

# CODE OF ETHICS

(Prepared pursuant to Art. 7 of the FIFA Statutes)



## Preamble

The purpose of this Code of Ethics is to safeguard FIFA's image and pursuit of objectives against the unethical actions of Officials (cf. definitions in FIFA Statutes) and to ensure Officials' integrity in the discharge of their duties.

## Regulations governing conduct

### 1. Ethical obligations and non-discrimination

All persons bound by this Code shall adhere to the principles and objectives of FIFA in all actions within or outside of FIFA, the Confederations, Associations and clubs, and refrain from any undertaking injurious to FIFA or its principles and objectives. These persons shall respect these ethical obligations in the performance of their duties as an Official of FIFA, the Confederations, the Associations, or clubs.

While discharging their duties, Officials shall under no circumstances act in a discriminatory manner, especially in terms of ethnic background, race, cultural values, politics, religion, gender or language. They shall also pledge to behave in a dignified manner.

### 2. Representational and conduct obligations

Persons bound by this Code shall represent FIFA, the Confederations, Associations and clubs in an ethical manner.

In all dealings with state bodies, national and international organisations, associations and groups, the persons bound by this Code shall act in an apolitical manner and in accordance with the objectives of FIFA, the Confederations, Associations and clubs. Under no circumstances may they abuse their position to obtain personal benefits.

### 3. Eligibility for and removal from office

Only persons with the highest ethical principles who are willing to be bound by this Code without reservation may serve as an Official or a member of a body. Anyone who does not fulfil or ceases to fulfil these conditions shall be deemed ineligible to serve as an Official or a member of a body and, if already in office, shall be relieved of that position. The same applies to persons convicted of an offence that calls into question their ability to discharge their duties.

Prior to being elected or appointed as an Official or a member of a body, all persons must automatically declare any interests they have that may interfere with their duties.

### 4. Integrity and protection of personal rights

Persons bound by this Code shall act with complete integrity.

While discharging their duties, the persons bound by this Code shall ensure that the rights of those persons with whom they come into contact and of the persons affected by their actions are respected and protected at all times.

## **5. Loyalty and confidentiality**

Officials and members of bodies shall discharge their duties – especially with regard to FIFA, the Confederations, Associations and clubs – with absolute loyalty and preserve the confidentiality of any information to which they are exposed as a result of their position.

## **6. Accepting gifts and benefits**

Gifts, particularly gifts in kind and any other benefits, may be accepted only if they are of token value in accordance with the relevant local and cultural customs. Any gifts or benefits that are not of token value shall be submitted to the presiding body for approval. Any gifts not approved shall be handed over to and retained by the relevant organisation. In the absence of a presiding body, the body of which the individual in question is a member shall adjudicate.

It is forbidden to accept any gifts of money.

Persons bound by this Code shall not be accompanied to official events by family members or any other persons at the expense of FIFA, the Confederations, Associations and clubs or any other organisation, unless the relevant organisation has approved such an arrangement in advance.

## **7. Bribery**

Persons bound by this Code shall not accept bribes through the offer, promise or acceptance of a gift or any other benefit in return for violating their duties in the interest of third parties. All persons bound by this Code shall neither bribe third parties nor encourage or incite third parties to attempt to bribe others to further their own interests or those of third parties.

## **8. Payment for mediation**

Accepting payment for mediation of any kind in connection with activities as an Official or a member of a body is strictly forbidden unless approved in advance by the presiding authority. In the absence of a presiding authority, the body of which the individual in question is a member shall adjudicate.

## **9. Impartiality and voting**

Persons bound by this Code shall not discharge their duties when unable to guarantee impartiality, particularly where a conflict of interests exists. The existence of any such circumstances must be reported immediately.

Unless the law or Statutes dictate otherwise, all persons bound by this Code shall have a free vote without prescription during deliberations in FIFA, the Confederations, Associations and clubs.

## **10. Duty of disclosure and reporting**

Persons bound by this Code shall report any unethical incidents involving others who are also bound by this Code to the Committee for Ethics and Fair Play if an investigation has not otherwise been initiated.

In accordance with paragraph 7 above, when required to do so, all implicated persons shall declare details of their income to FIFA and provide the relevant documents for inspection.

## **Sanctions**

Any person found to be in breach of this Code shall be subject to sanctions.

In the event of this Code being breached, the Committee for Ethics and Fair Play shall submit a report to the FIFA Executive Committee together with a recommendation that sanctions be imposed.

The FIFA Executive Committee and the FIFA Emergency Committee have the right to provisionally suspend the person from his duties. The relevant case files shall then be submitted to the FIFA Disciplinary Committee for additional disciplinary measures to be imposed.

All sanctions shall comply with those specified in the applicable regulations.

Sanctions shall not be imposed before an investigation has been initiated and the person in question has had the opportunity to issue a written or oral statement. He shall take an active part in establishing the evidence.

## **Scope and application**

This Code shall apply to all Officials in conjunction with the provisions of the FIFA Statutes and to all members of FIFA bodies in conjunction with the provisions of the FIFA Statutes and the FIFA Organisational Rules and Regulations.

Any person accepting a position on a FIFA body or as an Official shall automatically be bound by this Code without the need for any additional agreement.

## **Final provision**

This Code of Ethics was approved by the Executive Committee on 6 October 2004 and comes into force with immediate effect.