



# **CAHB CODE OF ETHICS**

## **ARTICLE 1 : Preamble**

1. A major and very particular responsibility falls on the African Handball Confederation (CAHB) which has not ceased, in the light of developments affecting modern handball in its sporting, economic and socio-educational aspects, to deploy significant actions and measures. in order to ensure and preserve the integrity, image and reputation of the African handball. This concern of CAHB to seek to stimulate an upgrade and moralization of its organizational system and the management methods of its structures, is in line with a universal sports policy widely developed by the International Handball Federation (IHF), which calls in a position of principle to advocate strict respect and support for ethics in handball in accordance with a principle enshrined in the provisions of article 2 (paragraph 2.9) of its Statutes.

2. Undeniably, IHF has never stopped deploying extreme diligence in seeking to protect both the image of handball and its own image from any imminent danger or any irreversible damage resulting from some behaviors or practices contrary to the law, to morality or ethics. That concern to protect the values of ethics in handball has fully been reflected by IHF through the establishment of a Code of Ethics in compliance with the provisions of article 22 (paragraph 1) of its Statutes. and article 6 of its Code of the Legal Order.

3. Taking into account that the statutory texts of IHF prescribe an obligation incumbent on any Continental Confederation to ensure mandatory transposition of some universal guiding principles related to the good governance of handball and its sports institutions, and that this transposition is the responsibility of Continental Confederations in their own legal order in application of the provisions of Article 11 (paragraph 3) of the Statutes of IHF, CAHB proposes to set up a continental Code of Ethics which will be similar to a charter of good conduct which aims to ensure better compliance with the rules of good conduct, morality and ethics, and this, in the strict respect of the guidelines and principles recommended by IHF in this area.

4. This Code of Ethics reflects and enacts the rules of ethics and good conduct in the field of African handball according to a design which has carefully been considered, and which takes into account the specificities of the management methods of handball through the structures of CAHB. This Code essentially establishes fundamental principles and essential values which should govern all decent and exemplary behavior in the world of handball and prescribes a model of conduct to be followed within CAHB, with its representatives and officials as well as with sports stakeholders subject to the authority of CAHB.

5. The conduct of persons to whom this Code applies must fully reflect the principles and objectives of CAHB, federations, leagues and clubs, and in no way contravene these principles and objectives. These people must understand the full scope of their membership in CAHB, federations, leagues and clubs, represent them and behave towards them with honesty, dignity, respectability and integrity. They must respect the values of fair play in all aspects of their duties. They must assume their share of social, educational and environmental responsibility.

This Code of Ethics is established in application of the provisions of the Statutes of CAHB, of its Legal Order and of its Regulations on Sanctions and Fines. It is very broadly inspired by the guiding principles prescribed by the IHF Code of Ethics.

## **ARTICLE 2 : Object**

1. This code applies to any unsportsmanlike or fraudulent behavior committed by sports players directly or indirectly subject to the authority of the African Handball Confederation, with the exception of sports offenses related to violations of the rules of the game possibly committed on a handball field during a sport event, and which are subject to the application of autonomous disciplinary texts. The facts or offenses punished or sanctioned by virtue of this code are essentially those which undermine the integrity and the image of handball, the reputation of its bodies and of its leaders and officials, and more generally any behavior or act contrary to the law, morals and ethics committed by the actors of African handball.

The attempt is punishable even if the offense attributed to the offender has not been fully consummated or has not been fully committed.

2. The member federations must integrate into their own internal legal order the rules of morality and good conduct, as defined in the provisions of this code, unless the latter are already included in their applicable regulations in force.

3. In accordance with the provisions of this code, an Ethics Commission is hereby established which has extensive power to investigate and judge the fraudulent or unsportsmanlike behavior or actions of persons to whom this code applies.

## **ARTICLE 3 : Scope**

This Code applies:

- to members of CAHB and its stakeholders and auxiliaries;
- to any person who is or has been authorized to participate in or manage a CAHB event or competition;
- to any member of an organizing committee of a CAHB sports competition;
- to any person, who acts or who is required to act for or on behalf of a candidate for the organization of a CAHB competition or of a national federation organizing a CAHB event, and to any member of the local organizing committee of the said competition;
- to any other person subject to the Statutes or to the regulations of CAHB, or having agreed in writing to submit to this Code.
- to any person who is a candidate for an elective position or appointed to a body of CAHB.
- And more generally, to any person subject directly or indirectly to the authority of the CAHB, apart from the cases explicitly regulated or provided for by other regulatory or legal texts of the CAHB.

## **ARTICLE 4 : Definitions**

For the purposes of this Code, the concepts and terms below are defined as follows:

CAHB: African Handball Confederation

IHF: International Handball Federation

IOC: International Olympic Committee

Legal order: Legal order of CAHB

RSA: Regulations of the Penalties and Fines of CAHB

EC: Ethics Commission of CAHB

FN: National Federation

Competition: A match, event or series of handball matches taking place over one or more days and which is organized in accordance with the IHF Rules of the Game

Event: any sporting event (Congress, meetings, sporting event, symposiums, etc.) organized by CAHB in accordance with its statutory and regulatory powers.

CAHB official: Any member of the Executive Committee, Council, IHF commissions or working groups, CAHB legal bodies, CAHB departments, any candidate for election for a position within CAHB and any other person, who acts or is required to act for and on behalf of CAHB.

Official of the National Federation: Any administrator member of a national federation, any member of the committees or working groups of a national federation, any candidate for election for a position within the national federation and any other person, who acts or is required to act for and on behalf of the national federation.

Match official: Any referee, technical delegate, Event delegate, and any person approved by CAHB to officiate or supervise a match, a competition or a continental event and who is appointed for this purpose by CAHB.

Player: Any athlete who is a member of a handball team of a national federation or of a club affiliated to a national federation participating in a competition directly or indirectly managed by CAHB.

Legal entities, companies and any other fiduciary institution, if the person to whom this code applies or the person receiving an undue advantage:

- i. holds a managerial position within said entity, company or fiduciary institution;
- ii. directly or indirectly controls said entity, company or fiduciary institution;
- iii. is a beneficiary of such entity, company or fiduciary institution;
- iv. provides services on behalf of such entity, company or fiduciary institution, even in the absence of a formal contract.

Related parties: third parties who have links with persons to whom this code applies, will be considered as related parties if they meet one or more of the following criteria: a) representatives and employees; b) spouses and partners;

CAHB regulations: Generic term covering the Statutes and all the Regulations, Rules, Codes, circulars, provisions, stipulations, ordinances, directives, Internal regulations and specifications issued by CAHB.

Support staff: Any coach, trainer, agent, manager, medical or paramedical staff, advisor and other support staff.

## **ARTICLE 5 : Scope of the code**

- 1 - This Code governs all cases or facts to which the text or the spirit of its provisions relate.
  - 2 - In the event of a contradiction between this Code and other Regulations of CAHB, with the exception of its Statutes, the provisions of this Code shall prevail and have superior authority and probative enforceability at the level of the scale of texts in question.
  - 3 - For cases not provided by this Code in terms of procedural rules, and in case of doubt concerning the interpretation of this code, the Ethics Commission decides in accordance with the guiding principles and rules of the Code of Ethics of IHF.
- 2 4 - In the framework of the exercise of its missions and in the event of imprecision of the terms of this Code or the unsuitability of its provisions to govern a particular disciplinary case, the Ethics Commission may refer to precedents and general principles fully established by doctrine and international sports jurisprudence.

## **ARTICLE 6: Ethics Commission - Mandate - Referral procedures and powers**

1. The Ethics Commission is made up of one (1) president and four (4) members from whom two (2) persons will be appointed in addition to the President, when examining any file of a violation or a breach of the provisions of this Code. The formation of the Ethics Commission, investigates and deliberates in any case following a tripartite composition. The members of the panel in charge of the case all have a right of decision but can in no case have the same nationality of the party or parties prosecuted
2. The president of the Ethics Commission is elected in the framework of the Ordinary Congress of CAHB in accordance with the conditions and procedures provided in Articles 31 and following the Statutes of CAHB. The members of the Ethics Commission are appointed by the Council of CAHB, on proposal of the members of the Executive Committee. The mandate of the members of the Ethics Commission is for a period of four (4) years and begins to run at the end of the Elective Congress of CAHB.
3. When an offense is committed in disregard or in violation of the provisions of this Code, procedures for referral and investigation of the case of the offense in question are initiated in accordance with the terms and procedures set out in this Code. The Ethics Commission is empowered to examine, investigate and decide the case submitted to it, except for specific disciplinary cases prescribed in the Statutes, the Legal Order, the Rules of Penalties and Fines and the Anti-Doping Rules.
4. The Ethics Commission makes investigation, investigates cases and renders decisions following reports drawn up by law and which relate to alleged violations of this Code by persons subject to it. The Ethics Commission rules on disputes or violations relating to this Code and other applicable CAHB Regulations, the law of the place where CAHB has got its head office, general principles of law and, if necessary, rules of law, that the Ethics Commission applies as it deems appropriate.
5. A member of the Ethics Commission cannot belong to another CAHB body. When the CAHB is competent for facts falling within the scope of this Code, the Ethics Commission investigates and renders its decisions following reports relating to alleged violations of the Code by persons subject to it.
6. An alleged violation of this Code must be submitted to the Ethics Commission by a written request made by a National Federation, a member of the Executive Committee of CAHB or

by the Executive Committee of IHF only. Any use of the IOC Integrity and Compliance Hotline for matters falling under the Olympic Movement Code on the Prevention of Manipulation of Competitions remains admissible. The request includes a brief statement of the facts and legal grounds on which the request is based. It is addressed to the President of the Ethics Commission and sent to CAHB Headquarters. Any person or organization, which is the subject of an investigation by the Ethics Commission, has the right to be heard before the commission makes a final decision.

7. The EC is fully empowered to establish the facts on which the claim is based. The decision of the EC is enforceable upon communication to the parties of the operative part of the decision by mail, fax and / or e-mail, and it remains in effect until a decision on appeal is rendered. When rendering a decision, the EC communicates the operative part of the decision to the parties, and the means at the request of one of the parties.

8. The EC can rule on requests for interim measures. When dealing with a case, the EC is empowered to:

- examine its jurisdiction as a preliminary question before any substantive examination of the file submitted to it
- appoint an independent and suitably qualified investigator (who is not a member of the EC) to investigate the case in order to investigate the elements of any alleged breach within the scope of the EC. This investigator must therefore present a full report to the EC;
- determine for each case the procedural rules applicable to it;
- judge whether a violation has been committed, with the exception of the Anti-Doping Regulations;
- impose appropriate measures and sanctions to the specific facts of the case.

#### **ARTICLE 7 : General rules of conduct**

1. Those to whom this Code applies should be aware of the importance of their function and of the obligations and responsibilities that flow from it. In particular, they must honor their duties and responsibilities with diligence, notably with regard to financial matters. Anyone who wishes to invest in handball as an Official, member of an organ of CAHB or of a member federation, or administrator, must demonstrate reliability, good character and respect for the values of this Code, and he /she must agree to submit to this Code before being appointed.
2. The persons to whom this Code applies must refrain from any activity or any behavior which could give the impression or suggest the existence of wrongful behavior or the existence of an attempted faulty behavior as described in the following articles
3. Anyone who attempts or agrees with a third party to act in a manner which would constitute or result in a violation of the Code, will be held liable as if such violation has been committed, whether or not such attempt or agreement has resulted. to a consummated violation. Anyone who intentionally, contributes to, does not report or otherwise makes himself complicit in an act or a breach constituting or resulting in a violation of the Code, will be considered as if he himself has committed a violation. such violation of the Code.

#### **ARTICLE 8 : Dignity**

1. The protection of the dignity of the person is a universal value and a fundamental condition prescribed by CAHB. Any form of harassment, whether physical, professional,

verbal, mental or sexual, is prohibited in handball. No discrimination will be exercised in handball on the grounds of race, sex, ethnicity, color, culture, religion, political opinion, marital status, sexual orientation or any other pattern.

2. Any doping is strictly prohibited, in accordance with the Anti-Doping Rules of the World Anti-Doping Agency (WADA) and the Medical Regulations of CAHB.

3. Any participation, or any support whatsoever, in betting on handball, any manipulation of the results of CAHB competitions or any other malpractices are forbidden.

4. This Code incorporates by means of references the application of the Olympic Movement Code on the prevention of manipulation of competitions as well as the subsequent modifications which may be made to it by the IOC. In the event of a modification made by the IOC to the Olympic Movement Code, the EC will systematically take them into account.

5. Candidates for CAHB elections must conduct their campaign with honesty, dignity and respect for their opponents, in accordance with the Statutory Rules of CAHB which govern the candidatures for positions within CAHB bodies and instances and those governing the conduct of elections.

#### **ARTICLE 9 : Integrity and loyalty**

1. Disciplinary liability is incurred for persons, subject to this Code, who are the author of inappropriate behavior or actions or statements likely to damage the reputation of CAHB and IHF, of its officers and representatives, or of handball in general, or which would bring handball into disrepute. Everyone must conduct themselves with the utmost integrity, honesty and responsibility in the performance of their duties in relation to handball and will not engage in any criminal activity or any other unlawful activity in or outside of handball.

2. The persons subject to the application of this Code, must not in any case, directly or indirectly, offer, promise, give, ask for or accept remuneration or personal, pecuniary commissions or any other advantage, some advantages or hidden services, in any form whatsoever, in connection with the organization of CAHB Events or competitions, CAHB elections or appointments to CAHB positions, with the exception of symbolic gifts constituting a token of respect or friendship.

3. Stakeholders and representatives of CAHB must not be linked to natural or legal persons whose activities or reputation are incompatible with the values defined in this Code. CAHB Officials act in the interest of the institution, when they take decisions that commit or may engage CAHB, without taking into account their personal, financial or other interests, in accordance with the Universal Rules prescribed by IHF in matters of conflicts of interest of IHF officials and which apply to CAHB officials through a direct referral mechanism.

4. CAHB officials must observe political neutrality when representing CAHB in government institutions or national or international organizations.

5. The persons to whom this Code applies must show absolute loyalty to CAHB, IHF, other continental confederations, federations, leagues and clubs.

6. Universal and guiding principles of good governance, including transparency, responsibility and accountability, must be respected.

7. The resources of CAHB, those of a national federation, may only be used for the purposes provided in the general interest of handball. The receipts and expenses must appear in accounting books kept in accordance with the rules in use. The accounting books of CAHB will be subject to an annual control by an Auditor in accordance with the procedures provided in the Statutes of CAHB and in its financial regulations.

8. Any violation of this article is punished with a fine of at least 10,000 Euros, in addition to the imposition of a ban on exercising any activity relating to handball for a minimum of one (1) year. In serious cases and / or in the event of a repeat offense, the ban on exercising any activity relating to handball may be imposed for a maximum period of seven (7) years.

### **ARTICLE 10 : Acceptance and distribution of gifts and other advantages**

1. Persons to whom this Code applies may not accept or offer gifts and other benefits from / to third parties within or outside CAHB - or in relation with intermediaries or parties. which are linked to them within the meaning of this code – except :

- a) whether they have symbolic or insignificant value;
- b) if they are not offered or accepted in such a way as to influence an act relating to official activities or coming under the discretion of those to whom this code applies;
- c) if they are not offered or accepted in contradiction with the duties of the persons to whom this code applies;
- d) if they do not constitute any undue advantage, of a pecuniary or other nature; and
- e) if they do not create any conflict of interest.

Any gift or benefit that does not meet all of the above criteria is prohibited.

2. When in case of doubt, gifts or other benefits should not be offered, promised, given, offered, solicited or accepted.

The persons to whom this code applies must not in any case offer, promise, give, offer, solicit or accept money - whatever the amount and in any form whatsoever - within CAHB or outside it, or in relation to intermediaries or related parties as defined in this code. If refusing the gift or benefit is likely to offend the person offering the gift or benefit for cultural reasons, persons to whom this code applies may accept the gift or benefit on behalf of their respective organization, before reporting it and immediately hand it over immediately thereafter, if applicable, to the competent body.

3 . Any violation of this article is punishable by a fine of at least 10,000 Euros as well as a ban on exercising any activity relating to handball for a minimum period of one (1) year. Any amount received unlawfully is taken into account in the calculation of the fine. In addition to the fine, the illicitly received gift / advantage must be returned, if applicable. In serious cases and / or in the event of a repeat offense, the ban on exercising any handball-related activity may be imposed for a maximum period of seven (7) years.

### **ARTICLE 11 : Discrimination et diffamation**

1. The persons to whom this Code applies must not in any way undermine the dignity or integrity of a country, a person or a group of persons by demeaning or discriminating against

him or her. denigrating, by their words or actions because - notably - of skin color, ethnic, national or social origin, sex, disability, language, religion, political opinion or any other opinion, wealth, birth or other status, sexual orientation or any other motive.

2. It is prohibited for persons to whom this Code applies to make any public statement of a defamatory nature towards the IHF, CAHB, its managers and representatives and / or towards any other person to whom this Code applies in the context of international or continental competitions, and even outside the course of any sporting competition.

3. Any violation of this article shall be punished with a fine of at least 10,000 Euros, in addition to the imposition of a ban on exercising any activity relating to handball for a minimum of one year. In serious cases and / or in the event of a repeat offense, the ban on exercising any activity relating to handball may be imposed for a maximum period of seven (7) years.

### **ARTICLE 12 : Protection of physical and moral integrity**

1. Those to whom this Code applies must protect, respect and safeguard the integrity and personal dignity of others.

2. Persons to whom this Code applies must not use offensive words or gestures to insult anyone or incite others to hatred or violence.

3. Harassment is prohibited. Harassment is understood to mean systematic, hostile and repeated acts aimed at isolating or ostracizing a person or affecting their dignity.

4. Sexual harassment is prohibited.

5. Threats, promises of benefits, and coercion are all particularly prohibited.

6. Any violation of this article is punishable by a fine of at least 10,000 Euros, in addition to the imposition of a ban on exercising any activity relating to handball for a minimum of one year. In serious cases and / or in the event of a repeat offense, the ban on exercising any activity relating to handball may be imposed for a maximum period of seven (7) years.

### **ARTICLE 13 : Forgery in titles and use of forgeries**

1. Persons to whom this Code applies are prohibited from creating a false title, falsifying a title, or using a false or falsified title with legal significance.

2. Any violation of this article shall be punished with a fine of at least 10,000 Euros, in addition to the imposition of a ban on exercising any activity relating to handball for a minimum of one year. In serious cases and / or in the event of a repeat offense, the ban on exercising any activity relating to handball may be imposed for a maximum period of seven (7) years.

### **ARTICLE 14 : Abuse of power**

1. Persons to whom this Code applies must not under any circumstances abuse their power or function, particularly for private purposes or to derive any pecuniary advantage.

2. Any violation of this article shall be punished with a fine of at least 10,000 Euros, in addition to the imposition of a ban on exercising any activity relating to handball for a minimum period of one year. In serious cases and / or in the event of a repeat offense, the

ban on exercising any activity relating to handball may be imposed for a maximum period of seven (7) years.

3. The penalty is increased if the person occupies a high position in handball, as well as according to the relevance and importance of the advantage received.

#### **ARTICLE 15 : Corruption**

1. The persons to whom this Code applies may neither solicit, nor obtain in the form of a promise, accept, offer, promise or give any personal or undue pecuniary advantage - or any other advantage whatsoever - for the purpose of obtain or retain a market or some improper advantage to or from anyone, whether within or outside CAHB. Such acts are prohibited, whether carried out directly or indirectly by or in relation to third parties. In particular, the persons to whom this Code applies may not offer, promise, give, offer, solicit or accept an undue pecuniary advantage - or any other advantage whatsoever - for the performance or omission of a act relating to their official activities and contrary to their duties or falling within their discretion.

2. Persons to whom this Code applies may not engage in any activity or behavior which might give the impression or suggest the existence of a violation of this article.

3. Any violation of this article shall be punished with a fine of at least 10,000 Euros, in addition to the imposition of a ban on exercising any activity relating to handball for a minimum of one year. In serious cases and / or in the event of a repeat offense, the ban on exercising any activity relating to handball may be imposed for a maximum period of seven (7) years.

4. Any amount received unlawfully is taken into account in the calculation of the fine. The penalty is increased if the person occupies high positions in handball, as well as according to the relevance and importance of the advantage received.

#### **ARTICLE 16 : Misappropriation of funds**

1. It is prohibited for persons to whom this code applies to improperly appropriate funds from CAHB, federations, leagues or clubs, whether directly or indirectly, through or jointly with third parties. .

2. Persons to whom this code applies may not engage in any activity or behavior that may give the impression or suggest the existence of a violation of this article.

3. Any violation of this article shall be punished with a fine of at least 10,000 Euros, in addition to the imposition of a ban on exercising any activity relating to handball for a minimum of one year. In serious cases and / or in the event of a repeat offense, the ban on exercising any activity relating to handball may be imposed for a maximum period of seven (7) years.

4. The amount of embezzled funds is taken into account in the calculation of the fine. The penalty is increased if the person occupies a high position in handball, as well as according to the relevance and importance of the advantage received.

#### **ARTICLE 17 : Manipulation of matches or handball competitions**

1. The persons to whom this code applies may not be involved in the manipulation of handball competitions and matches. Manipulation means the act of unlawfully influencing or altering - directly or through an act or omission - the course, result or any other aspect of a handball

competition or match, regardless of whether this behavior was for the purpose of financial gain, sporting or other advantage. In particular, the persons to whom this code applies may not offer, promise, give, offer, solicit or accept an undue pecuniary advantage or any other advantage whatsoever - in their name or on behalf of a third party - in connection with the manipulation of competitions or handball matches.

2. The persons to whom this code applies must immediately report to the Ethics Committee any approach related to activities and / or information concerning - directly or indirectly - the possible manipulation of a competition or a handball match as described above.

3. The Ethics Commission is competent to investigate and rule on any behavior within handball which has little or no connection with the action on the playing field. The CAHB Council also remains competent to deal with the file and settle it in accordance with its statutory powers.

4. Any violation of this article shall be punished with a fine of at least 10,000 Euros, in addition to the imposition of a ban on exercising any activity relating to handball for a minimum of three (3) years. In serious cases and / or in the event of a repeat offense, the ban on exercising any activity relating to handball may be imposed for a maximum period of ten (10) years. Any amount received unlawfully is taken into account in the calculation of the fine.

#### **ARTICLE 18 : Involvement in betting, gaming or other similar activities**

1. The persons to whom this Code applies may not take part - directly or indirectly - in betting activities, lotteries and other similar gambling activities or transactions in connection with handball competitions and matches and / or any activity associated with handball.

2. The persons to whom this code applies may not have - directly or indirectly (via or in relation to third parties) - any interest in entities, companies, organizations, which promote, communicate, organize or manage such bets. , gambling, lotteries and other similar activities or events in connection with handball competitions and matches. Particularly, interest is understood to mean any advantage that the persons to whom this code applies may derive for themselves and / or their related parties.

3. Any violation of this article shall be punished with a fine of at least 10,000 Euros, in addition to the imposition of a ban on exercising any activity relating to handball for a minimum of three (3) years. In serious cases and / or in the event of a repeat offense, the ban on exercising any activity relating to handball may be imposed for a maximum period of ten (10) years. Any amount received unlawfully is taken into account in the calculation of the fine.

#### **ARTICLE 19 : Conflict of interest**

1. The persons to whom this Code applies must refrain from exercising their functions (notably the preparation or participation in a decision-making) in situations where an existing or potential conflict of interest is likely to affect the exercise of these functions. A conflict of interest occurs when the persons to whom this Code applies have or appear to have direct or secondary interests that may influence their ability to perform their obligations with integrity, independence and determination. Banned interests include, but are not limited to, gaining any benefit for persons to whom this Code applies or related parties, as defined in this Code.

2. Before being elected, appointed or employed, the persons to whom this code applies must disclose any relationship or interest likely to generate situations of conflict of interest in the context of their new functions.

3. The persons to whom this Code applies must refrain from exercising their functions (including preparation for or participation in decision-making) in situations where there is a risk that a conflict of interest could affect the exercise of these functions. In such a case, the conflict of interest must be immediately revealed and notified to the organization of the person to which this Code applies.

4. Any violation of this article shall be punished with a fine of at least 10,000 Euros as well as a ban on exercising any activity relating to handball for a minimum period of two years. In serious cases and / or in the event of a repeat offense, the ban on exercising any activity relating to handball may be imposed for a maximum period of five (5) years.

#### **ARTICLE 20 : Duty of cooperation**

1. Persons to whom this Code applies must fully assist and cooperate in good faith at all times with the Ethics Commission, whether they are involved as a party, witness or other role in a given case. This includes, among other things, to fully comply with requests from the Ethics Commission, including those aimed at clarifying the facts, providing oral or written testimony, submitting information, documents or other material and revealing details relating to income or to finances, if the Ethics Commission considers it necessary.

2. Persons to whom this Code applies who are required to cooperate with the Ethics Committee in a given matter, whether they are involved as a party, witness or other role, should deal with the information provided to them. and their involvement in a strictly confidential manner, unless otherwise instructed by the Ethics Commission.

3. The persons to whom this Code applies must refrain from taking any action having - in fact or in appearance - for the purpose of obstructing, evading, preventing or interfering in any way whatsoever either with an ongoing or upcoming procedure of the Ethics Commission.

4. In the context of any connection with an ongoing or future procedure with the Ethics Commission, the persons to whom this Code applies may not conceal any material fact whatsoever, any more than they may carry out any statement or representation that is false or likely to mislead, nor may submit information - or other documents - incomplete, false or likely to mislead.

5. Persons to whom this Code applies may not harass, intimidate or threaten anyone - or retaliate - for any reason whatsoever for the reason that they are helping, could help or would have helped the Ethics Commission.

6. Any violation of this article is punished with a minimum fine of 10,000 Euros in addition to a ban on exercising any activity relating to handball for a minimum period of two years. In serious cases and / or in the event of a repeat offense, the ban on exercising any activity relating to handball may be imposed for a maximum period of five (5) years.

#### **ARTICLE 21 : Competence of CAHB**

1. All CAHB officials are subject to the jurisdiction of CAHB in all cases related to alleged violations of the Code.

2. National federations are subject to the jurisdiction of CAHB and IHF.
3. Pursuant to the provisions of article 6 of the IHF Code of Ethics, the Officials and representatives of CAHB and any national federation are subject to the jurisdiction of the IHF, provided that the alleged violation of the Code has or may have consequences at the international level and that a formal procedure has not been opened by the CAHB or the national federation concerned within a reasonable time set by the IHF.
4. The Ethics Commission is exclusively competent to investigate and rule on the behavior of persons to whom this code applies when this behavior:
  - a. was committed by an individual who was elected, appointed or appointed by CAHB to exercise a function;
  - b. directly concerns their duties and responsibilities vis-à-vis CAHB;
  - c. is linked to the use of CAHB funds.
5. when such behavior affects a federation or several federations falling within the scope of the CAHB
6. when said behavior is not directly related to CAHB, the Ethics Commission is only entitled to investigate and rule on the case if said behavior has not been investigated or reviewed. judgment, and / or if it cannot be expected to be the subject of an investigation and judgment by the competent judicial bodies of the federation concerned. In the event that no adequate procedure is carried out at the level of the federation within two (2) months from the date on which the Ethics Commission became aware of the behavior in question, said commission is entitled to investigate and rule on the case.

## **ARTICLE 22 :**

1. The persons and actors subject to this Code, are required not to disclose under any circumstances confidential information of which they became aware in the course of carrying out their missions or their activities in handball, unless the Code or the law does not require it. In addition, they must refrain from divulging any information or data obtained in the course of the conduct of their missions or their activities in handball, to serve their own interests or derive personal benefits, or to use them for any purpose. malicious to damage the reputation of a legal or natural person. The confidentiality obligation remains in effect indefinitely, whether or not the person concerned is still subject to the Code, or whether they maintain a relationship or responsibilities for or on behalf of CAHB.
2. Any violation of this article is punishable by a fine of at least 10,000 Euros as well as a ban on exercising any activity relating to handball for a minimum period of one (1) year. In serious cases and / or in the event of a repeat offense, the ban on exercising any activity relating to handball may be imposed for a maximum period of five (5) years.

## **ARTICLE 23 : Limitation period**

Proceedings concerning alleged violations under the Code may be opened by CAHB no later than 10 years after the alleged violation took place, or the lesser period prescribed by applicable law. This applies to all violations of the Code except those relating to cases of

corruption, in all its forms, which is not subject to the 10-year limitation period, but to the mandatory provisions of the law in force.

#### **ARTICLE 24 : Mesures and sanctions**

1. In the event of a violation or unlawful act committed in disregard of the provisions of the Code, all legal or natural persons falling directly or indirectly under the authority of CAHB, incur measures and sanctions which may be imposed by the Ethics Committee and which are listed, without limitation, as follows:

- a warning or a reprimand;
- A fine ;
- suspension of a person, with or without conditions, or dismissal of a person from his post;
- suspension or prohibition imposed on a person from participating in activities related to handball, including any event and / or competition organized directly or indirectly by CAHB, or by a national member federation;
- withdrawal of any medal, prize, award or other honorary distinction awarded to the person by CAHB;
- Any other measure or sanction recorded in the statutes or the Penalties and Fines Regulations of CAHB, or any measure or sanction that the EC deems appropriate.

2. The EC may decree one or more sanctions among those mentioned in the paragraph of this article. A factual situation may lead the EC to retain disciplinary liability for a legal person in addition to individual disciplinary sanctions (s) which may be imposed on natural persons who are members of said legal person.

3. Any sanction must be taken into account the principle of proportionality of the sanction in relation to the nature of the fault committed. The circumstances and the nature of the fault committed as well as the status of the offender are elements which must guide the EC in taking any sanction appropriate to the specific facts of the case submitted to it.

4. The EC can impose interim measures or sanctions at any time pending a final disposition of the case.

#### **ARTICLE 25 : Diversity of means of proof**

1. Any evidence may be produced.

2. The means of proof are notably:

- a) the documents;
- b) reports of officials;
- c) declarations of the parties;
- d) witness statements;
- e) audio or video recordings;
- f) expert advice;
- g) any other evidence relevant to the case.

3. When oral testimony is taken during the investigative process, it may be given in person, by telephone or by video.

#### **ARTICLE 26 : Legal regime of evidence**

1. The Ethics Commission freely assesses the evidence. The Ethics Commission may decide on the admissibility of any means of proof presented or collected, the authenticity of which cannot be called into question, and which is likely to lead it to better instruct and elucidate the elements of the case before it.
2. The members of the Ethics Commission study and decide on the basis of their adequate satisfaction and their personal conviction.
3. The burden of proof of breaches of the provisions of this Code is the responsibility of the Ethics Commission.

#### **ARTICLE 27: Suspension or continuation of the procedure**

1. In the event that a person to whom this Code applies ceases to hold office during the proceedings, the Ethics Commission remains competent to continue the investigation and / or render a decision.
2. In the event that a person to whom this Code applies ceases to hold office before any decision to initiate the opening of a case investigation procedure, the Ethics Commission may suspend the procedure or continue its work and rule on the specific case by imposing appropriate sanctions.

#### **ARTICLE 28: Right to lodge a complaint**

1. Anyone can lodge a complaint with the CAHB secretariat regarding potential violations of the provisions of this Code. The complaint must be lodged in writing and accompanied by supporting evidence. The secretariat informs the President of the Ethics Commission of the complaint lodged and acts according to his instructions.
2. Not all complaints are lodged with the opening of proceedings. The Ethics Commission remains sovereign as to the possibility of investigating the case or filing it. In the event that the Ethics Commission decides to close the file, it must justify its decision, indicating in particular the elements and reasons justifying its decision concerned
3. Any person to whom this Code applies who files a complaint against a person whom he knows to be innocent or who uses any other subterfuge with the aim of initiating an abusive or unfair or slanderous manner a procedure under this code is punished with a minimum fine of 10,000 Euros in addition to the imposition of a ban on exercising any activity relating to handball for at least two (2) years against the complainant.
4. The Ethics Commission may at any time decide to open a preliminary investigation into a potential infringement covered by this code in the framework of a complaint that has been filed. This preliminary investigation particularly involves the collection of written information, the request for some documents and the solicitation of witness statements.
5. The President of the Ethics Commission may, on his own initiative and at any time, decide to open a preliminary investigation.

#### **ARTICLE 29: Right to be heard**

Before the Ethics Commission renders its final decision, any party prosecuted has the right to submit its position and to assert its defense, to present evidence and to request the examination of the evidence in the case. These rights may be restricted when exceptional circumstances so require, such as the preservation of confidential matters and the protection of witnesses, or when the elements of the procedure are required to be established.

### **ARTICLE 30: General provisions**

1. When imposing a sanction, the Ethics Commission must take into account all the relevant factors of the case, particularly the nature of the infringement, the substantial interest in discouraging any similar infringement, the aid and the cooperation of the offender with the Ethics Commission, as well as the context, motivations and degree of culpability of the offender, the extent to which the offender admits his responsibility or if the offender has sought to mitigate his responsibility for the fact of which he is being pursued.

2. In the event of extenuating circumstances, and if this is deemed appropriate after taking into consideration all the relevant elements of the case, the Ethics Commission may impose penalties less than the minimum penalties provided for and/or impose alternative sanctions compared to the naturally applicable sanctions.

3. Unless otherwise provided in this code, the Ethics Commission decides on the scope and duration of any sanction

4. Sanctions may be geographically limited or relate only to one or more specific category (ies) of matches and competitions.

### **ARTICLE 31:**

The rules contained in the Code will be applied in accordance with these provisions and the provisions of the Statutes and Regulations of CAHB as well as the provisions of the IHF Code of Ethics to which it refers

Any decision taken by the EC is applicable and enforceable against its addressee or its addressees immediately after its notification by means of any notification medium guaranteeing perfect and certain knowledge of the text and of the pronouncement of the decision.

### **ARTICLE 32: Recidivism**

Recidivism is considered an aggravating circumstance, which allows the Ethics Commission to go beyond the maximum limit provided for a violation of this rule, as specified in this code.

### **ARTICLE 33: Several offenses**

When more than one offense has been committed, the final penalty (other than financial) may be retained taking into account the most serious offense and may be increased, by a maximum of one third, depending on the concrete circumstances of the case. of species.

### **ARTICLE 34: Independence**

1. Members of the Ethics Commission are fully independent in investigations, procedures and decision-making, and they must prevent any influence from third parties.

2. Members of the Ethics Commission - as well as members of their immediate family - may not be part of any other judicial body of CAHB, or the Council or Executive Committee of CAHB or another permanent commission of CAHB.

3. Members of the Ethics Commission cannot be part of any other CAHB body.

### **ARTICLE 35: Recusation**

1. Members of the Ethics Commission must recuse themselves and refrain from participating in inquiries or trial proceedings when serious reasons may cast doubt on their impartiality or neutrality.
2. This is particularly the case:
  - a) whether the member in question is directly interested in the outcome of the case;
  - b) whether the member has a personal bias or prejudice against a party, has personal and direct knowledge of evidentiary facts relevant to the proceedings, has expressed an opinion about the outcome of the proceedings other than in the context of the procedure, if his or her immediate family is part of the subject of the controversy or part of the procedure itself, or finally if the member has any other interest which may decisively affect the outcome of the procedure and its impartiality;
  - c) if the member is of the same nationality as the party complained of;
  - d) if the member previously had to deal with the case in a function other than that of a member of the Ethics Commission.
3. Any member who recuses himself must immediately inform CAHB's Executive Committee.
4. A request to challenge a member of the Ethics Commission must be made within five days of the discovery of the elements justifying the challenge, after which the request can no longer be made. The request must be motivated and if possible accompanied by proof.
5. The CAHB Executive Committee decides on the validity of the request if it is not the member who recuses himself. When the request is aimed at the President of the EC, he will be substituted by one of the vice-Presidents of the Commission.

### **ARTICLE 36: Confidentiality**

1. Members of the Ethics Commission and Members of the secretariats are required to maintain secrecy regarding everything that comes to their knowledge in the course of their duties, including deliberations and personal data of a private nature.
2. Notwithstanding paragraph 1 of this article, the EC may, if it considers it necessary, publicly communicate or appropriately confirm pending or closed proceedings, or rectify any rumors or false information. Disclosure of this information must respect the presumption of innocence and the rights of the concerned individuals.
  3. If it deems it necessary, the EC may communicate publicly, in the appropriate manner and/or via the CAHB website, the reasons for a decision and / or the closure of an investigation. Notably, the President of the EC may decide to publish the decision rendered, in part or in full, provided that the names mentioned in the decision (other than those linked to the parties), as well as any other information deemed relevant by the President of the EC, be made anonymous.
4. In the event of violation of this article by a member of the Ethics Commission, said member must be suspended by a decision taken by the Council of CAHB, until the next Congress of CAHB.

### **ARTICLE 37: Languages of the proceedings**

1. The languages which may be used during the procedure are the two official languages of CAHB (English and French). The Ethics Commission and the parties may speak in either of these languages.
2. If necessary, CAHB provides the assistance of an interpreter.
3. Decisions shall be rendered in the language used in the proceedings in question. As far as possible, the language of the party concerned by the case under consideration is used as a priority.

### **ARTICLE 38: Form and content of the decision**

1. Any final decision rendered by the Ethics Commission must contain the following information:
  - a) the composition of the panel;
  - b) identification of the parties;
  - c) the date of the decision;
  - d) summary of the facts;
  - e) the reasons for the decision;
  - f) the provisions of this Code which have been applied;
  - g) the arrangement set up;
  - h) the possible remedies.
2. Preliminary decisions and written communications from the Ethics Commission are exempt from observing the formal requirements mentioned in paragraph (1) of this article.
3. The final decisions are signed by the president and notified to the concerned parties through the secretariat of CAHB.

### **ARTICLE 39: Entry into force of decisions**

1. Decisions of the Ethics Committee come into force upon notification to the concerned party or parties.
2. The Ethics Commission may correct at any time obvious errors that could affect its work or its decisions.

### **ARTICLE 40: Review**

1. The Ethics Commission may reopen any old proceedings closed by an enforceable decision when a party presents new relevant facts or evidence which, despite the investigation, could not have been brought into the file in time and which could have influenced the decision in his favor. In case of reopening, the provisions concerning the investigative procedure apply.
2. To be admissible, the request for review must be filed by the concerned party within ten days of the date coinciding with the discovery of the reasons or elements justifying recourse to the review procedure.

3. The limitation period for the request for review is one (1) year from the date of notification of the initial final decision rendered by the Ethics Commission.

**ARTICLE 41: Appeal of a decision rendered by the Ethics Commission**

Decisions taken by the EC, with the exception of provisional decisions, may be appealed to the Arbitral Tribunal of CAHB within (21) days after receipt of the decision. When filing the appeal, non-refundable costs up to 10,000 Euros must be paid to CAHB. Decisions taken by the CAHB Arbitral Tribunal may be the subject of a subsequent appeal to the permanent arbitration bodies of the CAHB's Executive Committee decisions remain fully enforceable during the appeal process, as the appeal process does not have a suspensive effect in principle. However, the Arbitral Tribunal is empowered to deal with any request for a stay of execution of the contested decision and may grant a measure of suspension of execution of the decision concerned in the event of a just cause validly invoked and demonstrated by the appellant.

**ARTICLE 42: Entry into force of this Code**

This Code of Ethics was approved by the Council of CAHB during its meeting held **on 23rd July 2021. It was definitively adopted at the Ordinary Congress of CAHB held by videoconference on 5<sup>th</sup> November, 2021.**