



## CONDUCT GUIDELINES

*(Information correct as of January 2023)*

Hockey is a sport that should be enjoyed by all who participate, whether player, official, volunteer or spectator. England Hockey has set the standards and values that apply at every level of hockey as outlined in the Code of Ethics and Behaviour, “Respect.”

<https://www.englishockey.co.uk/governance/rules-and-regulations/code-of-ethics-and-behaviour>

The Code applies to all participants who are involved in hockey at any level. When the Code is breached action must be taken. A pleasant and happy environment will continue to nurture and grow the sport, whereas negative experiences will drive people from it.

### SERIOUS OFFENCES

The following, non-exhaustive, list of serious offences will all result in severe penalties imposed on those who commit them, with the severity of the offence being dictated by numerous factors, including:

- Intimidation or abuse towards a player, official, support staff or spectator.
- Threatening or deliberately causing physical injury to a player, official, support staff or spectator.
- Abuse, including racism, misogynistic and homophobic comments, is a very serious offence, for which there can be zero tolerance. To ensure the sport we love remains a safe space for all to enjoy, we must ensure that such behaviour is not permitted.

### RED CARDS

**WHY** Issued by umpires during a match for a serious offence or serious misconduct, as well as a “technical red” for two separate but similar minor offences, for the first of which a yellow card was awarded.

**WHO** Any player or member or the playing support staff (coach, manager, physio). If a red card is issued to a team official or a player who at that time is not on the pitch, playing in the match, the offending team is required to withdraw a player from the field of play and thereafter to play with one less player for the remainder of the match.

**WHEN** During a match, from the first whistle to the final whistle including any stoppages, breaks, extra time and any shoot-out.

**WHAT** Must leave playing area and its vicinity. Other than for a “technical red,” until informed

West Hockey Limited is a company limited by guarantee and registered in England and Wales.

Company Number 09634401.

Registered Office Address England Hockey, Bisham Abbey, Bisham, Marlow, SL7 1RR



otherwise, person cannot play, officiate or be a member of playing staff at any game. The suspension does not apply to internal club training sessions. The automatic mandatory minimum ban is 16 days. The ban for cases of umpire abuse will generally start at the increased level of 30 days, save in exceptional circumstances. The mandatory minimum suspension in cases of threatened, attempted or actual violence against another player is 30 days and against an umpire is 60 days. A longer ban than the mandatory minimum will be imposed in appropriate cases.

**HOW** The offender's name and shirt number should be contemporaneously noted by the awarding umpire, or otherwise obtained from the relevant captain at the end of the match. The Red Card Report Form must be completed within 72 hours and submitted to the relevant Area Discipline Administrator. Full details of the incident(s) should be recorded, with as much particularity as possible, avoiding emotive language – there should be input, ideally, from all Officials (both umpires and any Match Official). Please do not include any suggestion as to sanction. Note that a red card can only be withdrawn in a case of mistaken identity and in such a case the umpire may report the behaviour of the actual offender as an MMO (see below), if they are satisfied as to their identity. If the incident involved abuse or violence against an Official (Umpire, Umpire Support or Match Official), whether actual or threatened please also immediately copy the report to the Officiating Chair, [officiating@westhockey.co.uk](mailto:officiating@westhockey.co.uk)

#### **MATCH DAY MISDEMEANOUR OFFENCE (MMO)**

**WHY** Issued by one of the match day umpires for a serious offence or misconduct that would have warranted a red card if it had occurred during the game

**WHO** Any player or member or the playing support staff (coach, manager, physio)

**WHEN** On the match day, either before the first or after the final whistle of the game.

**WHAT** Immediate ban from the time that the offender is informed by the Official that an MMO report is to be lodged. Until informed otherwise person cannot play, officiate or be a member of playing staff until the ban is over. Minimum ban is 16 days.

**HOW** The offender's name and shirt number should be contemporaneously noted by the awarding umpire, or otherwise obtained from the relevant captain at the end of the match or subsequently if the incident is post-match. It is important that the umpire makes clear to the offender or his captain, a team official or the club disciplinary officer that an MMO has been issued and will be reported. The Red Card / MMO Report Form must then be completed within 72 hours and submitted to the relevant Area Discipline Administrator. Full details of the incident(s) should be recorded, with as much particularity as possible, avoiding emotive

West Hockey Limited is a company limited by guarantee and registered in England and Wales.

Company Number 09634401.

Registered Office Address England Hockey, Bisham Abbey, Bisham, Marlow, SL7 1RR



language – there should be input, ideally, from all Officials (both Umpires and any Match Official). If the incident involved abuse or violence against an Official (Umpire, Umpire Support or Match Official), whether actual or threatened, please also immediately copy the report to the Officiating Chair, [officiating@westhockey.co.uk](mailto:officiating@westhockey.co.uk)

## **DISREPUTE CHARGE**

- WHY** A Disrepute Offence is committed when there is conduct by an individual or an affiliated body at any time that is contrary to the EH Code of Ethics and Behaviour or otherwise brings, or is liable, to bring EH, any affiliated body or the sport of hockey into disrepute (whether or not resulting in a Red Card or MMO). A Disrepute Offence may be comprised of a single act or omission, a series of similar incidents, or a course of conduct.
- WHO** Anyone involved in hockey, a player, club or association who by their involvement has agreed to be, or is deemed to be, bound by the Respect Code of Ethics and Behaviour.
- WHEN** Any time
- WHAT** A Disrepute Complaint form needs to be submitted, within 14 days of the incident or last incident in a course of conduct, with full details of the incident or incidents, recorded, with as much particularity as possible, avoiding emotive language. The Disrepute Complaint form should be lodged, in the first instance, with EH Head of Legal and Governance at [disrepute@englandhockey.co.uk](mailto:disrepute@englandhockey.co.uk) , copying in the relevant Area Discipline Administrator, as well as the West Officiating Chair ([officiating@westhockey.co.uk](mailto:officiating@westhockey.co.uk)).

## **Appendix**

### **Red Card & MMO documents**

<https://www.englandhockey.co.uk/governance/rules-and-regulations/discipline-and-disrepute/red-cards-and-mmos>

### **Disrepute Documents**

<https://www.englandhockey.co.uk/governance/rules-and-regulations/discipline-and-disrepute/disrepute-complaints>

### **Disciplinary Officers**

**West:** [discipline@westhockey.co.uk](mailto:discipline@westhockey.co.uk)

**England Hockey, Head of Legal & Governance:** [jason.wiltshire@englandhockey.co.uk](mailto:jason.wiltshire@englandhockey.co.uk)

**Other:** These can be found at the foot of the Red Card / MMO Form

West Hockey Limited is a company limited by guarantee and registered in England and Wales.  
Company Number 09634401.

Registered Office Address England Hockey, Bisham Abbey, Bisham, Marlow, SL7 1RR