Team shall not, in the opinion of the Disciplinary Committee, be unfairly prejudiced by the same.
- 5.9. Unless, in its sole discretion, the Disciplinary Committee or the Executive Committee otherwise decides, the Disciplinary Committee will be convened in the following circumstances:
 - 5.9.1. When a Penalty is called by a Referee based on offences described in the current IIHF Official Rule Book, IIHF Case Book, Coach/Manager Code of Conduct and the SIH In House Rules that incur an automatic suspension.
 - 5.9.2. When any other act or acts of Misconduct are committed. For the purposes of the Rules, Misconduct shall mean any act of illegal and/or foul play by a Person and/or any conduct, behaviour, statements or practices by a Team, Club, and/or Player, Person or supporter, on or off the playing enclosure during a game or otherwise, that is unsporting and/or insulting and/or that brings or has the potential to bring the game of Ice Hockey, the SIH and/or any sponsor or other commercial partner of SIH into disrepute. Misconduct includes any breach of the Coach/Manager Code of Conduct.
 - 5.9.3. While it is not possible to draw up a definitive and exhaustive list of types of conduct that may amount to Misconduct under the Rules, each of the types of behaviour set out at Appendix A by a Club/Team and/or its Players, its Persons or supporters is an example of (and constitutes) Misconduct.

- 5.10. The mechanism for convening the Disciplinary Committee is as follows when a Penalty is called:
 - 5.10.1. The Disciplinary Secretary receives the Game Sheet and Referees Report and records the Penalties, Offences and Penalty Points for the relevant Offence
 - 5.10.2. The Disciplinary Secretary will circulate to the Disciplinary Committee notification of the Penalties and Offences, with reference to the Guide to Suspensions and Sanctions for Match Penalties (set out at Appendix C of the Rules).
 - 5.10.3. Where there are incidences of Misconduct other than relating to a Penalty, the Disciplinary Committee will investigate the allegation and prepare a Misconduct Report for the Disciplinary Committee to review.
 - 5.10.4. The above represents the recommended procedure. However, the Executive Committee, the SIH and the Disciplinary Committee reserve the right to change this procedure if it deems it necessary to do so.
 - 5.10.5. In order for the Disciplinary Procedure to be undertaken efficiently and effectively all Clubs/Teams must ensure that Electronic Game Sheets are submitted on the SIH system by midnight on the Tuesday after the day of the game concerned. Referees Reports must reach the Disciplinary Secretary by no later than midnight of the Tuesday following the weekend's games, or within 48 hours of a game being played if the game is played during mid-week.

6. Penalty Points

- 6.1. To help assess and monitor discipline, the SIH operates a Penalty Points System.
- 6.2. Players and Teams will accumulate Penalty Points for committing offences and incurring Penalties.
- 6.3. The table at Appendix D sets out the recommended Penalty Points tariff for Players, although the level of Penalty Points remains always at the discretion of the Disciplinary Committee.
- 6.4. It is the responsibility of all Clubs/Teams to monitor their Player's Penalty Points and ensure that any Player who has accumulated requisite points to warrant a suspension is not involved whatsoever (whether playing or otherwise) in any games during the suspension period.

7. Accumulated Penalty Points and Automatic Suspension

- 7.1. Any Player who accumulates a requisite number of Penalty Points in a single league/division will be automatically suspended.
- 7.2. The table set out at Appendix E sets out the recommended tariff for automatic suspensions.

8. Penalty Points for Coach/Manager and Bench Officials

- 8.1. The SIH operates a Penalty Points System for Coaches, Managers and Bench Officials (falling under the definition of Persons, above).
- 8.2. The recommended Penalty Points Sanctions that shall apply for Coaches, Managers and Bench Officials for all offences are set out in the table at Appendix F.
- 8.3. Please note that sanctions for Coaches/Managers and Bench Officials will be based predominantly on the Referees Report/Game Sheet, although always at the discretion of the Disciplinary Committee.
- 8.4. All Major Penalties will result in the Coach/Manager or Bench Official being suspended for a minimum of 2 games.
- 8.5. All Coaches, Managers or Bench Officials receiving Major Penalties must wait for notification from their Disciplinary Secretary before resuming participation in games. A flag will be placed against the player on SIH System.
- 8.6. In relation to repeat offences the Disciplinary Committee reserves the right to apply Supplementary Disciplinary Sanctions, such as, but not limited to, extending the suspension to all levels and/or reporting the findings to the Coaching Program.
- 8.7. Sanctions for Player/Coaches are dealt with by section 10.
 - 8.7.1. Any coach deemed to be the head coach of any team/club that accumulates 50 disciplinary points during a season will receive an automatic 2 games suspension.
 - 8.7.2. Any coach in breach of the code of conduct can be subject to additional disciplinary proceedings by the Discipline Coaching Secretary.
 - 8.7.3. Any coach deemed to be the head coach of a team that accumulates 100 disciplinary points in a season will be automatically suspended and required

to appear at a disciplinary committee meeting to explain his team's conduct before being allowed to undertake any further coaching activities. Please note that a team head coach is not determined by who is named as the coach in charge of the team bench at a game.

- 8.7.4. No more than 15 disciplinary points from a single game will be counted in the totals above but any coach who is deemed to be in charge of a team that accumulates more than 15 disciplinary points in a single game will be subject to separate disciplinary action for the failure to control his bench in that game.

9. Additional Sanctions for playing a Suspended Player

- 9.1. In the event a Team plays a Suspended Player the following additional sanctions will apply:
 - 9.1.1. The offending Player will serve the original suspension, to then be followed by a further one game suspension. No further Penalty Points will be applied for the further one game suspension.
 - 9.1.2. At the discretion of the Disciplinary Committee, the Person responsible for the offence may receive a suspension for up to 2 games.
 - 9.1.3. At the further discretion of the Disciplinary Committee, 10 Penalty Points may be added to the Team's Penalty Points total.

10. Sanctions for Player/Coaches

- 10.1. A Player registered as a Player/Coach who receives a suspension is also suspended as a Coach. The coaching suspension is for the same length, as the playing suspension.
- 10.2. A Coach registered as a Player/Coach who receives a suspension is also suspended as a Player. The playing suspension is for the same length, as the coaching suspension.
- 10.3. Please note that Penalty Points for the coaching offence will not be applied to the Player's individual total but will be added to the Team total.

11. Sanctions for coaching whilst suspended

- 11.1. The suspension of a Coach by the Disciplinary Committee will extend across all levels and age groups.
- 11.2. A suspended Coach will not be permitted to undertake any coaching duties whatsoever on match days until the allocated suspension is served.

Example:

Coach A is the coach of the U16 and U14 team. He receives a two-match suspension following a U16 game. Coach A is therefore suspended from all coaching until the suspension imposed following the U16 game has passed.

For the avoidance of doubt, if before the suspension imposed has passed an U14 game takes place, Coach A will not be eligible to undertake coaching duties in respect of the U14 game.

- 11.3. A Coach who is serving a suspension must not be within the vicinity of his Team's bench. Vicinity means a 10-metre radius from bench.
- 11.4. A suspended Coach may not coach or have any Team communication at all whilst in attendance at the ice rink during a game that falls within the suspension.
- 11.5. A suspended Coach may not visit his Team's dressing room during the period breaks or any other break in play.
- 11.6. The following sanctions will be applied in respect of a Coach who is serving a suspension and breaches this rule:
 - 11.6.1. The offending Coach may at the discretion of the Disciplinary Committee receive a further 2 game suspension.
 - 11.6.2. The offending Team (i.e., the Team which has allowed the suspended Coach to coach) may at the discretion of the Disciplinary Committee receive a further 10 Penalty Points.

12. The Penalty Point Fines System for Teams.

12.1. For all teams excluding SNL/U19 the fines tariff is as follows:

12.1.1. For every 20 Penalty Points accumulated by a Team (including Penalty Points accrued by Players, Persons, Coaches, Managers and Bench Officials) a fine of £25 will be imposed on the Team.

ACCRUED PENALTY POINTS	FINE (additional fines at each threshold)
20 points	£25.00
40 points	£25.00 (total to this point £50)
60 points	£25.00 (total to this point £75)
80 points	£25.00 (total to this point £100)
100 points	£25.00 (total to this point £125)

12.2. For all SNL/U19 Teams the tariff is as detailed below.

ACCRUED PENALTY POINTS	FINE (separate fines at each threshold)
20 points	£25
30 points	£30 (total to this point £55)
40 points	£40 (total to this point £95)
50 points	£50 (total to this point £145)
60 points	£60 (total to this point £205)
70 points	£70 (total to this point £275)
80 points	£80 (total to this point £355)
90 points	£90 (total to this point £435)
100 points	£100 (total to this point £535)

12.3. The tariff of Team fines for 50/75/100 Accumulated Penalty Points for all Leagues in addition to any automatic fines above is as follows:

50 team penalty points

TEAM	FINE
SNL Teams	£100
Women's Teams	£50
BUIHA Teams	£50
U19 Teams (male or female)	£50
U16 Teams and below (male or female)	£50

75 Team Penalty Points

TEAM	FINE (additional to 50 points)
SNL Teams	£200.00
Women's Teams	£100.00
BUIHA Teams & U19	£100.00
U16 and below	£100.00

100 Team Penalty Points

TEAM	FINE	CUMULATIVE TOTAL (to this point)
SNL	£500	£100+£200+£500=£800
Women	£500	£50+£100+£200=£400
BUIHA	£300	£50+£100+£250=£400
U19	£300	£50+£100+£250=£400
U16 and below	£200	£50+£100+£200=£400

12.4. Fine payment

If payment is not received within the 28-day period from date of invoice, the Discipline Chair will issue one final email reminder. An administration fee of £20 will be added to the outstanding balance at this point with a further email reminder from the Discipline Chair. If payment is not received within 5 days from this point referee allocation will be withdrawn for future fixtures until payment is received in full.

13. Team failing to complete a fixture

- 13.1. Failure to start or complete a fixture by a Team is a serious offence and the SIH, the Executive Committee, and the Disciplinary Committee adopts a zero-tolerance approach in this respect.
- 13.2. Any Team failing to start or complete a fixture in any circumstances:
 - 13.2.1. May be charged with Misconduct and bringing the game into disrepute.
 - 13.2.2. Will forfeit the relevant game 5-0 in favour of the non-offending team.
 - 13.2.3. May be fined up to £5,000.
 - 13.2.4. May be held liable to indemnify the non-offending Team and the venue operator/rink in respect of any expenses, losses, or costs incurred because of the offending Team's actions.
 - 13.2.5. May be expelled from the league to which the offending Team is affiliated.
- 13.3. Any Persons (whether Players, Officials, Coaches, or any other connected party) involved may also be charged with Misconduct and bringing the game into disrepute.

14. Mission Statement

- 14.1. The SIH has long recognised the necessity of having a procedure by which parties who receive a certain level of sanction under the Rules shall have the right of appeal against such decision of the Disciplinary Committee as part of the overriding objective to secure justice.
- 14.2. The Appeals Panel shall be entitled to adopt such procedure as it thinks fit in each case but subject to this power to regulate its own procedure shall generally observe the procedures stated in the Rules and shall ensure that a party appealing against a decision of a Disciplinary Panel:
 - 14.2.1. Receives a proper notification of the hearing of the Appeal.
 - 14.2.2. Has the opportunity to be heard in support of the Appeal.
 - 14.2.3. Has the right to have the Appeal determined by a fair and impartial panel.

15. Circumstances of Appeal

- 15.1. Given the nature of the sport of Ice Hockey, it is not feasible, proper, or proportionate use of resource to extend a right of appeal to all levels of sanctions. Appeals are therefore only permitted in the following circumstances:
 - 15.1.1. Where a suspension in relation to one offence has been ordered by the Disciplinary Committee and the suspension is for more than the recommended starting tariff of games for the appropriate league.
 - 15.1.2. Where an exclusion order has been made in relation to an Ice Hockey arena/venue.
 - 15.1.3. Where the sanction amounts to an expulsion from the membership of/affiliation to the SIH.
 - 15.1.4. Where a suspension is more than 3 months for one offence.
 - 15.1.5. Cases of mistaken identity.
 - 15.1.6. Where the sanction amounts to the removal of a Person's/Team's licence/registration.

16. Make up of the Appeals Panel

- 16.1. The Appeals Panel shall consist of one SIH Director, together with two other persons appointed by the SIH Company Secretary who are unrelated to the Appellant, or any Team or Person involved in the incident and who are otherwise independent of the Appellant. The Company Secretary will also appoint the Chairman of the Appeals panel.

17. Appeals Procedure

- 17.1. A Club, Team, Person or Player wishing to appeal against a decision of the Disciplinary Committee shall file a Notice of Appeal by email to Secretary@scottishicehockey.co.uk
- 17.2. The Notice of Appeal must be in writing and filed within 7 working days of the date on which the decision of the Disciplinary Panel is notified to the Club/Team/Person/Player.
- 17.3. The Notice of Appeal must be accompanied with a BACS payment or cheque for £300 as a deposit against costs of the hearing. If the appeal is successful, the amount will be refunded or the cheque will not be cashed.
- 17.4. The Notice of Appeal shall state:
- 17.4.1. The name of the Appellant.
- 17.4.2. The decision appealed against.
- 17.4.3. The grounds upon which the appeal is based, in sufficient detail so that the Appeals Panel has a full understanding of what the Appellant intends to raise.
- 17.5. Except as provided in the Rules, no specific form or notice is required.
- 17.6. A re-hearing of the case considered at first instance or admission of any new evidence not considered at first instance shall only be permitted at the discretion of the Appeals Panel and upon cause shown by the Appellant.
- 17.7. In certain circumstances video evidence will be considered if undertaken by suitable means agreed at the section meetings. The admission of video evidence is strictly at the discretion of the Appeals Panel.

- 17.8. The Appellant shall have the right to be present. However, the Appellant shall be entitled to elect not to exercise this right in which event the Appeals Panel shall determine the Appeal in the Appellant's absence. If the Appellant elects not to be present, they may supplement their appeal with written submissions in advance of determination by the Appeals Panel.
- 17.9. As this is an Appeal to a sport's governing body Appellants are not as a rule permitted to have a legal representative. Any request to be represented by a legal representative is at the discretion of the Appeals Chairman.
- 17.10. Any costs incurred by the Appellant are not recoverable. If a legal representative is permitted by the Chairman of the Appeal Panel, all costs will be borne by the Appellant in this matter, whatever the outcome of the hearing.
- 17.11. Appeals Panel hearings shall be conducted in private and in most cases will be remote via video call (MS Teams and recorded).
- 17.12. Deliberations of the Appeals Panel shall be conducted in private and not recorded.
- 17.13. Having heard such evidence considered appropriate by the Appeals Panel and any submissions made by or on behalf of the Appellant, the Appeals Panel may decide to:
- 17.13.1. Allow the Appeal, in which case all sanctions against the Appellant shall be removed; or
 - 17.13.2. Dismiss an Appeal, in which case all sanctions against the Appellant shall remain in effect; or
 - 17.13.3. Determine that a different sanction is appropriate and impose such a sanction.
 - 17.13.4. Take any step which in the exercise of its discretion, the Appeals Panel considers it would be appropriate to take to deal justly with the Appeal.
- 17.14. The decision of the Appeals Panel shall be advised to the Appellant as soon as reasonably practicable after the conclusion of the hearing. Where it considers it appropriate, the Appeals Panel may deliver an oral decision at the end of the hearing.
- 17.15. Hearings of the Appeals Panel shall be recorded by minutes taken by any means as is considered appropriate by the Appeals Panel and will be stored in compliance of the SIH data protection policy. Upon completion, the Disciplinary Chair will be informed of the decision to amend any paperwork, points of flag on SIH system.

- 17.16. The decision of the Appeals Panel shall be final and binding on all parties, subject to clause 19 below.

18. Sports Resolutions Final Appeal Arbitration

- 18.1. Any decision of the Appeals Panel that relates to the decision to suspend for 30 games or more, or relates to an exclusion order (16.1.2), expulsion (16.1.3), license or registration removal (16.1.4) can be challenged and any challenge shall be referred Sports Resolutions to for final and binding arbitration in accordance with the Arbitration Act 1996 and Sports Resolutions' Arbitration Rules, which rules are deemed to be incorporated by reference to this clause.
- 18.2. The challenge shall be limited to a review of the legality of the procedures used and the decisions made by the Disciplinary Committee and Appeals Panel.
- 18.3. No Team, Club or Person under the jurisdiction of the SIH and the Rules may issue Court proceedings in relation to a clause 19.1 challenge in any Court, in any jurisdiction.
- 18.4. For the avoidance of doubt, any suspension for less than 30 games falls outside of this arbitration clause and the decision of the Appeals Panel is final and binding in that respect.

19. Sports Resolutions Mediation/ Arbitration

- 19.1. Members, affiliates, associates, participants, Clubs, Teams, Persons and the SIH agree that any other disputes between them that are not covered by the Rules shall be referred to Sports Resolutions for resolution by mediation in accordance with Sports Resolutions (UK)'s Mediation Procedure, which procedure is deemed to be incorporated by reference to this clause.
- 19.2. If the dispute referred to at 20.1 is not settled within 21 days of the mediation being instituted, or within such other period as the parties to the dispute shall agree in writing, the dispute (s) shall be referred to and finally resolved by arbitration under the Arbitration Act 1996 and Sports Resolutions (UK)'s Arbitration Rules, which rules are deemed to be incorporated by reference to this clause.
- 19.3. The costs of the Sports Resolutions Mediation and Arbitration shall be borne equally by the Appellant and the SIH.
- 19.4. For more details on Sports Resolutions, please refer to www.sportsresolutions.com

20. General principles applicable to all disciplinary matters

- 20.1. The SIH, Executive Committee, Disciplinary Panel and Appeals Panel will act in good faith and in accordance with the principles of natural justice and within the rules set out in this document, in accordance with the rules of the SIH and the current IIHF Rule Book, IIHF Case Book, the Coach Manager Code of Conduct and the SIH in house rules.
- 20.2. Procedures or proceedings under the Rules or any decision of the Disciplinary Committee, Appeals Panel shall not be quashed or held invalid by reason only of any defect, irregularity, omission, or technicality unless such results in a material doubt as to the reliability of the findings or decisions of the Disciplinary Committee or the Appeals Panel, or results in a miscarriage of justice.
- 20.3. Subject to Clause 25, any Disciplinary Proceedings (or Appeal Proceedings) shall not be adjourned by reason only that the Person or Player involved is, or is likely to be, subject to civil or criminal proceedings arising from the same circumstances which are the subject of the proceedings. Any decision as to whether to adjourn is at the discretion of the Disciplinary Committee (or the Appeals Panel).
- 20.4. In respect of any matter not provided for in the Rules, the decision of the Disciplinary Panel or the Appeals Panel shall be taken in accordance with the principles of fairness and justice.
- 20.5. The Disciplinary and Appeal proceedings, and hearings referred to in the Rules are proceedings and hearings of a sport's governing body and not of a court and are designed to deal with sporting matters and specific to the sport of Ice Hockey.

21. Application of Suspensions

- 21.1. Any suspension imposed upon a Player, Club, Team or Person shall apply to any games. The Disciplinary Committee is entitled by the Rules to extend any suspension to encompass all games and all leagues, as required, over the period taken to serve the suspension.
- 21.2. Suspensions imposed shall be served during the period commencing as stated in the league's rules of competition and any SIH sanctioned event. Any suspension not completed by the end of the season shall be carried forward until served in full.

- 21.3. Any suspended Player is prohibited from approaching the Players' bench of that Player's team, the scorer's bench, or the penalty box during games in which they would have been participating but for the suspension.

22. Publicity

- 22.1. Details of decisions and proceedings taken under the Rules may not be published into the public domain without consent of the parties concerned and a formal response from the SIH. Failure to comply will be subject to additional sanctions.

23. Proof

- 23.1. The Disciplinary Committee and Appeals Panel shall make decisions based on the balance of probabilities, meaning that the incident(s) in question were more likely than not to have occurred.

24. Young People (Less than 18 years of age)

- 24.1. Any Person or Player, less than 18 years of age shall be accompanied by his/her guardian or parent at any hearing that may be convened.
- 24.2. Any Person or Player under 18 years of age who is subject to disciplinary or appeals proceedings is obliged to be present at any hearing, unless at the discretion of the Disciplinary Committee or Appeals Panel it is determined to be unnecessary.
- 24.3. Any Person or Player under 18 years of age who is present at any hearing as party or witness to the proceedings shall be obliged to.
- a) give evidence either in writing or in person at the hearing, depending upon the circumstances, and by discretion of the Disciplinary Committee or Appeals Panel
 - b) give evidence by skype or video link by discretion of the Disciplinary Committee or Appeals Panel.

25. Criminal Charges/Investigations

- 25.1. The Disciplinary Committee reserves the right to suspend all parties where a Person or Player is subject to a criminal allegation.
- 25.1.1. The non-offending person will be subject to a risk assessment in relation to returning to play
- 25.2. Once the matter has been dealt with by the statutory authorities, the SIH and Disciplinary Committee reserves the right to take further action in accordance with the Rules.
- 25.3. In the event of criminal charges being initiated in relation to the alleged Misconduct of a Player or Person then the Player or Person may be suspended pending the outcome of the said charges, which will be referred to the statutory authorities. Once the statutory authorities have dealt with the matter, the SIH reserves the right and power to review all circumstances in accordance with the Rules and decide to continue the suspension or expel the Player or Person if it deems it so necessary in the interests of the SIH or the sport of Ice Hockey as a whole.

26. Suspension Pending Hearing

- 26.1. The Disciplinary Committee shall be empowered to impose an immediate suspension on a Player, Person, Team/Club pending the determination of a disciplinary matter where the gravity of the Misconduct allegation shall warrant immediate suspension.

27. Communication

- 27.1. All communications to or from any party will be conducted primarily by email. An email shall be deemed to have been received within 24 hours of sending, unless documentary proof is adduced to prove otherwise.

28. Notification

- 28.1. The Board of the SIH must be notified if a Player or Person is suspended, stepped down from a position or expelled from a Club/Team at any stage. Notification should be received in writing from the person or committee within the Club/Team imposing the sanction stating the sanction imposed, the outcome and their authority in the process.

APPENDIX A:

NON-EXHAUSTIVE LIST OF MISCONDUCT OFFENCES

1. Acts of Violence or intimidation, including threats of same and threatening behaviour, within the venue in which the game is being played including (without limitation) the tunnel, changing rooms and/or warm up areas.
2. Acting in an abusive, insulting, intimidating or offensive manner towards any Person, Referees, assistant Referee or other officials or any other person otherwise in attendance at the game as spectators or in any other capacity.
3. Acts or statements that are or conduct that is discriminatory by reason of religion, race, sex, sexual orientation, colour or national or ethnic origin.
4. Seeking or accepting any bribe or other benefit to fix a match or a series of matches to achieve or attempting to achieve a contrived adverse outcome to a match or a series of matches or to otherwise improperly influence the outcome of any dimension or aspects of any match or series of matches.
5. Entering any wager, bet or form of financial speculation, directly or indirectly as to the result of any other dimension or aspect of any match or series of matches in which the person is directly or indirectly involved and/or connected with.
6. Providing inaccurate and/or misleading information about previous disciplinary record in any proceedings under these rules or other disciplinary proceedings and/or misleading information concerning the Player's future playing intentions.
7. Comments and/or conduct in connection with current and/or anticipated disciplinary proceedings and/or match officiating (or any respect thereof) which may be prejudicial to and/or impact upon current and/or anticipated disciplinary proceedings and/or which are prejudicial to the interests of the game of Ice Hockey and/or any person connected to the game of Ice Hockey.
8. Any breaches of the Codes of Conduct.
9. Failure, delay, or refusal to aid the Disciplinary Secretaries, the Disciplinary Committee, or the Appeals Panel in connection with a
10. complaint brought, or which may be brought before the Disciplinary Committee or the Appeals Panel.
11. Failure, delaying or refusing to comply with an order made under the Rules.

12. Failure or refusal by a Club/Team to exercise reasonable and proper control over its Players, Persons, and supporters of the Club, on or off the playing enclosure, including, but not limited to when the Team is travelling to or from a game and always when its Players, Persons and/or supporters are present at the venue of a game.
13. Failure by a Club/Team to ensure the Laws of the game of Ice Hockey are observed and upheld through the persistent offending of its Players and/or Persons (irrespective of whether disciplinary proceedings have been taken against those Players and/or Persons individually).
14. Failure or refusal (a) by a Person or Club/Team to cooperate fully with any investigations conducted by any Person with authority to undertake anti-doping investigations pursuant to the Ice Hockey UK's Anti-Doping Program and (b) by or on behalf of a Club/Team to ensure that a Player has been properly informed of the contents of Ice Hockey UK's Anti-Doping Program.

APPENDIX B:

NON-EXHAUSTIVE LIST OF MISCONDUCT SANCTIONS

1. A caution, warning as to future conduct, reprimand.
2. A fine.
3. A suspension for a specified number of matches or period of time.
4. Exclusion orders from Ice Hockey arenas/venues.
5. Suspension from involvement in Ice Hockey officiating and/or administration.
6. Suspension or expulsion from participation in any competition.
7. Expulsion from membership of/affiliation to the SIH.
8. Any combination of the above.

APPENDIX C:

GUIDE TO SUSPENSIONS AND SANCTIONS

The following table sets out the guideline suspension tariff, including the starting suspension point for sanctions.

Major penalties	Recommended starting tariff	
	All Junior	SNL
Abuse of official – verbal	2 games	4 games
Abuse of official – physical	5 games	10 games
Boarding	1 game	1 game
Butt Ending	2 games	2 games
Charging	1 game	2 games
Checking from behind	2 games	3 games
Checking to the head	3 games	4 games
Cross checking	1 game	1 game
Elbows	1 game	1 game
Fighting 2 or more punches unwilling combatant	2 games	4 games
Head Butt	4 games	4 games
Hi sticks	1 game	1 game
Hooking	1 game	1 game
Kicking	2 games	3 games
Kneeing	1 game	2 games
Obscene gesture towards/at an opposing player, official or off ice official	5 games	5 games
Obscene gesture towards the crowd	5 games	5 games
Obscene gesture linked to racist abuse	20 Games	20 games

Any physical abuse of an official by touching	10 games	10 games
Any physical abuse of an official where bodily contact is made (were a physical act of violence has been made such as a push/shove/hit/punch/kick/headbutt etc.)	License revoked Subject to appeal after 24 months	License revoked Subject to appeal after 24 months
Spearing	2 games	3 games
Slashing	1 game	2 games
Slew footing	2 games	3 games
Spitting towards/at an opposing player, official or off ice official	5 Games	5 Games
Spitting toward/at an opposing player, official or off ice official and connecting with them.	10 games	10 games
Spitting in the direction of the crowd whether it hits any one or not	30 games	30 games
Tripping	1 game	1 game
Unsportsmanlike conduct	1 game	1 game

Racial or sexual slur by inappropriate language rather than with malicious intent	15 games	15 games
Racial or sexual slur with malicious intent to any player/official or off ice official	License Revoked, Appeal heard after min 24 months, Recommendation is 2 – Permanent ban	License Revoked, Appeal heard after min 24 months, Recommendation is 2 – Permanent ban
Racial or sexual slur to any member of the crowd	1-10 years ban	3-10 years ban
Throwing stick or equipment out of the playing area	5 games	10 Games
Throwing stick or equipment out of the playing area and it strikes another player/official or off ice official	15 games	25 games
Throwing stick or equipment out of the playing area and it strikes another player/official or off ice official and it causes injury	24 Month Ban, Subject to review after 24 Months	24 Month ban, Subject to review after 24 months
Throwing stick or equipment out of the playing area and it strikes a member of the crowd	24 Month Ban, Subject to review after 24 Months	24 Month Ban, Subject to review after 24 Months
Throwing stick or equipment out of the playing area and it strikes a member of the crowd and causes injury	24 Month Ban, Subject to review after 24 Months	24 Month Ban, Subject to review after 24 Months
<i>Mandatory suspensions will not be subject to appeal</i>		
<i>For clarity - a year or multiple years ban will mean the player is banned for a calendar year or years from the date of the penalty.</i>		

All are subject to the discretion of the Disciplinary Secretary.

Please note:

1. Certain game misconduct penalties as detailed above, and the Recommended Starting Suspension are subject to change at any time. Refer to section 16 for more information.
2. All Major penalties will be reviewed using Referee's Report/Game Sheet. Game misconduct penalties as highlighted above will be in accordance with the recommended starting suspension unless the report requires further action to be taken.
3. All Players receiving game misconduct penalties highlighted above will wait for notification from their Disciplinary Secretary before resuming any participation in games. A flag will be raised against their name on SIH system and will be amended for the length of suspension once assessed.
4. Any changes to the Guide to Suspensions and Sanctions for Major Penalties will be notified through the SIH website, and all Persons, Teams/Clubs are expected to regularly check the disciplinary section of the website.
5. The Disciplinary Committee may apply supplementary, or alternative, sanctions at its discretion including, but not limited to, the following:
 - 5.1 Further match suspensions
 - 5.2 Suspended suspensions for a period to be identified and notified by the Disciplinary Committee to the Club/Team/Person
 - 5.3 Suspension from all Ice Hockey for a period to be identified and notified by the Disciplinary Committee to the Club/Team/Person
 - 5.4 Suspension of a Coaching or Playing licence and/or registration.

6. During the identified League Season only League Games will count towards a suspension. The following types of games will not count towards a suspension and do not qualify as games played:
 - 6.1 Challenge/charity games whatever the circumstances of authorisation
 - 6.2 Double point games (only count as one game for the suspension)
 - 6.3 Forfeited League Games
 - 6.4 Awarded League Games
7. Suspensions will be deemed to carry over to the next age group should the individual not have served the full suspension in the previous age group.
8. Suspensions will carry over to the next season, should the suspension not have been served in full during the previous season.

APPENDIX D:

PENALTY POINTS FOR PLAYERS

The tariff below should be considered as the usual Penalty Points Sanction for Players for all offences, although the level of sanction remains at the discretion of the Disciplinary Committee

Penalty	Penalty Point Sanction
Minor Penalty	Team penalty of 2 minutes of game time served by the offending player in the penalty box
Misconduct Penalty	Personal penalty of 10 minutes of gametime served by the offending player in the penalty box. 1 point
2+2+10 Double Minor Penalty:	Team penalty of 4 minutes of game time + personal penalty of 10 minutes served by the offending player in the penalty box. 1 point
10 Minute Misconduct Penalty:	Personal penalty of 10 minutes of gametime served by the offending player in the penalty box. 1 point If a player receives one 10-minute misconduct penalty, followed by a second 10-minute misconduct penalty. 2 points If a player receives one 10-minute misconduct penalty, followed by a game misconduct penalty. 3 points
Game Misconduct Penalty:	Personal penalty and game expulsion for the remainder of the game. 2 points
5 + Game Misconduct Penalty:	Major penalty and game expulsion for the remainder of the game. 3 Points

APPENDIX E:

ACCUMULATED PENALTY POINTS FOR PLAYERS

Any player that has accumulated multiple penalty points will automatically be suspended in line with the tariff set out in the tables above and reviewed by the discipline committee. Any subsequent punishment will be added and clubs notified asap.

To clarify there is no automatic totting up process, All major penalties will be reviewed and should action be required a panel will access and inform the club. Clubs should note, Video footage must be supplied, Failure to do so will result in the maximum suspension being applied.

APPENDIX F:

PENALTY POINTS FOR COACHES/MANAGERS/BENCH OFFICIALS

Game Misconduct Penalty	5 Penalty Points plus an automatic 1 game suspension
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APPENDIX G:

Supplementary notes on the implementation of suspensions and the disciplinary process for the 2023-24 season.

Suspensions

All suspensions assessed at SNL and U19 will apply across all the SNL, U19 and U16 leagues. However the 7 day rule is still in place for Junior players. For clarity, this means that if a junior player receives a 3 game suspension at U19s, the 3 games must be served at U19s, and 7 days suspension for each game suspension applies at other age groups. The player could therefore return to SNL or U16s games after 3 weeks have elapsed, regardless of whether the 3 games at U19s had been served or not.

Procedures

All suspensions for major penalties will initially be reviewed and assessed by the relevant disciplinary secretary. In the case of extreme or unusual incidents considered to require a longer or shorter suspension than would usually be assessed the disciplinary secretary will make a recommendation and refer the matter to two other members of the disciplinary committee for approval. The usual appeal procedures would apply if any suspension assessed is of sufficient severity to be open to appeal under the disciplinary rules.

Attempts to circumvent disciplinary procedures

Any club official or player that attempts to circumvent these procedures by approaching an SIH official not involved in the relevant stage of the disciplinary procedure to influence any outcomes will become liable to disciplinary action (or further disciplinary action) themselves. In the case of parents or guardians of junior players the incident will be referred to the club(s) of the player concerned for them to take any action deemed appropriate.

Social Media

Social media infractions fall under the category of bringing the game into disrepute and will be dealt with accordingly if they come to the attention of the SIH disciplinary section.

APPENDIX H:

Definitions

“a Player/Coach” means a Player who is dually registered with the SIH as a Player and a Coach

“Accumulated Penalty Points” means the disciplinary points accumulated by a Person or Team because of misconduct penalties

“Appeal” means an appeal against the decision of the Disciplinary Committee within the context of the Rules

“Appeals Panel” means the panel established to consider appeals of Disciplinary Committee decisions.

“Appellant” means a player, Club, Team or Person who has made an appeal “Awarded League Games” means league points awarded for any reason “Challenge Games” means non-league or cup competition game

“Club” means a club that is a member of the SIH

“Coach” means a person who coaches or manages an Ice Hockey Team “Disciplinary Proceedings” means proceedings relating to a disciplinary matter that has come before, or will come before, the Disciplinary Committee

“Double point Games” means points awarded for 1 game played for 2 scheduled” SIH” means the Scottish Ice Hockey Association

“Executive Committee” means the committee delegated to carry out executive functions on behalf of the SIH

“Forfeited League Games” means points removed from league standings for any reason

“Game Misconduct Penalty” means a penalty where a Person is ejected and is sent to the Team’s dressing room

“Game Sheets” means game results document

“IIHF” means the worldwide governing body for the sport of Ice Hockey” League Games” means individual competitive games

“League Season” means total competitive games scheduled

“Minor Penalty” means a team penalty that lasts for 2 minutes, and the offending Player is sent to the penalty box

“Misconduct” means any personal act which has brought or may bring the game of Ice Hockey into disrepute

“Misconduct Report” means a report produced by the Disciplinary Secretary for the Disciplinary Committee.

“Misconduct Penalty” means a personal penalty where the Player will remain off the ice for 10 minutes

“SNL” means the Scottish National Ice Hockey League

“Penalty Point Fines System” means the fines system operated by the SIH for clubs and Teams

“Penalty Points” means the points a Player receives for committing certain offences

“Penalty Points Sanction” means a sanction against a Person as consequence of accumulating a requisite number of Penalty Points

“Penalty Points System” means the system for the ordering of Penalty Points “Penalty/Penalties” means the general term for any Minor Penalty, Major Penalty, Misconduct Penalty, Game Misconduct Penalty, and any Penalty called by a game Referee based on offences described in the current IIHF Official Rule Book, IIHF Case Book, Coach/Manager Code of Conduct and the SIH In House Rules that incur an automatic suspension

“Person” means a Player, member, director, official, bench official, officer, Team owner, employee, worker, fan/supporter, agent or representative of a Club or Team and any other person involved in or connected to the game of Ice Hockey in any way on behalf of a Club, Team or otherwise

“Player” means a person who plays the game of Ice Hockey for a Team or a Club “Referee” means a person who presides over a game of Ice Hockey and has full authority to enforce the Laws of the game of Ice Hockey in connection with the match to which he has been appointed “Referees Report” means game incident report by the referees

“Supplementary Disciplinary Sanction” means any additional sanction ordered by the Disciplinary Committee at its discretion

“Suspended Player” means a Player who is suspended under the SIH Disciplinary Rules

“Team” means a team that plays the game of Ice Hockey “the Coaching Program” means the Coach

Education Program

“the Disciplinary Committee” means a sub-committee of the Scottish Ice Hockey Association delegated with the task of dealing with Ice Hockey related and general disciplinary matters

“the Executive Committee” means the Board of Directors of the Scottish Ice Hockey Association

“the Referee in Chief” means head of all referees and communication point for Disciplinary Committee and Executive Committee for refereeing matters “the Rules” means the Scottish Ice Hockey Association Disciplinary Rules and Procedures.

“Sports Resolutions” means Sports Resolutions (UK) Limited, of 1 Salisbury Square, LONDON, EC4Y 8AE, a trading name of the Sports Dispute Resolution Panel Ltd (Company No: 3351039)