



EURO HANDBALL PRIDE CHAMPIONSHIP

Guidelines for organizers

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Introduction

These guidelines are meant for organizers of Euro Handball Pride Championships (EHPC) and give basic information on what to give priority in the planning and execution of the event. These guidelines can be altered at the annual team leader's conferences during the championships, or after agreement within the reference group.

These guidelines are divided into topics, and each topic is divided in up to three priority levels:

Requirements

These are demands and minimum requirements that shall be agreed to in order to get to organize future Euro Handball Pride Championships.

Recommendations

These are recommendations that are important to make the championship and organization a success, and important in order to build our community further. They are not decisive to hold the championship, but organizers are urged to follow up on them.

Optionals

These are mere suggestions for additional features. They are unnecessary for the championship to run smoothly but are still welcome to give participants and guests an extra good experience.

Topic 0: Organization

Team leader ´s conference

- During the championship, the local organizers shall facilitate a team leader’s conference for the discussion of:
 - topics connected to this year’s annual Euro Handball Pride Championship
 - a decision on who will organize the Euro Handball Pride Championship in the three upcoming years
 - other topics connected to the future of these championships and the pride handball community in general

If there are subjects that require voting, each participating *team* has one vote during the meeting. Organizations that participate with more than one team, can have a maximum of three votes. Pride clubs who are not attending the current Euro Handball Pride Championship are welcome to join the team leader’s conference, and if they have participated during the last three years, they have one vote. The organizer shall make a summary of the meeting which is sent to all known pride handball clubs in Europe.

- If needed, the upcoming organizer, or a majority of the reference group, may call for an online team leader’s conference with at least two weeks’ notice at any time in between the championships. In the need of a voting in such an online conference, each organization that has participated with at least one team for the last three years has one vote.
- Organizations that want to apply for hosting the championship three years ahead during a team leader’s conference, shall fill in an application form and send this to the reference group at least one month before the annual conference. The reference group shall forward all applications to all invited clubs at least one week before the conference, in order for the clubs to consider all options before the conference starts.
- The application shall specify whether the use of glue or resin is permitted or not.
- If at least two international referees from the pride community are present at the championship, they shall be invited to have a delegate attend the team leaders conference. The referee delegate has one vote during the conference. Read more under Topic 5: Referees.

Reference group

- During each year's Euro Handball Pride Championship's team leader's conference, a reference group shall be appointed. The group shall be used to give advice on and approve critical decisions regarding the championship. The group shall have its first meeting with next year's organizers during or right after their appointment.
- The reference group should consist of 5 members: 1 representative from each of the two previous organizers of the championship, one representative from the upcoming organizer, and one representative from each of the two following organizers.
- If for some reason one of these cannot or will not attend, the substitute should represent a different country than the remaining 4 members of the group.
- If none of the reference group members specifically represents a FLINTA organization/team, the FLINTA team leaders can nominate a FLINTA representative to join the reference group that year.
- In the case of something out of the ordinary would appear in between two team leaders' conferences, the reference group may give the upcoming organizer a permission to deviate from the requirements in these guidelines. The changes shall be voted on during the next team leaders' conference to take permanent effect.

Topic 1: Program

Requirements

- The invitation shall include both a FLINTA championship and a championship in open class / mixed. If there are at least three registered teams in one class, the competition in this class shall take place.
 - Comment: FLINTA = Female, Lesbian, Intersex, Non-binary, Transgendered, Agender, in practice all who are not cis-gendered males.
 - Comment: The classes are separate championships, and players who are eligible to play in both, may do so. When making the final schedule, the organizer is not obliged to consider colliding matches for players who join both tournaments.
- There shall be a medal ceremony after the last final has taken place.
- The program shall include both a sportive and a social program to encourage bonding between teams, players, referees, and handball enthusiasts across borders.
- The championship is an independent event. The team leader conference can grant handball tournaments during other events, such as Pride or EuroGames, the status of Euro Handball Pride Championship. However, such events shall not impose any limitations on fulfilling the requirements outlined in these guidelines. This includes the point regarding registration fees. In case of disagreement, the reference group has the final say. A local handball club /organization shall always be the main organizer, but the leader of the sanctioned event shall also sign the application form as a co-organizer and commit to these guidelines.
- The registration fee shall be affordable.

Recommendations

- The sporting program should not run over more than two days, preferably Friday and Saturday. Thursday could be used when Saturday should be free for other events (like Pride). If this is the case, the program should also include social events on Saturday.
- The championship should be held in the months of June, July, or 1st half of August.
 - Comment: Many players normally play in teams that do not join these championships and may often have other obligations during the handball season or preseason.
- The registration should include a system for friends and partners traveling with the teams to register to all events.

- Comment: This type of registration should be communicated and open at the same time as the player registration opens. It could be included in the registration platform as a separate, reduced-price ticket compared to the players` tickets.
- Comment: Registration as friends and partners should include access to all arenas, all social events, and also include the same meals as included for the players.
- There should be a student discount.

Optional

- The program could include a meet and greet / welcoming ceremony / registration / opening party before the matches begin (the evening before, or in the morning of Day 1).
- The program could include a human rights program for external communication, ideally on the day before the championship begins – in connection to the meet and greet event.
 - Comment: This event would be mainly for media, sports federations and people who are interested in inclusion in sports, not necessarily players in the championship. This could help generate media interest also for our championship, and help set pride inclusion in sports on the agenda.
 - Comment: A suggestion for this would be a 1-1,5 hour event: 10-15 minutes personal story with a local player, 15-30 minutes best practice / similar, 30-45 minutes debate. A topic for the debate could be “Is there still need for segregated sport events for LGBTIAQ+?”.
- There could be an outreach program, where teams and players have the possibility to either donate money or apply for financial support for their participation.
- The tournament could be held nearby or in the same arena, and in cooperation with, other pride sport events

Topic 2: Sport venue

Requirements

- The match court shall meet international standards.
 - Comment: This includes for instance the size of the court and goal, handball markings on the floor and complete nets in the goals (no ball-sized holes).
- If there is a need for more than one venue to conduct the championship in one class, these shall be within walking distance (no more than 10-15 minutes' walk).
- The arena shall have adequate ventilation, adjusted to local climatic conditions.
- The handball courts shall support the use of handball glue / resin, unless at the time of the vote at the leader's conference it was already communicated that the use of glue / resin is not authorized at this venue and the organization was nonetheless granted by the conference.
- The arena shall have adequate sanitary facilities.
 - Comment: This includes enough clean changing rooms, showers, and toilets with refilled soap and toilet paper.
- Each handball court shall have a visible scoreboard for both players and spectators for all matches.
- Handball courts shall have the match time visibly displayed for both players and spectators during play-offs and finals.

Recommendations

- The handball courts should have the match time visibly displayed also in the group stage.
- Provided that its use is authorized, handball resin / glue should be available for the players in the arena.
- The arena(s) should visibly include some version of the rainbow flag. The playoff arena(s) should also include the national flags of all competing teams, plus national flags of referees and individual players from other countries.
- The arena should feature banners with the championship logo.
- The arena should be open at the latest one hour before the first match to allow for proper match preparation.
- There should be a DJ and a speaker in the arena for the playoffs and finals.
- Handballs in an acceptable condition should be made available for warming up in the arena.

Optional

- The matches could be streamed live online.
- For an improved atmosphere in the venue music could be played in between matches, especially during the play-off stage.
- An central point of information or information stand could be set up.
- Outside the venue a gathering spot could be set up, where participants can rest in between matches and play music. Such a spot preferably does not clash with regular visitors of the venue or outside space.

Topic 3: Match schedule

Requirements

- All teams shall play between four and seven matches (including finals) throughout the tournament.
- In the initial stage of the championship, the teams shall be divided into groups. If more than one group, the teams shall be seeded in three categories before the groups are decided. This seeding shall mainly, but not only, be based on results from the last 5 years of Euro Handball Pride Championships and be approved by the reference group.
 - Comment: It does not have to be the same number of teams in each seeding level.
 - Comment: If the reference group has strong reason to believe that a team should be in a different seeding category than the previous results would suggest, they may move this team up or down in the seeding category system.
- The reference group should consult with new teams to find the right seeding level. If unknown, the host organizer shall contact the team leader for more information.
- There shall be no other matches played during any final , ensuring all participants have the opportunity to watch all the finals.
- In case of delays of more than 10 minutes in the match schedule, all team leaders shall be notified of the new start times of the matches.

Recommendations

- All teams should have a maximum of 8 matches (including finals) throughout the tournament.
- If there are 8 teams or more in one class, the playoffs should be divided in a competitive level and a recreational level, ending up with finals including medals on all levels.
- Teams from one organization should be drawn into groups during seeding in such a way, that they are in different branches during play-offs and meet each other as late in the tournament as possible.
- If a class has more than 24 teams, the entire tournament should be divided into one competitive and one or more recreational levels from the outset.
- No team should play two matches in a row.
- Bronze finals for all classes should be planned close to the finals for maximum audience and atmosphere. The order could be as follows:

- Level C bronze final
 - Level C final
 - Level B bronze final
 - FLINTA bronze final
 - Level A bronze final
 - Level B final
 - FLINTA final
 - Level A final
- A match day for one team should not have matches spread over a time span of more than 9 hours.

Optional

- After the seeding of the teams, there could be a draw of the groups. This draw could be conducted during an announced online event in advance of the competition.
 - Comment: the online draw is a good moment to communicate the tournament rules and other relevant information.

Topic 4: Matches

Requirements

- Each match shall be accompanied by at least one timekeeper/scorekeeper, in addition to referee(s), to keep track of the time and result.
- All matches shall be played with a fixed duration of at least 2x10 minutes.

Recommendations

- Functionaries should be recruited from outside the pool of players (external volunteers).
- Competitive level finals in each class should open with a ceremony introducing both players, referees, and the national anthem of the competing teams.
- During play-offs and finals each match should be accompanied by both a timekeeper and a scorekeeper, in addition to the referee(s).

Optional

- Results could be updated live online.
 - Comment: The handball federation could in most cases supply this.
 - Comment: The person updating the match results online should not be participating in any of the classes.

Topic 5: Referees

Requirements

- When inviting teams and players for the tournament, the organizer shall also include an invitation for referees.
- LGBTQ+ referees, and especially international ones, shall have priority in order to encourage the growth and future of the pride handball community. If there are 2 or more international referees, the host organizer should facilitate a referee meeting for the referees to make connections and give their input on the future of Euro Handball Pride Championships. This shall be organized before the team leader's conference, and at least one RG member shall be present.
- The referees can decide on a representative to attend the team leader's conference with one vote. If there is only one international referee in the championship, this may attend the team leaders conference, but without the right to vote.
- The referee schedule for the second day (play-offs and finals) shall be approved by the RG.

Recommendations

- If using referees from outside the pride handball community, these should have experience from a higher level than the average player and team.
- The organizer should put the more experienced referees in the most difficult matches.
- Players in the tournament should not also join the tournament as referees.
- Referees should be offered a compensation. The type of compensation should be clear when opening registration.

Optional

- The organizer could organize for the referees to have a different nationality than the playing teams.
 - Comment: There could be exceptions if there is a lack of international referees, or there are too few referees on the appropriate level.
- Ideally, matches have two referees, especially in the playoffs.
 - Comment: This would require that the two referees have the same level of experience.

Topic 6: Championship rules

Requirements

- The championship follows the rules of international championships set by the [International Handball Federation](#), with the following exceptions:
 - Match length is decided by the organizer and approved by the reference group
 - The ranking of teams in a group stage is decided by the following criteria:
 - Number of points
 - Internal matching
 - Goal difference
 - Number of scored goals
 - Fair play (disqualifications, red cards, two minutes and yellow cards)
 - Coin toss
 - In the event that a playoff match ends in a tie, the result is decided by the following:
 - 1x5 minutes extra time. Coin toss on who to start.
 - Penalty shootout. First 5 penalties for each team, then 1 and 1 penalty until decided.
 - In the event of injuries or other circumstances, teams may borrow (a) player(s) from a lower ranking team to fill out the squad. If the team is already at the lowest ranking, they may only borrow (a) player(s) from other teams on the lowest ranking.
 - Comment: The aim and intent of borrowing a player should not be to strengthen the quality of the team, but rather for the sake of keeping the team full and able to play their matches.
 - Comment: As ranking happens at the end of the first round, and ranking is needed for determination of players being eligible to borrow, this means that by borrowing other players in the first round, you will automatically lose the match in which the player was used. This also means that the team is ineligible to qualify for other levels than the lowest recreational level.
 - Comment: A team borrowing (a) player(s) shall communicate this to the opposing team beforehand and have it confirmed by the reference group.
 - Teams who use players who are not eligible to play, lose the match in which the player was used.

- If a team arrives so late, it is impossible to finish the match within the limits of the match schedule, they lose the match. The exception is if the delay was caused by championship related factors out of their hands, like a delayed colliding match.
- If a match is lost due to a team being delayed or a team using non-eligible players, the match is lost with 0-5 goals as a default (a walkover). The number of goals need to be in relation to match playing time in the championship, however not more than 0-10. If a team loses on walkover, it loses the right to pass another team on goal difference in case of a draw.
 - Comment: Traffic delays are not considered adequate reasons for delay.
- The FLINTA class shall be played with a size 2 ball and the mixed class shall be played with a size 3 ball.
- Any rule that deviates from IHF and the exceptions as stated in these guidelines shall be provided by the organizer, and sanctioned by the reference group, at least 1 month before the EHPC.
- The reference group acts as a tournament jury, who will make decisions in the event of protests or rule violations. In the situation of one of the reference group members not joining the tournament, the organizer appoints a stand-in representing a different country than the four other jury members.
- Against ineligible borrowing of players, all organizations with more than two teams represented in one class shall send a list of names to the organizer, latest one week before the first match day.

Recommendations

- The definitive rules should be determined at least 1 month prior to the EHPC.
 - Comment: This includes match length, whether team time-outs are used, whether a 2 minute suspension is actually 2 minutes or shorter, etc.

Topic 7: Food and drinks

Requirements

- Free water shall be available in the arena.
 - Comment: This could be tap water if the local tap water is considered healthy.
- It shall be possible for players to get access to food and refuel of energy in immediate access of the arena.
 - Comment: Immediate access means less than 10 minutes' walk from the arena. If there is no available food in the arena, this requirement could be met from a local supermarket / similar if the store is open throughout the entire day of the championship.
- Vegetarian and allergy friendly options shall be available.
- If sustainability is promoted by offering reusable cups, such cups shall be suitable for the type of cold and hot beverages served.

Recommendations

- Food should be organized in the arena, exclusively for those who are involved with the championship.
- If a team's first and last match of the day are more than 7 hours apart, the participants should be served a second meal.
- Fruits should be available for the participants throughout the championship.

Optional

- The food could be free for the participants, included in the registration fee.

Topic 8: Social activities

Requirements

- The championship shall include a closing party on the night of the final.
- The closing party shall start in appropriate distance to the end of the medal ceremony.
- It shall be clear whether or not the entrance to the closing party is included in the registration fee before opening registration. If not included in the registration fee, the price of the closing party shall be communicated when opening registration.

Recommendations

- Entrance to the closing party should be included in the registration fee.
- The closing party should be exclusive to those involved with the championship.
 - Comment: Exclusivity has preference. However, this could lead to high additional costs. Most importantly, all participants can come together in one place on the evening after the medal ceremony.
- The closing party should feature international music.
- If the championship is at the same time as a local pride festival, the organizer of the championship should suggest options for the participants to socialize with each other during pride activities on free time slots.
 - Comment: This could be where and how to watch the parade together or when and where to meet up for other ways of socializing.

Optional

- The program could include a banquet / buffet / dinner for all participants on the last day of the championship.

Topic 9: Accommodation

Recommendations

- The organizer should offer the possibility of private accommodation with local players or local volunteers to international players who travel on a budget.

Optional

- The organizer could negotiate deals for accommodation on hotels / similar.

Topic 10: Information

Requirements

- After a championship, the upcoming organizer takes control of our website, social media channels and group chats with leaders, in order to both communicate to all teams, and be available for questions.
- The registration website and supporting sites to buy tickets shall be available in English.
- The organizer shall have an active social media presence throughout the last year before the championship.
- From one year before the tournament, the championship website shall be kept updated with latest information about registration, tournament structure, matches and results, and local tips to all visitors. If information is not yet available, the website shall have information on when this is to be expected.
- Information deadlines:
 - the championship dates – one year in advance
 - whether and how the championship coincides with a local pride festival / similar – 9 months in advance
 - General program (not match schedule), including name of handball arena, and if possible socializing venues: 4 months before the championship
 - Information about food and prices in the arena: 4 weeks before the championship
 - Registration deadline information: 2 months before deadline
 - Comment: The organizer should let the registration be open for individual players until close to the championship, even if the team registration has to end earlier for planning purposes.
 - Championship format (which classes are being played and the structure of the championship): 2 months before the championship
 - Number of teams: 2 months before the championship
 - Information on all that is included, like handball resin/glue (if it was not excluded in the application) and balls: 1 month before the championship
 - Match schedule: 1 week before the championship
- During the tournament, updated match results and match schedule shall be easily accessible for all participants.

Recommendations

- Information deadlines:

- Registration should be available at least 6 months in advance and latest 4 months in advance of the tournament
- There should be a website with updated information about the championship. Posts in other media (Facebook group, chat groups etc) should refer to this website.

Optional

- After the registration deadline, the organizer could establish a chat group for the registered team captains to easily reach out to all teams.
- After the registration deadline, the organizer could establish chat group(s) for all players for easy access to relevant information. This / these group(s) could be offered in several languages.

Topic 11: Healthcare & medical

Requirements

- There shall be a clear plan on how to deal with injuries etc.

Recommendations

- The organizer should have healthcare personnel available in the arena to handle injuries etc.

Topic 12: Safety & security

Requirements

- The organizer shall conduct a documented risk assessment for the championship no later than three months before the event.
- The risk assessment shall consider:
 - threats directed towards LGBTQIA+ events or communities;
 - venue safety;
 - crowd management;
 - medical emergencies;
 - fire safety; and
 - local political or social circumstances that may affect participant safety.
- The organizer shall appoint at least one Safety Coordinator responsible for safety planning and incident management during the championship.
- The organizer shall establish an emergency response plan covering:
 - medical incidents;
 - fire or evacuation;
 - threatening behaviour or harassment;
 - violent incidents; and
 - other major disruptions affecting participants.
- Emergency procedures and emergency contact information shall be communicated to team leaders before the championship begins.
- Relevant emergency services, medical facilities and authorities shall be identified, and their contact details shall be available to organizers throughout the championship.
- The organizer shall establish procedures for reporting, documenting and handling incidents involving participants, volunteers or officials.

Recommendations

- The organizer should maintain dialogue with venue management, local authorities and, where appropriate, police services regarding safety arrangements.

- The organizer should assess whether additional security measures are required based on local circumstances, including:
 - access control;
 - bag checks;
 - visible security personnel; and
 - volunteers trained in safety procedures.
- Participants should be informed in advance about local conditions that may affect personal safety, including recommendations regarding transport, accommodation areas and, where relevant, the public display of LGBTQIA+ symbols.
- A confidential point of contact should be available for participants experiencing harassment, discrimination, hate incidents or other safety concerns.
- Volunteers and staff should receive a briefing on emergency procedures, evacuation routes and incident reporting.
- Safety considerations should be taken into account when selecting venues for social events and official activities.

Optional

- The organizer could establish a welfare or safeguarding team available during the championship.
- The organizer could provide participants with a digital safety guide containing emergency numbers, venue maps, transport information and local support services.
- The organizer could arrange a pre-event meeting with relevant local stakeholders to review safety preparations.

Other

Requirements

- The host organizer shall attempt to include the local or national handball federation as co organizers of the championship. This should be done at least one year before the championship.

Recommendations

- The host organizer should include national or local government in the planning and execution of the event. This should be done to:
 - evaluate safety and necessary security precautions for the event
 - open doors when it comes to accessing the best arenas and venues
 - open doors to good deals on public transport
 - having the government on our side gives strength when contacting sponsors etc, and to fulfill the requirements of this manual
 - having the government join in for the championship commits them to follow up and support the LGBTQ+ cause in the future
- The host organizer should send information on public transport and payment methods prior to the event.

Optional

- The organizer could make a *welcome goody-bag* for all participants to hand out during registration / meet and greet. The organizer should take into account the environmental sustainability of such goody-bags and their content.
- The organizer could negotiate free or good deals on public transport.
- The organizer could design tournament merchandise for giveaways or for sale.
- A national handball federation could be invited to attend an EHPC in the years prior to the organization of an EHPC in the respective country.