

EHF CODE OF CONDUCT AGREEMENT

PERSONS INVOLVED IN EHF EVENTS

PERSONS ON DUTY FOR THE EHF

PERSONS BEING IN WHATEVER WAY RELATED TO THE EHF

The present code of conduct is meant to provide guidelines for all those acting for or under the EHF. It must however be remembered that directions or advice will (and should) not supersede common sense and good manners.

It is the obligation of all persons being involved in EHF events, on duty for the EHF or being related in any other way to the EHF to act impartially. This includes the obligation to show integrity, fairness, objectivity and precision in every action or situation connected to handball.

Each task, every responsibility as well as any official assignment is to be treated professionally. The high level of authority and autonomy granted to persons related to the EHF in the course of their duties demands an equally high level of commitment and expertise on their part. The high level of responsibility characterizing official duties imposes an equally high ethical standard for the persons involved. The respect of this high standard will be reflected in the appreciation and judgement passed on the EHF and its persons by others. This high professional standard is to be voluntarily observed by all those acting on behalf of the EHF.

The EHF has adopted this code of conduct and expects all its functionaries, its personnel and all further persons in various functions and responsibilities to respect its principles. By so doing, the EHF acknowledges the need to preserve and encourage the confidence that exists at present in the professionalism of all persons involved. This confidence must be fostered within the community by all parties involved as well as the global world of handball.

The EHF believes that the quality and integrity of the treatment of tasks, the achievement of results as well as of any official assignment rests on the integrity and personal moral level of its persons respectively officials in charge. This integrity and ethical behaviour constitute the basis of the future development of handball in Europe. Through educational programmes and other appropriate means, the EHF will encourage the understanding, acceptance and implementation of the following articles.

ARTICLE 1

Persons being in charge of or related to the EHF must be free of any obligation other than the impartial and fair judgement of the subject to be handled or the events/activities to be taken care of. Decisions based on personal bias or the fulfilment of any obligation outside those connected to the applicable conditions/regulations, the game of handball and loyalty towards the EHF are unacceptable.

Persons being in charge of or related to the EHF must

- consider loyalty to their tasks and responsibilities as well as 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 persons being in charge of or related to the EHF,
- 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 and undue conduct whenever and wherever discovered.

ARTICLE 2

Persons being in charge of or related to the EHF 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.

Persons being in charge of or related to the EHF 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.

Persons being in charge of or related to the EHF are to avoid personal relations with persons or organisations which may impair, or seem to impair, the impartial fulfilment of their duties.

Persons being in charge of or related to the EHF 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.

Persons being in charge of or related to the EHF 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.

ARTICLE 3

Persons being in charge of or related to the EHF are bound to secrecy concerning internal EHF matters.

Persons being in charge of or related to the EHF are to act in a way which is creditable to the EHF and which mirrors the importance of their functions.

Concerning this point, Persons being in charge of or related to the EHF will refrain from

- making statements likely to damage the image of handball and/or the EHF,
- act in a way likely to damage the image of handball and/or the EHF.

In any personal communication involving Persons being in charge of or related to the EHF in any task or responsibility respectively during official EHF activities or outside official EHF activities the rules of courtesy shall apply. Personal communication in no case shall be used to

- spread gossip on subjects or persons,
- involve others in action clearly aimed against the obvious interests of the EHF,
- collect information intended to be communicated to the media or made use of in any way clearly detrimental to the EHF, its member federations, officials, partners and other persons being in charge of or related to the EHF.

ARTICLE 4

Persons being in charge of or related to the EHF shall not consume alcohol, tobacco or similar substances in an inappropriate way. This means

- consuming alcohol, tobacco or similar substances in excess,
- consuming alcohol, tobacco or similar substances in public places at the arena,
- consuming alcohol, tobacco or similar substances directly before or after official activities and assignments.

ARTICLE 5

Verbal abuse, physical violence, racism, sexual harassment, etc. constitute behaviours that will not be tolerated on the part of anyone connected with the EHF.

Tolerance as well as fair and equal treatment of all parties involved shall be the basis for any one acting on behalf of the EHF.

ARTICLE 6

It is the duty of persons being in charge of or related to the EHF to protect the interests of the EHF, its National federations, clubs, players, teams officials, EHF functionaries/Personnel/officials, administrators, TV and media representatives, the representatives of partners and partner companies, fans, etc. from inappropriate conduct. They shall endeavour to promote appropriate conduct and attitudes on the part of all those involved in daily business, decision making process, sport events as well as any other activities.

ARTICLE 7

Persons being in charge of or related to the EHF have a duty to permanently seek self-improvement through the continuous further education, permanent practice, regular physical activities, study of the game, rules, tactical and technical developments of handball. This also applies to the mastery of an EHF language particularly English.

Persons being in charge of or related to the EHF have a duty to accurately state their qualifications and abilities when applying for or accepting official responsibilities or assignments.

ARTICLE 8

Persons being in charge of or related to the EHF have an obligation to treat other protagonists/officials/persons being in charge of or related to the EHF with professional dignity and courtesy and to refrain from publicly criticizing other persons being in charge of or related to the EHF.

Persons being in charge of or related to the EHF shall not take up or accept any bets relating to their activities/ assignments or have others do so on their behalf.

ARTICLE 9

Persons being in charge of or related to the EHF shall not be party to actions that are designed to unfairly limit or block access to officiate applications, officiating assignments or association membership. This includes selection for positions based upon economic factors, race, creed, colour, age, sex, sexual orientations, handicap, country or national origin.

ARTICLE 10

Violations of this code of conduct agreement including the violation of the obligation of correct reporting on any occurrences and observations in connection with corruption or undue influence as well as comparable actions against basic principles of fairness and sport can result in a suspension and other punishments against the EHF official concerned for future international competitions in accordance with the applicable EHF statutes and regulations.

EHF RULES OF CONDUCT

1. Every person being in charge of or related to the EHF shall obey the following rules of conduct:
 - Persons being in charge of or related to the EHF shall wear the outfit specifically supplied.
 - Persons being in charge of or related to the EHF must refrain from taking any substance likely to impair his/her mental and/or physical performance.
 - The conduct, speech and actions of persons being in charge of or related to the EHF in course of their duties or en route to and from a competition/activity shall be above reproach and shall always be characterized by sportsmanship, courtesy and self-control.
 - For official activities, the persons being in charge of or related to the EHF shall arrive at the venue early enough to have time to prepare the infrastructure, inspect facilities and equipment, discuss local arrangements, instruct local

officials, and exchange any useful information with the various parties involved.

- No Persons being in charge of or related to the EHF shall publicly criticize the EHF, its officials, its partners, individual associations or other person being in charge of or related to the EHF.
 - Persons being in charge of or related to the EHF shall not refuse an assignment in order to accept one in another field of handball.
 - Persons being in charge of or related to the EHF shall seek to possess and demonstrate a comprehensive knowledge in their area of competence, understanding of the letter and the intent of the playing rules and the purpose of his/her mission.
 - Persons being in charge of or related to the EHF shall make sure that protocols, records and reports are free of any external interference and shall show the utmost vigilance concerning the possibility of falsification.
 - No persons being in charge of or related to the EHF shall engage in conversation about internal information, privacy of other persons, secrets or a specific officiating assignment.
2. Every person being in charge of or related to the EHF must avoid any action, whether or not specifically prohibited by these rules, which might result in or create the appearance of a violation on their part. Particularly he/she will refrain from
- Using the EHF for personal gain,
 - Giving preferential treatment to anyone,
 - Partly losing independence or impartiality,
 - Communicating confidential internal information,
 - Anticipating EHF decisions,
 - Appearing to make decisions on behalf of the EHF,
 - Negatively affecting the confidence of the public in the integrity of the EHF,
 - Accepting inappropriate or excessive gifts or favours from any person seeking business with the EHF, its member federations or its partners and associates,
 - Grossly misbehaving even outside his/her EHF assignments.
3. All persons holding an official position within the EHF will make sure at all times that no confusion can occur concerning their status. In particular, it is highly advisable for Persons being in charge of or related to the EHF to refrain from participating in official occasions in two different capacities (unless requested or allowed to do so by the EHF). Similarly all invitations concerning Persons being in charge of or related to the EHF as such must be addressed to the office in Vienna; no invitation can be directly accepted by any office holder on the basis of private communication with the inviting party (personal invitations based on friendships outside the EHF not interfering with any EHF task excluded).

Declaration:

The undersigning person being in charge of or related to the EHF confirms that he/she will involve and participate in all kind of tasks and responsibilities as well as competitions, activities and events in a correct, fair and sportsmanlike way and that

he/she will guarantees not to influence any action/competitions/match and any persons involved in an undue way or try to manipulate any decisions or results. This includes undue influence, accepting gifts and presents, trial and acceptance of offers for manipulation and/or respective attempts in connection with the perspective of certain betting or lottery achievements.

With the signature below the signing person 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 ANY ENGAGEMENT, TASK OR DUTY ON BEHALF OF THE EHF.

Name/Person: _____ **Function/Nation:** _____

Date:

Signature:

7 October 2009/jb/mf

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