

HOCKEY HONG KONG, CHINA UMPIRES' SECTION BYE-LAWS

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1 NAME AND AUTHORITY

- 1.1 The Umpires' Section shall be called the Hockey Hong Kong, China – Umpires' Section, hereinafter referred to as HockeyHKUS.
- 1.2 The Bye-laws of the HockeyHKUS are formulated under the authority of Articles 15-16 of Articles of Association (as defined hereinafter).
- 1.3 The Bye-laws of the HockeyHKUS and any amendments therein are to be approved by the HockeyHK Council (as defined hereinafter) before implementation.

2 OBJECTIVES

- 2.1 The objectives of the HockeyHKUS are to:
 - (a) foster and promote, in co-operation with the HockeyHK (as defined hereinafter), hockey umpiring and match officiating in Hong Kong;
 - (a) manage and supervise all hockey Umpires (as defined hereinafter) and Match Officials (as defined hereinafter) in Hong Kong;
 - (b) conduct classes for new Umpires and hold coaching / upgrading courses as required for qualified Umpires and Match Officials;
 - (c) grant qualifications to such hockey Umpires and Match Officials as shall have been deemed to have fulfilled the appropriate requirements as laid down by these Bye-laws;
 - (d) maintain an up-to-date register of all qualified Umpires and Match Officials in Hong Kong; and
 - (e) generally do all such other lawful acts and things as are incidental or conducive to the attainment of all or any of the above objects.

3 DEFINITIONS

- 3.1 In these Byelaws, unless the context otherwise requires, the following words and expressions shall have the following meanings:

Affiliated Club –	A club, association or team that is affiliated to the HockeyHK Council / Sections
Articles of Association –	The articles of association of the HockeyHK as amended, altered or added to from time to time
Chairman –	The chairman of the Committee from time to time
Committee –	The committee of the HockeyHKUS

Committee Member(s) –	An elected or co-opted member or members of the Committee from time to time
FIH –	The International Hockey Federation
HockeyHK –	Hockey Hong Kong, China, a company incorporated in Hong Kong
HockeyHK Council –	The Council of Hockey Hong Kong, China
HockeyHK Disciplinary Committee –	The disciplinary committee of the HockeyHK
HockeyHK Section Officials –	Chairmen, secretaries, treasurers and other committee members as elected under the relevant bye-laws of different Sections of the HockeyHK
HockeyHKUS –	HockeyHK - Umpires' Section
Inactive Members –	As defined in Bye-law 4.4 hereof
Match Official(s) –	Match officials nominated or designated to officiate at a hockey match held under the auspices of the HockeyHK
Members –	As defined in Bye-law 4.2 hereof
Rules of HockeyHK –	The rules of the HockeyHK laid down and promulgated from time to time by the HockeyHK
Rules of Hockey –	The current Rules of Hockey issued by the Hockey Rules Board under the authority of the FIH
Secretary –	The honorary secretary of the Committee from time to time
Sub-Committee(s) –	Any sub-committee(s) formed by the Committee pursuant to these Bye-laws
Treasurer –	The honorary treasurer of the Committee from time to time
Umpire(s) –	Umpires qualified pursuant to Bye-law nominated or designated to officiate at a hockey match held under the auspices of the HockeyHK

3.2 In these Byelaws unless the context otherwise requires:

- (a) capitalised terms used herein that are not defined shall have the meaning ascribed to such term in the Articles of Association;
- (b) words importing the singular number shall include the plural number and vice versa;
- (c) words importing any gender include all genders the male shall include the female;
- (d) each of the schedules shall have effect as if set out herein and references to bye-laws and schedules shall be construed as references to bye-laws and schedules to these Bye-laws;
- (e) references to any articles, rules, regulations, bye-laws or any other documents shall be construed as relating to such articles, rules, regulations, bye-laws or any other documents as amended, supplemented, amended and restated or otherwise modified from time to time; and
- (f) written notice shall include facsimile or email or other means of telecommunication in permanent written form.

4 MEMBERSHIP

4.1 Membership of the HockeyHKUS shall be renewed on an annual basis from 1st September each year, subject to these Bye-laws and Schedules hereto in force. Members shall consist of **Umpires** and **Match Officials**.

4.2 All applicants for membership of the HockeyHKUS must meet the respective criteria below:

- (a) For Umpire Applicants, he must either:
 - (i) have attended an umpire's beginner course, passed a written test and passed a practical assessment approved by the HockeyHKUS, during the preceding twelve months (See Bye-law 14); or
 - (ii) have a valid umpiring certificate or a supporting letter, fax or email issued by a recognised body and passed a practical assessment approved by the HockeyHKUS.
- (b) For Match Official Applicants, they must have attended an umpire's beginner course, passed a written test approved by the HockeyHKUS during the preceding twelve months, and received formal admission approval from the Committee (See Bye-Law 14.2)

The Committee, acting in majority, may in its absolute discretion, waive or vary the requirements above in circumstances considered by them to be appropriate.

Upon confirmation of admission, all successful applicants will be required to complete the annual registration process and pay the joining fee presently in force as stipulated in Schedules One and Two hereto.

Upon completion of the annual registration process and payment of the joining fee as stipulated under this Bye-law 4.2 and Schedules One and Two, the applicant shall be given an Umpire registration number and become a Member. A Member shall then be registered on the HockeyHKUS membership list and shall be entitled to vote at a general meeting of the HockeyHKUS.

- 4.3 To remain as a Member for any particular year, an existing Member shall, by a specific date as specified by the Committee for that particular year:
- (a) attend at least one designated refresher course relative to their role (an Umpire's refresher course for Umpires, or a Match Official's refresher course for Match Officials);
 - (b) complete the annual registration process as stipulated in Schedule Two hereto; and
 - (c) pay the annual fee presently in force as defined in Schedules One hereto.
- 4.4 A Member who fails to attend a refresher course and/or complete an annual registration upon request will become an "Inactive Member". An Inactive Member shall not be allowed to officiate as an Umpire at any official hockey matches held in Hong Kong.
- 4.5 A Member who has been listed as Inactive Member for two seasons or more shall be deregistered from the HockeyHKUS membership list and cease to be a Member thereupon.

5 HockeyHKUS COMMITTEE MEMBERS

- 5.1 The HockeyHKUS shall be governed by a Committee consisting of a chairman, a secretary, a treasurer, and four (4) Committee Members. All seven (7) Committee Members shall be elected at the annual general meeting of the HockeyHKUS.
- 5.2 Only Members who have completed the annual registration requirements as set out in Schedule Two hereto and have officiated at a minimum of five (5) appointed duties in matches under the auspices of the Men's Section or Women's Section of the HockeyHK as an Umpire or Match Official in the season immediately preceding the annual general meeting shall be eligible for election to the Committee.
- 5.3 Only Members who have officiated at a minimum of five (5) premier or first division matches as an Umpire or Match Official in the season immediately preceding the annual general meeting shall be eligible for election as the Chairman. No person shall be eligible for nomination as the Chairman if they have not been a Committee Member in the preceding year.
- 5.4 The Committee shall nominate one of the Committee Members to represent the HockeyHKUS on the HockeyHK Council.
- 5.5 The Committee at its sole discretion may co-opt other Members to the Committee as it sees fit. Any such co-opted Member will have no voting rights at Committee meetings.
- 5.6 The seven (7) Committee Members, elected at the annual general meeting, shall retire annually but may stand for re-election. The Committee's permission is necessary for Committee Members who have not attended at least sixty percent (60%) of the Committee's meetings during their term of office to stand for re-election.

- 5.7 No person shall be eligible for nomination to the Committee if he/she is currently serving in an elected position in the HockeyHK Council or a Section under the HockeyHK ("HockeyHK Council/Section"), other than the HockeyHKUS. A person who is desirous of being nominated to the Committee, and if elected, shall resign from his/her current position in the HockeyHK Council/Section, other than the HockeyHKUS, within 30 days of being elected to the Committee. If the person does not resign from the other position within the specified period, he/she shall be deemed to have resigned from the Committee.

6 LIABILITY AND INDEMNITY

- 6.1 The HockeyHK Council, the Committee and/or any HockeyHK staff shall not be held liable for any loss or injury to any member of any Affiliated Club, or any other person, arising out of any matters pertaining to hockey in Hong Kong.
- 6.2 Every Committee Member shall be indemnified by the HockeyHKUS against all costs, losses and expenses which any Committee Member may incur or become liable to in respect of any act or deed done by them as such Committee Member in the discharge of their duties, on condition that such act or deed has received approval of the Committee and is otherwise within the powers granted pursuant to these Bye-laws.

7 PROCEEDINGS OF HockeyHKUS COMMITTEE MEETINGS

- 7.1 The Committee shall meet for the dispatch of business, adjourn and otherwise regulate their meetings as they see fit. Questions arising at any Committee meeting shall be decided by a majority of votes. In the case of an equality of votes the chairman of the meeting shall have a second or casting vote.
- 7.2 The Secretary shall call meetings at the Committee's direction but at least once every two (2) months and shall give all Committee Members at least seven (7) days' notice for an ordinary meeting and at least forty-eight (48) hours' notice for a special meeting.
- 7.3 The Chairman shall act as the chairman at all Committee meetings. In the absence of the Chairman, the Committee Members present at such meeting shall choose any one of their number as the chairman for that particular Committee meeting.
- 7.4 The business to be transacted by the Committee at its meetings shall be the:
- (a) receiving of reports on the up-to-date position of the HockeyHKUS;
 - (b) consideration of the up-to-date financial position of the HockeyHKUS;
 - (c) forwarding up-to-date reports of the HockeyHKUS to the HockeyHK Council;
 - (d) consideration of appointments and fixing of remuneration for administrative staff of the HockeyHKUS, if any;
 - (e) creation of, and appointment to, any Sub-Committee considered necessary to effectively carry out the business of HockeyHKUS;

- (f) consideration and decision upon reports of HockeyHKUS appointed Sub-Committees;
- (g) approval of the annual report and accounts for the annual general meeting of the HockeyHKUS; and
- (h) consideration of any other business required to carry out the objectives of the HockeyHKUS.

7.5 The quorum necessary for the transaction of the Committee's business shall be four (4).

7.6 Any Sub-Committee formed under this Bye-law shall, in the exercise of the powers so delegated, conform to any regulations that may be imposed on it by Committee. A Sub-Committee shall meet and adjourn as it thinks proper. Questions arising at any meeting shall be determined by a majority of votes of the members present and in case of an equality of votes the Chairman of the meeting shall have a second or casting vote.

7.7 All Sub-Committees shall obtain the Committee's prior written approval for any expenditure, and shall report regularly to the Committee.

7.8 The Committee shall have the power to fill any casual vacancy which may occur among its members, except that of the Chairman, by co-opting suitably qualified persons to the Committee.

7.9 References to the "Committee" in these Bye-laws shall mean the Committee acting by majority vote of its members subject to Bye-law 7.1.

8 POWERS OF HockeyHKUS COMMITTEE

8.1 The Committee shall have the power to act in any manner consistent with these Bye-laws, including but not limited to the making, amending or deleting of these Bye-laws. Such Bye-laws shall be submitted to, and approved by, the HockeyHK Council before implementation.

8.2 The correctness of the Committee in interpreting the general wording of any Bye-law, or dealing with any matter not provided for in these Bye-laws, shall be decided by the HockeyHK Council as soon as practicable.

9 GENERAL MEETINGS

9.1 The HockeyHKAUS shall in each year hold an annual general meeting ("AGM") which shall be held in Hong Kong no later than 30th June for the purpose of:

- (a) confirming the minutes of the last AGM and any other general meetings held in the intervening period;
- (b) considering matters arising there from;
- (c) receiving and considering the accounts as at 31st March of the current year;
- (d) electing Committee Members for the ensuing year in accordance with these Bye-laws; and

- (e) considering any other business of which due notice has been given in accordance with these Bye-laws.
- 9.2 The Secretary shall give at least fourteen (14) days' written notice of any general meeting. The notice shall be exclusive of the date on which it is served and shall specify the date, place and time of the forthcoming general meeting. Such notice shall be sent to:
 - (a) The Honorary Secretary General of the HockeyHK;
 - (b) The Secretary of each HockeyHK Section;
 - (c) Each HockeyHKUS Committee Member; and
 - (d) Each HockeyHKUS Member.
- 9.3 The accidental omission to give notice of a meeting to any person entitled to receive such notice shall not invalidate the proceedings at that meeting.
- 9.4 Nominations for the seven (7) Committee Members to be elected at the AGM must be forwarded to the Secretary of the HockeyHKUS, in writing, at least seven (7) days before the AGM. To be valid such nominations must be proposed and seconded by full Members and agreed by the nominee. Late nominations or nominations not in the required format will not be considered. Only if there are insufficient nominations for Committee Members, nominations duly proposed and seconded will be accepted at the AGM from the floor. Where there are more than seven (7) nominations, the election will be conducted by paper ballot.
- 9.5 Members may submit to the Secretary notice of any other business to be considered at the AGM. Such notice shall be in writing and must be received by the Secretary at least seven (7) days before the date of the AGM. Such business will then be included on the agenda.
- 9.6 The Secretary shall dispatch the agenda, together with a copy of accounts and the list of nominations, to all those persons listed under Bye-law 9.2 as soon as practicable before the annual general meeting.
- 9.7 All general meetings other than AGMs shall be called extraordinary general meeting ("EGM").
- 9.8 The Committee may decide to convene an EGM whenever necessary. In addition, an EGM may be convened upon a written request Members to that effect to the Secretary. This request must be signed by at least fifteen (15) Members. The Secretary shall convene the EGM within twenty-eight (28) days of the request for an EGM of which fourteen (14) days' notice shall be given to all those persons listed under Bye-law 9.2.
- 9.9 The Secretary shall dispatch the agenda, together with copies of any documentation relevant to the item(s) to be considered at the EGM, to all those persons listed under Bye-law 9.2 as soon as practicable before the EGM.
- 9.10 Ten (10) Members entitled to vote at a general meeting shall form a quorum at such general meeting.

- 9.11 The Chairman shall preside as the chairman at every general meeting, or if he is not present within fifteen (15) minutes after the time appointed for the holding of the meeting, or is unwilling to act or is absent from Hong Kong, or has given notice of his intention not to attend the meeting, the Committee Members shall elect one of their number to be the chairman of the meeting.
- 9.12 The chairman of the meeting may, with the consent of any meeting at which a quorum is present (and shall if so directed by the meeting) adjourn the general meeting from time to time and from place to place, but no business shall be transacted at any adjourned general meeting other than the business left unfinished at the general meeting from which the adjournment took place. When a general meeting is adjourned for thirty (30) days or more, notice of the adjourned general meeting shall be given as in the case of an original general meeting. Save as aforesaid it shall not be necessary to give any notice of an adjournment or of the business to be transacted at an adjourned general meeting.
- 9.13 At any general meeting a resolution (except election which will be decided by paper ballot) put to the vote of the meeting shall be decided on a show of hands unless a paper ballot is (before or on the declaration of the result of the show of hands) demanded by:
- (a) the chairman of the meeting; or
 - (b) at least three (3) Members present in person and entitled to vote.
- 9.14 If a paper ballot is duly demanded it shall be taken in such manner as the chairman of the meeting directs.
- 9.15 In the case of an equality of votes, whether on a show of hands or on a paper ballot, the Chairman of the meeting at which the show of hands takes place or at which a paper ballot is demanded shall be entitled to a second or casting vote.

10 MINUTES

- 10.1 The Secretary or his nominee or any individual appointed by the Committee in his place shall take minutes covering resolutions and proceedings of all meetings of the Committee and all general meetings.
- 10.2 These minutes shall be considered at the following appropriate meeting of that same Committee and, if approved, shall be signed by the chairman of such next meeting. The chairman of the meeting's signature shall be conclusive evidence of the correctness of the minutes.
- 10.3 Copies of these minutes shall be forwarded to:
- (a) The Honorary Secretary General of the HockeyHK;
 - (b) The Secretary of each HockeyHK Section; and
 - (c) Each HockeyHKUS Committee Member.

11 ACCOUNTS

- 11.1 The books of accounts of the HockeyHKUS shall be kept by the Treasurer. All receipts shall be deposited into a bank account in the name of the HockeyHKUS and all cheques drawn thereon shall be signed jointly by any two of the Treasurer, Secretary and Chairman or any Committee Member duly authorised by the Committee. The Treasurer shall be given notice of all HockeyHKUS financial transactions.
- 11.2 The Treasurer shall present the accounts as at 31st March of the current year for consideration of the Committee each year at least one week before the AGM.
- 11.3 After approval by Committee, the accounts as at 31st March of the current year shall be presented at the next AGM.

12 FEES AND OUT OF POCKET EXPENSES

- 12.1 Except as provided in Bye-law 12.2, Umpires shall not receive any fee from the HockeyHK, or one of its sections for umpiring a game of hockey.
- 12.2 Expenses as approved by the HockeyHK Council and the Committee are permitted. The approved amounts and types are listed in Schedule One hereto.

13 YELLOW AND RED CARDS

- 13.1 The HockeyHKUS system for recording the reason for issuance of yellow and red cards shall be as per the advice of relevant Sections of the HockeyHK which may vary from Section to Section or season to season. Please see Schedule Three hereto.
- 13.2 Members are required to familiarize themselves with the penalty codes as detailed in the bye- laws of the relevant Sections of the HockeyHK which may be updated from time to time.

14 INITIAL TESTING OF CANDIDATES

- 14.1 Subject to Bye-law 4.2, to be eligible to officiate as an Umpire in any official matches in Hong Kong:
 - (a) a candidate must pass a written test which has been approved by the HockeyHKUS;
 - (b) upon passing of the test, the candidate will be awarded the status of theory-passed ("TP") candidate; this candidate may then umpire a league match as deemed fit by the Committee in the presence of HockeyHKUS approved assessor who has to provide an assessment report to the HockeyHKUS; and
 - (c) upon receipt of the assessment form for TP candidates, the Committee shall indicate their approval or disapproval of the suggested grading that has been provided by the assessor and if a majority agrees with the assessment, the candidate will be awarded an Umpire registration number and shall become a Member pending completion of the registration process and payment of joining fee as set out in Bye-law 4.2.

14.2 Subject to Bye-law 4.2, to be eligible to officiate as a Match Official in any official matches in Hong Kong:

- (a) a candidate must pass a written test which has been approved by the HockeyHKUS;
- (b) upon passing of the test, the candidate will be awarded the status of theory-passed ("TP") candidate; this candidate's profile and suitability will then be reviewed by a HockeyHKUS approved assessor, who shall submit a review report to the HockeyHKUS; and
- (c) upon receipt of the review report for the TP candidates, the Committee shall indicate their approval or disapproval of the assessment provided by the assessor and if a majority agrees with the assessment, the candidate will be awarded a Match Official registration number and shall become a Member pending completion of the registration process and payment of joining fee as set out in Bye-law 4.2.

14.3 For the purposes of initial assessments of TPs and grading of the Umpires, the Committee shall select a team of appropriate number of assessors every hockey season.

15 UMPIRE PANELS AND GRADING

15.1 Members will be graded by approved assessors appointed by the HockeyHKUS Committee as follows for the allocation of panels according to their ability and performance:

- (a) Premier Umpire Panel

All active FIH umpires from Hong Kong and all those Hong Kong Umpires assessed and approved by the Committee every hockey season as being capable to officiate at any official matches in Hong Kong.

- (b) Divisional Umpire Panel

Umpires assessed and approved by the Committee every hockey season as being capable to officiate at any 1st division matches and a reasonable number of premier division matches.

- (c) Regular Umpire Panel

Umpires assessed and admitted to membership by the Committee under Bye-law 4.2 as being capable to officiate at any 2nd division and all other lower division matches.

16 MOVEMENT ACROSS UMPIRE PANELS

- 16.1 Any movement of Umpires across premier, divisional and regular Umpire panels can only be carried out by the Committee. In order to be qualified for consideration, an Umpire requesting to be upgraded from:

(a) Regular Umpire Panel to Divisional Umpire Panel

must have umpired for at least twelve (12) matches in Hong Kong in the season prior to the upgrade. At least six (6) of these matches must be at First Division or higher. The candidate will then be considered following a practical test on two occasions by approved assessors from the HockeyHKUS. No assessor shall assess the same candidate more than once. Following a favourable recommendation by the assessors on the performance of the candidate, the status of Divisional Umpires Panel will be granted to the candidate by the Committee.

(b) Divisional Umpire Panel to Premier Umpire Panel

must have umpired in Hong Kong for a minimum of two (2) complete seasons at the divisional umpire panel with a minimum of twelve (12) matches in the season prior to the upgrade. At least ten (10) of these matches must be at the 1st division or higher. The candidate will be considered following a practical test on two separate occasions by approved assessors from the HockeyHKUS. One of the two matches shall be a premier division match. No assessor shall assess the same candidate more than once. The assessment should take place within a five-week period. Following a favourable recommendation by the assessors on the performance of the candidate, the status of Premier Umpires Panel will be granted to the candidate by the Committee.

- 16.2 The Committee, at its sole discretion, may waive or vary the requirements in Bye-laws 16.1 for Umpires showing exceptional ability and commitment.
- 16.3 An Umpire can be removed, permanently or temporarily, from any panel by a decision at a Committee meeting. The Umpire thereby removed cannot umpire or officiate any official matches in Hong Kong or overseas. An Umpire facing a potential removal from any panel must be given adequate warning of his shortcomings and given every possible chance to rectify them before a removal is being considered.
- 16.4 Additionally, an Umpire facing a potential removal from any panel must be re-assessed on two separate occasions by approved assessors from HockeyHKUS prior to the removal.
- 16.5 To return to the previous panel the Umpire must write to the Committee with detailed reasons why he/she deems himself/herself fit to return to the relevant panel. The Committee will advise the appropriate rectifications which may include but not limited to passing a fresh theory test and/or passing a fresh practical test and/or passing a fresh fitness test.
- 16.6 Umpires who fail to umpire a minimum two (2) matches in any season will be automatically removed from any Umpire panel and be listed as an Inactive Member.
- 16.7 TPs who fail to take and pass the practical test within one (1) calendar year from the date on which he/she passed the theory test must retake the theory test to retain their TP status.

17 UMPIRE'S AND MATCH OFFICIAL'S CODE OF CONDUCT

Umpires and Match Officials shall at all times conduct themselves impartially and with the best interests of the HockeyHK and HockeyHKUS in mind – not the club or association to which they may be affiliated.

The code of conduct shall include:

17.1 Behavior

- (a) Umpires and Match Officials shall maintain the highest standards of honesty, integrity, and professionalism both on and off the field of play, ensuring they interact with both competing teams in a consistently courteous and respectful manner.

17.2 Integrity of registration credentials

- (a) Every umpire registration number is strictly personal, non-transferable, and tied directly to the individual official's qualification and licensing status. Umpires and Match Officials should not permit, facilitate, or consent to any other person using their assigned umpire registration number or identity to officiate any match on their behalf.
- (b) Officiating a match under a false or borrowed registration number constitutes severe misconduct. Both the umpire loaning the registration number and the person using it shall be liable to disciplinary action.

17.3 Timeliness

- (a) Umpires and Match Officials should be at their appointed match at least 20 minutes before the designated start time.
- (b) Umpires and Match Officials should ensure that they have sufficient time to complete the match with its formalities (signing match card etc.) before the start of any further match in which they are umpiring or playing.

17.4 Dress code

- (a) Umpires shall wear an HockeyHKUS official shirt at all matches in Hong Kong.
- (b) Umpires are encouraged to wear black trousers/skirt especially for Premier Division matches.
- (c) Umpires for play-off matches, cup finals and other “notable” matches must wear black trousers/skirt with appropriate footwear.
- (d) Umpires should NOT umpire in their team shirts, without footwear, or in street clothes. Exceptions to these should only be in extraordinary circumstances such as the non- appearance of designated Umpires.

17.5 Pre-match

- (a) Umpires should find their colleague and complete their pre-match discussion.
- (b) Umpires should identify and communicate with the two captains from the two playing teams and ensure that they have entered the relevant details of all the players who are going to play at the coming match in the electronic match card.
- (c) Umpires should complete the pre-match formalities with any briefing that they wish to give the captains and conduct the toss.

17.6 Post-Match

- (a) Umpires should ensure that the electronic match card is completed and submitted in a timely manner. The electronic match card should include all uniform discrepancies, yellow and red card infringements and any other issues that the Umpires wish to bring to the attention of the Sections.

17.7 Conduct

- (a) An Umpire who sends a player off the field, other than for a temporary period for a breach of the Rules of Hockey shall, within forty-eight (48) hours after the completion of the relevant match, submit a written report to the Secretary.
- (b) All other complaints by a Member against players or spectators shall be made in writing, within forty-eight (48) hours after the completion of the relevant match, to the Secretary.
- (c) Complaints against Umpires shall be made in writing, within forty-eight (48) hours after the completion of the relevant match, to the Secretary. Such complaints against Umpires shall be investigated by the Committee.
- (d) All appeals shall be dealt with in accordance with the Rules of HockeyHK.
- (e) A player who has been suspended by the HockeyHK Disciplinary Committee from participating in hockey matches will likewise be suspended from umpiring any official matches in Hong Kong during the period of suspension.

18 MISCONDUCT AND BREACHES OF BYE-LAWS

In cases of breaches of conduct on the field of play, the following shall apply:

- 18.1 In matters pertaining to hockey, if it has been proved to the satisfaction of the Committee that any Umpire or Match Official is in breach of any of these Bye-laws, the Committee shall have the power to:
- (a) rescind or suspend the membership of the HockeyHKUS of the offending individual, either permanently or for a stipulated period;
 - (b) prohibit the individual from acting as an Umpire or Match Official in any activities organized under the auspices of the Men's Section, Women's Section, Masters' Section, Promotion and Development Section of the HockeyHK or the HockeyHK, either permanently or for a stipulated period;
 - (c) refer the offending individual to the HockeyHK Disciplinary Committee; and
 - (d) deal with the offence in any lesser manner that the Committee may think fit.
- 18.2 To illustrate the escalating consequences of persistent breach of any of these Bye-laws for the awareness of all members, the following three-strike disciplinary framework generally applies to offenses accumulated within a single season:
- (a) First offense (strike 1): A formal warning letter will be issued to the individual and recorded in the member's registry record;
 - (b) Second offense (strike 2): A suspension of three (3) months from all officiating duties under the auspices of the HockeyHK will be enforced under the powers of Bye-laws 18.1(a) and 18.1(b);
 - (c) Third offense (strike 3): A permanent suspension of membership and officiating rights under the auspices of the HockeyHK will be enforced under the powers of Bye-laws 18.1(a) and 18.1(b), and the individual may be referred to the HockeyHK Disciplinary Committee under Bye-law 18.1(c);

For the avoidance of doubt, the three-strike disciplinary framework serves as a guide for members regarding escalating misconduct. The Committee retains absolute discretion under Bye-law 18.1 to immediately enforce any penalty up to and including permanent suspension for a first or second offense if the nature of the breach is deemed severe, malicious, or damaging to the integrity of the sport.

- 18.3 Any Affiliated Club or player with knowledge of such event playing in a match in which the offending individual served as an Umpire or Match Official shall be referred to the respective Section(s) of the HockeyHK for disciplinary actions as they may think fit.
- 18.4 Any Affiliated Club may be held responsible for the actions of any of their players, officials or members who served as an Umpire or Match Official in any hockey match or event in Hong Kong, or overseas, in which a team from Hong Kong is a participant, and may be dealt with in accordance with the provisions specified in this Bye-law 18.
- 18.5 The aggrieved Umpire or Match Official shall have the right to appeal to the Committee.

Schedule One – Fees

1.1 Joining Fee

The current HockeyHKUS joining fee is **HK\$200**. The fee includes a HockeyHKUS umpire's shirt and a membership card. The Committee, at its sole discretion, may waive the joining fee for applicants considered deserving.

1.2 Annual Fee

The current HockeyHKUS annual fee is **HK\$200**. The Committee, at its sole discretion, may waive the annual fee for applicants considered deserving.

1.3 Umpire's and Match Official's Expenses

The expenses amount for the name appointments as well as for fulfilling the umpiring duties for the clubs is determined by all the relevant sections of the HockeyHK individually and independently in consultation with the HockeyHKUS which may vary from Section to Section, season to season and by the level of the division. Updated information can be obtained by writing to the Secretary.

Schedule Two – Registration

2.1 All Members are required to complete an online registration form annually.

2.2 All applicants for membership are required complete an initial registration form and to provide with their registration form 2 passport size colour photographs, or such photograph in digital format, for the purpose of their membership registration.

2.3 All Members shall promptly inform the Secretary of any change in their contact details as provided in the registration form.

Schedule Three – Yellow and Red Cards

Yellow Card Penalty Code

- Y1 **Dissent** (continued contesting of Umpires' decisions)
- Y2 **Dangerous Play** (Continued or violent stick tackles, violent obstruction, continued and deliberate lifting of the ball);
- Y3 **Verbal Abuse of Umpire** (use of foul language against the umpire(s) or continued and aggressive contesting of decisions of the umpire(s));
- Y4 **Verbal Abuse of Player** (use of foul language or continued and aggressive behaviour against another player(s));
- Y5 **Threatened Assault on Umpire** (Physical confrontation of the umpire by a player);
- Y6 **Threatened Assault on Player** (Physical confrontation of a player by another player);
- Y7 **Others, state offence** (non-violent nature)

Red Card Penalty Code

A player awarded with a red card shall leave the field of play immediately (staying at the team bench is not permitted).

- R1 **Repeated Dissent**
- R2 **Second Offense of Dangerous Play or Very Dangerous Play**
- R3 **Repeated Verbal Abuse or Foul Abuse of Umpire**
- R4 **Repeated Verbal Abuse or Foul Abuse of Another Player**
- R5 **Repeated Threatened Assault or Physical Assault of Umpire**
- R6 **Repeated Threatened Assault or Physical Assault of Another Player**
- R7 **Others, state offence** (non-violent nature, repeated offence of Y7)