

**CODE OF CONDUCT FOR CLUB TEAMS
PARTICIPATING IN EHF CLUB
COMPETITIONS**

March 2019

Introduction

Any person or National Association involved in any EHF hockey competition must agree to comply with all EHF Statutes, Rules of Hockey and Tournament Regulations, and the rules and directives of this Code of Conduct.

This Code of Conduct is applicable for participants at any organised or approved EHF Club tournaments (indoor or outdoor), including Euro Hockey League. For Nations tournaments, please refer to the **FIH Code of Conduct**.

A. Participants

Participants shall be considered as:

- All team members and officials including players, team management, coach and coaching staff, video operators, medical staff, technical support staff and any other duly appointed representatives of the participating teams or their National Association.
- All EHF and FIH tournament officials including the FIH Representative, EHF Representative, Technical Delegate (TD), Technical Officers, Umpires' Managers, Medical Officers, Media Officers, Judges and Umpires, and any other ad hoc officials appointed by the EHF, the host National Association or the organising committee.
- The host National Association representatives and all members of the organising committee.

B. Scope

- The code is established to create awareness of, and accountability for, the promotion, administration, coaching and playing of the game of hockey amongst the participants of the above-mentioned events.
- All participants are responsible for their own behaviour and conduct, and as such, are accountable. They must abide by the EHF Statutes, the Rules of Hockey, EHF Tournament Regulations, FIH Anti-Doping Policy, and the rules and directives of the Code of Conduct as set out below.
- All Participants are automatically bound by and required to comply with all of the provisions of the Code of Conduct. Accordingly, by their participation in a Match or an International Club Event, such Participant shall be deemed to have agreed that it is their personal responsibility to familiarise themselves with all of the requirements of the Code of Conduct.
- The National Association of each participating team is responsible for informing and educating Participants about the Code of Conduct. National Associations shall share liability with Participants should breaches of the Code of Conduct occur.
- All Participants are bound by the Code of Conduct at all times and shall continue to be bound by, and required to comply with, the Code of Conduct until they have not participated in an International Club Event during the Applicability Period, which is defined as being 3 months after the last International Club Event that a Participant has taken part in.
- Complaints in relation to either misconduct or breaches of any of the above mentioned rules and regulations, shall in the first instance be dealt with by the TD during the competition, or if not possible, and after the competition, by the EHF Director General, who in turn may refer and involve others in the process.

C. Behaviour

- All participants are therefore subject to the jurisdiction of the EHF (see EHF Statutes). The EHF is committed to maintaining the highest standards of behaviour and conduct of those subject to this jurisdiction. In pursuance of these standards, all participants shall also observe the following rules and directives:
 1. Participants shall at all times conduct themselves fairly and properly on the field of play and any part of the hockey venue/accommodation. No person may conduct him/herself in a manner or commit any act or omission which may prejudice the interest of hockey or which may bring the game of hockey into disrepute.
 2. Without prejudice to the generality of the foregoing, the following shall be regarded as conduct which is improper, unfair, and unacceptable:
 - (a) Verbal/physical abuse or hostility towards any other participant, person or any other member of the public.
 - (b) Disputing, protesting and/or reacting in a provocative or disapproving manner in an inappropriate way toward any decision made by an umpire or official.
 - (c) Feigning injury and/or over-reacting to an alleged breach or decision.
 - (d) Charging or advancing towards an umpire or technical official in an aggressive manner when appealing.
 - (e) Using rude or abusive language or hand signals.
 - (f) Abuse of hockey equipment or clothing, venue equipment or fixtures and fittings.
 - (g) Failure to comply with any directives in respect of team dress protocols for medal presentation ceremonies.
 - (h) Any hostility, verbal or physical abuse towards an accredited Anti-Doping Control Test Officer.
 - (i) Any act that appears to, or is intended to, influence any participant or which may affect any decision, the outcome of any match, or the tournament result (e.g. an inducement in the form of money or gift).
 - (j) Public criticism of, or inappropriate public comment and Breach of the EHF Media Policy.

D. Mixed Zone

- It is compulsory for a team coach and all players to walk through the Mixed Zone, where required.

E. Public Statements

- Public statements must be fair, constructive, appropriate and reasonable and must not involve a personal attack on another player, umpire, appointed official or administrator.
- The EHF recognises that fair and reasonable comments on the game in general are essentially in the interests of everyone. However, it further recognises that in the interest of maintaining the generally excellent relations that currently exist between players, umpires and officials, it is necessary to ensure that any such comment and criticism be constructive. Any public

statement therefore by a participant shall not comprise a personal attack upon any similar participant who, like him/herself, is also subject to the jurisdiction of the EHF.

- The EHF defines a public statement as follows:

Any statement in which the whole, part or essence, is made in a public forum. Such a statement may be made in a newspaper, magazine, periodical or online (website, E-mail, social media, etc.) or other means through the medium of television, radio or in any other manner whatsoever, regardless of the circumstances in which the statement was made.

F. Anti-Doping

- Each player and team staff member shall comply with the FIH Anti-Doping Rules and they shall not direct any verbal or physical abuse or hostility towards Anti-Doping Control Test Officials. Any possession of dope-related drugs or drugs on the list of prohibited substances as mentioned in the FIH Anti-Doping Rules and/or the WADA List of Prohibited Methods and Prohibited Substances, or the commission of any criminal offence relating to drugs, shall be handled in accordance with the FIH Anti-Doping Rules currently in force.
- No player, coaching staff, management team member or any support staff who are currently serving any active sanction/punishment for a positive drug test shall be permitted to be involved in this tournament.

G. Gaming and Betting

- Participants shall not participate in, or be in any way involved with any form of betting or gaming activities, including online betting or gaming activities, related to the event in which they are participants.

H. Process

- In the event of an alleged breach of the EHF Code of Conduct (Clubs), the TD, or person with the appropriate delegated authority, will determine if there is to be a hearing. The hearing will be conducted in accordance with the guidelines contained on the following pages of this document.

Code of Conduct - Guidelines of Offences and Penalties

Guidance for TDs, Team Managers and Players

Level 1

The penalty for a Level 1 Offence shall be an official reprimand or a suspension of the individual for a minimum of one match with or without an official reprimand.

Examples of behaviour which may result in a Level 1 penalty are as follows:

- Using language or gesture(s) that is obscene, offensive or of an insulting nature.
NB This includes: (i) excessively audible or repetitious swearing; and (ii) obscene gestures which are not directed at another person, such as swearing in frustration at one's own poor play or misfortune.
- Showing dissent at an Umpire's decision.
NB Dissent will include disputing / protesting, reacting in a provocative or disapproving manner in an inappropriate way towards any decision made by an Umpire or other official. This may include arguing or entering into a prolonged discussion with an Umpire or a Technical Official about the decision.
- Charging or advancing towards an Umpire or technical official in an aggressive manner during an International Club Event.
- Excessive appealing of an Umpire's, Video Umpire's or Technical Official's decision, or crowding an Umpire or Technical Official.
NB Excessive shall include repeated appealing of the same decision / appeal.
- Throwing a stick or ball (or any other object or item of equipment) at or near another Participant or any other person in an inappropriate and / or dangerous manner.
- Deliberate, reckless or careless physical contact between players in the course of play.
NB Without limitation, Participants will breach this article if they deliberately, recklessly or carelessly push, walk or run into another Participant.
- Feigning injury and / or overreacting to alleged physical contact from another player.
NB Without limitation, Participants will breach this article if they deliberately fake an injury in order to penalize another Participant whom it is alleged committed a foul against him/her.
- Abuse of hockey equipment or clothing, venue equipment or fixtures and fittings.
NB This includes any action(s) outside the course of normal hockey actions, such as hitting or kicking the goal posts and any action(s) which intentionally or negligently results in damage to the team benches, advertising boards, dressing room doors, mirrors, windows and other fixtures and fittings.
- Breach of the Uniform Advertising Policy or Team Dress Protocol.
- Breach of the Media Policy.
NB One of the core objectives of the Media Policy is to ensure compliance with all contractual obligations. This includes failure by a Participant to participate in a press conference when requested to do so.
- Public criticism of, or inappropriate public comment in relation to, an incident occurring in an International Match, or of any Participant or team participating in any International Match, or of the EHF in general, irrespective of when such criticism or inappropriate comment is made.
- Where the facts of the alleged incident are not adequately or clearly covered by any of the above offences, conduct that either is contrary to the spirit of the game or brings the game into disrepute.

Level 2

The penalty for a Level 2 offence shall be a suspension of the individual for a minimum of two matches.

Examples of behaviour which may result in a Level 2 penalty are as follows:

- Using language or gesture(s) that is seriously obscene, seriously offensive or have a seriously insulting nature to another Participant or any other third person.
NB It is acknowledged that there will be verbal exchanges between Players in the course of play. Rather than seeking to eliminate these exchanges entirely, Umpires or technical officials will be required to report such conduct that falls below an acceptable standard.
- Serious public criticism of, or inappropriate public comment in relation to, an incident occurring in an International Match, or of any Participant or team participating in any International Match, or of the EHF in general, irrespective of when such criticism or inappropriate comment is made.
- Any attempt to manipulate any Match or International Club Event for inappropriate strategic or tactical reasons.
NB This is intended to prevent the manipulation of Matches for inappropriate strategic or tactical reasons (such as when a team deliberately loses a pool Match in an International Club Event in order to affect the standings of other teams in that event). It is not intended to cover any corrupt or fraudulent acts (including any use of inside information and / or related betting activity). Such conduct is prohibited under the FIH Integrity Code and the Olympic Movement Code on the Prevention of the Manipulation of Competitions and must be dealt with according to the procedures set out therein.
- Intimidation of an Umpire or other third person whether by language or conduct (including gestures) during an International Match.
NB Includes appealing in an aggressive or threatening manner.
- Threat of assault or physical assault (without injury) on a Participant or any other third person.
NB This offence is not intended to cover threats of assault, which are prohibited under Level 3 offences.
- Where the facts of the alleged incident are not adequately or clearly covered by any of the above offences, conduct that is either contrary to the spirit of the game or brings the game into disrepute.

Level 3

The penalty for a Level 3 offence shall be a suspension of the individual for a minimum of five matches.

Examples of behaviour which may result in a Level 3 penalty are as follows:

- Threat of assault or physical assault (without injury) on an Umpire or technical official.
- Physical assault of another Participant or any other person (including a spectator).
- Any act of violence on or off the field of play during an International Club Event.
- Where the facts of the alleged incident are not adequately or clearly covered by any of the above offences, conduct that is either contrary to the spirit of the game, or brings the game into disrepute.

Code of Conduct - Guidelines on Hearings

Guidance for TDs on the process for hearings and determination of reported offences

1. The Report

All reports of alleged breaches of the EHF Code of Conduct (Clubs) shall be made to the TD, or initiated by the TD in his/her own right.

The TD is to determine if an offence has been committed and the level of the offence.

A report can be received by the TD from any person but, if received later than 24 hours after the occurrence of the conduct said to constitute the alleged offence, the TD must exercise discretion to accept such a report.

2. Principles of Natural Justice

Principles of natural justice apply in the following way:

The TD will advise the Team Manager of:

- (i) The fact of the report of an offence.
- (ii) The identity of the participant.
- (iii) The level of the offence.
- (iv) The time and place of the hearing.
- (v) Details of the conduct and the mode of proof of it.
- (vi) If the report was received later than 24 hours after the occurrence of the alleged breach said to constitute the offence, the TD must state the reasons for the exercise of the discretion to accept the report. No appeal from the exercise of that discretion is available.

3. The Hearing

The TD must chair the meeting (subject to delegation for reason of conflict of interest).

The hearing must be attended by the person who is the subject of the report and one representative if they desire (in addition, the person who is the subject of the charge may be assisted by an interpreter).

The TD must outline the evidence relied on to support the report including showing any video footage.

The team member is to be asked for his/her response to the report - i.e. does he/she accept the offence alleged or not. The team member must be permitted to present material as to either or both of the fact of the offence or the penalty.

Should the person who is the subject of the report fail to attend the hearing, the hearing shall take place in the absence of that person and the fact of the failure to attend shall be taken into account in the determination of the appropriate penalty in the event that an offence is found to have been committed.

4. The Decision

The decision will be made in writing and read to the person who is the subject of the charge by the TD (through an interpreter if necessary). It should deal (at least) with the following matters:

- (i) Whether or not the team member accepts the breach of the code of conduct.
- (ii) If the team member does not accept the breach, a finding as to whether a breach has occurred and why.

Should it be found (or agreed) that an offence has been committed either the minimum penalty is imposed or, if a greater penalty, then details of:

- (iii) The disciplinary history of the team member.
- (iv) The attitude of the team member at the hearing.
- (v) Any penalty already incurred, e.g. if a card was given during the game the length of time of any suspension served under that card.
- (vi) Comment on the seriousness of the offence by comparison with other offences within that level.

5. Clear definition of the penalty

- (i) The number of matches for which the team member is suspended.
- (ii) The date of commencement of the suspension.
- (iii) The match or matches to which the suspension shall apply must be specified (e.g. EHF club events (indoor and/or outdoor), any match played by the subject's Club, etc).
- (iv) Any terms of the penalty in addition to suspension, for example referral to a higher authority such as EHF Disciplinary Commissioner or EHF Executive Board.