

HOCKEY INDIA

BYE LAWS HOCKEY INDIA

ADOPTED ON 20TH JUNE 2026



For HOCKEY INDIA

President



For HOCKEY INDIA

Secretary General



For HOCKEY INDIA

Treasurer

INDEX


<u>SL NO</u>	<u>DETAILS</u>	<u>PAGE NO's</u>
1.	Preamble	1
2.	Chapter I - Definitions and General Provisions	1 – 12
3.	Chapter II - General Body, Membership and Rights	13 – 23
4.	Chapter III - Organisation	24 – 39
5.	Chapter IV - Elections	39
6.	Chapter V - Meetings	40 – 43
7.	Chapter VI - Committees	43 – 46
8.	Chapter VII - Miscellaneous and Final Provisions	47 - 53


For HOCKEY INDIA

President


For HOCKEY INDIA

Secretary General


For HOCKEY INDIA

Treasurer

BYE-LAWS OF HOCKEY INDIA

Preamble

Pursuant to passing of The National Sports Governance Act, 2025 (Act No. 25 of 2025), these bye-laws set out the foundational principles by which Hockey India shall govern, regulate, and promote the sport of Hockey in India. These bye-laws embody Hockey India's commitment to ethical administration, democratic functioning, institutional autonomy, and accountability. Hockey India seeks to ensure that its affairs are conducted in a fair, transparent, and athlete-centric manner, consistent with the Olympic Charter, the Statutes of the International Hockey Federation and applicable Indian laws, rules and regulations.

Chapter I: Definitions and General Provisions

Article 1: Definitions

Unless the context otherwise requires, capitalized terms used in these bye-laws shall have the meanings assigned to them herein. Words in the singular shall include the plural and vice-versa, references to any gender shall include all genders, and references to a "person" shall include an individual, legal person, corporation, or any other entity.

- 1.1 "Act" means the National Sports Governance Act, 2025, (25 of 2025)
- 1.2 "Academy Member" means any academy or training institution engaged in the development of the sport of Hockey in India, which is admitted as a member of HI in accordance with these bye-laws, and which shall not be a member of the General Body, shall have no voting rights in the General Body, and shall not be eligible to contest or participate in elections to the Executive Committee.


President


Secretary General


Treasurer



- 1.3 **“Affiliation Committee”** means a committee constituted by the Executive Committee in accordance with these bye-laws for the purpose of examining, scrutinising and verifying applications for admission, continuation or re-affiliation of members, as well as matters relating to suspension, termination, disaffiliation or re-categorisation of a Permanent Member as an Associate Member or vice-versa, and for making recommendations thereon to the Executive Committee and the General Body.
- 1.4 **“AHF”** shall mean the Asian Hockey Federation, presently situated at Kuala Lumpur, Malaysia.
- 1.5 **“Associate Member”** means any government body, public sector undertaking or any other entity engaged in, or intending to promote and develop, the sport of Hockey in India, or any Permanent Member reclassified as such in accordance with these bye-laws, which is admitted or continues as an Associate Member of HI in accordance with these bye-laws, and which shall not be a member of the General Body, shall have no voting rights, and shall not be eligible to nominate candidates to contest elections to the Executive Committee.
- 1.6 **“Athletes Committee”** means the committee constituted by HI in accordance with these bye-laws under Article 18, applicable law and the bye-laws framed thereunder, to represent the interests of athletes and to perform such roles and functions as may be prescribed.
- 1.7 **“Committees or Commissions”** mean the committees or commissions constituted by the Executive Committee or otherwise under these bye-laws and applicable law, for carrying out such functions, roles or tasks as may be assigned to it from time to time.
- 1.8 **“Congress”** shall be the annual meeting of the General Body of HI.


President


Secretary General



Treasurer

- 1.9 **“Director General”** means a senior professional executive of HI and shall have the meaning and functions ascribed to such position under Article 14.7 of these bye-laws.
- 1.10 **“Dispute Resolution Committee”** means the committee constituted by HI under these bye-laws and applicable law under Article 20, to adjudicate competing claims for membership made by state organizations.
- 1.11 **“Disqualification Event(s)”** means the occurrence of any of the following events in relation to a person, as a result of which such person shall be disqualified from being a member of the General Body in his/her individual capacity, acting as a representative of a Permanent Member, being a member of any committee of HI, and/or from contesting elections to the Executive Committee or the Athletes Committee.
- a) the person being declared insolvent under applicable law;
 - b) the person being convicted by a court of competent jurisdiction in India for an offence followed by a sentenced to imprisonment; or
 - c) the person being subject to a ban from holding any such position pursuant to an order passed by the Ethics Committee of HI or the General Body of HI.

Provided that the disqualification under -

- (i) clause (a) shall operate for the period of insolvency, as applicable;
- (ii) clause (b) shall operate for a period of 1 (one) full term of the Executive Committee after completion of such sentence; and
- (iii) clause (c) shall operate for the duration of such ban.

It is further provided that a person shall be disqualified from being a member of any committee of HI where such person has not completed the cooling off period of 1 (one) term after having held the position of


President


Secretary General



Treasurer

President, Secretary General or Treasurer in any other National Sports Body.

Without prejudice to the foregoing, these bye-laws further provide that a person shall be disqualified from being a member of the General Body in his/her individual capacity, acting as a representative of a Permanent Member, being a member of any committee of HI, and/or from contesting elections to the Executive Committee or the Athletes Committee, if such person is a member of any other National Sports Body, other than the National Olympic Committee.

Explanation: For the avoidance of doubt, the disqualifications set out in this Article shall apply only to individuals in their personal capacity, including Sportspersons of Outstanding Merit and individual representatives, and shall not apply to Member entities (including Permanent Members, Associate Members or Academy Members), whose suspension, disaffiliation or de-recognition shall be governed separately under Article 7 and Article 8 of these bye-laws.

- 1.12 **“District Association”** means a hockey association at the district level, duly registered as a society, not-for-profit company or trust, as the case may be, under applicable laws, with the sole objective of promotion and development of the sport of Hockey within its territorial jurisdiction, and affiliated to the concerned State Member unit in accordance with these bye-laws. Clubs and academies operating within the jurisdiction of the concerned State Member unit may, subject to the applicable rules and regulations of HI, be admitted as members of the District Association.
- 1.13 **“Ethics Committee”** means the committee constituted by HI in accordance with these bye-laws under Article 19, applicable law and the bye-laws framed thereunder, to consider and deal with matters relating to ethics, integrity, good governance and such other issues as may be prescribed.


President


Secretary General



Treasurer

- 1.14 **“Event”** means any match, tournament, competition, league, trial, camp or programme which is organised, recognised, sanctioned or controlled by HI, or by any affiliated unit of HI acting in accordance with these bye-laws, or conducted under the aegis of the FIH, AHF or IOA.
- 1.15 **“Executive Committee”** shall mean the committee constituted under Article 11 of these bye-laws and any regulations made thereunder.
- 1.16 **“FIH”** shall mean International Hockey Federation, presently situated at Lausanne, Switzerland.
- 1.17 **“General Body”** means the General Body of HI constituted in accordance with Article 10 of these bye-laws, and shall include representatives of affiliated Member units and Sportspersons of Outstanding Merit.
- 1.18 **“Grievance Redressal Committee”** means the committee constituted by HI in accordance with these bye-laws under Article 22, applicable law and the bye-laws framed thereunder, for the purpose of receiving, examining and redressing grievances raised by athletes, coaches, Office Bearers, members of the General Body, members of the Executive Committee, employees and other persons associated with HI.
- 1.19 **“HI” or “Federation”** shall mean Hockey India, being national Sports Body established to promote, develop, administer and govern the sport of Hockey in India.
- 1.20 **“HI Bye-laws”** shall mean these bye-laws, including rules and regulations framed thereunder and shall include the Schedule(s) to these bye-laws.
- 1.21 **“HI Election Rules”** means the rules, procedures and guidelines governing the conduct of elections under Article 15 of these bye-laws, as framed and amended from time to time.


President


Secretary General



Treasurer

- 1.22 **“Hockey”** means the sport of Hockey in all its formats and disciplines, including e-sports, as governed by the statutes, rules and regulations of the FIH, for men and women in India.
- 1.23 **“Hockey India League” or “HIL”** means the premier hockey league organised, sanctioned or recognised by HI, conducted in such format and manner as may be determined by the Hockey India League Governing Committee from time to time, and in which participation may include Indian and foreign athletes in accordance with applicable regulations.
- 1.24 **“Hockey India League Governing Committee”** means the committee constituted by the Executive Committee of HI for the purpose of oversight, regulation and supervision of the HIL, and exercising such powers and functions as may be delegated to it by the Executive Committee, subject at all times to the overall control, supervision and authority of HI.
- 1.25 **“IOA”** shall mean Indian Olympic Association.
- 1.26 **“League”** shall mean a professional league / tournament and / or amateur league / tournament which consist of a combination of teams sanctioned by HI or conducted under the aegis of the HI.
- 1.27 **“Member”** of the HI shall mean to include a Permanent Member, Associate Member, Academy Member or Sportsperson of Outstanding Merit.
- 1.28 **“National Championship”** means any national-level Hockey championship, tournament or competition organised, conducted or recognised by HI, for any category, age group or gender, in accordance with these bye-laws, the Rules and Regulations framed thereunder and applicable law.
- 1.29 **“National Sports Election Panel”** means the panel notified under the National Sports Governance Act, 2025 for overseeing the conduct of free


President


Secretary General



Treasurer

and fair elections to the Executive Committee and the Athletes Committee of HI.

- 1.30 **"Office Bearer"** shall mean the President, the Secretary General and the Treasurer.
- 1.31 **"Permanent Member"** means an association representing a State or Union Territory admitted as a permanent member of HI in accordance with these bye-laws , and who shall be a member of the General Body, shall have voting rights in the General Body, and its nominated representatives shall be eligible to contest elections to the Executive Committee.
- 1.32 **"Rules and Regulations"** shall mean the subordinate rules and regulations framed by HI for the regulation of its internal administration, governance, and functioning, as amended from time to time.
- 1.33 **"Selection Committee"** means the committee constituted by the Executive Committee of HI in accordance with these bye-laws under Article 21, applicable law and the regulations framed thereunder, for the purpose of selection of players, and/or teams for participation in national or international events, competitions or programmes.
- 1.34 **"Sportsperson/Athlete/Player"** means any individual who participates, or is eligible to participate, in any Hockey event, competition, match, league, trial, camp or programme organised, recognised, sanctioned or controlled by HI, or by any affiliated unit of HI, or under the aegis of the FIH, AHF or IOA, in accordance with these bye-laws.
- 1.35 **"Sportsperson of Outstanding Merit"** means a sportsperson who meets the criteria and eligibility conditions prescribed under the Sportspersons of Outstanding Merit Eligibility Rules, framed under Article 17 of these bye-laws.


President


Secretary General



Treasurer

1.36 “**Sportspersons of Outstanding Merit Eligibility Rules**” means the rules framed under Article 17 of these bye-laws and applicable Indian law governing the eligibility and recognition of Sportspersons of Outstanding Merit.

1.37 “**Term**” means the period for which an Office Bearer or a member of the Executive Committee holds office under these bye-laws and the Rules and Regulations made thereunder, subject to a maximum period of 4 (four) years.

Wherever only one gender is used and for the sake of clarity it shall be interpreted to include the other gender also, i.e., masculine/ feminine as applicable.

Article 2: Name, Headquarters and Affiliation

2.1 Hockey India (“HI”) is a registered society formed under the Societies Registration Act, 1860 and duly registered with Registrar of Societies, New Delhi.

2.2 The headquarters of HI is currently situated at B1/E14, Mohan Co-Op. Industrial Estate, (1 KM ahead of Mohan Estate Metro Station), Mathura Road, New Delhi – 110 044.

Article 3: Objectives and Role of HI

3.1 HI is the sole governing body for the sport of Hockey for men and women in India. HI shall remain independently governed, in accordance with the Olympic Charter, FIH Statutes, and the principles of sports autonomy.

3.2 HI shall engage in the governance, regulation, organisation, promotion, and development of the sport of Hockey in India, and shall exercise such


President


Secretary General


Treasurer



authority autonomously, subject to applicable law and the Statutes and Regulations of the FIH.

- 3.3 HI shall promote and encourage the sport of Hockey throughout India and shall take all measures necessary to stimulate public interest and participation in the sport at grassroots, amateur and elite levels.
- 3.4 HI shall organise, regulate, and control all forms of organised sport of Hockey in India for men and women, and shall have exclusive authority over the governance of the sport within the territory of India.
- 3.5 HI shall affiliate with, recognise, and comply with the Statutes, bye-laws, rules, regulations of the FIH and AHF, and shall support and uphold the principles, ideals, and objectives of the Olympic Movement. HI shall recognize and enforce all valid sanctions and disciplinary decisions of the FIH and AHF.
- 3.6 HI shall provide, facilitate, and promote training, coaching, and skill development opportunities for players, coaches, officials, and technical personnel, including through academies, camps, educational programmes, and knowledge-sharing initiatives.
- 3.7 HI may, subject to availability of resources and applicable regulations, extend financial assistance or support to players, officials, and affiliated units for purposes including training, participation in domestic or international competitions, and the organisation of tournaments.
- 3.8 HI shall select, regulate, and manage the Indian National Hockey teams for participation in the Olympic Games, Asian Games, Commonwealth Games, and such other international or multi-sport events as may be organised or recognised by the IOA, AHF, or FIH, or any other federations/governments whether within or outside India.


President


Secretary General


Treasurer



- 3.9 HI shall encourage and facilitate the formation, recognition, and development of State and Union Territory Hockey associations and other affiliated units, and shall prescribe uniform, transparent, and objective norms governing their structure, functioning, and affiliation.
- 3.10 HI shall regulate the conduct of its members, affiliated units, officials, players, and other stakeholders, and shall have the power to initiate disciplinary proceedings and impose sanctions for misconduct, breach of regulations, acts prejudicial to the interests of Hockey, or failure to comply with the directives and general and/or competition requirements of HI.
- 3.11 HI shall oppose all forms of discrimination on grounds including race, gender, religion, politics, or creed, and shall promote equality, inclusion, and fair opportunity in participation and governance of the sport.
- 3.12 HI shall promote integrity, ethics, and fair play in Hockey and shall adopt and enforce measures against doping, age fraud, abuse, harassment, corruption, match manipulation, and all other unethical or unfair practices, in accordance with applicable national and international standards.
- 3.13 HI shall foster professionalism in the sport and in its governance and administration, and shall promote transparency, accountability, and ethical conduct among players, officials, referees, administrators, and affiliated bodies.
- 3.14 HI shall organise, sanction, regulate, and oversee domestic competitions, championships, leagues, and tournaments, and shall coordinate the participation of foreign teams in India and Indian teams abroad in accordance with applicable domestic and international regulations.
- 3.15 HI shall accept team entries for participation in its zonal/national championships only from its duly affiliated Member units, unless specified otherwise by the Executive Committee of HI.


President


Secretary General


Treasurer



- 3.16 HI shall undertake and encourage efforts for the creation, development, and upgradation of infrastructure, facilities, and support systems necessary for the growth and advancement of the sport of Hockey in India.
- 3.17 HI shall protect and promote the interests and welfare of players, recognising them as central stakeholders in the sport, and may initiate welfare schemes, benefit programmes, and support mechanisms for players and persons who have rendered service to the sport.
- 3.18 HI shall recognise and honour individuals, organisations, and institutions for outstanding contributions to the promotion and development of Hockey in India.
- 3.19 HI shall be committed to respecting all internationally recognised human rights and shall strive to promote the protection of these rights.
- 3.20 HI shall prepare a list of electoral officers ("Election Panel") who will be deployed to oversee and ensure that the elections of its Permanent Members and other Members as the case may be, are conducted in a free, fair and transparent manner.
- 3.21 HI may establish appropriate institutional mechanisms, including committees and dispute resolution bodies, for the resolution and settlement of disputes among players, officials, members, affiliated units, and other stakeholders.
- 3.22 The Executive Committee of HI may constitute Committees or Commissions and working groups from time to time and delegate functions and responsibilities to such bodies, subject to oversight and accountability in accordance with these bye-laws.


President


Secretary General



Treasurer

- 3.23 HI may publish, compile, or disseminate books, manuals, periodicals, reports, and other materials relevant to the promotion, regulation and development of Hockey.
- 3.24 HI may raise funds, accept grants, donations, or contributions, acquire, hold, manage, lease, mortgage, or dispose of movable and immovable property, and may create or participate in subsidiary or associated entities for the furtherance of its objects, provided that overall authority and responsibility remain vested in HI.
- 3.25 HI may take over, merge with, or amalgamate with other institutions having similar objects, subject to compliance with applicable statutory provisions.
- 3.26 All income, funds, and properties of HI, however derived, shall be applied solely towards the furtherance of its objects, and no portion thereof shall be distributed, directly or indirectly, to any member or individual by way of profit, dividend, or otherwise.
- 3.27 HI shall undertake all acts and measures incidental, ancillary, or conducive to the attainment of the above objects and the effective governance and development of the sport of Hockey in India.
- 3.28 HI recognizes the Court of Arbitration for Sport, Lausanne, as the final appellate authority where required by FIH Statutes and regulations.
- 3.29 HI shall uphold the ideals of the Olympic movement, and undertake all actions to ensure it maintains its affiliation to the IOA and FIH, and remain compliant with requirements of laws of India.



President



Secretary General



The official seal of Hockey India is circular, featuring the text 'HOCKEY INDIA' around the perimeter and 'HOCKEY INDIA' in the center, with a star at the bottom.



Treasurer

Chapter II: General Body, Membership and Rights

Article 4: Types of Membership and Rights

- 4.1 The General Body shall be comprised of only Permanent Members as defined in these bye-laws.
- 4.2 Permanent Members shall have the following rights:
- a) To be a part of the General Body and participate fully in meetings. In such meetings, Permanent Members shall have 2 (two) votes each, exercised through their representatives (1 male and 1 female) nominated to attend the meeting.
 - b) To nominate candidates for election for the post of Office Bearers of HI and other posts in the Executive Committee;
 - c) To take part in competitions owned/organized/sanctioned by HI;
 - d) To take part in HI's development programmes;
 - e) To bid for hosting national Hockey championships, zonal championships or any other activities; and
 - f) To exercise all other rights arising from these bye-laws.
- 4.3 The above rights of Members are subject to the provisions of these bye-laws and the applicable laws, Rules and Regulations.
- 4.4 The Permanent Members, Associate Members and the Academy Members who were affiliated to the HI as on the date of coming to force of the present bye-laws shall continue as Permanent, Associate Members and Academy Members of HI respectively under the present bye-laws, which shall be applicable on them from such date.



President



Secretary General



The seal is circular with the text 'HOCKEY INDIA' around the perimeter and a star at the bottom. In the center, there is a smaller circle containing the Indian national flag and the text 'HOCKEY INDIA'.



Treasurer

Article 5: Admissions of Members

5.1 Eligibility Criteria of and Procedure for Admission of Permanent Members:

A Permanent Member must:

- a) be a legal entity registered as a not-for-profit company incorporated under the Companies Act, 2013, or a society registered under the Societies Registration Act, 1860, or a trust created under the Indian Trusts Act, 1882 or an entity registered under state legislations governing societies and trusts, having the sole objective of promotion and development of the sport of Hockey;
- b) be a body which organizes and supervises the sport of Hockey in a State or Union Territory;
- c) have made an application in the format prescribed to HI to become a Permanent Member;
- d) be there only 1 (one) Permanent Member Association from its State. In this context, the expression State shall refer to a State or Union Territory as specified in the Constitution of India.
- e) have the membership/affiliation of at least 50% (fifty percent) of the District Associations functioning in that State/Union Territory.

5.2 Application Process

- 5.2.1 The applicant entity shall enclose, with its application for membership, its constituent documents approved by the appropriate statutory authority, if any, together with details of its member and affiliated units, as applicable. Such documents shall mandatorily provide an undertaking that the applicant:


President


Secretary General



Treasurer

- a) shall at all times comply with the bye-laws, statutes, regulations and decisions of HI, the FIH, the AHF, and all applicable laws and rules of the sport of Hockey;
- b) recognises and submits to the jurisdiction of the judicial and dispute resolution mechanisms of HI; and

5.2.2 The Executive Committee shall constitute an Affiliation Committee consisting of 3 (three) members drawn from among its members, with a quorum of 2 (two), which shall be responsible for examining, scrutinising and verifying applications for grant of membership and placing its recommendations before the Executive Committee.

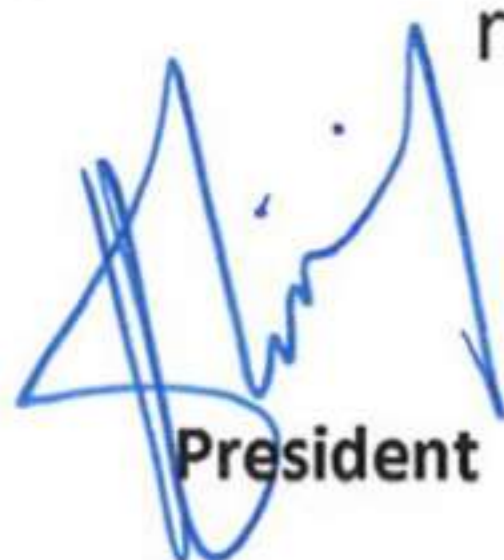
5.2.3 Upon being satisfied as to the *bona fides* and eligibility of an applicant, the Executive Committee shall recommend the application, together with its observations, to the General Body.

5.2.4 The power to grant, refuse or determine the category of affiliation shall vest exclusively in the General Body, and membership shall be deemed granted only upon approval by the General Body, in accordance with these bye-laws.

5.3 Eligibility Criteria of and Procedure for Admission of Associate Members:

5.3.1 Associate Members may include government bodies, public sector undertakings, clubs, or other entities engaged in, or intending to promote and develop, Hockey in India, and may be admitted by HI in accordance with these bye-laws.

5.3.2 Associate Members shall exercise jurisdiction over their teams and players. Units or divisions of Associate Members located in different States or Union Territories may affiliate with the concerned State/Union Territory member units to enable player participation in competitions restricted to affiliated clubs.


President


Secretary General



Treasurer

5.3.3 Associate Members may field players for competitions in accordance with the applicable regulations, subject to limits prescribed by HI. No Associate Member shall organise any competition without the prior approval of HI; and participation in competitions shall be subject to the eligibility criteria laid down for the said competition by HI.

5.4 Associate Members shall have the following rights:

- a) To participate in the competitions owned/organized/sanctioned by the HI; and
- b) As a Permanent Member that has been reclassified in accordance with these bye-laws and admitted or continued as an Associate Member of HI, such Associate Member shall not be members of the General Body, shall have no voting rights, and shall not be eligible to nominate candidates to contest elections to the Executive Committee.

Article 6: Obligations of Permanent Members

Permanent Members shall at all times comply with these bye-laws, the regulations, directives and decisions of HI, the FIH, the AHF and all applicable laws. Every Permanent Member shall:

- 6.1 frame, amend and maintain its bye-laws and governance structures strictly in conformity with these bye-laws and applicable law, including provisions relating to democratic elections, composition of governing bodies, representation of women and athletes, age and tenure limits, cooling-off periods, disqualifications, transparency, disclosure, safe sports, prevention of age fraud and sexual harassment and shall submit such documents for verification by HI at such intervals as may be prescribed.


President


Secretary General


Treasurer



- 6.2 ensure the existence and effective functioning of affiliated district and subordinate units within its territorial jurisdiction; maintain support of the minimum percentage of such units as prescribed.
- 6.3 recognise HI as the sole governing body for the sport of Hockey in India, and other members within their respective jurisdictions.
- 6.4 conduct elections to its governing body, as well as to those of its affiliated units, in a fair, transparent, and democratic manner through an independent process, in alignment with HI's election framework and in compliance with the National Sports Governance Act, 2025, or any applicable laws and rules in force at the relevant time. For this purpose, HI shall constitute an Election Panel for the conduct and supervision of elections for Office Bearers and to the Executive Committees of its affiliated Permanent/Associate Member units. The Election Panel shall consist of such number of retired persons as may be determined by HI, who possess adequate experience in the conduct of elections under the Representation of the People Act, 1951. All elections conducted under this framework shall comply with the election procedures and guidelines prescribed by HI and the applicable provisions of the National Sports Governance Act, 2025, or any applicable laws and rules in force at the relevant time. Elections that are not held in accordance herewith shall not be recognized by HI, and its outcome shall be deemed invalid.
- 6.5 organise and conduct annual competitions across all age groups and genders in accordance with the sports calendar published by HI from time to time. It shall ensure participation in HI competitions, release players as required under applicable regulations, and refrain from sporting relations with unrecognised, suspended, disaffiliated or expelled entities.
- 6.6 maintain proper accounts, undergo timely independent audits, submit financial statements, utilisation certificates and reports as required, and publish audited accounts and annual reports in the public domain. Failure


President


Secretary General


Treasurer



to comply may result in reclassification, suspension of grants, disaffiliation and/or other sanctions.

- 6.7 admit district units and affiliates that meet prescribed criteria in a fair and timely manner, ensure uniformity of fees and conditions, and be responsible for the conduct and financial commitments of its affiliates.
- 6.8 promptly notify HI of elections, amendments to statutes, changes in Office Bearers or members of the Executive Committee, authorised signatories, disciplinary actions, and submit all required statutory and governance documents through the prescribed systems.
- 6.9 ensure that major commercial or rights-related agreements are approved by the requisite majority of its eligible voting members, manage affairs independently without third-party interference, and observe principles of integrity, loyalty, fair play and good sporting conduct.
- 6.10 safeguard the welfare, safety and security of players, particularly women and minors; bear expenses relating to representation; and formulate and implement long-term development plans for junior and sub-junior Hockey.
- 6.11 constitute, maintain and fully cooperate with all mandatory committees, including the Athletes Committee and Grievance Redressal Committee, as required under these bye-laws, the Rules and Regulations framed thereunder and applicable law.
- 6.12 furnish true, complete and accurate information to HI and to any statutory or regulatory authority, and refrain from furnishing any false, misleading or suppressed information, in matters relating to governance, elections, finances, compliance or administration.
- 6.13 ensure financial propriety and transparency, including proper utilisation of funds, maintenance of books of accounts, timely audits, disclosures and



President



Secretary General



Treasurer



compliance with financial reporting requirements, in accordance with these bye-laws and applicable law.

6.14 shall maintain its registration with the National Sports Board, subject to such conditions and in such manner, as may be prescribed.

6.15 Any breach of the obligations under this Article shall constitute grounds for disciplinary action, including suspension or disaffiliation, in accordance with these bye-laws.

Article 7: Grounds for Reclassification/Disaffiliation and Withholding of Support

7.1 A Permanent or Associate Member, who fails to comply with these bye-laws, and/or the Rules and Regulations or directions of HI, may be subject to the following action:

- a) Reclassification from Permanent Member to a Associate Member, as applicable;
- b) Disaffiliation; and/or
- c) Withholding of support, including financial grants or assistance.

7.2 A Permanent Member may be reclassified as an Associate Member by the Executive Committee if such Permanent Member:

- a) fails to field its teams in 4 (four) out of 6 (six) National Championships conducted by HI in a calendar year; and/or
- b) fails to conduct its senior, junior and sub-junior state level championships for both men and women in accordance with the norms and calendar prescribed by HI.

7.3 No reclassification under this Article shall be effected unless:


President


Secretary General



Treasurer

- a) the concerned Permanent Member is issued a written notice by the Executive Committee specifying the grounds of proposed reclassification;
- b) a reasonable opportunity of being heard is afforded to such Permanent Member before the Affiliation Committee;
- c) the Affiliation Committee shall, after hearing the Permanent Member, make a recommendation to the Executive Committee;
- d) should the Executive Committee recommend reclassification, the recommendation shall be placed before the General Body for a final decision.



7.4 Member reclassified as an Associate Member may be considered for restoration as a Permanent Member upon demonstrating compliance with the criteria prescribed under these bye-laws, including:

- a) participation in the requisite number of National Championships conducted by HI; and
- b) conduct of senior, junior and sub-junior State-level championships for both men and women in accordance with the norms and calendar prescribed by HI.

7.5 Any such restoration shall be considered by the Affiliation Committee, which shall examine compliance and make its recommendation to the General Body on whom shall vest the final decision on restoration.

7.6 Where financial assistance to a Permanent or Associate Member is withheld, HI may, in the interest of the sport, directly utilise such funds, where applicable, for the development of the sport of Hockey in the concerned State or Union Territory, so that the athletes of that state do not suffer.


President


Secretary General



Treasurer

- 7.7 Where a Member remains disentitled to financial assistance or continues in material non-compliance for a continuous period of 2 (two) years, HI may withdraw its recognition and recognise another compliant association to be its Member from the concerned State or Union Territory in accordance with these bye-laws.
- 7.8 In addition to the ground set forth in Article 7.1 and Article 7.6, a Member shall also be deemed to be in default, and liable to disaffiliation, where it:
- a) fails to hold elections for its Executive Committee or has committed gross irregularities in the election procedures thereof;
 - b) fails to publish its annual audited accounts on its website and also submit the relevant accounts to HI by 31 August of every calendar year;
 - c) has misused, misapplied or misappropriated any public funds or funds/grants given by HI;
 - d) fails to pay affiliation, membership or renewal fees within the prescribed time, unless the delay is condoned by the Executive Committee;
 - e) acts in a manner contrary to the aims and objects of HI or otherwise causes harm to the sport of Hockey;
 - f) fails to organise mandatory state-level championships or tournaments across all age groups and genders, or to field teams in HI organised national championships;
 - g) encourages, facilitates or fails to prevent doping or age fraud, or does not maintain adequate anti-doping controls/age fraud within its jurisdiction;
 - h) suffers from persistent mismanagement, lack of coordination or governance failures detrimental to the sport;


President


Secretary General


Treasurer



- i) fails to comply with prescribed standards of good governance, transparency and ethical conduct, or neglects the development of the sport of Hockey within its jurisdiction;
- j) fails to conduct free, fair and timely elections in accordance with these bye-laws, the HI Election Rules and applicable law, or interferes with the independent conduct of elections;
- k) fails to constitute, maintain or cooperate with mandatory committees, including the Athletes Committee and Grievance Redressal Committee, as required under these bye-laws and applicable law;
- l) furnishes false, misleading or suppressed information to HI or any statutory or regulatory authority in matters relating to governance, elections, finances or compliance;
- m) engages in misappropriation of funds, financial impropriety, or fails to maintain accounts, audits or disclosures as required under these bye-laws or applicable law.
- n) Any Member found to be in default, may be liable to disaffiliation, reclassification in accordance with these bye-laws.

Article 8: Process of Disaffiliation

- 8.1 The General Body may initiate the process of disaffiliation of a Member under Article 8.2, either on its own volition or on the recommendation of the Executive Committee, for reasons stated in Article 7 above.
- 8.2 Before a vote on disaffiliation is undertaken by the General Body, the Executive Committee shall issue a show-cause notice to the Member detailing the grounds on which its disaffiliation is being contemplated and inviting a response. Such show-cause notice shall be accompanied by relevant document(s) referenced in the show-cause notice or otherwise


President


Secretary General


Treasurer



relevant to the grounds on which disaffiliation is being contemplated. The Member shall be granted a period of 30 (thirty) days from the date of issuance of such show cause notice to reply to the grounds on which its disaffiliation is being sought.

- 8.3 Pursuant to issuance of the show cause notice, the Executive Committee shall afford the Member a personal hearing before the Affiliation Committee of HI. The Affiliation Committee shall issue and place the report and recommendation after such hearing to the Executive Committee. This report will then be transmitted to the General Body for their consideration prior to any vote for disaffiliation being undertaken, along with a recommendation from the Executive Committee.
- 8.4 A proposal to disaffiliate a Member must receive approval from a simple majority of the votes taken.
- 8.5 Should the Member fail to cooperate with the process contemplated in this Article, by not replying to the show cause notice as prescribed in Article 8.2 or by failing to participate in a personal hearing as prescribed in Article 8.3, the Executive Committee will intimate the General Body, and deliberation and a vote may proceed nonetheless.

Article 9: Membership/Affiliation Fee

The membership/affiliation fee from the members will be payable for the different categories as follows:

- 9.1 The Executive Committee may decide the affiliation fee for each membership category from time to time.
- 9.2 The Executive Committee may decide the annual fee for each membership category from time to time.


President


Secretary General


Treasurer



Chapter III: Organisation

Article 10: General Body and General Body Meeting

- 10.1 A General Body Meeting may be an ordinary AGM (Annual General Body Meeting) or an SGM(Special General Body Meeting)
- 10.2 The General Body shall comprise of the following:
- a) 2 (two) representatives from each Permanent Member—1 (one) male and 1 (one) female. Each Permanent Member shall have 2 (two) votes.
 - b) 4 (four) "Sportspersons of Outstanding Merit" elected from the roster of such sportspersons prepared by HI. Out of the 4 (four) such sportspersons, minimum 2 (two) shall be women. Each Sportsperson of Outstanding Merit shall have 1 (one) vote.
- 10.3 Attendance of an AGM or an SGM by video conference mode initiated by HI or by any other means of communication as informed prior to such meetings, shall constitute presence. However, if an AGM or an SGM is being held physically, those attending on a virtual link/video conference initiated by HI will not be entitled to vote in an AGM or SGM, unless specifically permitted by the President or Secretary General.
- 10.4 All notices, links and access credentials for meetings of the General Body or the Executive Committee, including meetings held through video conferencing or any electronic mode, shall be issued only to the registered email addresses of the authorised representatives or members, as recorded with HI. No member, delegate or participant shall share, forward or otherwise circulate such links, access credentials or meeting materials to any third party. Participation in such meetings shall be strictly restricted to authorised individuals, and no unauthorised person shall be permitted


President


Secretary General


Treasurer



to attend, observe or access the proceedings. Any breach of this provision shall constitute misconduct and may invite disciplinary action.

10.5 Each affiliated Permanent Member shall have equal voting rights in the General Body, and no differentiation shall be made on the basis of size, geography or performance.

10.6 Powers of the General Body

The General Body shall perform/dischage the following responsibilities:

- a) Formulate policy and guiding principles governing the functioning, administration and activities of HI;
- b) Give effect to and carry out the objects of HI as set out in these bye-laws;
- c) Elect the Office Bearers and members of the Executive Committee once every 4 (four) years, in accordance with these bye-laws and the applicable election rules;
- d) Grant, refuse or determine affiliation or membership of any organisation eligible under these bye-laws;
- e) Vote on recommendations for disaffiliation of any Member;
- f) Decide on the continuance or discontinuance of affiliation with any national or international organisation;
- g) Raise funds, hold and administer the assets and properties of HI, and exercise overall financial control;
- h) Impose, confirm or enforce disciplinary measures or penalties for violations of these bye-laws, or Rules and Regulations;
- i) Appoint the statutory auditor(s) of HI;
- j) Consider, approve and adopt the annual report, audited statement of accounts and budget estimates of HI;


President


Secretary General



Treasurer

- k) Amend this Bye-Laws, including as and when required by FIH or applicable law, in accordance with the prescribed procedure;
- l) Interpret, clarify and decide upon the meaning and scope of these bye-laws, rules and regulations, and to decide any matter not expressly provided for herein;
- m) Frame, amend and approve Rules and Regulations, provided that the same are not inconsistent with these bye-laws or applicable law;
- n) Consider and ratify such decisions of the Executive Committee as are required under these bye-laws or as may be placed before the General Body;
- o) Prohibit proxy voting, it being expressly clarified that proxy voting shall not be permitted in meetings of the General Body or in elections.
- p) Delegate its powers related to the day-to-day functioning of the organization and conducting of activities and events to the Executive Committee as and when necessary, to ensure participation of teams or hosting of events is not impeded between meetings.

Article 11: Office Bearers of HI and Composition of the Executive Committee

11.1 The Composition of the Executive Committee shall be as follows:

- a) 1 (one) President;
- b) 1 (one) Secretary General;
- c) 1 (one) Treasurer;
- d) 3 (three) Vice-Presidents at least one of whom shall be a woman;
- e) 2 (two) Joint Secretaries at least one of whom shall be a woman;
- f) 7(seven) members, out of whom at least 2 (two) shall be Sportspersons of Outstanding Merit. Additionally, out of the 7 (seven)


President


Secretary General


Treasurer



members, at least another 2 (two) shall be from the Athletes Committee to be elected from amongst themselves. In each of these categories, i.e., "Sportspersons of Outstanding Merit" and "Athletes Committee", at least 1 (one) of them shall be a woman.

11.2 The composition of the Executive Committee should be such that at any given point of time, at least 4 (four) members shall be women. The representation of women members in accordance with this provision and 11.1 shall be maintained in all circumstances. Provided that if any position on the Executive Committee falls vacant, the same shall be filled no later than the next AGM or SGM. In the interim, the remaining members of the Executive Committee shall continue to exercise the powers and discharge the functions of the Executive Committee as if fully constituted and in accordance with the provisions of these bye-laws.

Provided further that the President shall have a casting vote in the event of equal votes.

11.3 No person shall be eligible to contest for election or seek nomination to the Executive Committee unless such person:

- a) is a citizen of India and has attained the age of 25 (twenty-five) years on the date of nomination;
- b) has been duly proposed and seconded by a voting member of the General Body in accordance with these bye-laws;
- c) has not been declared to be of unsound mind by a competent court;
- d) such person complies with the FIH Statutes and bye-laws relating to age and term of the Executive Committee.

11.4 Provided that a person shall not be eligible to contest an election if he or she has attained the age of 70 (seventy) years on the last date of nomination. Notwithstanding the above, the eligibility and continuation of


President


Secretary General


Treasurer



Office Bearers with respect to age shall be subject to the applicable law and the rules made thereunder.

- 11.5 Provided if said person is serving in the executive committee or a similar body of a corresponding national and International Sports Body or is in the General Body of the International Olympic Committee or International Paralympic Committee, such person shall deemed to be relaxed for age and tenure eligibility criteria for purposes of holding the position as the member of the Executive Committee.
- 11.6 In addition to other provisions relating to eligibility, where such candidate is a government servant, the necessary permissions, approvals or clearances, as applicable, will have to be obtained from the competent authority prior to filing of nomination.
- 11.7 No person shall be eligible to contest an election for the office of President, Secretary General or Treasurer, unless such person:
- a) is a Sportsperson of Outstanding Merit; or
 - b) has previously served for at least 1 (one) full term as a member of the Executive Committee of HI; or
 - c) has previously served as President, Secretary General or Treasurer of an affiliated unit of HI.

Article 12: Term, Tenure and Age-Limits of Office Bearers of HI

- 12.1 The term of the Executive Committee and all Officer Bearers shall be 4 (four) years.
- 12.2 For the sake of clarification, in the case of Office Bearers, it is clarified that a partial term of 2 (two) years or more shall be deemed to be the full term of 4 (four) years for the purposes of calculation of consecutive terms under Article 12.3.


President


Secretary General


Treasurer



- 12.3 The office of President, Secretary General or Treasurer shall be held for a maximum of 3 (three) consecutive terms, whether such terms are served in one office or in any combination thereof, and eligibility for election to any of these offices or to the Executive Committee shall arise only after completion of a mandatory cooling-off period of 1 (one) full Term of 4 (four) years, during which period the person shall not be a member of the General Body or of any committee of HI. Any vacancy arising shall be filled in accordance with the HI Election Rules.
- 12.4 A person shall not be eligible to contest an election if he or she has attained the age of 70 (seventy) years on the last date of nomination. Notwithstanding the above, the eligibility and continuation of Office Bearers with respect to age shall be subject to the applicable law and the rules made thereunder.
- 12.5 Provided if said person is serving in the executive committee or a similar body of a corresponding national and International Sports Body or is in the General Body of the International Olympic Committee or International Paralympic Committee, such person shall deemed to be relaxed for age and tenure eligibility criteria for purposes of holding the position as the member of the Executive Committee.
- 12.6 For the purpose of computing maximum tenure of 12 (twelve) years, the terms served by an individual in a Member unit and in HI shall be considered separately, meaning that an individual may serve a total of up to 12 (twelve) years as an Office Bearer in a Member and up to 12 (twelve) years separately and independently as an Office Bearer in HI.

Article 13: Powers and functions of the Executive Committee

- 13.1 The Executive Committee shall exercise the general management, supervision and control of the affairs of HI, and, shall have the following power and authority:


President


Secretary General



Treasurer

- a) All powers of governance, management and decision making shall vest in the Executive Committee. It may delegate such powers to President or Secretary General as it deems fit.
- b) To carry out and give effect to the objects of HI as set out in its Memorandum of Association/Bye-Laws.
- c) To conduct the general management and direction of the affairs of HI during the interval between meetings of the General Body and to place before the General Body, for its approval, a report of all decisions taken and actions performed during such period.
- d) To manage, supervise and administer the funds of HI, as delegated by the General Body.
- e) To prepare and submit schemes and plans for the development of Hockey in the country.
- f) To decide cases of indiscipline, misconduct, protest or breach of regulations by any Office Bearer, or any member of the Executive Committee or player or individual, and to impose appropriate disciplinary sanctions/penalties, subject to the right of appeal to the General Body.
- g) To sanction foreign tours of teams, officials or other authorised representatives of HI.
- h) To authorise the Secretary General or any other member of the Executive Committee to act on behalf of HI with full authority to execute, sign and deliver any deed, document or instrument and to give valid and effectual discharge.
- i) To determine the passage money and other expenses payable to representatives of HI for attending meetings of the IOA, AHF, FIH, International Olympic Committee (IOC) and/or any other body, and for attending international or domestic events or meetings as members, observers or advisors.


President



Secretary General


Treasurer



- j) To determine the passage money and other expenses of Indian Hockey teams or athletes travelling outside India, where such expenses are not otherwise prescribed under these bye-laws.
- k) To arrange for infrastructure including buildings, premises, furniture, apparatus and other facilities required for carrying out the work of HI and to frame rules in relation thereto.
- l) To enter into, vary, carry out and cancel contracts on behalf of HI.
- m) To explain, define and interpret the provisions of these bye-laws in case of any dispute.
- n) To exercise such other powers and perform such other duties as may be assigned to it by the General Body.
- o) To appoint Selection Committees for the selection of Indian teams, contingents and players for participation in competitions, tournaments, training programmes and coaching camps, including the constitution of national teams and selection of campers.
- p) To institute, organise, conduct and manage all national-level Hockey championships and competitions under the jurisdiction of HI, and to oversee and ensure that the selection of Indian teams for participation in international tournaments and championships is carried out by the Selection Committee of HI in accordance with the Hockey India Policy and Guidelines for Selection Trials (including major events such as the Olympic Games, Asian Games, Commonwealth Games, and selection of campers for National Camps).
- q) To organise coaching, umpiring and technical camps or clinics, independently or in cooperation with other agencies, including the Sports Authority of India (SAI), IOA, AHF and FIH.
- r) To purchase movable and immovable property for and on behalf of HI.


President


Secretary General


Treasurer



- s) To sell, discard or otherwise transfer any movable or immovable property of HI.
- t) To appoint employees as may be required for the functioning of HI.
- u) To constitute committees, sub-committees, commissions or working groups, as may be considered necessary for the efficient discharge of functions, assign and define their roles and duties, and delegate such powers, functions and responsibilities to them from time to time, in accordance with these bye-laws.
- v) To collect, procure, accept and receive subscriptions, donations, gifts and endowments, and to raise funds for HI by all lawful means.
- w) To invest the funds of HI in such manner as the Executive Committee may deem fit.
- x) To co-opt any expert or specialist, without voting rights, for any specific purpose as and when required.
- y) To deal with all permanent and temporary appointments of office staff, including their suspension or dismissal, in accordance with applicable rules.
- z) To prepare, modify and implement administrative and financial guidelines for HI.
- aa) To delegate any of its powers to any committee or commission, including special-purpose committees, subject to such terms and conditions as it may determine.
- bb) To suspend any Member or player from participation under the Rules, Regulations and these bye-laws in national or international competitions for such period as may be specified, subject to subsequent ratification by the General Body.
- cc) To authorise the President, Secretary General or Treasurer, with the approval of the Executive Committee, to raise loans from banks or


President


Secretary General


Treasurer



financial institutions as and when required, and to ensure repayment of such loans from the funds of HI.

dd) To do all such acts, deeds and things as may be necessary, incidental or conducive to the attainment of the objects of HI, and which are not expressly provided for in these bye-laws, subject to the overall supervision and control of the General Body.

13.2 Proxy voting shall not be permitted at any meeting of the Executive Committee, and members shall be required to be present in person or through permitted electronic means to participate and vote.

Article 14: Office Bearers

14.1 President

14.1.1 Role


The President shall be the constitutional and executive head of HI and shall be responsible for ensuring the effective implementation of the Memorandum of Association, these bye-laws and the rules and regulations of HI.

14.1.2 Meetings

The President shall:

- a) determine the date, time and venue of meetings of the General Body, Executive Committee and such other meetings as may be necessary to fulfil the objects of HI; and
- b) preside over all meetings of the General Body, Executive Committee and such other meetings as may be determined and shall have a casting vote in the event of an equality of votes.


President


Secretary General


Treasurer



14.1.3 Executive Authority

The President shall exercise general supervision over the affairs of HI and ensure due execution and implementation of all decisions taken by the Congress and the Executive Committee.

14.1.4 Financial Oversight

The President shall ensure that the financial position of HI remains sound and that no unauthorised expenditure is incurred. The President may sanction expenditure for HI and HIL in respect of items not included in the approved budget, up to such limits as may be prescribed, and any expenditure exceeding such limits shall require approval of the Executive Committee.

14.2 **Vice Presidents**

14.2.1 Functions

The Vice Presidents shall perform such duties and functions as may be assigned to them from time to time by the General Body, the Executive Committee or the President.

14.2.2 Acting President


In the absence of the President, the senior-most Vice President by age, shall preside over meetings of the General Body, the Executive Committee or any other meeting of HI.

14.3 **Secretary General**

14.3.1 Role

The Secretary General shall be the chief administrative officer of HI and shall be responsible for carrying out and implementing all decisions of the General Body, Executive Committee and Committees or Commissions,


President


Secretary General


Treasurer



subject to the overall control and direction of the Executive Committee and the President.

14.3.2 Meetings and Records

The Secretary General shall:

- a) convene meetings of the General Body, Executive Committee and Committees or Commissions as determined by the President;
- b) record, maintain and preserve accurate minutes of the proceedings and resolutions of all such meetings, which, upon being signed by the Chairperson of the meeting, shall constitute conclusive evidence of the proceedings.

14.3.3 Correspondence

The Secretary General shall conduct all official correspondence on behalf of HI, as directed by the President.

14.3.4 Records and Property

The Secretary General shall be in charge of and responsible for:

- a) maintaining all records, registers and documents, including the register of members;
- b) the custody, upkeep and inventory of all trophies, souvenirs, seals, insignia, and movable and immovable properties of HI; and
- c) maintaining an up-to-date stock register and ensuring annual physical verification of all properties.

14.3.5 Administration

The Secretary General shall:

- a) transact all official business of HI;


President


Secretary General


Treasurer



- b) act as the convener of the Executive Committee and Committees or Commissions;
- c) exercise general supervision and administrative control over the employees of HI; and,
- d) conduct the affairs of HI in accordance with these bye-laws, rules, regulations.

14.3.6 Finance Coordination

The Secretary General shall:

- a) collect or cause to be collected all subscriptions, fees and other monies due to HI and remit the same to the Treasurer;
- b) forward bills and vouchers for payment to the Treasurer within the limits sanctioned in the approved budget and after approval of the President; and
- c) ensure that the accounts of HI are properly maintained and regularly audited.

14.3.7 Reporting

The Secretary General shall prepare the annual report on the working of HI and place the same before the General Body after approval of the Executive Committee.

14.4 **Treasurer / Head of Finance**

14.4.1 Role and Functions

- a) The Treasurer shall be the custodian of the funds and shall be responsible for the finance and accounts of HI.
- b) The Treasurer shall prepare and place before the General Body, through the Executive Committee, the annual budget allocating grants under various heads of expenditure for approval.


President


Secretary General



Treasurer

- c) The Treasurer shall make payments on behalf of HI after ensuring that all bills and vouchers have been duly scrutinised and certified by the Secretary General.
- d) The Treasurer shall ensure that all monies received from the Secretary General or any other source, are deposited promptly into the bank accounts of HI.
- e) The Treasurer shall maintain proper books of accounts and financial records of HI in accordance with applicable law and accounting standards.

14.5 Vacancies in the Executive Committee

14.5.1 Occurrence of Vacancy

The office of a member of the Executive Committee, including that of an Office Bearer, but excluding Sportspersons of Outstanding Merit and Members of the Athletes' Committee serving on the Executive Committee, shall become vacant upon the occurrence of any of the following events:

- a) where the member ceases to be a member/affiliated with the Permanent Member from which such member was elected or nominated, as applicable;
- b) resignation from office by notice in writing addressed to the President, and acceptance of such resignation by the Executive Committee;
- c) death of the member; or
- d) any other Disqualification Event(s) as defined in Article 1.11, resulting in cessation of office under these bye-laws, or under applicable law.

14.5.2 Manner of Filling Vacancies

Any vacancy arising under Clause 14.5.1 shall be filled only by election, and strictly in accordance with the HI Election Rules and applicable law.


President


Secretary General


Treasurer



14.5.3 Limited Scope of Replacement

Only the specific vacancy so arising shall be filled, and no fresh or additional elections to the Executive Committee shall be conducted beyond what is necessary to fill such vacancy.

14.5.4 Forum for Election

The election to fill a vacancy may be conducted at an SGM, or the next regular AGM, as may be decided by the Executive Committee, subject to compliance with Indian law and applicable rules.

14.6 **Constitution of Committees**

The Executive Committee may constitute such Committees or Commissions as may be necessary for the efficient administration, governance and development of Hockey, including but not limited to technical, selection, disciplinary or advisory committees.

14.6.1 Composition and Tenure

The composition, functions and tenure of each committee or commission shall be determined by the Executive Committee, provided that the tenure shall not exceed 1 (one) year at a time.

14.6.2 Statutory Committees

Committees mandated under the applicable Indian law, including the Athletes Committee, Ethics Committee and Dispute Resolution Committee, shall be constituted by the Executive Committee.

14.7 **Director General and Employees**

14.7.1 HI shall have a Director General who shall be the senior professional executive, responsible for the implementation and execution of the policies, decisions and directions of the Executive Committee and/or the Office Bearers.


President


Secretary General


Treasurer



- 14.7.2 The Director General shall oversee, supervise and manage the operations of HI. He/she shall discharge such duties and responsibilities as may be assigned by the Executive Committee from time to time and shall ensure effective execution of all administrative and operational functions through the Officers and Employees of HI.
- 14.7.3 All employees of HI shall function under the direct supervision and oversight of the Director General. Such employees shall, however, be subject to the overall supervision, control and authority of the Executive Committee and shall act in accordance with these bye-laws and in alignment with the statutes and regulations of the FIH.
- 14.7.4 The Director General along with all employees of HI shall discharge their respective functions under the general superintendence and control of the Executive Committee and/or the Office Bearers.
- 14.7.5 The appointment, salary and allowances and other terms and conditions of service of the Director General and all employees of HI shall be such as may be prescribed by the Executive Committee, in accordance with applicable laws, rules, and standards of governance.

Chapter IV: Elections

Article 15: Elections

The procedure for elections to the General Body, Executive Committee and the Athletes Committee of HI shall be governed by the HI Election Rules framed in accordance with these bye-laws, Rules and Regulations made for the purpose and applicable law, and shall be conducted under the supervision of the National Sports Election Panel. Any amendments to such procedure shall be made at least 3 (three) months prior to the elections.


President


Secretary General



Treasurer

Chapter V: Meetings

Article 16: Meetings

A General Body Meeting may be an ordinary AGM (Annual General Body Meeting) or an SGM(Special General Body Meeting)

All meetings of HI referred to under Articles 16.5.1, and all meetings of any committee constituted under these bye-laws, may be held through virtual meeting or video conferencing, subject to due notice being given in accordance with Articles 16.5.1. Any decision taken at such virtual meeting shall have the same force and effect as a decision taken at a meeting held in person.

The minutes of every meeting, including meetings held through virtual or video conferencing, shall be duly recorded/ documented and maintained by the Secretary General in a register kept for that purpose. Such minutes shall be approved by the President and the Secretary General and shall be signed by the Chairperson of the meeting, if any.

16.1 Annual General Body Meeting (AGM)

16.1.1 The AGM of the General Body of HI will be called the Congress and shall be held once every calendar year at such place, date and time as may be determined by the Executive Committee. As far as practicable, the venue of the AGM may be rotated among different locations.

16.1.2 The agenda/business of the AGM shall include:

- (a) confirmation of the minutes of the previous AGM or SGM, if any held;
- (b) consideration and adoption of the annual report of the Secretary General on the working and activities of HI;


President


Secretary General



Treasurer

- (c) consideration and adoption of the audited statement of accounts for the relevant financial year and approval of the budget for the ensuing year, as presented by the Treasurer / Head of Finance;
- (d) appointment of auditors and fixation of their remuneration;
- (e) election of the Executive Committee and Office Bearers, where such elections are due;
- (f) consideration and approval of the annual Hockey calendar;
- (g) consideration of amendments to these bye-laws, if any;
- (h) consideration of any other business of which due notice has been given, and any other matter with the permission of the Chair; and
- (i) consideration of matters affecting the welfare, development activities, programmes and policies of HI, including any matter which the President may place before the meeting.

16.2 Special General Body Meeting (SGM)

A Special General Body Meeting (SGM) may be convened at any time upon the direction of the President and shall be convened by the Secretary General in accordance with these bye-laws. An SGM may transact any business which may be taken up at an AGM, except the matters specified under Article 16.1.2 (b), 16.1.2 (c), and Article 16.1.2 (d)

16.3 Emergent Congress Meeting

Notwithstanding anything in these bye-laws, an emergent meeting of the Congress may be convened by the Secretary General if decided by the President on urgent specific matters.

16.4. Executive Committee Meeting

16.4.1 Executive Committee meeting shall be held at least twice a year.


President


Secretary General



Treasurer

16.4.2 President may call an emergent Executive Committee meeting if so required.

16.5 Notice, Quorum and Minutes for Meetings

16.5.1 Meeting, Notice Period and Quorum

Meeting	Notice Period	Quorum
16.5.1.1 – Annual General Body Meeting (Annual Congress)	21 (twenty-one) clear days	One-third of the members entitled to vote
16.5.1.2 – Special General Body Meeting (Special Congress)	10 (ten) clear days	One-third of the members entitled to vote
16.5.1.3 – Emergent Congress Meeting	7 (seven) clear days	One-fourth of the members entitled to vote
16.5.1.4 – Executive Committee Meeting	4 (four) clear days	7 (seven)
16.5.1.5 – Emergent Executive Committee Meeting	2 (two) clear days	5 (five)
16.5.1.6 – Other Committee Meetings	3 (three) clear days	2 (two)


16.5.2 Nominated members, invitees, *ex-officio* members and Associate Members shall not be counted for the purposes of quorum.

Explanation: For the purposes of computing any notice period under these by-laws, the term “clear days” shall mean that the date of dispatch or issuance of notice, whether by hand delivery, telephone, courier, speed post or electronic mail, shall be included in the computation of the number of days.

16.5.3 Matters may be tabled and approved by circulation on any urgent issue when a meeting of the General Body / Executive Committee cannot be convened. The Secretary General with consent of the President may


President


Secretary General



Treasurer

obtain the approval of the members of the General Body/Executive Committee (as the case may be) by circulation vide email or courier or post and act accordingly, provided that majority of members favour the proposal so circulated. It is clarified that resolution and approval by circulation can take place vide email or courier or post as long as record of dispatch can be provided. Members of the Executive Committee/General Body (as the case may be) shall have 7 (seven) days from circulation in order to assent or dissent the proposal. If a reply is not received from the member of the Executive Committee /General Body (as the case may be) within 7 (seven) days (Executive Committee) and within 10 (ten) days (General Body) then it shall be deemed to be approved. Such circular resolutions shall be used only in emergent situations.

16.5.4 No proxy voting shall be permitted at any meeting of the Executive Committee.

Chapter VI: Committees

Article 17: Sportspersons of Outstanding Merit

17.1 The eligibility, criteria, conditions and procedure for recognition of Sportspersons of Outstanding Merit shall be governed by the Sportspersons of Outstanding Merit Eligibility Rules, framed under and in accordance with these bye-laws and applicable law.

17.2 Any amendment to the Sportspersons of Outstanding Merit Eligibility Rules shall be made in such manner and subject to such safeguards as may be prescribed therein and in accordance with applicable law.


President


Secretary General




Treasurer

Article 18: Athletes Committee

- 18.1 HI shall constitute an Athletes Committee in accordance with these bye-laws, rules and regulations framed for the purpose and applicable law.
- 18.2 The constitution, composition, tenure, powers, functions, operation and procedures of the Athletes Committee shall be governed by rules and regulations framed by HI and applicable law.

Article 19: Ethics Committee

- 19.1 HI shall constitute an Ethics Committee in accordance with these bye-laws, rules and regulations framed for the purpose and applicable law.
- 19.2 The constitution, composition, tenure, powers, functions, operation and procedures of the Ethics Committee shall be governed by rules and regulations framed by HI and applicable law.

Article 20: Dispute Resolution Committee

- 20.1 HI shall constitute a Dispute Resolution Committee in accordance with these bye-laws, rules and regulations framed for the purpose and applicable law.
- 20.2 The constitution, composition, tenure, powers, functions, operation and procedures of the Dispute Resolution Committee shall be governed by rules and regulations framed by HI and applicable law. Preferably the Committee shall be chaired by a retired Judge of High Court or eminent personality or legal practitioner.
- 20.3 The Dispute Resolution Committee shall function in a manner consistent with principles of natural justice and fairness, as prescribed in the applicable byelaws.


President


Secretary General



Treasurer

Article 21: Selection Committee

- 21.1 The Executive Committee shall constitute a Selection Committee for the selection of players and teams for participation in international competitions, tours, training camps and such other events or programmes as may be determined by HI.
- 21.2 The constitution, composition, tenure, powers, functions, operation and procedures of the Selection Committee shall be governed by regulations framed by HI and applicable law.
- 21.3 The Selection Committee shall function in a fair, transparent and objective manner, consistent with the principles of merit, performance and integrity, as prescribed under the applicable regulations.

Article 22: Grievance Redressal Committee

- 22.1 HI shall establish an internal grievance redressal mechanism, including the constitution of a Grievance Redressal Committee, in accordance with these bye-laws and applicable law.
- 22.2 The Grievance Redressal Committee shall address grievances raised by athletes, coaches and other persons associated with HI in a fair, timely and transparent manner, in accordance with the procedure prescribed under the applicable regulations.
- 22.3 The composition, tenure, powers, functions, jurisdiction and procedure of the Grievance Redressal Committee shall be governed by rules and regulations framed by HI in accordance with these bye-laws and applicable law. Preferably the Committee shall be chaired by a retired Judge of High Court or eminent personality or legal practitioner.
- 22.4 The grievance redressal mechanism shall operate without prejudice to any other remedy available under these bye-laws or applicable law.


President


Secretary General



Treasurer

Article 23: Hockey India League Governing Committee

- 23.1 The Hockey India League Governing Committee ("HIL Governing Committee") shall be constituted by the General Body at a Congress or Special Congress and shall comprise of 1 (one) Chairperson, 5 (five) individual members from HI appointed by the General Body, and 2 (two) athletes of repute nominated by the President of HI. The Chairperson shall hold office for a term of 4 (four) years, and all other individual members, including athlete members, shall hold office for a term of 2 (two) years, and shall be eligible for re-appointment/re-nomination.
- 23.2 The Chairperson and/or members of the HIL Governing Committee may be removed by a resolution of no-confidence passed by a majority of not less than two-thirds $2/3^{\text{rd}}$ (two-thirds) of the members present and voting at a duly convened Congress.
- 23.3 The quorum for meetings of the HIL Governing Committee shall be 5 (five) members including the Chairperson. All decisions shall be taken by a majority of members present and voting, and in case of equality of votes, the Chairperson shall have a casting vote. All decisions of the HIL Governing Committee shall be subject to ratification by the Executive Committee of HI.
- 23.4 The HIL Governing Committee shall maintain a separate bank account in the name of "Hockey India – Hockey India League", which shall be operated jointly by any 2 (two) authorised signatories from amongst the President, Chairperson (HIL), Secretary General and Treasurer of HI and/or HIL.
- 23.5 The Director General of HI and/or HIL shall submit an annual report of activities and decisions of the HIL Governing Committee, along with audited financial statements, to the Executive Committee for approval.


President


Secretary General



Treasurer

Chapter VII: Miscellaneous and Final Provisions

Article 24: Source of Income

24.1 The funds of the HI shall comprise of:

- a) Affiliation fee
- b) Donations
- c) Aid/grants from government, semi-government, national and international institutions and associations.
- d) Sponsorship fees
- e) Prize Money
- f) Interest from banks
- g) Franchisee Fee
- h) Any other income or receipts derived from lawful sources in furtherance of the objects of HI and in accordance with these bye-laws and applicable law.

Article 25: Commercial Rights

25.1 HI is the absolute and outright legal and beneficial owner of all commercial rights, including the use of the HI title and logo, HIL title and logo, title and logo of all HI-named Events, including, without limitation, on a worldwide basis:

- a) Media and digital rights.
- b) Sponsorship, advertising, merchandising and other similar rights.
- c) Ticketing, hospitality and other concession rights; and
- d) Any other commercial rights that may come into existence.


President


Secretary General



Treasurer

- e) HI has the exclusive right to exploit all the properties mentioned above. HI shall have the right to grant licenses and/or assign rights (or part thereof) to Members or other third parties.

25.2 HI is the absolute and outright legal and beneficial owner of any and all intellectual property rights which may now or at any time in the future subsist anywhere in the world in respect of any data or information relating to HI-named Events, including (but not limited to) all such rights in match data and ranking lists. No one may collect or exploit any data or information relating to HI-named Events without the HI prior written authorization from HI.

Article 26: Bank Account(s)

- 26.1. The bank accounts of HI shall be operated jointly by any 2 (two) authorised signatories from amongst the President, Secretary General and Treasurer.
- 26.2. The Executive Committee will have the power to amend/change the signatories/mandatory signatories as provided above in Article 26.1 for HI as and when required for smooth functioning of the HI.

Article 27: Audit

- 27.1 The accounts of the HI shall be audited at least 1 (once) a year by a reputed auditor appointed by the Congress.

Article 28: Amendment of these Bye-laws

- 28.1 The Congress shall have power to alter, extend or abridge the purpose which HI is established as stated in the Memorandum of Association in the manner provided for in Section 12 of the Societies Registration Act (XXI of 1860).


President


Secretary General



Treasurer

- 28.2 No amendment shall be made to these bye-laws except at the AGM or SGM unless supported by 2/3rd (two-thirds) of the representatives present and voting. Rules and Regulations made under these bye-laws can also be amended at a meeting of the Congress/Special Congress convened for the purpose.
- 28.3 HI will also abide by the changes, if any, made in the Statutes of FIH from time to time provided the same are not inconsistent with the applicable laws of India.

Article 29: Force of rules and policies under these bye-laws

- 29.1 For all the purpose of the Rules and Regulations /policies made under these bye-laws, the said Rules and Regulations /policies shall have the same force as of these bye-laws.

Article 30: Legal Proceedings under Section 6 of the Societies Registration Act, 1860

- 30.1 HI may sue or be sued in the name of the Secretary General as per the provisions laid down under the Societies Registration Act, 1860 as applicable to the NCT of Delhi.
- 30.2 The Executive Committee is authorized to give authority to more persons to act as authorized signatories to file/defend cases against/by the society for smooth functioning.

Article 31: Annual List of Governing Body

- 31.1 Once in every year a list of Office Bearers and members of the Executive Committee shall be submitted with the Registrar of Societies, Delhi as


President


Secretary General


Treasurer



required under Section 4 of the Societies Registration Act, 1860 as applicable to NCT of Delhi.

Article 32: Application of the Act

32.1 All the provisions under all the sections of the Societies Registration Act, 1860, as applicable to NCT of Delhi, shall apply to the Society.

Article 33: Dissolution

33.1 The Society may be dissolved at the AGM or SGM specially called for the purpose either by the Congress or upon requisition of 2/3rd (two-thirds) number of members, provided that 2/3rd(two-thirds)of members present vote for the same.

33.2 If, upon the dissolution of HI there shall remain after the satisfaction of all its debts and liabilities any property whatsoever the same shall not be paid to or distributed amongst the members of the society or any of them but shall be given to the society carrying on similar objects on such terms and conditions to be determined by votes of majority of members present personally or in default there of as the appropriate Court may determine on that behalf.

33.3 Dissolution shall be as per provisions laid down under Section 13 and 14 of the Societies Registration Act, 1860, as applicable to NCT of Delhi.

Article 34: Compliance with the World Anti-Doping Code (WADA), the FIH Anti-Doping Rules and National Anti-Doping Code (NADA)

34.1 HI shall comply with and abide by the World Anti-Doping Code, the FIH Anti-Doping Rules as amended from time to time, and the National Anti-


President


Secretary General


Treasurer



Doping Code, as applicable to the Olympic Movement, and shall take all necessary steps required for their effective implementation.

Article 35: Enquiry and Appeal

- 35.1 HI may refer to the Grievance Redressal Committee or Dispute Resolution Committee, grievances or disputes raised by athletes, members, Office Bearers, members of the Executive Committee, officials of HI or its affiliated units and technical officials for the purpose of examining the said grievances/complaints or resolution of disputes, in accordance with these bye-laws. Preferably both Committees will be Chaired by a retired Judge of High Court or eminent personality or legal practitioner.
- 35.2 Audio or video recording of the proceedings of the Grievance Redressal Committee or Dispute Resolution Committee or appellate bodies shall be strictly prohibited.
- 35.3 Any person aggrieved by a decision of the Grievance Redressal Committee or Dispute Resolution Committee may prefer a further appeal before the Congress, whose decision shall be final and binding on all parties. Subject to the provisions of Indian law and the jurisdiction of statutory tribunals domestically, jurisdiction from appeals challenging decisions of the Congress would lie with the Court of Arbitration for Sport, Lausanne as prescribed in the FIH Statutes and Regulations.
- 35.4 Complaints ought to be raised in a timely manner for proper adjudication. Save where expressly provided to the contrary in these bye-laws or by applicable law, no complaint, claim or challenge of any kind may be commenced before HI or any other body formed by HI based on any alleged act or omission of the HI or of any constituent body, official, employee or representative of HI, more than 30 (thirty) days after the aggrieved party acquires actual or constructive knowledge of such act or omission. Any complaint or challenge brought after this deadline should be accompanied


President


Secretary General



Treasurer

by a detailed explanation seeking condonation of such delay and citing the reasons for delay.

Article 36: Indemnity

36.1 Every member of the Executive Committee, all Office Bearers, every member of a committee of working group, every person appointed by the HI including honorary and *ex-officio* to perform a special assignment, the Director General and every employee, every official and every officer of the HI shall be indemnified by the HI in respect of any claim (whether civil or criminal) that is made against him/her and/or any liability that he/she incurs as a result of his/her office or the exercise of his powers or the execution of his/her duties, whether or not judgment is given in his/her favour or he/she is acquitted, provided that he/she has acted at all times in good faith and should have taken the necessary permissions / authorisations in writing. All legal expenses for defending such officer/employee in a legal claim shall be borne by HI, within pre-approved limits.

Article 37: Adoption of the Constitution

37.1 These bye-laws along with its Schedules which form a part of the bye-laws, are adopted at the Special Congress of HI held on 20th June 2026 at Delhi. These bye-laws supersede all previous Statutes/Constitution/bye-laws of HI.

Article 38: Saving Clause and Residuary Provisions

38.1. The Executive Committee shall have the final decision on any matter not provided for in these bye-laws or in regulations/rules/policies, or in cases of *force majeure*.


President


Secretary General


Treasurer



- 38.2. Departure from the requirements of these bye-laws (including but not limited to departures from procedural requirements) may be cured by Congress at its next meeting by ratifying the act(s) and/or the decision(s) in issue or calling for rectification, provided such departure is not contrary to applicable laws.
- 38.3 Any matter not provided for in these rules, dealt with by the Executive Committee will require ratification by the AGM or SGM.
- 38.4 Notwithstanding anything contained in these bye-laws, in the event of any ambiguity, inconsistency, conflict, omission or contradiction between the provisions of these bye-laws and the provisions of any applicable law, rules, regulations, directions, guidelines or governance framework issued by any competent authority, the applicable law shall prevail to the extent of such conflict or inconsistency.
- 38.5 These bye-laws shall at all times be construed, interpreted and implemented in a manner consistent with the applicable legal and regulatory framework governing sports administration and hockey governance in India, and any provision incapable of being so construed shall, to the extent necessary, be read down, modified or severed without affecting the validity and enforceability of the remaining provisions of these bye-laws.



Dr. Dilip Kumar Tirkey
President



Bhol Nath Singh
Secretary General



Sekar J Manoharan
Treasurer



RULES OF ATHLETE COMMITTEE OF HOCKEY INDIA

1. AIMS AND OBJECTIVES

- 1.1 To represent the views of the Athletes and to protect their interests, and uphold their rights and obligations;
- 1.2 To serve as a link between active Athletes and Hockey India;
- 1.3 To provide current and former Athletes with the opportunity to contribute to the continuous development, evolution, and growth of the sport of Hockey in India;
- 1.4 To raise awareness amongst Athletes and educate them on matters of direct relevance and concern, including athlete welfare, integrity, governance, anti-doping, safe sport, and career development.

2. AUTHORITY, STRUCTURE AND MEMBERSHIP

- 2.1 There shall be an Athletes Committee of Hockey India, constituted for the purpose of ensuring representation of hockey players in the governance and development of Hockey in India and for promoting the welfare, interests and participation of athletes at all levels.
- 2.2 To constitute the Athletes Committee of Hockey India, each State Hockey Association affiliated with Hockey India shall elect/nominate,
 - a) 1 (one) male hockey player; and
 - b) 1 (one) female hockey player,
- 2.3 A person shall be eligible for election/nomination as an athlete representative, to the Athletes Committee only if he or she:
 - a) is a hockey player;


President


Secretary General


Treasurer



- b) is not less than twenty-five years of age;
- c) has participated, at the least, in a recognised National Championship or such other competition recognised by Hockey India; and
- d) is not otherwise disqualified under the bye-laws of Hockey India, or under any period of suspension, ineligibility or disciplinary sanction imposed by any competent sporting authority.

2.4 The Athletes Committee shall function in accordance with the bye-laws, regulations, and policies of Hockey India, as well as such protocols as may be prescribed from time to time.

2.5 The Athletes Committee shall elect/nominate a Chairperson from amongst themselves.

2.6 The Committee shall always endeavour to maintain equitable gender representation and promote inclusivity in line with the principles of equality and non-discrimination recognised by Hockey India and the International Hockey Federation.

2.7 A designated official of the Athletes Committee may act as the Secretary to the Committee and shall provide such administrative assistance and coordination support as may be required for the functioning of the Committee. If there is no such official, the Athletes Committee may request Hockey India to depute an official to provide such assistance.

2.10 The President and/or Secretary of Hockey India shall be entitled to attend meetings of the Committee as *ex officio* invitees, but shall not have voting rights unless otherwise specifically provided.

2.11 The Committee may, with the approval of the Chairperson or the Executive Committee of Hockey India, invite experts, officials, coaches, support staff,


President


Secretary General


Treasurer



or other stakeholders to participate in meetings or discussions in an advisory capacity, without voting rights.

For the purposes of these Rules, the term "Athlete" shall mean and refer to any person who has played the sport of Hockey, whether at the district, state, national, or international level, and shall include both current and former players.

3. RESPONSIBILITIES

3.1 ROLE

- 3.1.1 To prepare, implement, and periodically review the strategic priorities and objectives of the Athletes Committee;
- 3.1.2 To serve as a consultative body and make recommendations to the Executive Committee and other committees, sub-committees, or bodies of Hockey India, as may be required;
- 3.1.3 To seek feedback from Athletes and communicate the views, concerns, and suggestions of Athletes to the relevant authorities in Hockey India;
- 3.1.4 To promote athlete welfare, participation, inclusivity, integrity, and development;
- 3.1.5 To encourage and assist affiliated district units and stakeholders in establishing athlete representation mechanisms and athlete-focused initiatives;
- 3.1.6 To create, manage, and promote platforms and structures that facilitate communication, engagement, and the sharing of knowledge and experiences amongst Athletes;


President


Secretary General



Treasurer

- 3.1.7 To develop, collate, disseminate, and promote educational and welfare resources for Athletes on matters of direct concern, including safe sport, anti-doping, mental health, career transition, and athlete rights and responsibilities;
- 3.1.8 To represent, where required, the interests of Athletes before committees, meetings, and forums of the Hockey India, and to provide reports and recommendations arising therefrom;
- 3.1.9 To assist in promoting ethical sporting practices, fair play and anti-doping awareness;
- 3.1.10 To undertake such other functions as may be assigned by the Executive Committee of Hockey India in furtherance of athlete welfare and development; and
- 3.1.11 To provide inputs and recommendations on matters affecting hockey players, including training conditions, competitions, selection procedures and disciplinary mechanisms.

3.2 EXPENSES

- 3.2.1 Reasonable expenses incurred by members in connection with official activities of the Athletes Committee, where prior express approval or authorisation by Hockey India has been obtained in writing, may be reimbursed in accordance with the policies, financial rules, and approval of the Executive Committee.
- 3.2.2 All personal or additional expenses not expressly approved shall be borne by the concerned member.


President


Secretary General


Treasurer



4. STRATEGIC PRIORITIES

In furtherance of the objectives of Hockey India and the development of sport of Hockey within the country, the Committee shall endeavour to:

- 4.1 Serve as a strong and independent voice for Athletes within the governance framework of the Hockey India;
- 4.2 Create effective channels and mechanisms for engagement and communication with Athletes across districts and categories;
- 4.3 Promote and protect the interests and welfare of Athletes participating in competitions, camps, and activities organised or recognised by Hockey India;
- 4.4 Encourage district units and affiliated bodies to establish athlete-centric policies and representative structures;
- 4.5 Undertake and promote initiatives relating to athlete welfare, education, integrity, safe sport, gender equality, and holistic athlete development.

5. WORKING METHOD

- 5.1 The Committee shall meet at least 1 (once) every year, either physically or virtually, and may hold additional meetings as considered necessary by the Chairperson or as directed by the Executive Committee of the Hockey India.
- 5.2 Meetings and communications of the Committee may be conducted through physical meetings or video conferencing, as may be considered appropriate.


President


Secretary General



Treasurer

5.3 The Committee may formulate internal procedures for the efficient discharge of its functions, subject to the approval and oversight of the Executive Committee of Hockey India.

6. TERM OF THE COMMITTEE

6.1 The Athletes Committee shall ordinarily have a tenure co-terminus with the term of the Executive Committee of the Hockey India, unless dissolved, reconstituted, or otherwise determined earlier in accordance with the bye-laws of the Hockey India.

6.2 The members of the Athletes Committee shall be elected/nominated by Athletes in such manner as may be prescribed by the Executive Committee of the Hockey India.

7. ELECTION / NOMINATION OF MEMBERS

7.1 Only persons qualifying as "Athletes" under these Rules shall be eligible to contest in such elections or be nominated.

7.2 The Executive Committee of Hockey India may prescribe additional eligibility criteria, electoral process, timelines, nomination procedure, mode of voting, tenure, and such other conditions as may be necessary for the constitution and effective functioning of the Athletes Committee.

7.3 In the event elections are not feasible or adequate representation is not achieved, the Executive Committee may nominate suitable Athletes to the Committee, having due regard to merit, experience, gender balance, discipline, and district representation.


President


Secretary General


Treasurer



7.4 The Chairperson and Vice-Chairperson of the Committee may be elected/nominated by and from amongst the elected/nominated members of the Committee, as may be determined from time to time.

8. GENERAL

8.1 The Athletes Committee shall function subject to the overall supervision, control, and superintendence of the Executive Committee of Hockey India.

8.2 The functioning, powers, composition, and activities of the Committee shall at all times be subject to applicable laws, bye-laws of Hockey India, and, insofar as applicable, the rules, regulations, policies, guidelines, and directives of Hockey India and the International Hockey Federation.



Dr. Dilip Kumar Tirkey
President



Bhola Nath Singh
Secretary General



Sekar J Manoharan
Treasurer



HOCKEY INDIA CODE OF ETHICS AND ETHICS COMMITTEE

Preamble

Hockey India recognises that integrity, fairness, transparency, accountability, respect, and good governance constitute the foundational principles of sport and are essential to preserving the credibility, reputation, and development of Hockey in India. Hockey India is committed to fostering and maintaining an ethical sporting environment that upholds the values of honesty, dignity, inclusivity, professionalism, mutual respect, and fair play in all its activities and operations.

This Code of Ethics ("Code") is framed in furtherance of the provisions of the applicable sports governance framework and in alignment with the ethical principles and governance standards prescribed by the relevant International Sports Bodies, including the International Hockey Federation, its Integrity Code and the applicable laws of India.

The purpose of this Code is to establish minimum standards of ethical and appropriate conduct for all persons associated with Hockey India, including members of the Executive Committee and committees, Office Bearers, athletes, coaches, technical officials, employees, staff, sponsors, affiliates, consultants, volunteers, and all other persons connected with or participating in the affairs, activities, competitions, administration, or governance of Hockey India.

This Code seeks to:

- promote and safeguard integrity, fairness, transparency, and accountability in the administration and governance of Hockey;
- prevent conflicts of interest, corruption, discrimination, harassment, abuse, manipulation of competitions, doping-related misconduct, and all forms of unethical behaviour;


President


Secretary General


Treasurer



- ensure that all stakeholders act in a manner consistent with the values and objectives of Hockey India and the sport of Hockey;
- protect athletes and other vulnerable persons from abuse, exploitation, harassment, neglect, or misconduct by persons in positions of trust, authority, supervision, or influence; and
- preserve public confidence in the governance and administration of Hockey in India.

All persons to whom this Code applies shall be bound to observe and comply with the provisions of this Code, and shall conduct themselves in a manner that upholds the dignity, reputation, and best interests of Hockey India and the sport of Hockey.

Hockey India shall adhere to the Basic Universal Principles of Good Governance within the Olympic Movement, as detailed in the IOC Code of Ethics available at: <https://www.olympics.com/ioc/code-of-ethics>

A. DIGNITY AND INTEGRITY

1. Safeguarding the dignity, equality, safety and well-being of every individual associated with Hockey India shall constitute a fundamental principle of this Code and of the governance and administration of hockey.
2. There shall be no discrimination, exclusion, harassment or victimisation on grounds including race, caste, ethnicity, nationality, religion, gender, sex, sexual orientation, disability, language, marital status, political or philosophical opinion, socio-economic background, or any other protected characteristic under applicable law.
3. All persons governed by this Code shall uphold the principles of integrity, honesty, fairness, inclusivity, mutual respect and sportsmanship, and shall


President


Secretary General


Treasurer



refrain from conduct that may bring Hockey India or the sport of hockey into disrepute.

4. All forms of doping and doping-related misconduct are strictly prohibited. All persons subject to this Code shall comply with the applicable anti-doping rules, including the World Anti-Doping Code, the National Anti-Doping Rules and all applicable regulations, standards and directions issued by the competent authorities.
5. Any form of abuse, harassment, exploitation, intimidation or misconduct, whether physical, verbal, emotional, psychological, professional, sexual, economic or otherwise, against any participant or person associated with Hockey India is strictly prohibited.
6. Hockey India shall adopt and enforce appropriate safeguarding measures for the protection of athletes and vulnerable persons, particularly minors and persons under the supervision, authority or influence of persons in positions of trust, responsibility or authority.
7. All forms of participation in, facilitation of, promotion of, solicitation of, or support for betting, gambling or wagering activities connected with any competition, tournament, event or activity organised, sanctioned or recognised by Hockey India are prohibited, except where expressly permitted under applicable law and authorised regulations.
8. No person associated with Hockey India shall manipulate, improperly influence, attempt to predetermine, or otherwise compromise the integrity, fairness or outcome of any competition, match or sporting event, nor engage in any form of match-fixing, corruption, collusion or conduct contrary to sporting ethics and the principle of fair play.
9. Hockey India and all affiliated stakeholders shall endeavour to ensure safe sporting conditions, appropriate medical care, welfare measures and an


President


Secretary General


Treasurer



environment conducive to the physical and mental well-being of athletes and participants.

10. All persons governed by this Code shall act with honesty, integrity, independence, transparency and accountability in the discharge of their duties and responsibilities connected with Hockey India.
11. No person associated with Hockey India shall, directly or indirectly, solicit, offer, promise, give, receive or accept any undue pecuniary or non-pecuniary advantage, bribe, commission, facilitation payment, concealed benefit or improper inducement in connection with the administration, governance, selection processes, competitions, commercial arrangements or activities of Hockey India.
12. Gifts, hospitality or other benefits may only be accepted or offered where they are of nominal or customary value, reasonable, proportionate, infrequent and consistent with accepted ethical standards and applicable law, and do not compromise or appear to compromise the independence or objectivity of the recipient.
13. Any actual, potential or perceived conflict between personal, professional, financial or other interests and the interests of Hockey India shall be promptly disclosed to the Executive Committee, and all persons governed by this Code shall avoid situations giving rise to such conflicts of interest.
14. No person associated with Hockey India shall misuse their office, position, authority, confidential information or influence for personal gain or to improperly benefit any third party.
15. All persons governed by this Code shall exercise due care, diligence, professionalism and good faith in carrying out their functions and shall refrain from conduct that may compromise the integrity, credibility,


President


Secretary General


Treasurer



independence or reputation of Hockey India, the Olympic Movement or the sport of hockey.

16. No person associated with Hockey India shall engage with, associate with, or knowingly support any individual, entity or organisation whose activities or reputation are inconsistent with the principles of ethics, integrity, fair play and good governance embodied in this Code.
17. All elections, voting processes, deliberations and decision-making within Hockey India shall be conducted freely, fairly, independently and democratically. No person shall improperly influence, coerce, direct or induce any other person in relation to voting, candidature, nominations, elections or decisions within any organ, committee or body of Hockey India.
18. All persons governed by this Code shall comply with the applicable ethical standards, governance principles and integrity requirements prescribed by Hockey India and the relevant national and international sporting bodies, including the Indian Olympic Association, the Asian Hockey Federation and the International Hockey Federation, to the extent applicable.

B. GOOD GOVERNANCE

1. Hockey India and all persons governed by this Code shall uphold and adhere to the universally accepted principles of good governance, including integrity, transparency, accountability, responsibility, independence, fairness, democracy, ethical conduct and institutional credibility in the administration and governance of hockey.
2. All decisions, actions and processes of Hockey India shall be undertaken in a transparent, fair, objective and accountable manner and in the best interests of the sport of hockey and its stakeholders.


President


Secretary General


Treasurer



3. The funds, assets, properties, infrastructure, intellectual property, confidential information, commercial rights and all other resources of Hockey India shall be utilised solely for legitimate, authorised and bona fide purposes connected with the objectives, development, administration and promotion of hockey.
4. No person associated with Hockey India shall misuse, misappropriate, divert, waste or improperly utilise the funds, assets or resources of Hockey India for personal benefit or for any unauthorised, improper or unlawful purpose.
5. Financial management and administration within Hockey India shall be conducted responsibly, prudently and transparently, and in compliance with applicable laws, regulations, accounting standards, governance requirements and internal policies.
6. All persons entrusted with administrative, financial or governance responsibilities within Hockey India shall act in a fiduciary capacity and exercise due care, diligence and accountability in the discharge of their functions.
7. Hockey India shall endeavour to maintain accurate records, ensure institutional transparency, promote ethical administration and adopt appropriate checks, controls and compliance mechanisms to safeguard its integrity and resources.
8. All persons governed by this Code shall comply with the applicable governance standards and ethical principles prescribed by Hockey India and the relevant national and international sporting bodies, including the Indian Olympic Association, the Asian Hockey Federation and the International Hockey Federation, to the extent applicable.


President


Secretary General


Treasurer



C. INCOME, EXPENDITURE AND FINANCIAL INTEGRITY

1. Hockey India and all affiliated persons and entities shall maintain proper, complete and accurate books of accounts and financial records in accordance with generally accepted accounting principles, applicable laws and established financial and governance standards. Such accounts shall be subject to audit by independent auditors appointed in accordance with applicable rules and regulations.
2. Where Hockey India provides grants, financial assistance or any other form of support to affiliated units, members or associated bodies, the utilisation of such funds shall be transparent, accountable and demonstrably connected with legitimate sporting, developmental, administrative or governance purposes related to hockey.
3. Hockey India may, where considered necessary or appropriate, direct, review, inspect or cause an independent audit or financial examination of the accounts, records or utilisation of funds by any affiliated or associated body receiving financial or other support from Hockey India.
4. Hockey India recognises the important contribution made by broadcasters, sponsors, commercial partners and other stakeholders towards the promotion, development and growth of hockey. However, all such relationships and arrangements shall remain consistent with the principles of integrity, independence, ethics, fair play and good governance embodied in this Code and the applicable regulations governing the sport.
5. No sponsor, broadcaster, commercial partner or third party shall improperly interfere with, influence or compromise the governance, administration, functioning, selection processes, sporting integrity or independent decision-making of Hockey India or its recognised bodies, committees and institutions.



President



Secretary General



Treasurer



6. The organisation, regulation and conduct of competitions, tournaments and sporting activities under the aegis of Hockey India shall remain the exclusive responsibility of Hockey India and its duly recognised and authorised bodies, subject to applicable laws and regulations.

D. CANDIDATURES AND BIDDING

1. All persons and entities associated with Hockey India shall, in relation to candidature, bidding, hosting or selection processes for tournaments, championships, events or competitions organised under the aegis of Hockey India, act in a fair, transparent, ethical and accountable manner.
2. Hockey India and all affiliated persons and entities shall comply with the applicable rules, regulations, bid documents, manuals, codes of conduct and governance standards issued by Hockey India in relation to candidature and hosting processes for competitions and events organised under its aegis.
3. No person associated with Hockey India shall engage in any improper influence, inducement, misrepresentation, collusion or unethical conduct in connection with any candidature, bidding or hosting process.
4. All candidature and bidding processes shall be conducted in a manner consistent with the principles of integrity, good governance, fairness, transparency and the best interests of the sport of hockey.

E. RELATIONS WITH STATES AND PUBLIC AUTHORITIES

1. Hockey India and all persons and entities associated with it shall endeavour to maintain harmonious, professional and constructive relations with governmental authorities, public bodies and State institutions, while


President


Secretary General


Treasurer



preserving the autonomy, independence, neutrality and integrity of sport and the governance of Hockey.

2. Persons associated with Hockey India shall remain free to participate in public life and civic affairs in their personal capacity. However, no person shall engage in any activity, conduct or association inconsistent with the principles, objectives, integrity, neutrality or ethical standards embodied in this Code or the applicable law governing the sport of Hockey.
3. Hockey India and all affiliated stakeholders shall comply with applicable laws, regulations and directions issued by competent governmental and regulatory authorities, to the extent consistent with the autonomy and governance of sport.
4. Hockey India and all affiliated persons and entities shall endeavour to promote sustainability, environmental responsibility and environmentally conscious practices in relation to competitions, tournaments, events and activities organised or conducted under the aegis of Hockey India.
5. All events and activities organised under the aegis of Hockey India shall, to the extent reasonably practicable, be conducted in accordance with generally accepted standards relating to environmental protection, public safety and responsible sporting administration.

F. CONFIDENTIALITY

1. All persons governed by this Code shall maintain the confidentiality of all information entrusted to them in confidence or acquired in the course of their association with Hockey India, except where disclosure is required by law, authorised by the Executive Committee, or necessary for the proper discharge of duties.


President


Secretary General



Treasurer

2. Confidential information shall not be disclosed, communicated, exploited or used for personal gain, improper advantage, or to prejudice, harm or damage the reputation, interests or rights of any person, body or organisation.
3. The Ethics Committee and all persons participating in or connected with proceedings before it shall maintain strict confidentiality in relation to complaints, proceedings, deliberations, records, evidence and decisions, except where disclosure is required by law or authorised by the Executive Committee.

G. IMPLEMENTATION

1. Hockey India and all persons governed by this Code shall ensure due observance, implementation and enforcement of the principles, standards and provisions contained in this Code.
2. Any person associated with Hockey India having knowledge of any actual or suspected breach of this Code shall promptly report the same to the Executive Committee or the Ethics Committee, in accordance with the applicable procedures.
3. The Ethics Committee may frame, recommend or adopt such procedures, guidelines, protocols or implementing provisions as may be necessary for the effective administration, implementation and enforcement of this Code, subject to the approval of the Executive Committee of Hockey India.

H. COMPLAINTS AND PROCEEDINGS

1. Any complaint alleging a breach of this Code may be submitted before the Ethics Committee in such form and manner as may be prescribed by Hockey India or the Ethics Committee from time to time.


President


Secretary General


Treasurer



2. The President of Hockey India may, upon receipt of a complaint or otherwise suo motu, refer any matter involving an alleged breach of this Code to the Ethics Committee for examination, inquiry or appropriate proceedings.
3. Hockey India may prescribe a complaint fee, procedural requirements or filing conditions in relation to complaints made under this Code, and may provide for exemption, waiver or modification thereof in appropriate cases.
4. Complaints referred to the Ethics Committee shall be considered and dealt with in accordance with the principles of natural justice, fairness, independence, confidentiality and due process.
5. The composition, functioning, powers, procedures and jurisdiction of the Ethics Committee shall be governed by the applicable rules, regulations, bye-laws and directions of Hockey India.



Dr. Dilip Kumar Tirkey
President



Bhola Nath Singh
Secretary General



Sekar J Manoharan
Treasurer



ETHICS COMMITTEE

Article 1 - Constitution and Composition

1. Hockey India shall constitute an independent Ethics Committee ("Committee") for the implementation, administration and enforcement of the Hockey India Code of Ethics, Hockey India Conflict of Interest Regulations and such other ethical and governance standards as may be prescribed by Hockey India from time to time.
2. The Ethics Committee shall consist of not less than 3 (three) and not more than 7 (seven) members appointed by the Executive Committee of Hockey India.
3. The Chairperson of the Ethics Committee shall be retired Judge of a Supreme Court of India or High Court;
4. The remaining members of the Ethics Committee may include:
5. persons having legal, judicial, regulatory, governance or administrative experience;
6. former sportspersons or athletes of integrity and standing;
7. persons possessing experience in ethics, safeguarding, dispute resolution, governance, finance, compliance or sports administration.
8. At least 2 (two) members of the Committee shall possess a legal or judicial background.
9. The composition of the Committee shall, as far as practicable, reflect independence, impartiality, diversity and expertise relevant to the discharge of its functions.


President


Secretary General



Treasurer

10. No person shall be appointed to the Ethics Committee if such person has any actual or perceived conflict of interest likely to affect the independent discharge of his or her duties.
11. The Committee may be assisted by a Secretary or such administrative staff as may be appointed by Hockey India.

Article 2 - Appointment and Tenure

1. The Chairperson and members of the Ethics Committee shall be appointed by the Executive Committee of Hockey India.
2. The tenure of the Chairperson and members shall be 3 (three) years from the date of appointment, unless otherwise determined by the Executive Committee, and they shall be eligible for re-appointment.
3. A member may resign by written notice addressed to the President/Secretary General of Hockey India.
4. Any vacancy arising due to resignation, death, incapacity, disqualification or removal shall be filled by the Executive Committee for the remainder of the term or for such fresh term as may be determined.
5. A member of the Ethics Committee may be removed by the Executive Committee for:
 - a) proven misconduct;
 - b) incapacity;
 - c) conflict of interest;
 - d) breach of confidentiality;
 - e) conduct prejudicial to the interests or reputation of Hockey India; or
 - f) any other sufficient cause recorded in writing.


President


Secretary General



Treasurer

- g) No member shall be removed without being afforded a reasonable opportunity of being heard.

Article 3- Powers and Functions

1. The Ethics Committee shall:

- a) inquire into complaints, allegations or references relating to violations of the Hockey India Code of Ethics, Hockey India Conflict of Interest Regulations or other ethical and governance standards of Hockey India;
- b) examine issues relating to ethical misconduct, abuse of position, corruption, conflicts of interest, safeguarding violations, discrimination, harassment, betting, match manipulation or other unethical conduct;
- c) provide opinions, recommendations or advisories on ethical and governance issues referred to it;
- d) recommend disciplinary, corrective, preventive or remedial measures to the Executive Committee of Hockey India; and
- e) perform such other functions as may be assigned by the Executive Committee or prescribed under the applicable rules and regulations of Hockey India.
- f) The Ethics Committee may regulate its own procedure consistent with the principles of natural justice, fairness, independence and due process.


President


Secretary General



Treasurer

Article 4 - Complaints and References

1. Any complaint alleging violation of the Hockey India Code of Ethics or related regulations may be filed before Hockey India in writing, physically or electronically, in such form and manner as may be prescribed.
2. Every complaint shall contain:
 - a) the name and particulars of the complainant;
 - b) particulars of the respondent;
 - c) material facts and allegations;
 - d) supporting documents or evidence, where available; and
 - e) a declaration affirming the correctness of the contents.
3. Anonymous or pseudonymous complaints may be examined where the allegations disclose serious ethical violations or matters affecting the integrity of the sport.
4. The President of Hockey India, the Executive Committee or any competent authority may also refer any matter suo motu to the Ethics Committee for inquiry or consideration.
5. Hockey India may prescribe a reasonable complaint fee, procedural requirements or filing conditions, subject to waiver or exemption in appropriate cases.

Article 5 - Procedure and Inquiry

1. Upon receipt of a complaint or reference, the Ethics Committee shall undertake a preliminary examination to determine whether a prima facie case exists.


President



Secretary General



Treasurer

2. If the Committee is satisfied that a prima facie case exists, notice shall be issued to the respondent along with relevant material and documents.
3. The respondent shall ordinarily be granted a period of 2 (two) weeks from receipt of notice to file a written response or explanation. The Committee may extend such period for sufficient cause recorded in writing.
4. The Ethics Committee shall ensure compliance with the principles of natural justice and provide reasonable opportunity of hearing to all concerned parties.
5. During the course of inquiry, the Ethics Committee may:
 - a) call for records, information, reports or documents;
 - b) seek written statements or affidavits;
 - c) summon and hear parties, witnesses or experts;
 - d) permit representation through legal counsel where considered appropriate;
 - e) conduct hearings physically or through video conferencing;
 - f) appoint independent experts, investigators or advisors;
 - g) seek assistance from Hockey India officials or external agencies; and
 - h) take any other measure necessary for effective adjudication of the matter.
6. Proceedings before the Ethics Committee may be conducted in person, through virtual mode or by circulation of documents, as the Committee may deem appropriate.
7. The Committee may grant interim recommendations or directions where necessary to preserve integrity, fairness, safety, confidentiality or the proper administration of the proceedings.


President


Secretary General



Treasurer

Article 6 - Decisions and Recommendations

1. The Ethics Committee shall deliberate independently and record its findings, conclusions and recommendations in writing.
2. Decisions of the Committee shall ordinarily be taken by majority of members present and voting. In the event of equality of votes, the Chairperson shall have a casting vote.
3. The Ethics Committee may recommend to the Executive Committee:
 - a) dismissal of the complaint;
 - b) warnings, reprimands or censure;
 - c) suspension or disqualification;
 - d) removal from office or committee;
 - e) restrictions, corrective measures or compliance directions;
 - f) referral to disciplinary, regulatory or law enforcement authorities; or
 - g) such other measures as may be permissible under the rules and regulations of Hockey India.
4. The findings and recommendations of the Ethics Committee shall be placed before the Executive Committee of Hockey India for appropriate action in accordance with the applicable rules and regulations.

Article 7 - Confidentiality

1. All proceedings before the Ethics Committee shall remain confidential unless disclosure is required by law or authorised by the Executive Committee of Hockey India.


President


Secretary General


Treasurer



2. Members of the Ethics Committee, parties, witnesses and all persons associated with the proceedings shall maintain confidentiality regarding complaints, documents, deliberations, evidence and recommendations.
3. No person shall disclose or publish confidential material relating to proceedings before the Ethics Committee for personal gain or to prejudice the reputation or interests of any person or entity.


Article 8 - Conflict of Interest

4. A member of the Ethics Committee having any direct or indirect interest, association or involvement in a matter under consideration shall disclose the same and recuse from the proceedings.
5. In the event of recusal or inability of any member to participate, the remaining members may continue the proceedings, provided the quorum requirements are satisfied.

Article 9 - Meetings and Quorum

1. The Ethics Committee shall meet as often as necessary for the discharge of its functions.
2. The quorum for meetings or hearings of the Ethics Committee shall be 3 (three) members, including the Chairperson, wherever practicable.
3. Meetings and hearings may be conducted physically, virtually or through hybrid mode.


President


Secretary General


Treasurer

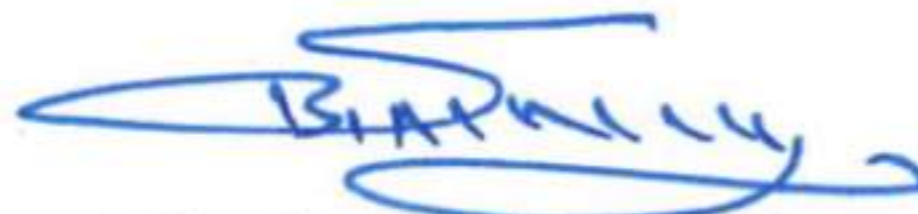


Article 10 - Annual Report

1. The Ethics Committee may submit an annual report to the Executive Committee of Hockey India summarising its activities, subject to confidentiality requirements and applicable law.
2. Hockey India may publish such report or extracts thereof in the interests of transparency, governance and institutional accountability.



Dr. Dilip Kumar Tirkey
President



Bhola Nath Singh
Secretary General



Sekar J Manoharan
Treasurer



RULES AND REGULATIONS FOR THE DISPUTE RESOLUTION COMMITTEE

Article 1 - Short Title, Commencement and Applicability

1. These Rules shall be called the "Rules and Regulations for the Hockey India Dispute Resolution Committee" ("Rules").
2. These Rules are framed in accordance with the Bye-laws of Hockey India ("HI") and applicable law and shall govern the constitution, composition, jurisdiction, powers, functioning and procedure of the Dispute Resolution Committee constituted under Article 20 of the Bye-laws of Hockey India.
3. These Rules shall apply to all disputes, complaints, competing claims and references brought before or referred to the Dispute Resolution Committee in accordance with the Bye-laws of Hockey India.

Article 2 - Constitution and Composition

1. Hockey India shall constitute a Dispute Resolution Committee ("**Committee**") for adjudication of disputes falling within its jurisdiction under the Bye-laws of Hockey India.
2. The Committee shall consist of a Chairperson and such other members as may be determined by the Executive Committee of Hockey India from time to time.
3. The members of the Committee shall be appointed by the Executive Committee of Hockey India from amongst members of the Executive Committee and/or such other persons as may be considered appropriate by Hockey India.


President


Secretary General


Treasurer



4. The Executive Committee shall designate 1 (one) of the members as the Chairperson of the Committee.
5. The Committee shall function in a fair, impartial and independent manner consistent with the principles of natural justice and due process.
6. No member of the Committee shall participate in proceedings where such member has any direct or indirect interest in the subject matter of the dispute or where circumstances exist giving rise to a reasonable apprehension of bias or conflict of interest. Any such member shall disclose the same and recuse from the proceedings.

Article 3 - Tenure

1. The tenure of the Chairperson and members of the Committee shall ordinarily be co-terminus with their tenure in the Executive Committee of Hockey India unless otherwise determined by the Executive Committee.
2. Any vacancy arising due to resignation, recusal, incapacity, removal or otherwise may be filled by the Executive Committee of Hockey India.
3. The Executive Committee may reconstitute the Committee from time to time as may be considered necessary.

Article 4 - Jurisdiction and Functions

1. The Committee shall:
 - a) hear competing claims for membership of Hockey India and make recommendations to the General Body;
 - b) adjudicate disputes between affiliated Member Units;


President


Secretary General


Treasurer



- c) adjudicate disputes relating to governance, administration, recognition or representation within Member Units;
 - d) adjudicate disputes referred under Article 35 of the Bye-laws;
 - e) adjudicate disputes referred by the General Body; and
 - f) adjudicate such other disputes as may be referred to it by Hockey India under the Bye-laws, regulations or applicable law.
2. The jurisdiction of the Committee in matters concerning affiliation or recognition shall be limited to hearing of competing claims between rival State organisations seeking recognition or membership of Hockey India, and making recommendations to the General Body.
 3. The Committee may also examine disputes relating to governance, representation, administration or functioning of affiliated units or constituent bodies of Hockey India where such disputes are referred to it by the Executive Committee or otherwise fall within its jurisdiction under the Bye-laws.
 4. The Committee may examine matters relating to interpretation or implementation of the Bye-laws, rules or regulations of Hockey India insofar as necessary for adjudication of disputes before it.

Article 5 - Institution of Proceedings

1. Any complaint or dispute falling within the jurisdiction of the Committee may be filed before Hockey India in writing or through electronic mode in such form and manner as may be prescribed.
2. Every complaint or reference shall contain the material facts constituting the dispute, particulars of the parties, the reliefs sought and supporting documents, where available.


President


Secretary General



Treasurer

3. Proceedings may also be initiated upon a reference made by the Executive Committee or General Body of Hockey India in accordance with the Byelaws.

Article 6 - Procedure

1. Upon receipt of a dispute/claim, the Committee shall conduct an inquiry into the alleged dispute and issue notice to the respondent(s) together with copies of the complaint and relevant documents. The respondent(s) shall file their response within such time as may be prescribed by the Committee.
2. The respondent shall ordinarily file a written response within 2 (two) weeks from receipt of notice unless extended by the Committee for sufficient cause.
3. Proceedings before the Committee shall be conducted in accordance with the principles of natural justice, fairness and due process, and all parties shall be afforded a reasonable opportunity of hearing.
4. The Committee may call for records, documents, reports or clarifications, hear parties and witnesses, seek written submissions or affidavits, permit representation through authorised representatives or legal counsel and conduct hearings physically or through video conferencing as may be considered appropriate.
5. The Committee may adopt such procedure as it considers appropriate for fair and expeditious adjudication of disputes.
6. Individuals shall ordinarily appear personally before the Committee unless exempted, while member organisations shall appear through duly authorised representatives.


President


Secretary General



Treasurer

7. Audio or video recording of proceedings before the Committee shall be strictly prohibited unless expressly permitted by the Committee for reasons recorded in writing.

Article 7 - Interim Measures

1. The Committee may pass interim directions or protective measures where necessary to preserve the rights of parties, maintain status quo, preserve the integrity of proceedings or prevent irreparable prejudice pending adjudication of the dispute.
2. Any interim order passed by the Committee may be modified, vacated or confirmed after hearing the concerned parties.

Article 8 - Decisions and Recommendations

1. The Committee shall endeavour to dispose of proceedings expeditiously and render reasoned decisions in writing.
2. Decisions of the Committee shall ordinarily be taken by majority of members present and voting. In the event of equality of votes, the Chairperson shall have a casting vote.
3. The Committee may allow or dismiss claims, recognise or reject competing membership claims, issue directions or recommendations, grant interim or final reliefs and pass such orders as may be necessary for complete adjudication of disputes before it.
4. Orders and recommendations of the Committee shall be communicated to the parties and the competent authority of Hockey India.


President


Secretary General



Treasurer

Article 9 - Appeals

1. Any person aggrieved by a decision or recommendation of the Committee may prefer a further appeal before the Congress, whose decision shall be final and binding on all parties.
2. The Congress may, after providing an opportunity of hearing to the concerned parties, affirm, modify, set aside or remand the matter to the Committee for reconsideration.
3. Subject to the provisions of Indian law and the jurisdiction of statutory tribunals domestically, jurisdiction from appeals challenging decisions of the Congress would lie with the Court of Arbitration for Sport, Lausanne as prescribed in the FIH Statutes and Regulations.

Article 10 - Confidentiality

1. Proceedings before the Committee shall remain confidential unless disclosure is required by law or authorised by the Executive Committee of Hockey India.
2. Members of the Committee, parties and all persons associated with the proceedings shall maintain confidentiality in relation to pleadings, records, deliberations and proceedings before the Committee.

Article 11 - Residual Powers

1. In matters not expressly provided for under these Rules, the Committee may regulate its own procedure consistent with the Bye-laws of Hockey India, applicable law and principles of natural justice.
2. The Executive Committee of Hockey India may issue clarifications, directions or amendments for effective implementation of these Rules.



Dr. Dilip Kumar Tirkey
President



Bhola Nath Singh
Secretary General



Sekar J Manoharan
Treasurer



RULES AND REGULATIONS OF THE GRIEVANCE REDRESSAL COMMITTEE


Article 1 - Short Title, Commencement and Applicability

1. These Rules shall be called the "Rules and Regulations of the Hockey India Grievance Redressal Committee" ("Rules").
2. These Rules are framed in accordance with the Bye-laws of Hockey India ("HI") and applicable law and shall govern the constitution, composition, jurisdiction, powers, functioning and procedure of the Grievance Redressal Committee constituted under Article 22 of the Bye-laws of Hockey India.
3. These Rules shall apply to grievances, complaints and references raised by athletes, coaches and other persons associated with Hockey India in accordance with the Bye-laws of Hockey India and applicable regulations.

Article 2 - Constitution and Composition

1. Hockey India shall constitute a Grievance Redressal Committee ("**Committee**") for addressing grievances and complaints falling within its jurisdiction under the Bye-laws of Hockey India.
2. The Committee shall consist of a Chairperson and such other members as may be determined by the Executive Committee of Hockey India from time to time.
3. The members of the Committee shall be appointed by the Executive Committee of Hockey India from amongst members of the Executive Committee and/or such other persons as may be considered appropriate by Hockey India.


President


Secretary General



Treasurer

4. The Executive Committee shall designate 1 (one) of the members as the Chairperson of the Committee.
5. The Committee shall function in a fair, impartial, transparent and independent manner consistent with the principles of natural justice and due process.
6. No member of the Committee shall participate in proceedings where such member has any direct or indirect interest in the subject matter of the grievance or where circumstances exist giving rise to a reasonable apprehension of bias or conflict of interest. Any such member shall disclose the same and recuse from the proceedings.

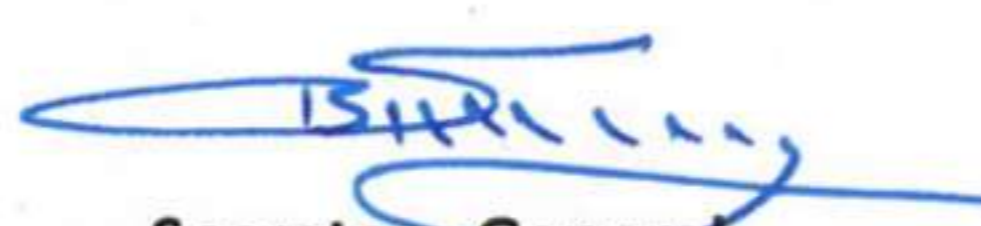
Article 3 - Tenure

1. The tenure of the Chairperson and members of the Committee shall ordinarily be co-terminus with their tenure in the Executive Committee of Hockey India unless otherwise determined by the Executive Committee.
2. Any vacancy arising due to resignation, recusal, incapacity, removal or otherwise may be filled by the Executive Committee of Hockey India.
3. The Executive Committee may reconstitute the Committee from time to time as may be considered necessary.

Article 4 - Jurisdiction and Functions

1. The Committee shall examine, inquire into and address grievances, complaints and representations raised by athletes, coaches, technical officials, support personnel, office bearers, employees, staff, selectors, administrators, affiliated units, member organisations and other persons associated with or connected to Hockey India.
2. Without prejudice to the generality of the foregoing, the Committee may examine grievances relating to:


President


Secretary General


Treasurer



- a) administrative functioning, governance issues and implementation of policies, decisions, rules or regulations of Hockey India;
- b) participation in tournaments, camps, events, training programmes or activities organised under the aegis of Hockey India;
- c) selection-related concerns, including grievances relating to selection procedures, trials, eligibility criteria or communication of selection decisions, without encroaching upon the technical discretion of duly constituted selection committees;
- d) conduct, behaviour or actions of office bearers, members of the Executive Committee and committees, Office Bearers, athletes, coaches, technical officials, employees, staff or affiliated units;
- e) non-compliance with the Bye-laws, regulations, policies, codes, directions or decisions of Hockey India;
- f) grievances relating to athlete welfare, facilities, accommodation, travel, training conditions, safety or support services;
- g) disputes concerning access, participation, accreditation, recognition or representation in activities conducted by Hockey India;
- h) grievances relating to discrimination, unfair treatment, victimisation or arbitrary action within the functioning of Hockey India or its affiliated units;
- i) implementation or interpretation of administrative decisions affecting athletes, officials or affiliated units;
- j) complaints concerning delays, procedural irregularities or denial of fair opportunity in matters connected with the administration of hockey; and
- k) such other grievances, complaints or matters as may be referred to the Committee by the Executive Committee, Congress or any competent authority of Hockey India under the Bye-laws or applicable regulations.

3. The Committee may seek clarification from concerned parties, call for records or reports, issue recommendations, facilitate amicable resolution of


President


Secretary General



Treasurer

grievances and pass such directions or recommendations as may be necessary for fair and effective redressal of grievances consistent with the Bye-laws and regulations of Hockey India.

4. The grievance redressal mechanism under these Rules shall operate without prejudice to any other remedy available under the Bye-laws of Hockey India or applicable law.

Article 5 - Institution of Grievances

1. Any grievance falling within the jurisdiction of the Committee may be submitted before Hockey India in writing or through electronic mode in such form and manner as may be prescribed.
2. Every grievance shall contain particulars of the complainant, the material facts constituting the grievance, particulars of the person or authority against whom the grievance is raised, the reliefs sought and supporting documents, where available.
3. Complaints or grievances shall ordinarily be filed within 30 (thirty) days from the date on which the aggrieved person acquired actual or constructive knowledge of the act, omission or decision giving rise to the grievance.
4. Any grievance filed beyond the prescribed period shall be accompanied by an application seeking condonation of delay setting out sufficient cause for such delay.
5. The Committee may condone delay where sufficient cause is shown and where the interests of justice so require.

Article 6 - Procedure

1. Upon receipt of a grievance or reference, the Committee shall conduct an inquiry into the grievance and issue notice to the concerned person(s) or authority together with copies of the grievance and relevant documents.


President


Secretary General



Treasurer

The respondent(s) shall file their response within such time as may be prescribed by the Committee.

2. Proceedings before the Committee shall be conducted in accordance with the principles of natural justice, fairness and due process, and all concerned parties shall be afforded a reasonable opportunity of hearing.
3. The Committee may call for records, reports, clarifications or documents, hear parties and witnesses, seek written submissions or affidavits, permit representation through authorised representatives or legal counsel and conduct hearings physically or through video conferencing as may be considered appropriate.
4. The Committee may facilitate amicable resolution of grievances wherever appropriate and consistent with the interests of justice and fairness.
5. The Committee may adopt such procedure as it considers appropriate for fair and expeditious disposal of grievances.
6. Audio or video recording of proceedings before the Committee shall be strictly prohibited unless expressly permitted by the Committee for reasons recorded in writing.

Article 7 - Interim Measures

1. The Committee may pass interim directions or recommendations where necessary to preserve the rights of parties, maintain fairness in the proceedings or prevent irreparable prejudice pending disposal of the grievance.
2. Any interim direction or recommendation may be modified, vacated or confirmed after hearing the concerned parties.

Article 8 - Decisions and Recommendations

1. The Committee shall endeavour to dispose of grievances in a timely manner and render reasoned findings or recommendations in writing.


President


Secretary General


Treasurer



2. Decisions and recommendations of the Committee shall ordinarily be taken by majority of members present and voting. In the event of equality of votes, the Chairperson shall have a casting vote.
3. The Committee may dismiss grievances, issue recommendations, grant appropriate reliefs, direct corrective measures or pass such further directions as may be necessary for effective redressal of grievances.
4. Orders and recommendations of the Committee shall be communicated to the concerned parties and the competent authority of Hockey India.

Article 9 - Appeals

1. Any person aggrieved by a decision or recommendation of the Committee may prefer a further appeal before the Congress, whose decision shall be final and binding on all parties.
2. The Congress may, after providing an opportunity of hearing to the concerned parties, affirm, modify, set aside or remand the matter to the Committee for reconsideration.
3. Subject to the provisions of Indian law and the jurisdiction of statutory tribunals domestically, jurisdiction from appeals challenging decisions of the Congress would lie with the Court of Arbitration for Sport, Lausanne as prescribed in the FIH Statutes and Regulations.

Article 10 - Confidentiality

1. Proceedings before the Committee shall remain confidential unless disclosure is required by law or authorised by Hockey India.
2. Members of the Committee, parties and all persons associated with the proceedings shall maintain confidentiality in relation to pleadings, records, deliberations and proceedings before the Committee.


President


Secretary General


Treasurer



Article 11 - Residual Powers

1. In matters not expressly provided for under these Rules, the Committee may regulate its own procedure consistent with the Bye-laws of Hockey India, applicable law and principles of natural justice.
2. The Executive Committee of Hockey India may issue clarifications, directions or amendments for effective implementation of these Rules.



Dr. Dilip Kumar Tirkey
President



Bhola Nath Singh
Secretary General



Sekar J Manoharan
Treasurer

