



Responses to allegations of manipulation in European handball

The EHF Integrity Program – presentation by Erling Grimstad,
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Recent attention on allegations of manipulations attempts in EHF competitions can result in lack of trust and damage the sport.

1. Manipulation attempts

- Attention from media on manipulation attempts in EHF competitions
- Allegations of possible corruption, fraud and unfairness in EHF competitions
- Complaints from coaches and players of manipulations, corruption and unfairness in handball
- Leading to lack of trust among referees, coaches, players, team leaders and others

2. The risks involved



- Legal risk - response from law & enforcement authorities
- Claims for damages and financial loss
- Lack of sponsor support
- Lack of trust among spectators, players, coaches, team leaders, referees and other stakeholders
- Financial losses
- Bad reputation for all representatives at the management level
- Unfairness in games resulting in wrong decisions and outcome of games

3. The Integrity Program

EHF can not accept unfairness in handball or suspicion of such.

It is unacceptable for representatives of any National Federation or club to offer or give any undue advantages to any referee before, during or after games – or in any way trying to influence the referees.

It is equivalent unacceptable for any referee to ask for or accept, any offer or undue advantages before, during or after games.

EHF has a clear stand against any attempt to manipulate games and will take necessary actions to prevent manipulation.

Any allegation of such will immediately result in an investigation and sanctions according to the EHF rules and regulations, if the investigation gives reason for sanctions.

EHF CODE OF CONDUCT (article 1)

Officials must

- consider loyalty to the game of handball and to the EHF as superior to loyalty to persons or personal interest,
- uphold the bylaws and regulations of the EHF and never be a party to their evasion,
- support their fellow officials and all EHF personnel,
- make no individual promises of any kind likely to interfere with the normal and official workings of the EHF,
- engage in no business with third parties, either directly or indirectly, in a way which is not consistent with EHF duties and principles,
- **report corruption** wherever discovered.

EHF CODE OF CONDUCT (article 2)

EHF officials are not to discriminate in any way by the dispensation of special favours or privileges to anyone whether for remuneration, gifts, favours, special treatment or any other such motivation.

EHF officials are not to accept, either for themselves or their families, **favours or benefits** under circumstances that might be construed as having an influence on the performance of their duties.

EHF officials are to **avoid personal relations** with persons or organisations which may impair, or seem to impair, the impartial fulfilment of their duties.

EHF officials must not, directly or indirectly **accept offers on bribes, kickbacks, or other payments of money or anything of value** respectively retain such information for the purpose of wrongfully giving undue advantages in connection with a match or a match result.

EHF Officials are obliged to **immediately report any observations** in connection with and violations of basic principles of sportsmanlike conduct, fair play or the Code of Conduct at hand to the EHF.

EHF CODE OF CONDUCT

With the signature below the signing EHF official acknowledges that the EHF Code of Conduct and the related penalties for violations are understood and confirmed.

By signing below, I affirm that I have read and agree to abide by the Code of Conduct. I thus honour the letter and spirit of this Agreement.

THE SUBMISSION OF THIS DOCUMENT CONSTITUTES AN INTEGRATED PART OF A VALID REGISTRATION FOR SEASON 2009/2010

EHF Official:

Function/Nation :

Date:

EHF Official's Signature:

The Integrity programme includes

1. Developing the Integrity strategy
2. Compliance program
3. Risk assessments and risk control
4. Dilemma training
5. Investigation of possible manipulations attempts
6. Ethical hotline and whistleblower protection
7. Communication and reporting findings and results

4. Whistleblower protection

As an EHF Official you are obliged to report any observations in connection with and violations of basic principles of sportsmanlike conduct, fair play or the EHF Code of Conduct.

You should submit your report according to the EHF guidelines (guidelines and EHF Integrity hotline to be set up by EHF).

EHF will strive to protect any person who has submitted a report of censurable conditions.

5. Ethics

How do you navigate when it comes to questions of ethics and moral?

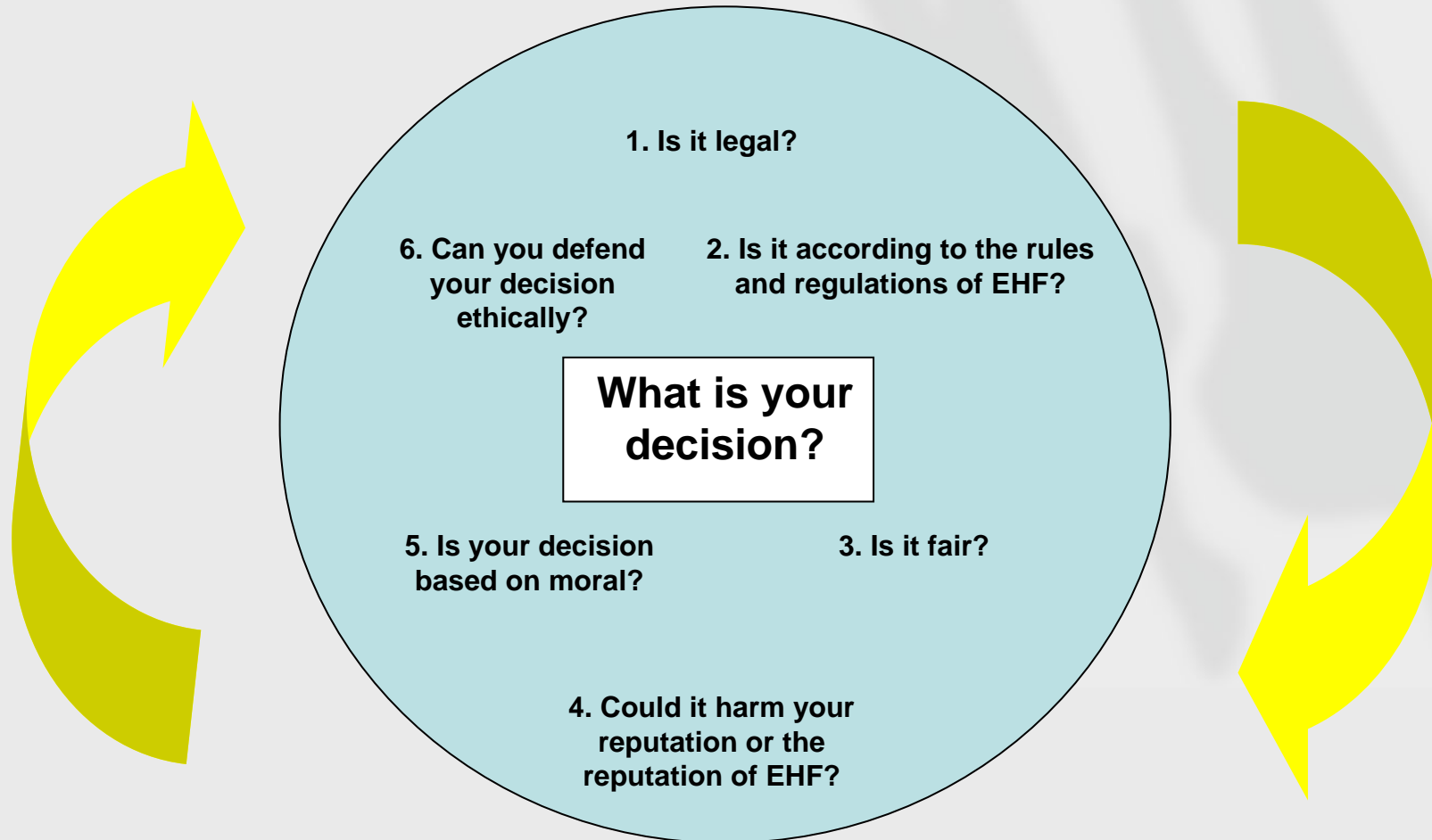
What is your decision based on?

- Duty?
- Consequences?
- Benefits?

Basic ethical principles:

- **Parity principle** (equal cases to be handled equally)
- **Publicity principle** (everything you do should stand public scrutiny)

How to navigate in ethical questions?



6. Dilemmas



1. Please write down at least 3 different dilemmas you can identify in your function as a referee – before – during and after games
2. Discuss with the person next to you - why you find this to be dilemmas
3. Discuss with the person next to you - how to solve the dilemmas and the reasons for your decision!

Some dilemmas to discuss

- What is fair level of expenses/charges/costs for your travel and stay in connection with games where you are referee?
- What do you find to be fair to receive as a gift before, under or after games?
- Is it fair to bring your family members to the game if their expenses for travelling and stay are paid by the home club?
- What is fair to receive as entertainment from the home club?

7. How can referees influence the result of the game?

During a game referees may make several decisions that can influence the result, for example decisions on:

- the practising of offensive fouls, perhaps particularly applied in penalty situations
- the practising of the rules for pushing an opponent
- assessment of when a player is put off balance by an opponent
- perception of what is a clear chance of scoring

7. How can referees influence the result of the game? (cont)

- the practising of the rule for passive play
- the practising of the limit for (un)acceptable holding
- stopping the clock in the event of a break in the game (particularly important if a team is under pressure towards the end of a match)
- progressive reaction
- the referee's wish to "repair" previous fouls in a decision against one of the teams
- tolerance for incorrect player movement in attack or defence
- the assessment of a player as faking an injury or a foul

8. Relevant legislation

Article 7 – Active bribery in the private sector

Each Party shall adopt such legislative and other measures as may be necessary to establish as criminal offences under its domestic law, when committed intentionally in the course of business activity, the promising, offering or giving, directly or indirectly, of any undue advantage to any persons who direct or work for, in any capacity, private sector entities, for themselves or for anyone else, for them to act, or refrain from acting, in breach of their duties.

Relevant legislation continues...

Article 8 – Passive bribery in the private sector

Each Party shall adopt such legislative and other measures as may be necessary to establish as criminal offences under its domestic law, when committed intentionally, in the course of business activity, the request or receipt, directly or indirectly, by any persons who direct or work for, in any capacity, private sector entities, of any undue advantage or the promise thereof for themselves or for anyone else, or the acceptance of an offer or a promise of such an advantage, to act or refrain from acting in breach of their duties.

Thanks for your attention!

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