

**Department of Player Safety Rules and Procedures 2026-2027**

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1. Introduction

The governing body for ice hockey in the United Kingdom is Ice Hockey UK Limited (IHUK). There may be references in these terms to policies of England Ice Hockey (EIH) and Scottish Ice Hockey (SIH) which are now policies of IHUK and will continue to apply to all Clubs and Teams. IHUK is now entitled to enforce these. In due course we will rebrand EIH and SIH policies and other documentation. References to EIH or SIH shall, where the context requires, be construed as references to IHUK.

The Department of Player Safety ("DOPS") is the body charged by IHUK with safeguarding the welfare of all participants and maintaining the integrity of the game. These Rules and Procedures set out how DOPS investigates incidents, determines liability, and applies sanctions. They apply to every player, coach, official, club, team, volunteer, and supporter who falls under IHUK jurisdiction. The document seeks to provide clarity, transparency, and consistency while ensuring that the best interests of all parties are placed at the centre of every decision.

This policy shall enter into force on 1 September 2026 and shall remain in effect until amended or repealed by the IHUK Board.



2. Misson Statement

DOPS exists to uphold fair play and safety in ice hockey games played in England and Wales. It does so by enforcing the IIHF Rule Book together with all IHUK/EIH regulations, by educating participants about responsible conduct, and by collaborating with clubs and stakeholders to foster an inclusive, respectful, and enjoyable environment. DOPS is committed to transparent investigations, proportionate sanctions, and continual improvement in line with the highest safeguarding standards, including those of the Child Protection in Sport Unit (CPSU).

For the season 2026-2027, games in Scotland and Northern Ireland will be subject to their own discipline policies.

3. General Principles

DOPS will act impartially, in good faith, and in accordance with the rules of natural justice at all times.

A decision shall not be invalidated by a minor procedural error unless that error materially compromises fairness.

DOPS proceedings are internal sporting processes. They may run in parallel with criminal, civil, or safeguarding investigations, but they do not constitute legal proceedings.

Where these Rules and Procedures are silent, DOPS shall adopt the approach that is most equitable in the circumstances. All formal communication must be undertaken by email so that a verifiable written record is created.

In the case of the National Ice Hockey League (NIHL), DOPS will apply these Rules and Procedures with regard to the particular standards, context, and expectations of NIHL competition, recognising that certain activities or patterns of play may be treated differently than in other leagues. Any NIHL-specific guidance or interpretations will be set out in an Appendix K to this Policy, which shall form an integral part of these Rules and Procedures.

4. Governance

Reporting Line

DOPS reports operationally to the CEO of IHUK (or their designee) and provides formal assurance to the Board through its Risk and Governance Committee. A written Player Safety Report is tabled to that committee and onward to the Board at least once per season.

The CEO nor Board may not direct or influence the investigation, determination or sanction in an individual case, save through any formal appeal or other process provided by the Rules.

Independence

Although accountable to the Board for good governance, data protection, and safeguarding, DOPS exercises complete independence when investigating, determining, and sanctioning cases.

Panel Composition

A standard hearing panel consists of three trained members drawn from the DOPS pool.

Conflicts of Interest

Every panel member must file an annual declaration of interests and withdraw from any case in which a real or perceived conflict arises.



5. Jurisdiction

These Rules govern all games, training activities, and off-ice conduct involving IHUK-registered participants whose ice hockey club is based in England or Wales. DOPS may impose any sanction described in this document or its appendices.

For the season 2026-2027, games in Scotland and Northern Ireland will be subject to their own discipline policies. For the avoidance of doubt, this includes games such as challenge games, friendly games, tournaments (whether in-season or out of season) and jamborees.

6. Operational Framework

All disciplinary correspondence should be sent to discipline@englandicehockey.com. The DOPS Coordinator will acknowledge receipt and outline next steps.

Clubs are responsible for uploading game sheets, team lists and unedited video footage within the stated deadlines. Failure to do so may itself give rise to sanction.

The DOPS General Manager may convene a hearing, amend an offence classification, or extend procedural time limits if this is necessary to achieve a just outcome. Only in the case of an appeal may an extension be granted by an Appeals Panel rather than DOPS.

7. Concussion Management

Where an incident involves actual or suspected head contact:

- The offending player will serve any suspension imposed by DOPS.
 - The injured player must follow the medical Return to Play Protocol set out in the IHUK/EIH Concussion Guidelines.
 - An injured player may not resume on-ice activity until they have received written medical clearance.
 - A suspended player may not return until their disciplinary suspension is fully served.
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8. Diversity, Equity and Inclusion

DOPS will not tolerate discriminatory language or behaviour. The use of racist, sexist, ableist, homophobic, or transphobic slurs triggers an immediate provisional suspension pending investigation. If the allegation is upheld, reinstatement is conditional upon satisfactory completion of an Inclusion Workshop or such other rehabilitative measure as DOPS may prescribe. Maliciously false allegations are treated as misconduct and sanctioned accordingly.

9. Evidence and Data Handling

Clubs must supply unedited video covering at least sixty (60) seconds before and after the incident under review. Where minors are identifiable, faces must be blurred before any footage is released publicly.

Personal data is processed in accordance with UK GDPR and the EIH Data Protection Policy.

10. Penalty Points

The allocation of penalty points to players, coaches, and teams, is contained in Appendices D, E & F. Any resulting suspension must be served at the level where the trigger occurred.



11. Suspensions

A suspension shall be served in full in the league where the offence occurred, and the player must also miss one game in every other league or age group for which they are registered.

Fielding a suspended person will result in the forfeiture of the match, a financial penalty, and the suspension of the responsible coach.

A player subject to a tariff 1 suspension is free to play in challenge games. A player subject to a tariff 2 suspension or above is not free to play in challenge games.

12. Appeals

Any suspension may be appealed, with the exception of Tariff 1 suspensions and suspensions triggered by reaching a penalty point threshold.

This process is independent of DOPS. It allows participants to appeal a DOPS decision, not an on-ice decision made by an official.

For further information, [click here](#).

13. Decision Review System (DRS)

All Teams are entitled to submit a DRS in accordance with the procedure set out in Appendix H8 & I5. Each team gets 3 reviews free-of-charge per season. A review is either refuted, upheld, or given no outcome (where the video or circumstances mean that it is not possible for a decision to be fairly made). Clubs may request further reviews beyond their 3. If an additional review is refuted, a £100 fine applies.

Grounds for review:

- NIHL 1, NIHL 2, WNIHL: miscarriage of justice, an uncalled major penalty, or player safety.
- Juniors and U16 Girls: miscarriage of justice only, submitted by the player's club only, and cannot be used to penalise a player.

DOPS reviews footage after the Tuesday deadline (referred to below) and responds within 48 hours via Cognito. The decision is based solely on the video and context submitted. DRS outcomes are final except where the review leads to an additional playing suspension, in which case the suspension may itself be appealed under section 12.

Submission is via Cognito only ([link](#)) — email requests are disregarded.

- Deadline: 11.59pm Tuesday following a Friday/weekend game. For midweek games, 11.59pm two days later (e.g. Wednesday 7pm face-off → deadline Friday 11.59pm).
- Footage: club-recorded only, no fan footage, no full-game footage. Clip the incident with 1 minute either side, via private YouTube link or an easy-download file transfer service (e.g. WeTransfer).

Late video from the home team - the visiting team may request an extension by flagging it to discipline@englandicehockey.com by 11.59pm Tuesday. The review must then be submitted within 24 hours of the video becoming available (upload time will be checked), or by 11.59pm on Thursday. No extension request means that no review will be considered.



14. Publicity, Notification and Communications

No party may publish details of DOPS proceedings without the written consent of all parties and the IHUK CEO (or their designee). Breach of this provision may result in further sanction.

The IHUK Board must be notified in writing of any suspension, resignation, or expulsion arising from a Tariff 4 or Tariff 5 offence. The responsible panel shall supply a summary of the facts, the sanction imposed, and the authority under which it acted.

In addition, any matter presenting a significant safeguarding, reputational, legal, or systemic risk must be notified by exception, irrespective of the tariff applied. Such matters shall be escalated through the Governance & Risk Committee and referred to the Board where the Committee considers this appropriate.

All emails are deemed received twenty-four hours after transmission unless proved otherwise. The sender bears responsibility for addressing emails correctly.

15. Injury Reporting

Any injury sustained during a game must be reported via the official online form within forty-eight hours of the game ending. DOPS will take the severity of injury into account when determining sanction only if a [completed form](#) has been received.

16. Safeguarding and Criminal Accusations

Any report that a child may be at risk must be referred immediately to the IHUK Safeguarding Lead and, where appropriate, to the Local Authority Designated Officer or the police.

DOPS may impose an interim suspension on any individual who is the subject of a criminal investigation or serious safeguarding concern, where continued participation is deemed to present a risk to others or the integrity of the game.

Interim suspensions are precautionary, not disciplinary, and do not imply guilt.

The individual will be notified in writing of the reasons and scope of the suspension.

The suspension remains in place until the conclusion of the criminal or safeguarding process, at which point DOPS will review the matter and determine whether additional sporting sanctions are required.

The period of interim suspension may be credited against any subsequent playing suspension imposed for the same matter.

Individuals indirectly linked to an investigation may be required to undergo a risk assessment before returning to activity.

17. Appendices

- Appendix A - Non-exhaustive list of misconduct offences.
- Appendix B - Indicative sanctions for misconduct.
- Appendix C - Suspension tariffs.
- Appendix D – Penalty points for players.



- Appendix E – Automatic suspensions triggered by accumulated penalty points
- Appendix F - Penalty points for coaches, managers and team officials.
- Appendix G - Supplementary notes on suspension implementation.
- Appendix H - Supplementary discipline process.
- Appendix I - Definitions.
- Appendix J - Discipline Pathway for Players Under 16.
- Appendix K- National League ONLY



Appendix A - Non-exhaustive list of misconduct offences.

1. **Violence, Threats or Intimidation:** Any act or threat of physical aggression—on or off the ice—towards players, coaches, officials, spectators, venue staff or other individuals (including changing rooms, tunnel, warm-up and travel areas).
2. **Abuse of Match Officials or Participants:** Verbal or non-verbal behaviour that is abusive, insulting, intimidating, or offensive toward referees, linespersons, off-ice officials, opponents, team-mates, spectators or other individuals.
3. **Discriminatory Language or Conduct:** Any statement, gesture, or action that demeans or discriminates on the basis of any protected characteristic under the Equality Act, including race, colour, religion, national or ethnic origin, sex, sexual orientation, gender identity or expression, disability or age.
4. **Integrity of Competition:** Attempting to influence the result or any aspect of a match by offering, accepting, or soliciting a bribe or other undue benefit. Betting—directly or indirectly—on any game or competition in which the individual is involved or connected.
5. **Misleading or Obstructing DOPS Processes:** Knowingly providing false or misleading information (e.g., prior disciplinary record or future playing intentions). Comments or conduct—public or private—intended to prejudice, intimidate, or improperly influence ongoing or anticipated DOPS or match-officiating proceedings. Failure, delay, or refusal to cooperate with a DOPS, Appeals Panel, Safeguarding, or anti-doping investigation, including non-production of requested evidence.
6. **Breach of Codes, Policies or Orders:** Violation of any IHUK/EIH or IIHF Code of Conduct (Player, Coach, Manager, Social-Media, Safeguarding, Anti-Doping, etc.). Failure to comply with an order, direction, or sanction issued under the DOPS Rules (e.g., ignoring a suspension or education requirement).
7. **Club / Team Mismanagement:** A Club or Team failing to exercise proper control over its players or associated individuals during travel, at the venue, or on social media. Persistent breaches of the IIHF Rules and the IHUK/EIH Rules by a club's players or staff. Failure or refusal to fulfil a fixture or to submit mandatory documentation (game sheets, video, injury forms) within prescribed timelines.
8. **Anti-Doping & Medical Integrity:** Failure or refusal by a player, club, or staff member to comply fully with any investigation under the IHUK UK Anti-Doping Programme. Failure by a club to inform and educate players about anti-doping obligations or concussion Return-to-Play requirements.
9. **Data Protection & Evidence Handling:** Unauthorised publication or distribution of match footage or personal data, including failure to blur minors' faces before public release. Tampering with, altering, or destroying evidence (video, reports, electronic files) relevant to a DOPS case.

Note: The above list is illustrative, not exhaustive. DOPS retains discretion to treat other conduct as misconduct where it undermines the safety, integrity, or reputation of the game.



Appendix B - Indicative sanctions for misconduct.

The panel may impose any of the following sanctions, individually or in combination, taking account of the seriousness of the offence, any aggravating or mitigating factors, and the age and welfare of the participant.

1. **Caution / Written Warning** – A formal notice that further misconduct will attract a more severe penalty.
2. **Educational Requirement** – Mandatory completion of an approved course (e.g. Respect in Hockey, Inclusion Workshop, Concussion Awareness) within a specified timeframe.
3. **Fine** – A monetary penalty levied on an individual, team, or club; non-payment by the deadline constitutes a further offence.
4. **Playing Suspension** – Exclusion from participation for a stated number of games or a defined period (days or weeks). Applies across all registered levels in accordance with Section 11 of the main policy.
5. **Non-Playing Suspension** – A ban from coaching, officiating, bench duties, game-day administration, or any other hockey activity for a specified period.
6. **Competition Ban** – Removal from a particular competition, tournament, or season.
7. **Expulsion** – Permanent removal of membership, registration, or affiliation with IHUK.
8. **Probation Order** – Part or all of a sanction suspended, conditional on good behaviour for a defined monitoring period.
9. **Restitution / Costs** – Requirement to reimburse financial loss or pay reasonable costs incurred by EIH, an opposing club, or a venue owner.
10. **Club Sanctions** – Measures against a team or club such as penalty points, points deductions, match forfeiture, fixture relocation, spectator restrictions, or full/partial stadium closure.
11. **Combination Sanctions** – Any suitable mix of the above measures to achieve a fair, proportionate outcome and safeguard participants.



Appendix C - Suspension tariffs.

Supersedes all previous tariff tables; to be read with Annex 1, Appendices D–F, and Sections 7, 10 & 11 of the main policy.

C.1 Guiding Principles

Tariff bands provide a starting maximum for first-time offences; panels adjust up / down after considering description, injury, prior record, discrimination, head contact, and other factors.

Mandatory IIHF one-game bans (Boarding, CFB, illegal head check, discriminatory slur, fighting in last 5 min) remain in force but are superseded if the upgraded tariff is higher. This is enforced at all levels the player plays at. For example: receives at NIHL1 on a Saturday but plays at NIHL2 on a Sunday, the mandatory 1 game still applies.

Cross-League Rule – a suspension is served in full in the league of infraction plus one game in every other league/age-group in which the individual is registered (Policy S11).

Any secondary 5+GM offence will trigger the suspended part from a previous offence, even when this is not the same type of offence.

C.2 Tariff Bands- Applies to all leagues.

PHYSICAL INFRACTIONS						
Rule #	Offence	Tariff 1	Tariff 2	Tariff 3	Tariff 4	Tariff 5
41	Boarding	Up to 3	Up to 5	Up to 7	Up to 10	Up to 11+
42	Charging	Up to 2	Up to 4	Up to 6	Up to 8	Up to 10
43	Checking from Behind	Up to 3	Up to 5	Up to 7	Up to 10	Up to 11+
44	Clipping	Up to 2	Up to 4	Up to 6	Up to 8	Up to 10
45	Elbowing	Up to 2	Up to 4	Up to 6	Up to 8	Up to 10
46	Fighting	See Fighting Expanded Below				
47	Head-butting	Up to 4	Up to 8	Up to 12	Up to 16	Up to 20
48	Illegal Check Head/Neck	Up to 4	Up to 8	Up to 12	Up to 16	Up to 20
49	Kicking	Up to 3	Up to 5	Up to 7	Up to 10	Up to 11+
50	Kneeing	Up to 2	Up to 4	Up to 6	Up to 8	Up to 10
51	Roughing	Up to 3 - Only applies to Netminder using blocker glove				
52	Slew-footing	Up to 3	Up to 5	Up to 7	Up to 10	Up to 11+
53	Throwing Equipment	Up to 3	Up to 5	Up to 7	Up to 10	Up to 11+
RESTRAINING INFRACTIONS						
54	Holding	Up to 2	Up to 4	Up to 6	Up to 8	Up to 10
55	Hooking	Up to 2	Up to 4	Up to 6	Up to 8	Up to 10
56	Interference	Up to 2	Up to 4	Up to 6	Up to 8	Up to 10
57	Tripping	Up to 2	Up to 4	Up to 6	Up to 8	Up to 10
STICK INFRACTIONS						
58	Butt-ending	Up to 3	Up to 5	Up to 7	Up to 10	Up to 11+
59	Cross-checking	Up to 3	Up to 5	Up to 7	Up to 10	Up to 11+
60	High-sticking	Up to 3	Up to 5	Up to 7	Up to 10	Up to 11+
61	Slashing	Up to 3	Up to 5	Up to 7	Up to 10	Up to 11+
62	Spearing	Up to 3	Up to 5	Up to 7	Up to 10	Up to 11+
OTHER INFRACTIONS						



70	Leaving players Bench/Penalty box	Up to 1				
75	Unsportsmanlike conduct	Up to 4	Up to 8	Up to 12	Up to 16	Up to 20

Fighting - Expanded					
Willing combatant(s)	Up to 1	Up to 3	Up to 5	Up to 7	Up to 9
Unwilling combatant(s)	Up to 3	Up to 5	Up to 7	Up to 10	Up to 11+
Downed opponent	Up to 3	Up to 5	Up to 7	Up to 10	Up to 11+
Off the playing surface	Up to 6	Up to 8	Up to 10	Up to 12	Up to 13+
3rd Man-in	Up to 1				
Last 5 minutes, OT & or End of game	Mandatory 1 game plus any other penalties				

Unsportsmanlike conduct - Expanded					
Obscene Gesture – towards Player, Official, Off Ice Official, Spectator	Up to 3	Up to 6	Up to 8	Up to 10	Up to 11+
Obscene Gesture linked to discriminatory abuse	Up to 6	Up to 8	Up to 10	Up to 12	Up to 13+
Discriminatory Slur by/with Inappropriate Language rather than with Malicious Intent	Up to 4	Up to 6	Up to 8	Up to 10	Up to 11+
Discriminatory Slur with Malicious Intent.	Up to 6	Up to 8	Up to 10	Up to 12	Up to 13+
Blood Smearing/Spitting at or on an opponent/Official/Off Ice Official or Spectator	Up to 6	Up to 8	Up to 10	Up to 12	Up to 13+
Verbal Abuse towards Player, Official, Off Ice Official – Profane/Obscene/Discriminatory Slur.	Up to 3	Up to 6	Up to 10	Up to 15	Up to 16+
Physical Abuse of Official	Up to 6	Up to 8	Up to 12	Up to 17	Up to 18+
Netminder using Blocker or Catcher	Up to 3	Up to 7	Up to 12	Up to 17	Up to 18+
Refusing to Start or Continue Game	Mandatory 5 games (Coach in Charge)				
Playing Suspended player(s)	Mandatory 3 games (Coach in Charge)				
Playing Improperly or Unregistered player(s)	Team/Club to be awarded an additional 10 Team Penalty Points				



Appendix D – Penalty points for players.

The schedule below sets out the default penalty-point values assigned to each type of in-game sanction. Points accumulate across all leagues and age groups in which the player is registered and are used to trigger the automatic-suspension thresholds listed in Appendix E. The DOPS Committee retains discretion to adjust points where aggravating or mitigating factors apply, or to impose supplementary points following video review.

- Minor penalty- 0 points
 - Two-minute penalty served by the offending player; no carry-over suspension.
- Major penalty- 1 point
- Five-minute penalty, for any penalty other than fighting; no game expulsion.
- Major Fighting penalty- 2 points
- Five-minute penalty, for any penalty other than fighting; no game expulsion.
- Misconduct penalty- 2 points
- Personal 10-minute penalty; player remains eligible to return
- Game misconduct- 4 points
- Immediate expulsion from the remainder of the game.
- 5 + Game misconduct- 5 points
- Five-minute major plus automatic expulsion

Cross-league application

Penalty points are collective across all competitions. A suspension triggered by points must be served in full in the league of infraction (see Section 10).

Note: Persistent offenders or incidents involving head contact, discrimination, or deliberate intent to injure may attract supplementary points or immediate referral to a full DOPS hearing.



Appendix E – Automatic suspensions

The totals below apply to points accrued across all leagues and age groups in which a player is registered (see Section 10 for cross-league application). Suspensions begin with the next eligible fixture once the threshold is reached. There is no appeal against an automatic-point suspension, although DOPS retains discretion to adjust points or impose additional sanctions in exceptional circumstances.

Cumulative Points	Standard sanction
10 points	1-game suspension
15 points	2-game suspension
20 points	3-game suspension
25 points	DOPS hearing convened (player and head coach required to attend); further sanction at panel's discretion

Cross-league enforcement

Penalty points are collective across all competitions. A suspension triggered by points must be served in full in the league of infraction (see Section 10).



Appendix F - Penalty points for staff and bench officials.

This appendix provides the default penalty-point values and automatic consequences that apply to non-playing personnel. Points accrue across all levels at which the individual is registered and are added simultaneously to the team's season total.

Points for In-Game Sanctions

- Game Misconduct – 5 team penalty points *plus* an automatic one-game suspension across all age-groups (DOPS may extend to two games if aggravating factors exist).
- Game Misconduct for racial, discriminatory language, or abuse of an official – 7 team penalty points and an immediate provisional suspension pending a DOPS hearing (minimum two-game ban after review).

Cumulative Suspension Thresholds for Individuals

- 10 points – 1-game suspension.
- 15 points – 2-game suspension.
- 20 points – Mandatory DOPS hearing; further sanction at the panel's discretion.

Team-Penalty Thresholds (Season-to-Date)

- 50 aggregate team points – The **registered Head Coach of record for that team (as declared at the start of the season, or the officially notified replacement)** will be suspended for two games.
- 100 aggregate team points – The **registered Head Coach of record for that team (as declared at the start of the season, or the officially notified replacement)** will be suspended until a DOPS hearing is held and an improvement plan is submitted and approved.

Education and Inclusion Requirements

Where the offence involves discriminatory language or failure to protect player safety, reinstatement is conditional upon completion of an approved Inclusion Workshop or Safety Module.

Cross-Level Enforcement

Any suspension imposed under this appendix can be applied across every league and age-group in which the coach, manager, or official is registered, depending on the seriousness of the offence.

Note: The points and suspensions listed are starting points. DOPS may increase or decrease penalties where aggravating or mitigating factors apply, consistent with Section 11 of the main policy.



Appendix G - Supplementary notes on suspension implementation.

Scope and Purpose

This appendix explains *how* the suspension rules and disciplinary pathways in Sections 6–13 of the DOPS Policy is put into practice during the 2026-27 season. It does not create new powers; it clarifies timelines, decision-making steps, and escalation triggers so that clubs, players, and officials understand exactly what will happen once an incident is reported.

Standard Review Pathway

Step	Responsible Party	Timeline	Outcome
Incident report (game sheet, referee report, Cognito submission, or video flag)	Club, referee, or match supervisor	Within stated post-game deadlines	Incident logged in DOPS case-management system (PPT).
Initial screening	Relevant DOPS Lead	≤ 24 h from receipt	Classify offence; assign provisional points; decide whether further footage or statements are needed.
Routine sanction	DOPS Lead	≤ 48 h from receipt	For <i>standard</i> Game Misconduct or 5 + Game penalties: apply Appendix C tariff and update suspension register (PPT).
Escalation for exceptional cases	DOPS Lead → two additional Committee Members	Triggered when circumstances appear <i>aggravating</i> (e.g. discrimination, head contact, injury) or <i>mitigating</i> beyond normal tariff.	Two-person concurrence required; revised sanction or referral to full three-person panel.
Notification	DOPS Lead	Within 24 h of decision	Written decision emailed to clubs, league, and (if U18) to parent/guardian.
Appeal window	Affected party	7 days	See Section 12 for link.

Where the incident involves potential head injury, discriminatory language, or safeguarding concerns, an immediate provisional suspension may be imposed under Policy Section 8 pending full review.

Provisional Suspensions

- Automatic for discriminatory slurs (Policy Section 8).
- Automatic 5+GM penalties that involve injury or Game Misconduct abuse of officials.
- Discretionary where the DOPS Lead believes continued participation would present an unacceptable safety risk.

Provisional suspensions are reviewed within 72 hours by a three-person panel; they can be lifted, reduced to points, or converted into a full sanction.

Cross-League Enforcement

Consistent with Policy Section 11, any suspension:

- is served in full in the league of infraction; *and*
- requires the player to miss one game in every other league or age-group in which they are registered with.



Coaches, Managers & Team Officials, see Appendix F.

Evidence Collection and Data Integrity

- Where available, clubs must supply unedited video footage (≥ 60 seconds before and after the incident) via secure links.
- All digital evidence received is hash-checked and stored on the encrypted IHUK server for six seasons (Policy S10).
- Face-blurring of minors is mandatory before any public release.

Attempts to Circumvent Procedure

Contacting EIH Board members, league officials, or staff outside the DOPS channel in order to influence a case is misconduct under Appendix A and may lead to any or all:

- Additional penalty points or suspensions for the individual;
- A misconduct charge against the club;
- Reporting of parents/guardians (junior players) to the club for action.

All enquiries must be routed through discipline@englandicehockey.com.

Interaction with the Decision Review System (DRS)

- If a DRS request is pending for the same incident, DOPS will defer its final determination until the DRS footage is reviewed (maximum 48 h after the Tuesday deadline).
- A DRS outcome that results in a suspension > 1 game is itself appealable under Section 12.
- <https://www.cognitoforms.com/EnglishIceHockeyAssociation/DRSVideoReviewRequest>

Match Officials and IHUK Performance Coaches

A referee or IHUK Officials Performance Coach may lodge an incident referral *in addition to* the game sheet. Such referrals follow the same screening and escalation process described in H.2.

Season-End Carry-Over

Suspensions and penalty points not fully served by season's end carry forward into the player's/coach's next registered season and competition.

These notes should be read in conjunction with the full DOPS Rules & Procedures (effective 1 September 2026) and Appendices.



Appendix H - Supplementary discipline process

Applies to all IHUK competitions – Season 2026-27

This appendix explains the step-by-step pathway that follows any major penalty with a Game Misconduct that does not carry an automatic suspension in the IIHF Rule Book. It aligns with the governance, evidence-handling, cross-league enforcement and appeal provisions set out in Sections 4–13 of the main policy and with Appendices C–H.

Trigger & Evidence Collection

1. Incident Trigger – Major + Game Misconduct, or any incident flagged by a referee, IHUK Officials' Performance Coach, club, or DRS submission.
2. Document Upload – Game sheet and referee report must be uploaded by the club within the standard deadlines (Policy S6.2). Unedited video (≥ 60 seconds before/after) must also be supplied where available.
3. Fallback – Where no video is available, the panel will proceed based on written reports, testimony, and any other admissible evidence.
4. Safeguarding Flag – If the report suggests head contact, discriminatory language, or risk to a minor, an immediate provisional suspension is imposed under Policy S9 pending review.

Initial Review (≤ 24 h)

- Conducted by the DOPS Lead responsible for that league.
- DOPS Lead verifies game documentation, checks the Penalty-Point Tracker, and classifies the offence using the Tariff Tables (Appendix C).
- Routine cases (Tariff 1) receive the default suspension/points and are entered in the Tracker; clubs are notified via Cognito.

Escalation Criteria

The case is escalated to a three-person panel (DOPS Lead + two Committee Members) if any of the following apply:

- Tariff 2 or higher penalty-point value.
- Potential error in the on-ice call visible on video.
- Alleged discriminatory language (automatic escalation).
- Serious head contact or intent to injure.

Escalated review is normally completed within 48 h of receipt.

Panel Decision & Notification

- Decision – Panel may uphold, reduce, or increase the default tariff; may add education requirements; or may convene a full oral hearing for exceptional cases.
 - Cross-League Application – Decision specifies how the suspension is served under Policy S11 (full ban in league of infraction + one game at all other registered levels).
 - Written Notice – Issued by the DOPS Co-ordinator to both clubs (and parent/guardian for U16s) within 24 h of the decision.
 - Public Release – No weekly updates will be provided in the public domain unless the seriousness of the incident warrants it. This will be decided by the CEO or their designee.
- Decision Review System (DRS) Interaction**

If a DRS request covering the same incident is pending, the DOPS decision is deferred until the DRS clip is reviewed (max 48 h after the Tuesday deadline).



A DRS outcome that upgrades the infraction to > 1-game suspension triggers full appeal rights under Policy S12.

Appeal Rights

- Penalty Points (Automatic) suspensions (Appendix E thresholds) are not appealable.
- All Tarriff 2 and above may be appealed on the grounds and timelines in Policy S12; the fee is waived for under-16 appellants.
- For further details refer to Section 12.

Anti-Circumvention

Any attempt by a club official, player, or parent to influence a decision by directly contacting an IHUK Board member or staff outside the DOPS channel constitutes misconduct (Appendix A) and may result in additional sanctions for both the individual and club.

Penalty-Point Tracker

The encrypted Tracker records every major, misconduct, and supplemental decision across all IHUK leagues:

- Auto-flags players/coaches reaching Appendix E or F thresholds.
- Generates club-level totals for team-penalty milestones (Appendix F).
- Provides DOPS with a live dashboard for season monitoring.

These procedures ensure disciplinary decisions are transparent, timely, and consistent with the safeguarding, inclusion, and cross-competition principles of the 2026-27 DOPS Rules & Procedures.



Appendix I - Definitions.

Updated to align with the 2026-27 DOPS Rules & Procedures and Appendices A–I

- **Accumulated Penalty Points** – The running total of penalty-point values assigned to a player, coach, or team under Appendices C–F.
- **Appeal** – A formal challenge to a DOPS or Appeals-Panel decision lodged under Section 12.
- **Appeals Panel** – A three-person body, independent of the original panel, appointed by the COO to hear an appeal.
- **Appellant** – The player, coach, club, or other person submitting an appeal.
- **Board** – The Ice Hockey UK (IHUK) Board of Directors.
- **Club** – An organisation affiliated to IHUK that fields one or more teams.
- **Coach** – An individual registered with IHUK to deliver coaching or bench duties.
- **Concussion Guidelines** – The IHUK/EIH Return-to-Play protocol that must be followed after any suspected head injury (Section 8).
- **CPSU** – Child Protection in Sport Unit (NSPCC); provides safeguarding standards referenced in Section 7.
- **Cross-League Suspension** – The requirement for a suspended individual to miss one game in every league or age-group in which they are registered before completing any remaining games solely in the league of infraction (Section 11).
- **Decision Review System (DRS)** – The video-review mechanism described in Section 13 and Appendix I.
- **Discriminatory Language** – Racist, sexist, homophobic, transphobic, or similarly derogatory remarks that breach Section 9.
- **DOPS** – The Department of Player Safety of England Ice Hockey.
- **DOPS Lead** – The designated official who performs the initial review of incidents within a specific league.
- **DOPS Co-ordinator** – The administrator who manages case files, notifications, and the Penalty-Point Tracker.
- **DOPS Committee** – The standing pool of trained panel members authorised to investigate and sanction misconduct.
- **Education Requirement** – A compulsory course (e.g. *Respect-in-Hockey*, Inclusion Workshop, Safety Module) that must be completed as part of a sanction (Appendix B).
- **Game Misconduct Penalty** – Immediate expulsion from the remainder of a game; carries four penalty points (Appendix D).
- **IIHF** – International Ice Hockey Federation, the worldwide governing body for the sport.
- **Inclusion Workshop** – The mandatory rehabilitative session for individuals sanctioned for discriminatory language (Section 9).
- **LADO** – Local Authority Designated Officer; statutory contact for safeguarding cases involving minors.
- **Minor Penalty** – A two-minute penalty; carries no penalty points.
- **Bench Minor Penalty** – A two-minute bench penalty; carries no penalty points.
- **Major Penalty** – A five-minute penalty; carries one penalty point (Appendix D).
- **Misconduct Penalty** – A personal ten-minute penalty; carries two penalty points (Appendix D).
- **Game Misconduct** – A personal twenty-minute penalty; carries four penalty points.
- **5 + Game Misconduct** – Expulsion for dangerous play or abuse of officials; carries five (or more) points and triggers provisional suspension.
- **NIHL** – National Ice Hockey League (England).
- **Penalty-Point Tracker** – The encrypted system that records all major, misconduct, and supplemental penalties across IHUK/EIH leagues.
- **Penalty Points** – Numerical values assigned to penalties, used to trigger automatic suspensions (Appendices D & E).



- **Person** – Any player, coach, official, volunteer, supporter, or individual connected to IHUK/EIH activities.
- **Player** – An individual registered to participate on-ice for a team or club.
- **Player/Coach** – A person registered simultaneously as a player and a coach.
- **Probation Order** – A sanction that is suspended subject to good behaviour for a set monitoring period (Appendix B).
- **Provisional Suspension** – An immediate, temporary suspension pending full investigation (e.g. for discriminatory language or serious head contact).
- **Referee** – An on-ice official with authority to enforce IIHF rules during a match.
- **Referee's Report** – The official post-game incident report submitted by match officials.
- **Risk and Governance Committee** – Sub-committee of the Board that receives the annual Player Safety Report (Section 4.1).
- **Safeguarding Lead** – The IHUK official responsible for child-protection matters.
- **Suspension** – A ban from participating in specified activities for a defined number of games or period.
- **Tariff** – The baseline suspension or points value applied to a specific offence, as set out in Appendix C.
- **Team** – A group of players representing a club in a competition.

Unless otherwise defined above, capitalised terms have the meaning given in the IIHF Rule Book or relevant IHUK/EIH regulations.



Appendix J - Discipline Pathway for Players Under 16.

Principle

The disciplinary approach for players under the age of 16 emphasises behaviour change ahead of exclusion from play. The aim is to develop understanding of the rules, respect for opponents and officials, and long-term safe playing habits.

Progressive Pathway

The sequence of interventions is as follows:

- **First Offence – Official Warning.** Issued by the Department of Player Safety (DOPS) in writing.
 - Language must be age-appropriate and understandable for the player.
 - Warning should explain: the nature of the incident, why it is unsafe, the relevant rule(s), and what behaviour is expected going forward.
 - Parent/guardian and team coach notified.
- **Second or Serious Offence – Suspension.** Suspension length determined by DOPS according to the offence and in line with youth discipline guidelines.
 - Where a reckless act endangers an opponent and results in injury, DOPS may escalate the matter directly to this stage.

Hearings & Parental Involvement

For all youth hearings, the parent or guardian must ordinarily attend, unless the panel determines that attendance would not be in the child's best interests. In such circumstances, DOPS will consult all relevant parties to identify a suitable Club Official to attend the hearing.

Written decisions must be phrased in language appropriate to the child's age and comprehension level.

Timeliness

Wherever practicable, youth cases should be concluded within 14 days of the incident to ensure swift resolution and learning while the incident is still fresh in the mind of all parties.

Record-Keeping & Monitoring

All warnings, education completions, and suspensions must be recorded in the player's DOPS record.

Progressive action resets after 12 months without further incident, unless otherwise directed by DOPS.



Appendix K- National League ONLY

The following provisions apply solely to NIHL National. They supplement the core DOPS Rules & Procedures and take precedence where stated.

Game Review Panel (GRP)

The Game Review Panel is specific to NIHL National and serves as an interface between the teams in competition and DOPS.

GRP automatically reviews various classes of on-ice incidents as soon as game footage has been made available (Refer Appendix C of the NIHL National Rules of Competition). Their role is to assess whether the penalty given during the game was sufficient or if further action is required. GRP will escalate to the DOPS panel for further review where required.

GRP per-incident decisions are communicated privately to teams where needed to allow them to prepare accordingly for their next game, with public press releases following the schedule below.

GRP and DOPS Publication Schedule

- Saturday noon: GRP outcome from mid-week fixtures
- Sunday noon: GRP outcome from Saturday fixtures
- Monday 10pm: DRS request submission deadline from weekend fixtures
- Tuesday noon: GRP outcome from Sunday fixtures
- Thursday noon: DRS outcomes
- Thursday 4pm: DOPS outcomes from GRP or DRS referrals

Pre-Season Fixtures

Suspensions carried over from the previous season are not enforced during pre-season unless otherwise instructed by DOPS

A sanction that terminates on a specific date will render the player unavailable for pre-season, whereas a sanction issued for a specific number of games will not.

All incidents remain subject to GRP review as usual.

Any infraction that calls for a suspension will be enforced for subsequent pre-season and, where necessary, other fixtures.

Both team and player penalty point tallies will be reset to zero for the start of the regular season.

Rationale: avoids inconsistency where clubs play different numbers of pre-season games.

Suspensions vs Penalty Points

Where an infraction leads to a suspension, the player will serve the suspension but will not also receive penalty points.

The team (and therefore its named Head Coach) will receive the relevant team penalty points.

Example: Player called for 5' + GA-MI HI-ST. GRP upholds call and awards 1 game suspension. Player = 1 game suspension, 0 points. Team = 5 penalty points.

NIHL National League Operations will maintain the official Penalty Point Tracker for players and Head Coaches on behalf of their teams.

Clubs should still track their own penalty point posture, consulting with NIHL National League Operations where required.



Repeat Offenders

GRP/DOPS will apply additional sanctions to any player who, in the same season, incurs prior suspensions for the same offence group (as grouped under the IIHF Rule Book and DOPS Tariff Tables in Appendix C).

Three-strikes mechanism (same offence group):

- Second suspension in the same offence group → +1 game (added to the new incident's tariff).
- Third suspension in the same offence group → +3 games.
- Fourth suspension in the same offence group → Indefinite suspension pending a disciplinary review meeting between GRP, DOPS, League, the team's Head Coach, and the player.

Sequencing & appeals

Repeat-offender add-ons are imposed separately from—and consecutive to—the incident's tariff suspension and are not appealable. (Appeal rights for the incident tariff remain as per Policy/Appendices C–I.)

Scope & timing

The repeat-offender counter resets at season end. Pre-season fixtures do not count toward the strike tally. Multiple suspensions arising from a single game count as one strike for repeat-offender tracking.

Consistency

Application uses the IIHF offence groupings and DOPS Tariff Bands (Appendix C) to determine "same offence group."

Example

Game 5: Player suspended 2 games for Illegal Check to the Head/Neck (CHE-HD) (Tariff-1). Strike count in CHE-HD group: 1 (no add-on on first suspension).

Game 12: Player suspended 1 game for CHE-HD (Tariff-1). Second suspension in same offence group → repeat add-on +1 game.

Total to serve now: 1 (incident tariff) +1 (repeat add-on) = 2 games.

Strike count: 2.

Game 21: Player suspended 2 games for CHE-HD (Tariff-1). Third suspension in same offence group → repeat add-on +3 games. Total to serve now: 2 (incident tariff) +3 (repeat add-on) = 5 games.

Strike count: 3.

Game 28: Player receives another CHE-HD suspension. Fourth suspension in same offence group → indefinite suspension pending review (League, DOPS, Head Coach, player).

Incident tariffs follow normal appeal rules. The repeat-offender add-ons (+1, +3, indefinite) are non-appealable.

Cross-League Suspensions

NIHL National will honour suspensions issued by IHUK/EIHL DOPS and other IHUK DOPS bodies.

The suspension is served in full in the league of infraction.



For other levels/age groups in which the player is registered, the default is one (1) game suspension only. Exception: serious offences (e.g. violent conduct, discriminatory language, safeguarding breaches) may attract wider or extended cross-league suspensions at DOPS' discretion.

Reciprocity

Other competitions under the jurisdiction of IHUK (NIHL1, juniors, etc.) will impose the same suspensions imposed by NIHL National.

Note: Implementation outside NIHL National lies with those competitions.

Scope of Penalty Points

NIHL National will only consider penalty points accrued in NIHL National games (including Cup and Play-off fixtures) for players and teams.

Points from other competitions (e.g. NIHL1 South, U18) will not transfer into NIHL National tallies.

Players on two-ways will therefore maintain separate penalty point counts across different leagues.

Transparency

NIHL National will publish:

- The named Head Coach for each club;
- The weekly team penalty point tallies and any resulting team sanctions;
- The weekly player penalty point tallies and any resulting suspensions;
- The outcome of all GRP and DOPS reviews.

Publication will be via the official League website.

Evidence

GRP/DOPS reviews for in-game incidents will be based solely on official game footage, in line with Appendix C of the Rules of Competition and including DRS submissions.

Accountability of Coaches

Persistent failure by a Head Coach to control a team's conduct, or to comply with penalty point rules, will be referred to DOPS for further sanction under Appendix F (Bench Officials).

NIHL National League Operations may impose additional measures where clubs repeatedly breach submission or reporting requirements.

Notes

The provisions in this appendix are aimed at "keeping players playing", while still holding teams and coaches accountable.

The structure ensures that:

- Repeat offenders face escalating sanctions;
- Team discipline is incentivised;
- Cross-league suspensions are applied fairly and proportionately.