

ENGLAND HANDBALL ASSOCIATION



RULES AND REGULATIONS

SUPER 8 (MEN & WOMEN)

CHAMPIONSHIP (MEN)

REGIONAL LEAGUES (MEN & WOMEN)

August 2016

Introduction:

Herein are the rules governing England Handball Leagues for season 2016-2017. Please note that the following rules or appendices have been amended for clarification or updated since those issued for season 2015-16:

Rule 9,

Rule 12,

Rule 19,

Rule 22,

Rule 74,

Rule 75,

Rule 77,

Rule 88,

Rule 103,

Rule 108

Appendix A, B, C, D, E and G

All club personnel are encouraged to take particular note of these amendments and additions as they familiarize themselves with the rules and regulations for the coming season.

Administration of the Rules:

1. The England Handball Association (EHA) is the governing body of handball in England and shall be the final arbiter in any question that might arise through the administration of these rules and regulations.
2. The ultimate responsibility for ensuring adherence to any regulations shall lie with the EHA Board who shall, in the first instance, delegate such authority to the appropriate committee and/or to the appropriate sub-committee.
3. The EHA Board has delegated relevant authority to the Competitions & Events Group (C&EG), which is responsible for working with the EHA professional staff to coordinate effective management and operational delivery in respect of the planning and running of the national and regional league structures. All EHA approved competitions shall be governed by this committee, which shall:
 - a. set and, as necessary, revise the rules of such leagues and competitions, with relevant reference to the Rules of Handball set out by the European Handball Federation and/or the International Handball Federation;
 - b. set fixtures relating to such leagues and competitions; a list of C&EG members should be accessible in the public domain as well as minutes of the C&EG meetings.
4. The EHA Board has delegated relevant authority to the Competitions Disciplinary Committee (CDC), which is responsible for:
 - a. ensuring compliance with any Rules & Regulations for Leagues and/or Competitions set up under the jurisdiction of the EHA; and
 - b. progressing action against clubs, players, coaches and officials that breach those rules. A list of CDC members should be accessible in the public domain as well as rulings of the CDC meetings.

Membership and Competition:

5. There shall be found elsewhere regulations governing the EHA and these shall be in the form of Memorandum and Articles of Association (M&A).
6. EHA membership is open to all clubs, schools and organisations who subscribe to the M&A of the EHA. These clubs, school and organisations shall be deemed to have agreed to abide by the rules and regulations of the EHA, its code of ethics and behaviour (see Appendix G), and also doping regulations wherever they may be found. (Note: any club, school or organisation which is deemed to be a member of the EHA shall hereafter be referred to as a "club".)
7. Such membership is obtained upon payment of the membership fee currently in force and upon completion of the registration process. The M&A provide provision for the EHA to refuse an application for membership without explanation.
8. As stated in the membership conditions, all registered clubs, players, coaches and officials etc. shall be insured through those policies officially provided by the EHA. Teams playing in approved EHA competitions shall be affiliated to the EHA in the prescribed manner together with their players, coaches and officials. Such teams shall be eligible to participate, at the appropriate level, in EHA approved competitions.
9. The S8L (for men and women) shall be made up of eight clubs and shall operate a promotion and relegation system.

The Men Championship Leagues (North & South) shall each be made up of 6 teams.

The makeup of other leagues below S8 and Championship shall be notified prior to the beginning of each season.

No club is allowed to have two teams participating in the S8L or championship. If a club which has a team participating in one of the other EHA Leagues already has a team in the S8L or Championship, the former team cannot be promoted.

10. Clubs shall complete the appropriate registration process and pay the specified fees by the stated deadline. Clubs participating in leagues shall also be liable to a bond to cover any costs associated with failure to attend matches or the payment of referees'/officials' fees.
11. All clubs must have a bank account either in the club's name or administered through an appropriate organisation (e.g. a Students' Union). It is not permitted for a club to run its finances through the personal bank account of any of its members. In particular, each club shall, in addition to the above:
 - a. be properly constituted (with a copy of the constitution lodged with the EHA);
 - b. have four principal officers (Chair, Secretary, Treasurer and Welfare Officer);
 - c. have a minimum of 16 registered playing members (14 for RDL teams);
 - d. if the four principal officers are not playing members, they must register separately.
12. All club officials shall register in the full knowledge that they are indeed accepting the role of guarantors on behalf of the club in respect of honouring financial commitment and, if requested by the EHA, the payment of debts whatsoever owed to EHA by the club, its players, coaches or officials. Where such debts are to be recovered, the club shall be held liable for the recovery. Where the payment has not been received within the prescribed 14 day timescale, the club shall be deemed to have defaulted and shall be suspended from their leagues until such time that the debt has been paid. Clubs entering European Cup competitions should take particular note of their financial obligations and liabilities. The EHA will NOT accept financial penalties imposed by the European Handball Federation as a result of default or any other issues from English clubs.

Registration of Players:

13. Each individual person participating in EHA approved competition must be registered as a player with the EHA. (Note: This regulation shall also apply to any coach or official for whom the intention is to be placed in the substitution area during the playing of a match.) It is the responsibility of each club to ensure conformity of this regulation. It is an offence for a club to be in breach of this rule. The EHA will make available to each club a list of registered players and officials.
14. Players shall be eligible to participate in the leagues once they have reached their 16th birthday.
15. Players shall register for a club for a period of one season. (Note: Any player who might be contracted to a club for a longer period, whether for payment or otherwise, shall be bound to such contract until expiry to play only for that club to which he/she is contracted or until such time, by mutual agreement, where he/she might be released from the contract. The club to which any player is contracted is entitled to request and receive a reasonable fee from the club wishing to take up the contracted player's registration before the expiry of their current contract. Players issued with a contract shall be bound by the rules of the EHF and IHF concerning contracted players.)

16. It is the responsibility of each club to ensure conformity to the registration regulations. It is an offence for a club to be in breach of this rule.
17. Refer to articles 76-79 regarding ineligible players.
18. A person identified as a player on the official score sheet cannot be at the same time a team official in the same league.

Double Registration of a Player

19. Clubs with more than one team shall designate teams 1, 2, 3 etc., in order of playing strength. Team 1 being the highest designated team.
 - a. Clubs in the S8 and Championship Leagues with more than 1 team will be permitted to use players from their list to play in either team up until 31st December. However, from the 1st January in any season, the club must provide a list of ten S8 and Championship only players who may NOT play in the 2nd.
 - b. Should a S8 or Championship club operate a third team or more a list of sixteen S8 / Championship players must be provided who may not be eligible to play in these additional teams.
 - c. For any clubs entering 2 or more teams into a regional league clubs shall clearly indicate their strongest members expected to play in each team. A list of seven nominated players shall be barred from playing in a lower designated team. Players from a lower designated team may play up however on the third time of this happening the players become locked to the top team.
20. Players who register with an U18 team which belongs to a club with no senior team may also register with a senior team from another club, provided that club does not have a junior team of its own. Where this situation occurs, the EHA requires the two clubs involved to meet, together with the player, to agree on how the player's participation will be managed in the event of a clash of fixtures between the two teams. In the event of the parties involved being unable to reach an agreement, they can request the involvement of the EHA to provide advice, guidance and, if required, a final decision.
21. Where a club has 2 matches within a 24 hour period, all players may participate in both matches. However, clubs are cautioned to be aware of using players aged under 18 years of age in such circumstances. Whilst it is not prohibited, the age and capabilities of the player(s) in question must be taken into account.
22. No senior player may register to play for more than one club. However, they may register as an official as long as they are not coaching in the same league they play in.

Official Playing Season

23. The official playing season of all leagues shall be from August 1st to June 30th.

Playing Facilities and Conditions

24. Each club shall be responsible for hosting (subject to court meeting league standards) matches at their nominated venue(s) during the season. The club must provide information concerning their nominated venue(s) to the EHA and C&EG (see Appendix A).
25. Each club must have a suitable home court on which to play. Ideally, these courts should have dimensions of 40m x 20m with suitable outruns and with 'soft' floors. The

EHA recognises the shortage of such courts in the UK at the moment. However, clubs should endeavour to seek out new larger courts as they are built and the EHA will assist clubs' attempts to use these halls.

26. Should the nominated home court not meet the 40x20m specification, the club should seek approval of the home venue prior to the commencement of the season from the C&EG. Clubs must seek dispensation from the C&EG for courts with a minimum size of 36 m x 20m. Dispensation will only be granted for one season. If a club needs to use the same venue in subsequent seasons, further dispensation must be sought and obtained. It is a requirement for the S8 and Championship Leagues that the hall where the matches are played has facilities to allow spectators to attend.
27. The EHA will issue a list of venues with unsuitable halls where no official EHA League or Cup matches may be played.
28. The playing court should, where possible, be placed so as to have a minimum of one metre between the side lines and walls of the building in which the match is played. Where possible, any equipment forming part of the facility should be lifted clear of the floor.
29. Behind each goal line, a clear space of one metre is required. Where such a space is not possible, appropriate action should be taken to prevent accidents. It is recommended that crash mats be placed against the wall on either side of the goal as close to the goalposts as possible. However, the distance between the goal line and the first possible obstruction should never be less than half a metre.
30. If there are spectators watching the match at floor level, it is recommended that a minimum distance of two metres is allowed between the substitutes' area and the nearest row of spectators. However, where possible, it is recommended that a distance of three metres be allowed and, if at all possible, no spectators behind the substitutes' bench and/or officials' table.
31. At any time, there must materials available for the drying of 'wet patches' which might occur upon the court.
32. Any overhead obstruction should never be lower than seven metres from floor to obstruction.
33. Each club should have two team benches, an officials' table with at least two chairs, a scoreboard (electronic or manual) and a visible clock (electronic or manual) available in their hall for home matches. Failure to provide one or any of these may result in punishment for the club.
34. The home team must provide two table officials (scorer and timekeeper), at least one spare stopwatch and an audible signalling device (horn or whistle). The match referees must bring at least one unused score sheet. (Note: for the purposes of definition, where a match "Team A vs. Team B" is played, the home team is Team A regardless of where the match is played. This definition applies to all sections of this document.)
35. The home team must also ensure that a qualified first aider in possession of a suitable first aid kit is available at the venue for the duration of the match. In particular, rubber gloves should be available for the treatment of bloody injuries. The first aider should ideally be seated behind the officials' table or team benches for the whole duration of the match. If the home team cannot provide a qualified first aider, they must be able to obtain confirmation from the venue that at least one suitably qualified first aider will be available who can attend injured players for the duration of the after his or her injury. This must be obtained before the start of the match, and confirmed by the referees. The referees can delay the start of the match for up to 15 minutes so that the first aider can be provided. If the qualified first aider with suitable kit is not present or confirmed to

be available after 15 minutes, the match referees will not allow the match to be played and the home team will concede a 10-0 loss.

36. Any player sustaining a blood injury should, where possible, leave the court until such bleeding is staunched and the wound covered to the referees' satisfaction. Clean items of kit should be worn if the player concerned returns to the court. It is the responsibility of each team to have spare kits in the same colour and design as those being worn available to replace any bloodstained kits. This should either be without a number or with a completely different number to allow the referees and table officials to distinguish the player. If these spare kits are not available the club may be punished.
37. Where possible, there should be separate changing facilities for the referees and visiting team(s). If there are limited changing facilities in the sports hall and should the nominated home venue fall short of the specification, the club must seek approval of the home venue prior to the commencement of the season from the Competitions & Events Group.

The Goals

38. The goals shall be fastened securely in such a manner that they cannot fall forwards or backwards for any reason. They must be of regular pattern and official IHF/EHF dimensions. Goals which do not comply with EHF/IHF Regulations, which are damaged or on which the colours are faded or do not appear, may not be used in S8 and Championship matches.
39. The back supports must always be securely in place as per manufacturer's instruction to prevent collapse and nets should be securely fastened to prevent any entanglement by an individual.
40. The goals may be made of wood, aluminium or other such light material.
41. The goals must have attached to them a net which is designed to retain the ball when a goal is scored. Where possible, this should also include the internal catch net designed to entangle the ball. All nets must be in a suitable state of repair and must be fastened to the structure of the goal in such a way as to prevent the ball exiting through holes. Referees may insist any holes are repaired to their satisfaction prior to the start of the match.
42. After use, goals should be dismantled or folded depending upon design and stored carefully.
43. The appropriate size of goal is recommended for the age group concerned. Only specifically designed goals approved by the EHA should be used for mini handball.

Substitution Area

44. Where possible, continuous linked chairs or a bench catering for substitutes and team officials only should be used in the area set aside for substitutes. Chairs should also be provided for players serving a period of suspension.
45. Players must not warm up in front of the substitution area or along the sidelines. On narrow courts with no space behind, players may only warm up next to their benches if the team has informed the referees prior to the match commencing that this is what they will do.
46. Players, coaches and officials in the substitution area should be seated. In particular, players, coaches and officials must not obstruct the on-court players and referees. All

bags, resin, bottles and any other loose items must not be in a position where on-court players and match referees can make contact with him.

Timing and Scoring Devices

47. Ideally, the home team should provide electronic scoreboards and timing equipment. Where this is not feasible, a manual scoring system may be employed. A separate timing clock may also be employed, however, this shall be of a size which makes it visible for coaches and team officials within the substitutes' area.

The Ball

48. Any ball used during the match should be of the correct size and weight for the category of player. Please note: where resin is banned in a hall, handballs with a coating of resin may not be used.
49. Only balls approved by the EHA, EHF or IHF shall be used.

Personal Equipment

50. Any spectacles worn by players must be secured in such a manner that they cannot be removed or cause injury to others during match play. If any player is wearing non-sporting spectacles or spectacles which are not secured by means of a loop or band around the head, the referees will ask the player to ensure they are secured prior to the match commencing. Failure to do this will mean that the player can participate only without their glasses or will be refused permission to participate.
51. Players are required to remove anything which might conceivably cause injury to others (e.g. example watches, rings, necklaces). Where such an item is impossible to remove, it may be permitted to tape it in a manner that is considered safe. Any such action must be approved by the match referees before the match starts.
52. During match play, it is not permitted for any item (other than reasonable playing kit) to be on the players' person which might cause injury to another player or match referee.

S8 League Men & Women, Championship League (N & S) Men, Regional Leagues Men & Women

53. Clubs must have enough registered players to fulfil ALL fixtures in all leagues. The minimum number of players is 16 for S8L and Championship and 14 for RDL. Clubs must register players prior to the start of their first match. Failure to meet this deadline shall result in a financial penalty of £40 which will increase to £80 for clubs who fail to register the correct number players prior to the start of their second match.
54. The C&EG will issue fixtures prior to the beginning of the season with a date allocated to each fixture (S8 & Championship). Matches must be completed by the Sunday of the weekend identified unless rule 56 applies with the home team having the right to decide. Matches can be played on alternative dates and times subject to agreement by both clubs and prior approval by the C&EG. Such an agreement must be made no later than four weeks before the original fixture date.
55. All matches must be played under the rules of the IHF with the exception of the court dimensions and minimum space around it (as detailed in Appendix A).
56. To assist with travel arrangements for away teams, the earliest throw-off time for a match should be 12:00 for games played on Saturday or Sunday. The latest throw-off

time should be 17:00 on a Saturday and 16:00 on a Sunday. However, the throw-off time (but not the date) may be varied by agreement between the two teams. If such an agreement is made, the Competition & Events Manager must be informed, 7 days before the throw-off of the game.

57. Home clubs should provide details of their home bookings (date and time of matches) to the EHA and all other clubs as soon as is practical. The deadline for providing details of a fixture to the EHA and the other club concerned is four weeks (S8 & Championship) or 2 weeks (Regional) before the match is due to take place. Clubs must be aware of their commitments under these rules. Where any club fails to meet these timings they may incur financial penalties.
58. Visiting clubs must confirm their attendance to the home club at least two weeks prior to the match.
59. In the event of special circumstances, the EHA shall make a ruling based on the information available which may call for the match to be played on another date and/or at an alternative venue.
60. For all matches, the home team is responsible for booking the venue.
 - a. In the case of a booking for a single match, a booking should have duration of two hours.
 - b. In the case of bookings for multiple matches, a booking should have duration of two hours per match. In addition, an extra 30 minutes must be included to allow for delays e.g. a minimum duration of 6.5 hours is required if three matches are to be played.
61. It shall be the home team's duty to pay all expenses related to a match, including (but not limited to) the first aider, referees' expenses and hall hire. (Note: the visiting team is responsible for costs associated with their travel.) If multiple matches are played in a neutral venue, participating teams can agree on different methods of payments.
62. Any team withdrawing from a match shall be deemed to have defaulted and shall lose their S8L bond which will be used to compensate the opposing team. Any remaining balances should be paid before the next match. Defaulting teams shall be liable for
 - a. the cost of a two hour booking for the court concerned and
 - b. the full cost of the referees' expenses and match fees.
 - c. A 10-0 defeat will be recorded against them. No points shall be awarded to the defaulting team.
63. The defaulting team shall also be liable to submit another bond to the EHA prior to their next match and shall be suspended until the bond is paid.
64. Teams who default on two occasions consecutively and/or three matches in one season shall be suspended from the S8L/Championship. Suspension will be confirmed by the CDC. All records related to the matches played by the team in question shall be removed. If the team has played at least half of their matches, a 10-0 victory shall be awarded to the opposing team for all the matches that remain.
65. In the event of a postponement due to unforeseen circumstances, teams shall share 50% of all costs associated with the match. Host teams are expected to take all reasonable steps to avoid prepaid hall time going to waste (e.g. negotiate with the venue, offer the time to other sports hall users, arrange training matches). In such circumstances, teams needing to postpone matches must immediately communicate verbally with the other teams and also the C&EG. Subsequently, the C&EG should be notified as soon as practically possible by email (and in any case no later than 24

hours). The C&EG will rule as to whether the match is deemed to be postponed or awarded to the non-withdrawing club by a score of 10-0. In order to comply with this rule, all teams are obliged, when registering, to provide contact details for at least 2 people who other teams and the EHA can contact quickly in the event of such problems as outlined above.

66. The CDC shall only award points when an agreement cannot be reached and when all reasonable steps to replay the match have been exhausted. The CDC shall be the final arbiter and shall have the authority to:
- a. order the match to be re-played at a neutral venue at some other time
 - b. allocate points as is deemed appropriate and
 - c. deduct points and apply sanctions as is deemed appropriate.

The Playing of Matches

67. All players shall wear numbers on both the front and back of their shirts in the prescribed manner as per IHF regulations. Where referees note on the score sheet that there have been breaches of this rule, the club will have 2 weeks from the date of the match to remedy this problem. Failure to do so may result in punishment by the EHA.
68. Only official score sheets may be used and it shall be the responsibility of the referees to ensure that table officials a) complete score sheets accurately and b) adhere to all additional instructions.
69. In any match, the competing teams shall wear colours which do not make it difficult to discern a member of one team from a member of the other. Where such a situation occurs, the visiting team shall be required to change their kit. If necessary, the first named referee shall make the final decision. If there is any uncertainty, it is advised that teams consult each other prior to matches. The visiting team must bring a second set of properly numbered shirts into which they can change where a colour clash occurs.
70. Matches shall be of 2 x 30 minutes duration with stipulated breaks (which can be agreed by teams beforehand).

Points Awarded

71. The S8L/Championship points system shall be as follows:
- 3 points for a win
 - 2 points for a draw
 - 1 point for a loss
 - 0 points for teams which default
72. Should the situation occur that two or more clubs finish with the same number of points, their final positions shall be determined by (and in the following order):
- a. goal difference;
 - b. taking into account the results of the head-to-head S8L matches between the clubs concerned;
 - c. goals scored;
 - d. further matches played at a neutral venue.

Promotion and Relegation

73. The team finishing bottom of the Men's S8 League will be relegated directly to their nearest Championship League (North or South). Following the final matches of the Championship, a series of playoff matches will take place to determine the club which will be promoted to the following season's S8. All clubs aspiring for promotion to S8L must comply with Fit for Purpose criteria (See Appendix D):
- a. Top 2 clubs from each Championship league will play 2 semi-finals as follows:
North 1 v South 2 and South 1 v North 2.
 - b. The winners of the above semi-finals will then play one match to determine the promotion spot.
74. The team finishing bottom of the Women's S8 League will be relegated to the closest Regional Development League. The C&EG will invite the top ranked clubs from the Regional Development Leagues to play-off for a place in the S8. All clubs aspiring for promotion to S8L must comply with Fit for Purpose criteria (See Appendix D):
- a. The Top club from each regional league will play semi-finals as follows: North 1 v Midland 1 and South West 1 v South East 1.
 - b. The winners of the above semi-finals will then play one match to determine the promotion spot.
75. The team finishing bottom of the Championship North and South will be relegated directly to their nearest Regional League. Following the final matches of the regional leagues, a series of playoff matches will take place to determine the clubs which will be promoted to the following Championship season. All clubs aspiring for promotion to Championship must comply with Fit for Purpose criteria (See Appendix D):
- a. The 2 Top clubs from each regional league will play semi-finals as follows:
Semi Finals North:
 - i. North 1 v Midland 2
 - ii. Midland 1 v North 2Semi Finals South:
 - iii. South West 1 v South East 2
 - iv. South East 1 v South West 2
 - b. The winners of the above semi-finals will then play one match to determine the promotion spot for the Championship North and South

Fielding an Ineligible Player

76. An ineligible player shall be deemed to be one or more of the following:
- a. have not completed an official registration with the EHA;
 - b. does not possess or has not received an official registration/license;
 - c. have completed an official registration but found to require an International Transfer Certificate (ITC);
 - d. awaiting an ITC;
 - e. serving a current suspension (either with the EHA or another recognised federation)

- f. under the age of 16 years.
77. Where a club is found to have fielded an ineligible player, the offending player and the club shall be liable to the following sanctions:
- a. A score of 10-0 awarded to the opposing team or the goal difference of the match if that is greater than 10 to the benefit of the opposing team, along with the appropriate number of points awarded to the opposing team by the CDC.
 - b. A suspension of three matches for the offending player. The suspension is deemed to commence once the player's registration has been received and verified by the EHA. Until registration has been confirmed, the player concerned will be ineligible to play in any S8L match.
 - c. Where it is found that the club has fielded an illegible player, the club shall be fined £100.

Whilst we will always encourage all club members to support their team, where a suspended player interacts with their team in a significant way during matches (for example: coaching from the stands) the matter shall be reported to the CDC for further actions.

78. Should a club commit the offence of fielding an ineligible player on a second occasion, the club will be subject to further sanctions at the discretion of the CDC and EHA. Such sanctions could include the club being deducted up to ten points, fined, and barred from European competitions and expulsion from the EHA for up to 24 months. Registered club officials may also be prohibited from holding any representative office for up to 24 months. (Note: this regulation shall also apply to club coaches. In particular, a second breach of this regulation shall be considered a second offence even when the offences are committed with two different clubs.)
79. Players registered with a recognised overseas federation should refer to EHF and IHF ITRs (refer to Appendix F).

National Transfers

80. Players are permitted to transfer their registration from one club to another on one occasion during the period from the start of the official playing season until the 31st January of the following calendar year.
81. Players shall also have the right to register with another club before the start of the official playing season regardless of the club with which they were registered in the previous season. (Note: in both of the above cases, contracted players should also refer to articles 80 and 81.)
82. The procedure applied to the transfer of players (contracted or not) during the period from the start of the official playing season until the 31st January of the following calendar year is as follows:
- a. Three copies (one for each club and one for the EHA) of the Domestic Transfer Request Form shall be completed by a registered official of each of the clubs concerned and by the player(s) concerned.
 - b. Completed forms shall be returned to the EHA and, provided the fee required by the EHA has been paid and that there is agreement by both clubs, the transfer shall be approved. A period of five working days shall be allowed for the EHA to process and confirm the new registrations.
 - c. A fee of £20 shall be paid to EHA by the club to which the player is to be transferred.

83. Where the releasing club is in dispute with a player, coach or official (e.g. a player owes money to the releasing club or has been suspended for disciplinary reasons which, in turn, has led to financial penalties imposed upon the releasing club), the releasing club must notify the EHA who may prevent a transfer until such time that the situation can be resolved. However, a player, coach or official shall have the right to object directly to the CDC against a club who has withheld their registration subject to the player notifying the EHA in writing. The CDC shall have the right to investigate the matter. The club shall notify the CDC of the following:
- a. circumstances of the offence;
 - b. the procedures employed;
 - c. the action taken by the club and
 - d. the appeal process accorded to the offender.
84. Contracted players shall only be permitted to transfer if their contract has expired or the club to which they are contracted agrees to the release of the player.
85. In the event of a contracted player wishing to be released from the contract to play for another club, the club to which he/she is contracted is permitted to demand a compensation fee from the receiving club, before agreeing to any release from contract. (Note: where a player is contracted to a club which is affiliated to another recognised federation, the ITRs shall always be applied).
86. At the end of the season (this shall be deemed as June 30th), non-contracted players are considered free to register with a new club for the following season subject to the player meeting the conditions to register with another club.
87. Players who have transferred from one club to another and have participated in a knockout competition for their original club are not permitted to represent their new club in the same competition in the same season (i.e. they are considered to be cup-tied).

EHA National and League Cups

88. Each season, cup competitions will be organised by the EHA. It shall be mandatory for all S8L and Championship teams to participate in the EHA National Cup. New players may only play in the National Cup competitions if they have been ITC'd by the 31st of January. The format and rules of these competitions will be notified to all clubs prior to the start of the season.
89. Refer to separate documents on the EHA Cup Competitions

Reporting Scores and Match Reports.

90. For all matches, the match referees shall be responsible for sending the match reports to the EHA office, the C&EG and the Referees Committee (RC) (see Appendix E) by 14:00 on the first Monday after the match. The EHA in turn will publish results on their web site and will attempt to have results appear in the national press.
91. The home team must also send the result of the match to the competition manager by text, no later than two hours after the match has finished. If this is not received, the home team will be fined £20. Teams in the S8L must also send results to Chris Pearce for website and media purposes not later than two hours after the match has finished.
92. It is strongly recommended that all S8 and Championship matches are video recorded, so that video evidence is available if there is a disciplinary issue. When the match is

recorded, the footage shall be sent to EHA office no later than seven days after the match is played.

Referees and On-court Sanctions

93. The EHA shall endeavour to appoint referees to matches. However, where this is not possible, the team deemed to be playing at home shall in the first instance provide two appropriately qualified referees from within their club. (Note: appropriately qualified referees shall mean two persons who have attended a referee's course and have achieved the required standard for the level of the competition concerned. Teams may agree to appoint one qualified referee from each club to officiate the game. However, where an agreement cannot be reached, the home team shall be responsible.)
94. So that registration can be verified, players, coaches and officials must, where possible, be in possession of approved photographic identification whilst participating in EHA approved competitions. Such can be a passport, a national identification card, a driving licence (a provisional or a full licence), an armed forces identification card and any identification card which bears a "Pass" hologram along with a photograph of the carrier. Match referees and/or officials will randomly check the identifications of at least three registered persons. Where it is found that a) a player is not registered, b) the registration is not valid for the season in question or c) a person is participating under a false identity, the offending club will be penalized according to the rules.
95. Where referees are appointed to take charge of any match which forms part of an EHA approved competition, all IHF rules of the game are to be applied.
96. Referees are expected to arrive at venues at the commencement of the hall booking at the latest and shall make themselves known to the host organiser/home team.
97. All EHA approved matches shall be governed by two qualified referees and it shall be the responsibility of the host club to provide score and timekeeper.
98. Whenever a disqualification with report takes place (blue card), the referee must notify the official of the team(s) concerned at the end of the match that a report will be also filled in. They shall provide a brief statement on the match report indicating the offence, the rule applied and that the red card carries an obligatory report. The referees should only explain the facts without making any further judgements or giving personal views and should make reference to the rule(s) which they have applied.
99. Referees shall be responsible for bringing score sheets to the match, ensuring the match report is signed and that any obligatory report relating to red cards is completed on the back of the score sheet. Referees must send the score sheets and reports by email to the EHA office by 14:00 on the first Monday after the match. Reports will always be sent to the CDC by the EHA Competition and Events Manager by 16:00 on the first Monday after the match.
100. Where a player, coach or official is disqualified by the referees, he/she is entitled to sit in the area designated for spectators. However should the offender try to influence the match, the referee shall order the player, coach or official concerned to leave the hall and an obligatory report of the incident is to be submitted which shall be subject to a disciplinary hearing with a sanction in accordance with disciplinary sanctions. Where a player, coach or official refuses to leave the hall, the match shall be suspended until the referees' instruction has been carried out. The offender shall be reported to the C&EG and CDC and could be suspended in accordance with the regulations. If the offender does not leave the hall after the instruction is given, the match is to be stopped and the team to whom the offender belongs will be penalised with a 10-0 loss.

If this takes more than 5 minutes the match can be abandoned at the discretion of the referee.

101. Regarding incidents which occurred in the EHA's sphere of influence which may result in disciplinary sanctions, any involved person who is registered with the EHA can be subject to sanctions, even if they were "only" spectators when the incident occurred. Such persons need to be clearly identified. (Note: the 'sphere of influence' shall mean any EHA approved competition).
102. Where, during the course of a match, a player's action leads to a direct disqualification, but the referees do not write a report, no further disciplinary action shall be deemed necessary.
103. Players disqualified with an obligatory report shall be deemed to have committed an offence which will carry an automatic suspension equal to the minimum tariff according to disciplinary procedures. The referee will inform the club on the day of the match of the automatic ban, which will come into immediate effect from the next official match, and include this in the official report. By signing the scoresheet, clubs are acknowledging the notification of the automatic ban and will be expected to apply this from the next official match to be played. (Note: where the referee indicates in his written report a more serious offence, the EHA will refer the report to the CDC to consider the offence. This could result in a disciplinary hearing and the penalty being increased in accordance with the disciplinary sanctions. A player shall only have the right to appeal against the increased period of suspension but not against the automatic suspension carried by the offence).
104. The EHA shall not tolerate violent conduct of any kind. Where a person registered with the EHA is convicted of committing an assault on another player, a coach, official, referee and/or/spectator, the person concerned shall be suspended in accordance with disciplinary sanctions herein. Where required, the EHA shall also supply names of officials and/or witnesses to national authorities should legal proceeding be instigated. Where available video evidence can over take a referee report.
105. The EHA shall honour any disciplinary action which might be instigated by international federations as if the offence were committed within the EHA's sphere of influence. (Note: where disqualification is occasioned through an assault upon a referee or an EHA official, the extent of the penalty shall be decided upon by the EHA. Where such an assault is proven, a period of suspension of 12 to 24 months from all EHA approved competitions could be awarded. When the offender is a club official, the sanction shall be disqualification from the holding of any office within a club affiliated to the EHA or the EHA itself for the same period). The EHA will also seek prosecution through the courts against any individual assaulting an EHA referee and/or one of its officials (see assaults on officials' appendix).
106. As stated elsewhere, a club shall have the right to appeal to the EHA in the appropriate manner. Any such appeal shall be in writing within the timescale set within the disciplinary processes and shall include a fee of £50.00 required by the EHA. (Note: where the sanction is in the form of an automatic suspension, the decision of the disciplinary panel is final and no appeal should be filled).
107. Where a player, coach or official is suspended for a period of 12 months or more, the appellant shall have the right to apply to the Court of Arbitration for Sport.

Referees' Fees and Expenses

108. For the S8L and Championship only, each club will pay a predetermined sum direct to the EHA Referees group prior to the beginning of the season with further instalment

to be paid throughout the season. All referees expenses would then be paid and S8 and Championship clubs will not have any further financial input. A separate document detailing amount and instalments will be sent to clubs.

109. For RDL clubs, referees must be paid by the home club, in cash, in accordance with EHA expenses regulations.
110. Referees' expenses shall be calculated according to the EHA Travel Expenses Policy.
111. The referees must provide an invoice for their fees and their travel expenses. If in doubt, the home team can ask the EHA for clarification on how the fees and travel expenses were calculated. The onus is on each home team to provide the referees with a contact (email) in order that they can submit their invoice in advance and for the home team to have the payment available.

Disciplinary and Appeals

112. The EHA, through the CDC, shall have responsibility for disciplinary matters relating to clubs, players, coaches and officials where such a matter falls under the EHA's sphere of influence. (Note: details on disciplinary processes can be found in the appendices).
113. In all cases where a disciplinary process results in sanctions, the club, player, coach or official concerned shall always have the right to appeal (unless the offence committed carries an automatic ban).
114. Clubs, players, coaches and officials shall have, in specific circumstances, the further right of appeal to arbitration, which shall be conducted through a third party organisation with experience of dealing with such cases. Such an appeal shall be sanctioned upon an appeal being received in writing and accompanied by a deposit of £300. Such an appeal must also be received within seven days of the outcome of the original appeal.
115. Where the original decision is upheld, all monies shall be forfeit. Where a decision is overturned, all monies deposited with the EHA shall be returned. (Note: where discipline is exercised under different regulations, for example standing orders or for other league regulations, then those regulations shall take precedence. However, in all instances a financial deposit must be paid by appellants, except where regulations elsewhere state otherwise. Appellants shall be entitled to be represented at a disciplinary hearing and shall undertake to meet any expenses incurred by the Court of Arbitration.
116. More information on disciplinary processes can be found in Appendices B and C.

Discrimination

117. A player, coach or official shall not carry out any discriminatory act based on ethnic origin, skin colour, race, nationality, religion, sex, sexual orientation or disability. This rule also applies to spectators who are deemed to be under the supervision of the home team when playing in a designated home match. If such person is found to have carried out such an act, they will be subject to the appropriate sanctions.

Betting

118. A player, coach or official shall not, either directly or indirectly:

- a. bet;
 - b. provide information to a third party which enables that party to benefit from betting;
 - c. permit or enable any person for the participant's benefit to bet on the result, progress or
 - d. conduct of a match/competition in which the participant is participating or in which the participant has any direct or indirect influence.
119. Such a person shall not use or provide to any other person any information relating to handball which the participant has by virtue of his position within the sport and which is not publicly available for, or in relation to, betting.
120. If such a person is found to have carried out such an act, they will be subject to the appropriate sanctions.

European Competition Qualification

121. The S8L and Cup competitions provide a route for teams to participate in EHF organised competitions during the following season. As the EHF only recognises the British Handball Association (and not the EHA or the Scottish Handball Association) and there is currently no British league, there may be the need for a play-off with clubs from Scotland to decide the BHA nominations for European competitions. Such a play-off will take place at the end of the season once both countries have completed their league seasons and identified the number of teams that wish to be considered for European entry. The format of the play-off will be agreed in partnership with the SHA and outlined to all teams involved as soon as is practical during the season. Qualification is not automatic and the club will have to satisfy the EHA with proof they can meet EHF requirements.

National Teams

122. Only players registered with clubs affiliated to the EHA shall be eligible for selection for national teams. (Note: for the purpose of this regulation, British Citizens resident abroad and registered as players with a recognised federation shall be deemed to be registered with the EHA. However it might be incumbent for the EHA to insure such players separately.) All players being considered for selection must be in possession of a valid British passport. Without this, they will be excluded from selection. Players in possession of a British passport but holding dual nationality will be considered for selection. However, if they have represented another nation in any official competition, they may be required to serve an extended period of residency before being considered.
123. Regulations referring to the England and Great Britain national teams shall also apply except where otherwise stated.
124. Persons shall only be eligible for national team selection after having registered as a player with the EHA or with any other recognised federation. (Note: such a person should always be referred to as a "registered player".)
125. National coaches have the right to call upon the services of registered players from clubs affiliated to the EHA. Clubs cannot refuse a player's release where the dates involved fall on official, international dates as designated by the EHF/IHF.
126. Clubs may, however, appeal to the national coach for release of players required to attend training sessions if they feel they have overriding club commitments or, if three

or more of their players, coaches and/or officials are involved, clubs may make a request to the EHA to have matches rearranged.

127. It shall be the duty of the C&EG and the Performance & National Team Group (P&NTG) to ensure that the training calendar and the official competitions calendar do not conflict and is in line with EHF/IHF international dates. However, it is accepted that a period of intensive training may be necessary shortly before the date on which the national team is to compete and, in such instance, the national team shall normally have precedence.
128. Players are eligible for selection for national teams if they meet the criteria laid down in the IHF regulations.

Anti-doping Rules, Procedures and Control

129. The EHA condemns, and is totally opposed to, the use of performance enhancing drugs and doping practices in the sport of handball and fully supports the position of the International Olympic Committee, the World Anti-Doping Agency (WADA), UK Anti Doping, EHF and IHF against the use of banned substances and methods.
130. The EHA considers that the following is unacceptable and will not be tolerated:
 - a. the use, possession and/or trafficking of banned substances or methods;
 - b. taking measures to mask the use of banned substances or methods by a participant in the EHA's sphere of influence and other events over which the EHA has jurisdiction.
131. All players participating in EHA approved competitions shall be liable to a doping control test.
132. An anti-doping rule violation shall be considered a breach of the EHA's Code of Conduct and of the EHA's Anti Doping Policy. This policy can be found in a separate document and on the EHA's website.

Comments on Media/Internet/Forums/in the Public Domain

133. As the sport of handball grows, there is a need to ensure that it is seen in the best possible light. The public will be interested to hear from clubs, players, coaches, officials and other persons associated with the sport and, to this end, the EHA expects certain standards to be upheld in relation to public comments made by such persons. A non-exhaustive list of such standards can be found in article 131.
134. Public comments are hereby defined as those which are made in any type of interview, on public sections of social networking sites, public forums or in any other place which would typically be defined as public. By way of general guidance, the following types of public comment may lead to disciplinary charges, (though the list is not exhaustive):
 - a. comments which imply bias;
 - b. comments which question the integrity of club, player, coach or another person associated with the sport;
 - c. comments which are personal or offensive - where a comment is personal in nature such that it causes, or may cause, offence and
 - d. comments which are not of detriment to the sport - the concepts of "disrepute" and "best interests of the game" are inherently broad and cannot be precisely

defined. Charges may be made where comments cause, and/or may cause, damage to the wider interests of handball and/or to the image of the sport.

135. The CDC is responsible for investigating such matters and deciding whether or not charges should be made. Consideration will be given to the actual comments made (rather than any media reporting of such).
136. Where the CDC finds that an offence has been committed, the person concerned shall be notified and the CDC shall take further action.

Appendix A – Concerning Nominated Venues

So that the EHA can gather a database of venues in which matches can be played, clubs must provide information about:

- a. the exact dimensions of the court and hall
- b. the use of resin (whether forbidden, allowed or allowed in small quantities);
- c. spectators' areas;
- d. changing facilities for players and referees ;
- e. the availability of electronic scoring and timing;
- f. cost and
- g. cancellation policy and fees.
- h. First aid provision

This information must be provided to the competition manager and director of C&EG no later than four weeks before the first match at the venue concerned is due to be played.

Failure to supply this information may result in the venue being removed from the list of permitted venues.

If teams wish to apply for dispensation they must do so no less than 4 weeks before any scheduled match there.

All clubs should note the requirement to send the information required by the set date (this will also apply where a number of clubs use the same venue where EACH CLUB must send the information). ALL venues must be approved prior to the start of the season, even if they have previously been cleared for use – NO EXCEPTIONS. If a club plays at a non-approved venue it may incur punishments from the EHA. Clubs can apply for dispensation to use halls falling outside this criteria but it must be sought no less than 4 weeks before any scheduled matches there and must be approved.

Appendix B – Concerning the EHA’s Disciplinary Processes

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Section 1: Overview

1.1 Introduction

The objective of this document is to provide an overview of the EHA's Competitions Disciplinary Committee (CDC) and disciplinary functions. It outlines the processes leading up to the issuing of charges, the timetable for bringing cases to a disciplinary hearing, the sanctions available to a disciplinary panel and the various appeals procedures. It covers the two main categories of issues:

- a. On-court events
- b. Off-court matters (e.g. doping, administrative and financial irregularities and child protection)

The EHA's jurisdiction covers all EHA approved competitions and all other matches (e.g. friendly matches and international matches) which have been organised by the EHA. Whilst the EHA may authorise regional/county associations to set regulations for competitions (Midlands League 2 and 3) within the remit of their respective competitions/associations, in all cases the clubs, players, coaches and officials in the match/competition should follow their regulations and procedures and not this document. However, where disputes occur, including disciplinary matters and sanctions, the EHA may intervene and, as such, EHA rules, regulations and/or procedures shall take precedence.

1.2 The Competitions Disciplinary Committee

The Competitions Disciplinary Committee (CDC) is responsible for overseeing the compliance with EHA's rules and regulations, and for progressing action against clubs, players, coaches and officials that breach those rules. The CDC consists of:

- 1 x Independent Chair (selected and appointed by the EHA Appointments Committee)
- 4 x Committee Members (drawn from within the EHA membership).
- Up to 2 x Independent Committee Members (drawn from persons outside the EHA membership who have appropriate experience and expertise: e.g. as a member of a technical rules committee in another sport).

The CDC Members are to be selected by the CDC Independent Chair and the EHA CEO by open invitation to volunteers with the appropriate knowledge and skills to ensure the rules are applied and any disciplinary actions are processed in a fair manner.

The main role of the CDC is to investigate and, where applicable, bring charges and apply sanctions.

The CDC shall be responsible for the administration of disciplinary hearings, the administration of disqualifications, and establishing the automatic suspension.

If a matter involving a potential increase to an automatic ban or an alleged breach of EHA rules arises, the CDC will decide whether to investigate, assess any evidence and decide whether the evidence warrants a charge. The CDC will then act on behalf of the EHA in holding a disciplinary hearing to consider any charge.

The CDC is also involved in any review of the EHA's rules and regulations in areas such as discipline and doping control.

With regard to safeguarding and child protection and the sensitive nature of such issues, such matters shall be dealt with under the EHA's separate Safeguarding Policy and processes.

1.3 Disciplinary Hearings

Disciplinary hearings are convened by the CDC to hear claims for wrongful disqualification, mistaken identity, technicality issues and any other disciplinary charges related to a potential increasing of automatic ban.

As with all charges brought by CDC, the investigation and disciplinary action is a confidential process between the parties under investigation and CDC. Should any party divulge or comment about any information relating to the investigation and/or disciplinary hearing, they shall also be in breach of the regulations.

The Non-Executive Director responsible for Membership & Disciplinary should chair any appeals against decisions of the CDC.

Notwithstanding automatic penalties which shall be implemented for on-court matters, the CDC effectively acts as an independent tribunal considering cases, deciding on guilt or otherwise and determining penalties.

Where a referee submits a report describing the incident, the CDC shall decide the category of the offence which are described in Appendix C. Depending on the category, for further sanctions on top of an automatic ban and/or where normal disciplinary procedures apply, the CDC decides on behalf of the EHA in relation to these matters.

1.4 How does the EHA decide whether to charge?

Notwithstanding automatic sanctions or penalties that may apply for on-court matters, the CDC, on behalf of the EHA, applies the same process for all categories of cases.

The procedure is as follows:

Gather information/evidence

For on-court events:

- Evidence generally comes from referees'/match officials' reports.
- Where on such occasions referees and/or match officials issue disqualifications with an obligatory report (blue card) describing the incident, the minimum standard ban shall be enforced. The CDC shall decide on the category of the offence committed. See Appendix C
- Depending on the category or aggravating circumstances, further sanctions on top of an automatic ban may apply. (Note: automatic sanctions can only be applied if a blue card has been shown, which notifies the teams and official of the automatic minimum ban and b) a notice that a report will follow has been recorded on the match report and signed by a representative of both teams at the end of the game.
- Refusal of a team official to sign such a notice does not exclude the club from automatic sanctions. If such a refusal occurs, it must be noted by the referees on the match report.
- Clubs may, where appropriate, appeal against the automatic penalties to the EHA under wrongful dismissal and mistaken identity.
- Clubs shall also have the right to cite players, team officials etc. The use of video footage for on-court events may also be submitted to the CDC in regard to breaches in regards to any offence . (Note: where a report is received from a club citing

infringements as described above, such a report shall be passed on to the CDC which shall follow the process for on-court matters.

- Where breaches in discipline by players, team officials etc. are reported outside the court but within the sphere of influence of the match referees and officials, they shall be dealt with as on-court events).

For off-court matters:

- Information can come from variety of sources, including complaints from players and team officials, members of the public, video footage and interviews.
- External specialists (e.g. legal, investigative, and financial) may occasionally be used as appropriate. Clubs shall also have the right to report players, team officials etc. to the referee and/or the CDC in regard to breaches in rules and discipline. (Note: where a report is received from a club, officials and/or other parties citing breaches, these shall be passed on to the CDC who shall follow the process for off-court matters if the CDC decides there is a case for it to consider).
- Assess information/evidence – the CDC will assess the weight and admissibility of evidence obtained.
- Decision on action: charge/warning/no action. Decisions taken shall be based on the realistic prospect of whether the charge will be found proven. Any policy factors are also considered. Notwithstanding automatic sanctions the CDC can issue the following decisions: To charge, to warn, to take no action.

Section 2: On-Court Matters

In the interests of all EHA approved competitions, the CDC shall give priority to disciplinary matters concerning on-court incidents and players. Cases should be as far as reasonably possible concluded before the next match in which the persons involved are due to play.

To aid this process, the EHA shall allow the use of video evidence by both the CDC (to support charges) and by defendants (for wrongful dismissal / mistaken identity claims).

The EHA process shall cover three main areas:

- Claims for wrongful disqualification/mistaken identity against incidents reported by a referee and/or match officials.
- Incidents not seen by the referees but a) seen by match officials/assessors b) caught on video and/or c) seen by and reported by other players or team officials.
- Other incidents

2.1 Claims for wrongful dismissal/mistaken identity against incidents reported by a referee and/or match officials.

How it works:

- Breaches of the rules and regulations which result in disqualifications with a report are reported and subsequent automatic suspensions come into effect immediately.
- Only objections for wrongful disqualification/mistaken identity for blue cards
- Clubs must submit their objection by 17:00 3 working days after the match was played and any fee (or proof of transfer) and/or evidence to support the claim must also be submitted by this deadline.

CDC hearings:

- Every effort shall be made to ensure disciplinary cases and objections are heard before the player's next match, and on this basis, only written and video submissions shall be permitted. There shall be no personal representation for either the player or the EHA. If the matter cannot be considered before the next match, the player may, in the meantime, play subject to the EHA having received notification and fee of his/her intention to object.
- In successful cases, the card in question is transferred to the correct player. However, "the onus rests on the player concerned to prove the dismissal was wrongful or that it was a case of mistaken identity".
- The CDC may increase the penalty if they deem a claim to be frivolous, i.e. abusing the system.
-

2.2 Incidents not seen by the match officials but reported by a club and/or its officials:

How it works:

Applies only to the more serious sending-off offences (e.g. violent conduct, serious foul play, spitting, offensive/insulting/abusive language or behaviour) where the match officials did not see the incident. This type of action shall be dealt with by the CDC which shall have the power to rescind a penalty for wrongful conviction and, where appropriate, award it to the player identified as having committed the offence. Video evidence can be utilised if available.

The purpose is to put the player in the same position as if the incident had been seen by the match officials. The CDC is guided by a referee's view of whether the incident merited a disqualification with report.

The processes mirror the timings and sanctions that would apply had any of the match officials seen the incident and the referee then disqualified the player.

A report must be issued by 3 working days, 17.00 hours' time, following the incident, with a response due from the charged party/club within three working days of receipt of the charge.

A CDC hearing shall be convened to hear the case. Neither the EHA nor the charged party is represented in person at the hearing - cases are dealt with solely on the basis of video evidence and written submissions.

Where a penalty is rescinded from one player and awarded to another, the player receiving the penalty has the right of appeal to an Appeal Panel chaired by the Non Executive Director (Membership & Disciplinary).

2.3 Other incidents:

These apply to incidents before, during or after the game, on or around the court of play:

- mass confrontations: typically reported by match officials, and their opinion sought on potential action;
- Improper conduct: match officials' opinions sought;
- After match incidents;
- incidents where the player or official concerned has already been disqualified.

How it works:

A report must be issued by 3 working days, 17.00 hours' time, following the incident. A full response including evidence is due from the charged party within three working days of receipt of the charge.

The EHA's CDC then has a further six working days to assess the evidence and advise the EHA and the club concerned as to whether charges should be brought.

A CDC disciplinary hearing shall be convened to hear the case. Representation at hearings is allowed for both sides, and any suspensions shall apply immediately.

2.4 Appeals

The appeal is a process which allows clubs, players, coaches and officials the opportunity to challenge a decision made by the CDC on grounds that the decision reached was unfair.

Nevertheless, for an appeal to proceed, it is of the utmost importance that the processes employed by the CDC and club is confidential.

Notwithstanding an appellant's right to gather evidence in support their case, any club, player, coach or official found canvassing and/or distributing material (other than to the CDC, which is responsible for the administration of disciplinary hearings, or to the Non Executive Director (Membership & Disciplinary) who is responsible for Appeals Panels) to influence a decision of disciplinary hearing and/or an appeal shall be deemed to be in breach of the disciplinary/appeal regulations and, as a result, the appeal shall be dismissed.

When are they allowed?

For incidents reported by a referee and/or match officials:

Appeals are allowed:

- a) for wrongful disqualification and mistaken identity with a report and
- b) where the CDC has increased a penalty.

In regard to wrongful disqualification and mistaken identity, appeals are permitted against the decision and the suspension. Appeals against an increased penalty are allowed against the increasing of suspension only. There is no right to personal representation for either the participant or the CDC - the appeal is considered solely on submitted evidence.

For incidents not seen by the match officials, appeals are allowed against the sanction only and not the decision of guilt. In addition, appeals are only permitted for suspensions.

There is no right to personal representation for either the participant or the CDC - the appeal is considered solely on submitted evidence. (Note: where conflicting written evidence is received without the support of video evidence it is very unlikely that the appeal will succeed).

For other incidents, appeals are allowed against both the decision and sanction.

Representation is allowed for both sides in these cases. Appeals are not permitted for claims for wrongful dismissal/mistaken identity.

How it works:

Appeals are heard by an appeal board made up of three persons, with an independent chairman - normally the EHA non-executive director (Membership & Disciplinary) - and other members selected from a list of ex-players, ex-managers, ex-referees, etc, not related with the club in question. All decisions will be published on the EHA website.

The EHA must be notified of the intention to appeal against automatic suspensions on grounds of wrongful dismissal/mistaken identity by 17:00 three working days after the automatic suspension was communicated.

The appropriate fee and evidence should be submitted at the same time.

2.5 When is the EHA prevented from taking action?

EHF guidelines aimed at avoiding the “re-refereeing” of matches generally prevent the EHA from taking disciplinary action on incidents which are seen and dealt with at the time by the match officials (this includes taking no action). As a general rule, if the match officials see an incident and have jurisdiction to take action, the EHA cannot act retrospectively. For instance, these guidelines prevent the EHA from upgrading/downgrading sanctions based on retrospective advice provided by the match referee.

2.6 Other EHA Cases:

Appeals regarding decisions taken by the CDC on incidents which do not fall within the above categories and incidents involving non-players are dealt with as quickly as possible. These include:

- mass confrontations: typically reported by match officials, and their opinion sought on potential action;
- Improper conduct: match officials’ opinions sought;
- after match incidents;

Personal representation is allowed at hearings, which take place as soon as possible.

Section 3: Off-court Matters

3.1 Overview

The scope of the CDC off-field remit includes:

- Administration
- Transfers
- Doping Control
- Betting
- Financial irregularities
- Spectator/crowd control
- Racism
- Media /comments

Timetables for investigation and assessment of evidence differ on a case-by case basis, and will inevitably be longer than those for on-field misconduct where video evidence may be available and where the amount of evidence is usually small and straightforward.

Powers of inquiry shall enable the EHA to require participants in the match to provide documents and other information and to attend personal interviews if appropriate.

External experts shall be used as required.

The EHA has jurisdiction over domestic matters. Where there are international aspects, the EHA shall refer to EHF/IHF as appropriate.

It is important to recognise that the appropriate burden of proof has to be satisfied in all cases in a similar way to the court system.

Once charges are issued, participants have seven days to respond. Personal representation is allowed at hearings. Where participants are found by the CDC to have breached any of the

EHA's rules and regulations in these areas, the CDC is responsible for making any decision regarding possible sanction.

It should be noted that not all cases result in charges being brought. Certain cases will not proceed due to lack of evidence or due to the fact that the conduct simply does not constitute a breach of the EHA's rules and regulations.

Certain other cases may result in the EHA writing to a participant via CDC to remind them of their responsibilities. This is not a formal warning (which can only be delivered after a disciplinary hearing), but is generally an indication that "the conduct may be in breach of the rules and regulations but formal disciplinary action is not justified and/or appropriate in the circumstances."

Appeals

Appeals are permitted against both decision and sanction, and the EHA's Appeals Panel is chaired by an independent person - normally the Non Executive Director (Membership & Disciplinary) of the EHA. (Note: for Board members to sit on an appeals panel, they cannot be a member of a club from the league in which the player is participating).

Participants have 5 working days to appeal from date of receipt of the decision or written reasons from the CDC.

3.2 Administration, Transfers and International transfers:

The CDC is responsible for investigating any infringements concerning improper administration or international transfers, player contract status and the enforcement of EHF and IHF regulations. Cases involving an international dimension are generally governed by the EHF and/or IHF.

3.3 Doping Control

The CDC is responsible for enforcing the EHA doping control regulations. The CDC shall be responsible for pursuing any subsequent alleged breaches, including investigations arising from positive tests.

Doping offences range from positive tests, to interference with the testing process.

Testing of players shall be carried out by UK Anti-Doping or an organisation otherwise approved by the WADA/BOA / UK Sport /Sport England or by another organisation (with delegated responsibility to test individuals under EHA and world doping rules regulations) on behalf of the EHA.

3.4 Financial Irregularities

The term "financial irregularities" covers any matter involving finances that may constitute a breach of EHA Rules (e.g. the payment of non contracted players and/or rules that breach EHF /IHF regulations relating non contracted players, contracted and professional players, fraudulent insurance claims, fraud).

The CDC shall be responsible for the investigation, with the support of the EHA Finance, Legal & Governance Group (FL&GG), of any such matters that are brought to the attention of the EHA and may seek the services of a specialist to support the process. The CDC shall be responsible for deciding and setting sanctions where appropriate.

3.5 Betting

The CDC is responsible for the enforcement of rules and regulations concerning betting and investigating any alleged breaches.

Participants are not permitted to bet (either directly or indirectly) on matches involving their own team. In addition, players are not permitted to bet (either directly or indirectly) on domestic and/or EHF competitions involving their own team. This means that, for example, a National League Player cannot bet on any National league game whatsoever. Also, if his Club is in The EHA Cup, he cannot bet on any EHA Cup game either.

It is also an offence to provide insider information and to use such information, or to provide such information to anyone else for, or in relation to, betting.

A Participant shall not use or provide to any other person any information relating to handball which the Participant has by virtue of his or her position within the game and which is not publicly available for, or in relation to, betting. It shall not be a breach of the above provisions if the Participant can prove that the bet was on authorised and registered football pools.

3.6 Discrimination

EHA Rules state that “A player, coach or official shall not carry out any discriminatory act based on ethnic origin, skin colour, race, nationality, religion, sex, sexual orientation or disability. This rule also applies to spectators who are deemed to be under the supervision of the home team when playing in a designated home match. If such person is found to have carried out such an act, they will be subject to the appropriate sanctions.”

The EHA treats any form of discrimination as a serious offence and such matters shall be investigated by the CDC and dealt with accordingly.

The ultimate sanction could result in a person’s EHA membership being suspended indefinitely.

3.7 Spectators and Crowd Control

Each club and association affiliated to the EHA shall be responsible for ensuring that its executive officers/directors, players, officials, employees, servants, representatives, spectators and all persons purporting to be its supporters or followers conduct themselves in an orderly fashion and refrain from any one or a combination of the following:

- racist
- violent
- threatening
- abusive
- obscene or
- provocative

behaviour, conduct or language whilst attending or taking part in any match in which they are involved

No spectators or unauthorised persons are permitted to encroach onto the court area (except for reasons of crowd safety) or to throw missiles, bottles or other potentially harmful or dangerous objects at or on to the court.

Whilst the onus is on all clubs to comply with the above requirements, the rules incorporate a “due diligence” defence, whereby a club can discharge its responsibilities relating to crowd behaviour where it can demonstrate that it has used all due diligence, or where events were the result of circumstances over which it had no control. This essentially means that where crowd disorder occurs, the EHA (through the CDC) will generally only be in a position to take

formal disciplinary action against a club where the club has failed to exercise due diligence. This may mean that disciplinary action is not taken even where serious disorder has occurred. Please note: this includes referees, team officials, players, sport hall staff and spectators.

3.8 Media Comments

3.9 Child Protection & Safeguarding

Cases involving child protection or other safeguarding issues shall be referred to the EHA's nominated Lead Safeguarding Officer (who is a board member and/or full time EHA employee).

This involves:

- implementation of the EHA's Child Protection & Safeguarding Policy;
- referring the assessment and any subsequent investigation of allegations involving child protection concerns in handball to the appropriate local authorities and
- overseeing the EHA's Disclosure and Barring Service (DBS) checking programme.

This work is extremely important in seeking to ensure that people with access to children and vulnerable adults through handball are suitable to perform their role.

The nominated Lead Safeguarding officer shall also contribute to policy making within handball on how best to manage child protection and safeguarding issues within our sport.

In all child protection cases, the person(s) involved shall be referred to the appropriate Local Authority Designated Officer (LADO)

The accused person(s) shall have their EHA membership suspended until their case has been reviewed both by the EHA and LA children's services. The outcome from LADO should be sought. However, if this is not available and/or the LADO are prevented from giving such information, the disciplinary panel shall make a decision based on the evidence before them.

Where a decision is proven without the support of the LADO, the case shall be referred to the EHA's legal advisors to provide the appropriate legal advice and help to determine the appropriate sanction prior to informing the accused of the decision of the disciplinary panel.

The ultimate sanction could result in their EHA membership being suspended indefinitely.

In relation to child protection and safeguarding issues and doping controls, the EHA reserves the right to, from time to time, amend such regulations relating to doping and child protection and safeguarding issues without approval from EHA member clubs.

Section 4: Assaults on players, officials and spectators

4.1 Introduction

This note addresses

- a) the range of potential criminal offences to which players, officials and spectators may be subject on and around the court of play and
- b) the issue of compensation.

The note is not exhaustive and is intended to provide general guidance only. It should not be relied upon in place of specific legal advice which should always be sought when such incidents occur. Relevant criminal offences are:

- Common Assault, contrary to Section 39 Criminal Justice Act 1991

- Threatening Behaviour, contrary to Section 4 Public Order Act 1986
- Assault occasioning Actual Bodily Harm, contrary to Section 47 Offences Against Person Act (OAPA) 1861
- Unlawful Wounding, contrary to Section 20 OAPA 1861
- Assault occasioning Grievous Bodily Harm, contrary to Section 20 OAPA 1861
- Unlawful Wounding or Assault occasioning Grievous Bodily Harm with intent, contrary to Section 18 OAPA 1861 and
- Racially aggravated Assaults contrary to Section 29 Crime and Disorder Act 1998.

4.2 The Offences

4.2.1 Common Assault:

The term "Common Assault" embraces both an 'assault' and a 'battery'. Strictly speaking, an assault is committed when a person intentionally or recklessly causes the victim to apprehend the immediate infliction of unlawful force. A battery is committed when a person actually inflicts unlawful force either intentionally or recklessly (i.e. contact is made). Examples of acts which would constitute common assault on the field of play would be a player pushing or barging an official, or throwing a ball at (or spitting at) an official. Any form of accidental contact as regularly occurs would not amount to an offence. Common assault is typically charged in cases where the unlawful force is of a relatively trivial nature and has left no physical mark. The offence is triable only in the Magistrates Court and the maximum penalties are six months' imprisonment and/or a fine not exceeding £5,000, or both. Compensation is dealt with as a matter of course as part of the sentencing process. The prosecuting lawyer will usually invite the court to make such an order but the court should consider it in any event. In most cases modest compensation of up to £500 will be ordered by the Court in the victim's favour. The maximum order of a Magistrates Court is £5,000.

4.2.2 Threatening Behaviour:

It is unclear whether words alone are sufficient for an offence of Common Assault. However, an alternative offence within the same bracket of seriousness is 'Threatening Behaviour'. This offence is committed if a person uses towards another person threatening, abusive or insulting words or behaviour, with the intention of causing the person to believe that immediate unlawful violence will be used against him. Verbal threats alone, or such threats accompanied by gestures, are sufficient to commit the offence. The critical element in this offence is the immediacy of the threat. The threatened violence must be imminent or at least the intention must be to cause the victim to believe such violence is imminent. Empty words or gestures, where it is understood that no real threat exists, would not constitute an offence however unpleasant the language. This is triable only in the Magistrates Court with the same maximum penalties and compensation provisions as for Common Assault.

4.2.3 Assault Occasioning Actual Bodily Harm ('A.B.H.')

This offence is committed when an assault takes place (see definition at 2.1) but with the additional element that the victim suffers some physical harm. This goes beyond mere touching. Physical harm such as a bruise, a graze, a broken tooth or a broken finger, is required. This offence embraces a wide band of factual situations. Examples might include a punch, kick or a knee to the groin and minor

injuries resulting from a head butt. It can be tried in the Magistrates Court or the Crown Court. The Crown Court will hear the case if a defendant player exercises the right to trial by judge and jury, or if the Magistrates take the view that the case is too serious to be dealt by them. Upon conviction or a guilty plea in the Magistrates Court, the same sentences apply as for Common Assault. In the Crown Court this offence carries a maximum sentence of five years' imprisonment and an unlimited fine. For compensation, the same considerations as set out in 2.1 apply, except that in the Crown Court there is no theoretical maximum and awards are significantly higher.

4.2.4 Assault Occasioning Grievous Bodily Harm ('G.B.H.')

Whilst this is considered a more serious offence than A.B.H., the elements of the offence and the penalties are the same. The difference is in the nature of the injury caused.

4.2.5 Unlawful Wounding:

A 'wound' for these purposes involves the breaking of the continuity of the skin, most obviously a cut or laceration. Unlawful Wounding requires an unlawful (i.e. not in self defence) and malicious intention to do the act which would result in the wound, foreseeing that some harm would result from the act. The approach to compensation is the same as applies in cases of A.B.H. This is the most serious type of assault and can only be tried in the Crown Court. It carries a maximum penalty of life imprisonment. This offence is committed if really serious harm or a wound is caused and the offender intended that really serious harm or the wound be caused. Use of a knife or broken glass or bottle would normally indicate intent. Substantial prison sentence follows conviction. Compensation is unlimited and will usually be ordered where the offender has financial means available.

4.2.6 Racially Aggravated Assault: an offence of racially-aggravated assault is committed if at the time of committing an offence of Common Assault or S.47 (A.B.H.) or S.20 (G.B.H. or wounding) or immediately before or after the offender demonstrates towards the victim hostility based on (presumed) membership of a racial group or the offence is motivated by such hostility. The offence carries the same penalties in the Magistrates Court but carries seven years imprisonment in the Crown Court.

4.3 Police/ Crown Prosecution Service Practice

Generally, there is reluctance on the part of the police to become involved in what they would consider to be minor infringements of the criminal law on the field of play. For reasons of policy (time, cost, public interest and likely outcome), the police will not be interested in investigating every incident of a technical Common Assault or Threatening Behaviour. The general view is that in the absence of any injury, such incidents are more appropriately dealt with by the relevant sport authorities applying their own disciplinary rules.

The Crown Prosecution Service (CPS) will only allow a case to proceed if there is a realistic prospect of conviction. This acts as a second filter on the decision to prosecute. Nevertheless, the police and CPS will not hesitate to become involved in appropriate cases, particularly where an injury has been caused and clear, consistent accounts of the incident are available from witnesses. As a general rule, the Courts take an extremely serious view of assaults on officials. Any incident of sufficient seriousness should be reported to the police in person as soon as possible.

4.4 Private Prosecution

Whilst, in theory, it is open to any victim of a criminal offence to bring a private prosecution by applying to the local Magistrates Court to issue a summons, it hardly ever happens. It is rarely advisable as the outcome is likely to be uncertain and the proceedings are time consuming and very expensive. Legal aid is not available and, if the action is unsuccessful, the private prosecutor may be liable for the defendant's costs. The police and CPS are the public bodies charged with the function of prosecuting criminal offences. Even if a private prosecution is embarked upon, once it reaches Crown Court, the Director of Public Prosecutions (the head of the CPS) has the legal power to intervene, take the prosecution over and discontinue it. Furthermore, a defendant may often be able to exploit in court a police/CPS decision not to prosecute.

4.5 Criminal Injuries Compensation Board Practice and Procedure

Any official who sustains personal injury directly attributable to a crime of violence on the field of play can apply to the Criminal Injuries Compensation Board (CICB) for compensation (as can any victims of violence).

4.6 Civil Action

A civil action for damages for personal injury suffered as a result of an assault may be brought in addition to any criminal proceedings. If a civil action for damages is contemplated, specific legal advice should always be sought. A civil action for damages for personal injury suffered as a result of an assault may be brought in addition to any criminal proceedings. If a civil action for damages is contemplated, specific legal advice should always be sought. In all cases of verbal and/or common/violent assaults on officials, EHA will take appropriate disciplinary action against the offender and will encourage officials where appropriate to involve the police and pursue a court prosecution.

Appendix C – Disciplinary Tariffs for a Disqualification (Red Card)

<i>Classification of Penalty</i>	<i>Examples</i>	<i>Additional Sanctions</i>	<i>Financial Penalty</i>
Inappropriate Conduct	<ul style="list-style-type: none"> ● Repetitive complaints to referee(s) ● Loudness ● Provocative behaviour ● 	n/a	n/a
Unsportsmanlike Conduct	<ul style="list-style-type: none"> ● Obscene gestures ● Protests ● Insults (verbal) 	1-2 match	n/a
Extremely Unsportsmanlike Conduct	<ul style="list-style-type: none"> ● Threatening behaviour (verbal/physical) towards players and officials ● Spitting ● Attempting to hit someone ● Discriminatory abuse 	3-6 matches	£30
Common Assault	Unlawful use of force (pushing, barging, hitting, head butting etc) **	5-8 matches	£50
Actual Bodily Harm	<ul style="list-style-type: none"> ● Repetitive acts of violence ** ● Third ban for punching** ● Assault leading to physical harm (broken tooth, bone, cuts, bruising)** 	8 matches to three years (Possibility of life ban)	£200

Appendix D – Fit for Purpose Criteria

Clubs competing and aspiring to compete in the Super 8 Leagues and Championship Leagues must meet the Fit for Purpose criteria which include the following:

- i. To be constituted and have an active board. Be able to provide club's AGM minutes.
- ii. Have the appropriate administrative standards in place to be able to respond to league administration
- iii. Have its own bank account and be able to finance a bond that may be required by the EHA to cover any defaults
- iv. To attend the EHA AGM or send out a proxy prior to the AGM. Fine of £50 for non attendance or no proxy vote submitted will apply.
- v. To attend club review meetings (either physically or using the Webex system the EHA has set up). Fine of £30 for non attendance will apply.
- vi. Be able to fulfil all fixture commitments. See penalties for default in clause 62, 63 and 64 of the EHA Rules and Regulations.
- vii. Compete in the EHA National Cup. Failure to participate from Round 1 would result in penalties for default and relegation to lower league.
- viii. To train and provide competent table officials for home games*
- ix. To have home venue suitable for national league matches with adequate court markings, proper handball goals with unbroken nets, visible scoreboard and timewatch.*
- x. To have an appropriately qualified first aider and first aid equipment present at games or provide proof that the sports centre has.*
- xi. From the 2016-2017 season all S8 clubs must have at least one U18 team (boys or girls) competing in an EHA official recognised competition.
Should the U18 team of a S8 club default prior or in the course of the U18 league season penalties will apply: £50 fine per U18 league day defaulted.
- xii. Championship clubs need to demonstrate with evidences that they have a sustainable junior programme (Youth development at club level, formal link with a school, satellite club, youth group). Failure to demonstrate would result in end of season league relegation.
NB: Championship clubs and any clubs aspiring to gain promotion to S8 must be able to enter a team in the U18 league.
- xiii. Provide a list of the club's coaches with their qualification.
- xiv. Provide information about the club's playing venues as per Appendix A of the EHA Rules and Regulations.

**** Referees shall decide not to start or to abandon a game should the standard of requirements viii. ix. and x. not be met. All additional costs for this due to the above will be paid by the Home Team, including in the event of a re-match.***

S8 and Championship clubs are strongly reminded and encouraged to:

- Arrange their home games in approved playing venues as per rule 26 of the EHA Rules and Regulations (and other series of rules under Playing Facilities and Conditions)
- Have their coaches acquiring qualifications. Level 2 should and will become the norm for coaches (in line with European Handball requirements). Clubs should liaise with the relevant EHA personnel to get the qualification done within a timescale of 10-12 months.
- Recommend club's members to become referees. Be in touch with the Referees group. Ehareferees@englandhandball.com

* * * * *

Clubs will be requested to provide evidences prior to the start of the season 2016-2017.

A follow up and further review will be made mid season from December 2016.

The FfP review for season 2017-2018 will start earlier in May 2017.

* * * * *

The above criteria are a benchmark that all clubs should work towards, irrespective of league status. It forms a part of a process to assess the club's capacity to meet the demands of playing in a national league. The EHA shall work with clubs to achieve this status, however, the EHA Board shall a) have the final say as to whether a club has achieved the standards above and b) the Competitions Disciplinary Committee, in consultation with the EHA Finance, Legal & Governance Group Committee, can apply any administrative and financial sanctions if any criteria is not met, including exclusion from the S8L or Championship.

A club shall have the right to appeal a CDC decision. Appeals are heard by an appeal board made up of three persons, with an independent chairman - normally the EHA non-executive director (Membership & Disciplinary) - and other members selected from a list of ex-players, ex-managers, ex-referees, etc, not related with the club in question.

* * * * *

Appendix E – Reporting of Match Reports and Score Sheets

Match reports and score sheets should be sent to:

- Eharefaees@englandhandball.com
- Alysha.martin@englandhandball.com
- Marc.fayemi@englandhandball.com

Appendix F – Concerning International Transfer Regulations

(Please refer to Regulations for Transfers Between Federations and Players' Eligibility Code for a complete set of regulations)

1. "International Transfer" and "International Clearance" are one and the same.
2. For the purposes of an international transfer, there are three types of players:
 - a. contract players;
 - b. non-contract (i.e. amateur) players who have played in the 24 months before the date on which a transfer is requested;
 - c. players who have not played in the 24 months before the date on which a transfer is requested.
3. In the case where a player has played in another recognised federation in the last 24 months before the date on which a transfer is requested, a transfer fee will be payable, unless the player is a student and a non-contracted player. Such players still need to apply for an International Transfer Certificate (ITC) and be in possession of such before they can play for the receiving club. Different fees apply to contracted and non-contracted players. A transfer fee for a contracted player is payable if the transfer takes place a) during his/her contract or b) at any time until 12 months after his/her contract has expired. A transfer fee for a non-contracted player is payable if the transfer takes place at any time up until 24 months after he/she played his/her last match with the releasing club.
4. All clubs that have players in need of a valid ITC must obtain one and register the player with EHA before their first scheduled match of the season. For all registrations after this date, a person can only be registered a player with the EHA if he/she is in possession of an ITC or can prove that they do not require one.
5. This applies to all overseas players regardless of a) when they last played, b) whether they only played for a university and c) if they ever played in another country.
6. This rule also applies to a) any player who has, after being born in another country, become a British Citizen and is not in possession of an ITC and b) a British Citizen who has played in any country other than the UK.
7. Any player who needs, but is not in possession of, an ITC will not be eligible to play, even if the club responsible for the player has requested an ITC and not received it.
8. Clubs should be aware that if the releasing federation does not reply to the request in 15 days, as the rules says, the player will still need an International Transfer Certificate issued by EHF/IHF who will overrule the releasing national federation due to lack of response.
9. Clubs should not assume that if they do not have ITC within 15 days then the player concerned automatically has the right to play.
10. NO INTERNATIONAL TRANSFER CERTIFICATE = NO PLAY.
11. Fielding an ineligible player is a breach of regulations and a 10-0 defeat will be awarded to the opposing team with the possibility of further sanctions being imposed.
12. It is the clubs' duty to send the International Transfer Request (ITR) forms to the EHA via email (handball@englandhandball.com) who in turn will send them to the relevant federations. It is also the clubs' duty to make sure the ITCs are received. The EHA will not be responsible for any delay in receiving ITCs if the EHA has forwarded ITR forms to the relevant federations and/or EHF/IHF in time.

13. A copy of the international transfer rules and the ITR form are attached for clubs to complete for each player that requires clearance.
14. In order to transfer for free, non-contracted student players need to provide a) a letter from both their home and exchange universities (if participating in an exchange programme) or a letter from their English university (if coming to England for the whole duration of their studies) confirming their student status and b) a photocopy of his or her student ID(s). At the end of their studies, such players can transfer back to the original country without paying a fee, as long as they were non-contracted players in England. A new ITC will be required when transferring back to the original country.

Appendix G – EHA Code of Ethics and Behaviour

Who does this code apply to?

The content of this Code of Ethics & Behaviour is an extension of the generic Code of Conduct and it applies to all affiliated clubs, associations, leagues and staff as well as establishments in the education sector, volunteers, parents and young people involved in handball in England. In order to protect the reputation of handball in England, the code also applies to all those associated with the EHA who are involved in handball whilst outside England.

All must adhere to the codes of conduct and have an essential role in upholding and implementing the EHA Code of Ethics & Behaviour.

Staff:

All affiliated Clubs, Associations, Leagues and Staff as well as organisations in the Education Sector should aim to be:

- Advocates of equality, fair play and safety in the practice and the administration of handball;
- Supporters of the EHA's Code of Ethics & Behaviour and communicators of the Code to their members;
- Influential in driving handball forward as a sport;
- Open in the recruitment of individuals to work within their organisations (either paid or unpaid);
- Respect the spirit of fair play in handball. This is more than playing within the rules. It also incorporates the concepts of friendship, respect for others and always participating with the right spirit;
- Respect the rights, dignity and worth of others;
- Conduct themselves in a manner that takes all reasonable measures to protect their own safety and the safety of others;
- Promote the reputation of the sport and take all possible steps to prevent it from being brought into disrepute;
- Protect others involved in the game from verbal or physical abuse and threatening or intimidating behaviour;
- Never use inappropriate language or gestures;
- Abide by the EHA Safeguarding and Protecting Young People Policy and Procedures and Good Practice Guidelines;
- Abide by the EHA Equality Policy;
- Take personal responsibility to ensure that they are suitably insured for their activities.

Coaches and Volunteers:

- Respect the spirit of fair play in handball;
- Respect the rights, dignity and worth of others;
- Respect referees, officials, coaches, players and spectators;

- Ensure a sensible balance between performance and the emotional, physical, social and developmental needs of the performers;
- Respect confidentiality of participants and any related data at all times;
- Have the participants' best interests at heart at all times and recognise when it is in the participants' best interests to be passed to other organisations;
- Conduct themselves in a manner that takes all reasonable measures to protect their own safety and the safety of others;
- Never participate when under the influence of alcohol or drugs;
- Have an EHA qualification / award / accreditation appropriate to the nature of the activity and the role being undertaken;
- Have a valid First Aid – Emergency Aid Certificate, or ensure that appropriate first aid provision is available;
- Ensure that activities carried out by participants are suitable for their age, strength, maturity and the ability of each individual participant;
- Ensure the wellbeing and safety of each participant above all other considerations, including the development of performance;
- For any facilities used, have a working knowledge of: Normal Operating Procedures (NOPs); Emergency Operating Procedures (EOPs) and Facility risk assessments for handball.

Volunteers working with young people

- Should only work with a suitably qualified and insured adult who holds a valid DBS (if required) and refer to the Young Persons Code of Behaviour;
- Promote the reputation of the sport and take all possible steps to prevent it from being brought into disrepute;
- Accept success and failure, victory and defeat, with dignity;
- Ensure that all participants are aware of their responsibilities under the Code of Behaviour;
- Realise their responsibilities as role models and set positive examples for others, particularly young participants and spectators;
- Project an image of health, cleanliness and appropriate appearance for any activity they are involved in;
- Never smoke whilst participating in any handball activity;
- Ensure that when in a position of authority this privilege will not be used to exert influence over participants to gain personal benefit for themselves, their clubs or their schools;
- Set and uphold the boundaries between a working relationship and friendship between themselves and participants when in a position of trust. This is essential when the participant is a young person;
- Never engage in any form of inappropriate personal or sexual relationship with a participant ('inappropriate' – as defined within a position of trust within Sexual Offences Act);

- Protect others involved in the game from verbal or physical abuse and threatening or intimidating behaviour;
- Never use inappropriate language or gestures;
- Never use foul, sexist, abusive, racist or any prejudicial language or tolerate it from players and/or team officials;
- Abide by the EHA Safeguarding and Protecting Young People in Handball Policy and Procedures and Good Practice Guidance;
- Abide by the EHA Equality Policy;
- Take personal responsibility to ensure that they are suitably insured for their activities.

Parents:

- Respect the spirit of fair play in handball;
- Focus on the young people's efforts and enjoyment rather than winning or losing;
- Teach young people that honest effort and teamwork are as important as victory, so the result of each game is accepted without undue disappointment;
- Remember that people learn best by example. Appreciate good performances and skilful play by all participants;
- Encourage people always to settle disagreements amicably without resorting to hostility or violence;
- Respect referees, officials, coaches, players and spectators;
- Respect the decisions of officials and teach young people to do the same;
- Leave the coach to communicate with individual players on the field of play;
- Show an appreciation for volunteer coaches and administrators – their efforts contribute hugely to young people being able to participate;
- Inform the team coach, manager, captain or, if there is one, another member of a management team of any new or changed injury, health or welfare issue which they consider is appropriate for them to know.

Children & Young People:

- Expected minimum standards of behaviour and conduct respect for the game;
- Be on time for training and competitions;
- Give maximum effort and strive for the best possible performance;
- Always thank your opposition, coaches, referees and officials after every game or training session;
- Accept success and failure, victory and defeat, with dignity and set a positive example to others;
- Show respect for others;
- Referees, officials, coaches, opponents and spectators should be valued;
- Respect the decisions of umpires and officials;

- Protect others involved in the game from verbal or physical abuse and other forms of threatening or intimidating behaviour such as bullying;
- Self-respect;
- Take responsibility for their actions on and off the pitch;
- Do not smoke, drink or take drugs of any kind (other than prescription);
- Never use inappropriate language or gestures;
- Wear suitable clothing for the activity in which they are taking part;
- Respect the facilities where they play and the equipment that they use;
- Tell someone they trust if the behaviour of others makes them feel uncomfortable in any way;
- Abide by the EHA Equality Policy.

Respect for referees:

- There has been a continuing issue with many players not respecting referees. Everyone should note that we are not yet in a position to provide professional level officials. All of our referees are keen and the Referees' Director and his group work tirelessly to improve standards.

We wish to wipe out some of the worst excesses of behaviour towards our referees.

All clubs should note that the EHA will adopt a ZERO TOLERANCE approach to abuse of officials and if it is reported the EHA via the CDC will take the strongest possible action available.