



EHF DISCLOSURE POLICY



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I. EHF's Disclosure Policy – Introduction

It is the EHF's strong commitment to protect handball's fairness and integrity on and off the playing court. In this context, information provided by third persons ("Informant") may constitute valuable contributions to identify and rectify potential wrongdoings that may otherwise not surface. These persons must feel trust to come forward, which implies clear reporting, investigative, prosecution and adjudicatory channels ensuring transparency, independence and impartiality at every stage. In the event of unexpected situation, the EHF Executive Committee will implement the required modifications to find a suitable solution.

II. Disclosure of an Alleged Misconduct

Disclosure

The Informant may report an alleged wrongdoing through any EHF's reporting channel. Nevertheless the possibility to do so via the Initiator of Proceedings through the dedicated and secured reporting platform is encouraged: <https://report.whistleb.com/ehf>.

Wrongdoing

A wrongdoing is any violation of EHF's Statutes, regulations, Code of Conduct or competitions integrity which has allegedly been, is being or is likely to be committed.

Cooperation and Confidentiality

The Informant shall cooperate in good faith and provide reasonable and substantiated elements. His/her anonymity will be protected unless he/she decides otherwise.

III. Role of the Initiator of Procedure ("IoP") and Procedure

Procedure

The IoP receives the initial alert, acknowledges receipt, ensures the anonymity and protection of the Informant, keeps the latter informed on the investigation status and requests further information/documents if necessary.

Investigation

The IoP is solely responsible to investigate the allegations made by the Informant, on the basis of which he/she shall decide, in a grounded decision and in writing, whether or not to request the initiation of further proceedings with the Court of Handball in accordance with the EHF Legal Regulations. The decision shall be communicated to the Informant and the EHF President and Secretary General.

Within the framework of the investigation, the IoP may use internal and external intelligence platforms to gather all pertinent evidence as defined in Article 47 of the EHF Legal Regulations and has full discretion as to how the investigation is conducted. If the IoP deems fit, he/she may request the assistance of the EHF Legal Department, the latter being bound by confidentiality.

In case of conflict of interest, the IoP shall immediately report to the EHF President and Secretary General and the EHF Executive Committee may nominate a substitute.

IoP's Decision

A decision not to request the initiation of further proceedings may be appealed by the EHF to the Court of Handball. The formal conditions defined in Article 39 of the EHF Legal Regulations apply.