



MHA OFFICIALS CODE OF CONDUCT AGREEMENT

Persons involved in MHA Competitions and Events
Persons on duty for the MHA
Persons being in whatever way related to the MHA

Date: 20/09/2022

INTRODUCTION

This Code of Conduct outlines and regulates the appropriate conduct of all those acting for or under the MHA. The MHA expects all its functionaries, its personnel and all further persons in various functions and responsibilities to embrace the values, objectives, and principles of the MHA in every way, and refrain from anything that could be damaging to their attainment.

Article 1 – SCOPE

- 1.1. This MHA Officials' Code of Conduct applies to the following, whether they are in a paid or unpaid/voluntary capacity:
 - 1.1.1. Persons appointed or elected to the Management Board of the association, Council, committees, and sub-committees.
 - 1.1.2. Employees of the MHA.
 - 1.1.3. National teams' coaches and assistant coaches.
 - 1.1.5. National teams' support personnel, managers, physiotherapists, psychologists, masseurs, sport trainers and/or others.
 - 1.1.6. Referees, delegates, and table officials.
 - 1.1.7. Volunteers involved on behalf of the MHA.
 - 1.1.8. Any other person, that may hold a position on behalf of the MHA during competitions and events or on duty for the MHA.
- 1.2. The above persons shall have an obligation to show integrity, fairness and objectivity, and act impartially when involved in MHA competitions and events or are on duty for the MHA.

Article 2 – VALUES OF THE MHA

All persons defined in provision 1.1 of this Code shall be inspired, and their actions, decisions, and behaviour shall be guided by a value-based approach that enables an optimal environment which encourages the growth and development of Maltese handball. These persons shall be guided by the following values which are being adopted by the MHA:

- 2.1. **Integrity** – They shall consistently align their behaviour to the highest standards, and shall adhere to shared ethical and moral values, principles and norms for upholding and prioritizing the MHA objectives and interests over private interests.
- 2.2. **Respect** - They shall have due regard and treat each and every person with whom they engage in any manner with utmost respect in order to create and promote a positive work environment.
- 2.3. **Professionalism** - They shall act with the competence and the best of their ability during all their engagements in handball.
- 2.4. **Passion** - They shall always show a strong feeling of enthusiasm and desire to improve the level of Maltese handball.
- 2.5. **Fair Play** - They shall lead by example in promoting the fundamental principles of fair play and sportsmanship throughout all their engagements.
- 2.6. **Accountability** - They shall act and take decisions to the best of their abilities and be accountable for them to all affiliated clubs and other members. Nominated officials shall be accountable to the MHA.
- 2.7. **Transparency** - They shall be as open as possible about the decisions and actions that they take for the benefit of handball and the handball community.
- 2.8. **Honesty** - They shall be truthful and fair and free from deceit or fraud in all their engagements.
- 2.9. **Justice** - They shall always observe and uphold the rules and regulations governing the MHA, EHF and IHF, along with the Laws of Malta.
- 2.10. **Leadership** – They shall always promote, support, and embrace these values and be inspired by them to influence other members within the handball community.

Article 3 – COMPLIANCE WITH LEGISLATION

- 3.1. Persons bound by this Code shall comply with all national legislation in particular, and not limited to:
 - 3.1.1. Anti-Money Laundering and Financing of Terrorism Laws.
 - 3.1.2. Integrity (anti-bribery).

3.1.3. Drug Related Legislation.

3.1.4. Other Criminal Laws.

3.2. Persons bound by this Code shall uphold the bylaws and regulations of the MHA and never be a party to their evasion.

Article 4 – INFORMATION MANAGEMENT

4.1. Persons bound by this Code shall protect the privacy and integrity of personal data which is being processed by the MHA as defined by the General Data Protection Regulation GDPR throughout all their engagements. So far as it is legally permissible, persons bound by this Code may collect personal data, nonetheless, they will only collect such information for legitimate purposes and retain it only as is necessary or required by law.

4.2. Persons bound by this Code shall at all times during their engagement with the MHA hold in the strictest confidence, and not to use, except for the benefit of the Association, or to disclose any confidential information.

4.3. Persons bound by this Code shall support, establish, maintain, and defend the MHA's intellectual property (included but not limited to trade names, trademarks, and copyrights) in a way that protects the highly sensitive nature of the information and its commercial value to the Association.

Article 5 – NON-DISCRIMINATION & PROTECTION OF PHYSICAL AND MENTAL INTEGRITY

5.1. Persons bound by this Code shall not offend the dignity or integrity of a country, private person, or group of people through contemptuous, discriminatory or denigratory words or actions on account of race, skin colour, ethnicity, nationality, social origin, gender, disability, language, religion, political opinion or any other opinion, wealth, birth or any other status, sexual orientation, or any other reason.

5.2. All forms of abuse and harassment, physical violence, threats, and racism, constitute behaviours that will not be tolerated on the part of anyone connected with the MHA.

- 5.3. Persons bound by this Code shall not consume alcohol, tobacco, or similar substances in an inappropriate way, in public places at the arena, directly before or after official activities and assignments.
- 5.4. Without prejudice to other regulations within the statutes and rules of the Association, persons bound by this Code are forbidden from making any public statements of a defamatory nature towards the MHA and/or towards any other person in the context of the MHA events.

Article 6 – BRIBERY, MISAPPROPRIATION OF FUNDS AND MATCH MANIPULATION

- 6.1. Persons bound by this Code shall not accept, give, offer, promise, receive, request, or solicit any personal or undue pecuniary or other advantage in order to obtain or retain business or any other improper advantage to or from anyone within or outside MHA, or for the execution or omission of an act that is related to their official activities and is contrary to their duties. Such acts are prohibited regardless of whether carried out directly or indirectly through, or in conjunction with, third parties.
- 6.2. Persons bound by this Code shall not, directly, or indirectly accept offers on bribes, kickbacks, or other payments of money or anything of value respectively retain such information for the purpose of wrongfully giving undue advantages in connection with a match or a match result.
- 6.3. Persons bound by this Code shall not misappropriate funds of the MHA, the leagues, festivals, events, or clubs, whether directly or indirectly through, or in conjunction with, third parties.
- 6.4. Persons bound by this Code shall not accept, either for themselves or their families, favours or benefits under circumstances that might be construed as having an influence on the performance of their duties.
- 6.5. Persons bound by this Code shall report corruption and undue conduct whenever and wherever discovered.

Article 7 – BETTING, GAMBLING OR SIMILAR ACTIVITIES

- 7.1. Persons bound by this Code shall not participate, either directly or indirectly, in betting, gambling, lotteries or similar events or transactions related to handball matches or competitions and/or any related handball activities.
- 7.2. Persons bound by this Code shall not have any interests, either directly or indirectly (through or in conjunction with third parties), in entities, companies, organisations, etc. that promote, broker, arrange or conduct betting, gambling, lotteries or similar events or transactions connected with handball matches and competitions. Interests include gaining any possible advantage for the persons bound by this Code themselves and/or related parties.
- 7.3. Persons bound by this Code shall lead by example in promoting a handball culture which is against betting, gambling, lotteries or similar events or transactions connected with handball matches and competitions.

Article 8 – OFFERING AND ACCEPTING OF GIFTS & COMMISSION

- 8.1. Persons bound by this Code shall make no individual promises of any kind likely to interfere with the normal and official workings of the MHA.
- 8.2. Persons bound by this Code shall not discriminate in any way by the dispensation of special favours or privileges to anyone whether for remuneration, gifts, favours, special treatment or any other such motivation.
- 8.3. Persons bound by this Code may only offer or accept gifts or other benefits to and from persons within or outside the MHA, or in conjunction with intermediaries or related parties as defined in this Code, where such gifts or benefits:
 - 8.3.1. Have a symbolic value.
 - 8.3.2. Are not offered or accepted as a way of influencing persons bound by this Code to execute or omit an act that is related to their official activities or falls within their discretion.
 - 8.3.3. Are not offered or accepted in contravention of the duties of persons bound by this Code.

8.3.4. Do not create any undue pecuniary or other advantage.

8.3.5. Do not create a conflict of interest.

Any gifts or other benefits not meeting all of these criteria are prohibited.

- 8.4. If in doubt, gifts or other benefits shall not be accepted, given, offered, promised, received, requested, or solicited. If declining the gift or benefit would offend the giver on the grounds of cultural norms, persons bound by this Code may accept the gift or benefit on behalf of the Association and shall report it and hand it over, where applicable, immediately thereafter to the Association.
- 8.5. Unless covered by a genuine commercial agreement, persons bound by this Code shall not accept, give, offer, promise, receive, request, or solicit commission for themselves or third parties for negotiating deals or conducting other business in connection with their duties.

Article 9 – CONFLICT OF INTEREST

Persons bound by this Code shall be free of any obligation other than the impartial and fair judgement of the subject to be handled or the events/activities to be taken care of. Decisions based on personal bias or the fulfilment of any obligation outside those connected to the applicable conditions/regulations, the game of handball and loyalty towards the MHA are unacceptable.

Article 10 – OTHER RULES OF CONDUCT

- 10.1. Persons bound by this Code shall obey the following rules of conduct:
- 10.1.1. Shall consider loyalty to their tasks and responsibilities as well as the game of handball and to the MHA as superior to loyalty to persons or personal interest.
 - 10.1.2. Their conduct, speech, and actions in course of their duties shall be above reproach and shall always be characterized by sportsmanship, courtesy, and self-control.
 - 10.1.3. Shall arrive at the venue for official activities, early enough to have time to prepare the infrastructure, inspect facilities and equipment, discuss any

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

10.1.4. Shall not publicly criticize the MHA, its officials, its partners, individual clubs, or other person being in charge of or related to the MHA.

10.1.5. Shall seek to possess and demonstrate a comprehensive knowledge in their area of competence, understanding of the letter and the intent of the playing rules and the purpose of his/her mission.

10.1.6. Shall make sure that protocols, records, and reports are free of any external interference and shall show the utmost vigilance concerning the possibility of falsification.

10.1.7. Shall support their fellow persons being in charge of or related to the MHA.

10.1.8. Shall not engage in conversation about internal information, privacy of other persons, secrets, or a specific officiating assignment.

10.1.9. Shall use social media responsibly and safely. They shall ensure that nothing published or shared on their personal social media profiles contains inappropriate content which can reasonably be perceived by the general public, or any person/s involved with the MHA to be discriminatory, abusive, oppressive, bullying, harassing, offensive, victimizing or in any way incompatible with the principles, values, and any other direction spelled in this Code.

10.1.10. Shall refrain from taking any substance likely to impair their mental and/or physical performance.

10.1.11. Shall engage in no business with third parties, either directly or indirectly, in a way which is not consistent with MHA duties and principles.

10.2. Persons bound by this Code must avoid any action, whether or not specifically prohibited by these rules, which might result in or create the appearance of a violation on their part. Particularly he/she will refrain from:

10.2.1. Using the MHA for personal gains or goals.

10.2.2. Giving preferential treatment to anyone.

10.2.3. Partly losing independence or impartiality.

10.2.4. Communicating confidential internal information.

10.2.5. Anticipating MHA decisions.

10.2.6. Appearing to make decisions on behalf of the MHA.

10.2.7. Negatively affecting the confidence of the public in the integrity of the MHA.

10.2.8. Accepting inappropriate or excessive gifts or favours from any person seeking business with the MHA, its affiliated clubs or its partners and associates.

10.2.9. Grossly misbehaving even outside his/her MHA assignments.

Article 11 – DUTIES AND OBLIGATIONS

11.1. Persons bound by this Code shall protect the interests of the MHA, its clubs, players, team officials, MHA representatives/personnel/officials, administrators, the representatives of partners and partner companies, fans, and other representatives, from inappropriate conduct.

11.2. Persons bound by this Code shall endeavour to promote appropriate conduct and attitudes on the part of all those involved in daily business, decision making process, sport events as well as any other activities.

11.3. Persons bound by this Code shall have a duty to permanently seek self-improvement through the continuous further education, permanent practice, regular physical activities, study of the game, rules, tactical and technical developments of handball.

11.4. Persons bound by this Code shall have an obligation to treat other protagonists/officials/persons being in charge of or related to the MHA with professional dignity and courtesy.

11.5. Persons bound by this Code shall refrain from any activity or behaviour that might give rise to the appearance or suspicion of a breach of this Code.

11.6. Persons bound by this Code are obliged to immediately report any observations in connection with and violations of basic principles of sportsmanlike conduct, fair play,

the MHA Officials Code of Conduct at hand, the MHA Clubs Code of Conduct, and any other violations of the applicable regulations to the MHA. Any default to do so constitutes a violation of the obligation towards the MHA and may lead to further consequences for the person(s) concerned.

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

Article 12 – DECLARATION

- 12.1. The undersigning person being in charge of or related to the MHA confirms that he/she will involve and participate in all kinds of tasks and responsibilities as well as competitions, activities and events in a correct, fair and sportsmanlike way and that he/she will guarantee not to influence any action/competitions/match and any persons involved in an undue way or try to manipulate any decisions or results. This includes undue influence, accepting gifts and presents, trial and acceptance of offers for manipulation and/or respective attempts in connection with the perspective of betting or lottery achievements.
- 12.2. With the signature below the signing person acknowledges that the MHA Code of Conduct and the related penalties for violations are understood and confirmed.
- 12.3. By signing below, I affirm that I have read and agree to abide by the Code of Conduct. I thus honour the letter and spirit of this Agreement.

THE SUBMISSION OF THIS DOCUMENT CONSTITUTES AN INTEGRATED PART OF ANY ENGAGEMENT, TASK OR DUTY ON BEHALF OF THE MHA.

Name/Person:

Function/Nation:

Date:

Signature: