

**ICE HOCKEY UK (“IHUK)
REFEREE SECTION**

MEMBERSHIP RULES

1. Definitions

- 1.1 Any reference in these Membership Rules to Officials or an Official is a reference to a person admitted on the terms of these Membership Rules to membership of the IHUK Referee Section (the **Section**) and who is accordingly registered as an on-ice official.
- 1.2 All other defined terms shall, unless otherwise defined in these Membership Rules, have the same meaning given to them in the Section’s Code of Conduct as amended from time to time (the **Code of Conduct**).

2. Eligibility for membership

Any person over the age of 15 shall be eligible for membership of the IHUK Referee Section (the **Section**) and no person shall be denied membership on the grounds of race, ethnic origin, creed, colour, age, disability, sex, occupation, sexual orientation, religion, political or other beliefs.

3. Admission of Officials

- 3.1 The membership period of an Official admitted to the Section in accordance with these Membership Rules shall run from 1 August of each year (or such later date that such Official is admitted) until 31 July of the following year. For the avoidance of doubt, membership of the Section shall not automatically renew on an annual basis.
- 3.2 Any person who wishes to become an Official must submit an application in such form as the Management Team shall decide. Every person who so applies shall be considered by the Management Team which shall, in its absolute discretion but subject to paragraph 3.4, decide whether to admit that person as an Official.
- 3.3 The Management Team shall have the power, if it sees fit, to attach conditions to an Official’s membership in addition to the Conditions set out in paragraph 4.
- 3.4 No person shall be admitted as an Official unless and until:
- 3.4.1 they have completed all tests and satisfied any other fixed criteria as may be set by the Management Team from time to time, including attendance at the Section’s National Conference and/or any other required seminar or event; and
 - 3.4.2 in the reasonable opinion of the Management Team, they demonstrate a level of rule knowledge, skating ability, physical fitness, emotional stability and soundness of judgement which is consistent with the requirements of the Section and the role of an Official.
- 3.5 For the avoidance of doubt the Management Team shall be entitled in its absolute discretion to refuse membership to an individual who has at any time previously been expelled from membership of the Section.

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4. Conditions of membership

Each Official agrees as a condition of their membership of the Section:

- 4.1.1 to be bound by and subject to:
 - (a) these Membership Rules;
 - (b) the Code of Conduct;
 - (c) the Officials Code of Ethics section of the International Ice Hockey Federation Officiating Procedures Manual; and
 - (d) all other principles, rules and regulations of the International Ice Hockey Federation;
- 4.1.2 to conduct themselves in an ethical and professional manner at all times, whether on or off the ice;
- 4.1.3 not to bring themselves, the Section or IHUK into disrepute in any way; and
- 4.1.4 not to act in a way which is likely to have a serious adverse effect on or which is contrary to the interests of the Section or IHUK as a whole,

(together, the **Conditions**).

5. Membership fee and affiliations

- 5.1 The annual membership fee for Officials shall be determined on an annual basis by the board of directors of IHUK on the recommendation of the IHUK Referee Section Management Team.
- 5.2 Any person applying for membership of the Section will be required to pay their membership fee prior to being registered as an Official or officiating any games.
- 5.3 Officials shall be affiliated to the Section and shall subscribe to the philosophy, principles, rules & regulations of the International Ice Hockey Federation and include all “in house” rules as adopted by the Association in which the games are being worked.
- 5.4 Membership of the Section provides an Official with insurance to officiate games and tournaments which have been sanctioned by the appropriate leagues and authorities.

6. Resignation and transfer of membership

- 6.1 An Official may resign from membership at any time by notice to the Section. Such resignation shall take effect immediately or upon such later date as agreed between the resigning Official and the Section.
- 6.2 Membership is non-transferable and non-refundable.

7. Disciplinary procedures

- 7.1 Day-to-day disciplinary matters relating to Officials shall be dealt with by the relevant Officiating Manager in accordance with this paragraph 7.

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- 7.2 Upon an alleged breach of the Code of Conduct by an Official or any other alleged disciplinary matter arising, the Officiating Manager shall write as soon as reasonably possible to that Official advising them of the allegations made and, if the Officiating Manager deems it appropriate, suspending the Official until investigation of the allegation is completed in accordance with these Membership Rules.
- 7.3 Once they have sent a notice in accordance with paragraph 7.2, the Officiating Manager shall begin their investigation into the allegation(s). As part of their investigation, the Officiating Manager may interview and/or take statements from other Officials along with any witnesses. The Official may be asked to take part in an investigatory interview (either in person or by conference call), where they have the right to be accompanied by a colleague or representative which if required would be supplied at the Official's own cost
- 7.4 An Official under investigation shall cooperate and assist fully with the Officiating Manager's investigations. At no time while an investigation is taking place should the Official under investigation discuss the case with any other Official.
- 7.5 The Officiating Manager shall make a decision as to what action to take in relation to the disciplinary matter within one month of notifying the affected Official pursuant to paragraph 7.2.
- 7.6 There may be five possible outcomes of the Officiating Manager's investigation, as follows. The decision to elect for one outcome over another shall depend on the severity (and the existence) of the alleged behaviour.
- 7.6.1 The Officiating Manager may decide that no disciplinary action is necessary, in which case if the Official was suspended pursuant to paragraph 7.2 such suspension shall be lifted.
- 7.6.2 The Officiating Manager may issue a formal verbal warning to the Official in person or by telephone, or should the official be uncontactable the warning shall be sent to them by email confirming the verbal warning. A record of the warning shall be kept on the Official's record by the Officiating Manager.
- 7.6.3 The Officiating Manager may issue a written warning to the Official. An Official does not need to have received a formal verbal warning prior to receiving a written warning. A record of the warning shall be kept on the Official's record by the Officiating Manager.
- 7.6.4 The Officiating Manager may issue a final written warning to the Official. An Official does not need to have received a formal verbal warning or a written warning prior to receiving a final written warning. A record of the warning shall be kept on the Official's record by the Officiating Manager.
- 7.6.5 In the event that an Officiating Manager is of the opinion that the allegations are sufficient serious, or the breach of the Code of Conduct is sufficiently material or persistent, such Officiating Manager may refer that issue to the Referee in Chief or the Deputy Referee in Chief, who shall have the powers given to them in paragraph 8.
- 7.7 Upon deciding which outcome to follow, the Official Manager shall write to the Official concerned advising them of such outcome and also send a report of the disciplinary procedure to the Referee in Chief. A record of the allegation and the outcome should also be stored on the Official's file.

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7.8 In the event that the Official subject to the disciplinary procedures set out in this paragraph 7 is under the age of 18, their parent or guardian shall be informed of the situation by the Officiating Manager. Any correspondence with such Official shall be copied to such parent or guardian and the parent or guardian will be invited to attend any meeting or conference call with the official, which happens as a result of these disciplinary procedures. If the parent or guardian is unavailable or unwilling to attend the meeting or conference call, then another adult who is unconnected with the incident at hand shall be present for the disciplinary procedures outlined.

8. Suspension or Expulsion of Officials

8.1 Subject to the remaining provisions of this paragraph 8, the Referee in Chief or the Deputy Referee in Chief shall have the power to suspend an Official for a set period of time, expel an Official or impose additional conditions to an Official's membership as they determine to be appropriate if:

8.1.1 they determine in their sole discretion that the Official (or the person applying to be registered as an Official) has materially or persistently breached any of the Conditions or any additional condition imposed upon that Official in accordance with these Membership Rules; or

8.1.2 the Official is found guilty in a court of law of any crime, whether or not committed whilst officiating, which would in the opinion of the Referee in Chief or the Deputy Referee in Chief render the Official unsuitable to carry out their role within the Section; or

8.1.3 they otherwise determine in their sole discretion that it would be in the best interests of the Section or of IHUK as a whole to do so.

8.2 For the avoidance of doubt, the Referee in Chief and the Deputy Referee in Chief shall have the power to act in accordance with paragraph 8.1 where a disciplinary matter has been referred to them in accordance with paragraph 7 but also without such a referral having been made should they determine that one of the conditions set out in paragraphs 8.1.1, 8.1.2 or 8.1.3 applies.

8.3 An existing Official shall not be suspended, expelled or have any condition attached to their membership unless they are given at least 14 days' written notice of a meeting or call with the Referee in Chief or the Deputy Referee in Chief at which their suspension, expulsion or the application of such conditions is to be considered. Such notice should contain details of the reason why it is proposed that such Official be suspended, expelled or have conditions attached to their membership.

8.4 An Official who has been given notice in accordance with paragraph 8.3 may be suspended until conclusion of the meeting or call at which their suspension, expulsion or the application of membership conditions is considered.

8.5 An Official who has been given notice in accordance with paragraph 8.3 shall be given an opportunity to make representations to the Referee in Chief or Deputy Referee in Chief in response to the allegations made and before any decision is made. Such representations can be made at the meeting or on the call and/or in writing in advance of such meeting.

8.6 In the event that the Official subject to the disciplinary procedures set out in this paragraph 8 is under the age of 18, their parent or guardian shall be made aware of the situation and any correspondence with such Official shall also be made or copied to their parent or guardian. In addition, no meeting or call shall be held with that

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Official unless their parent or guardian is present. If such parent or guardian is unavailable or unwilling to attend, another adult supporter shall be present at such meeting or on such call.

9. Effect of resignation or expulsion

Any person ceasing to be an Official for whatever reason forfeits all rights to and claims upon the Section and IHUK, their funds and their property and such person shall have no right to the return of any part of their membership fee.