



Internal Regulation

Code of Conduct and Ethics

Approved by the Annual General meeting, 30th January 2021

This Internal Regulation shall define the ethics and conduct we expect of ourselves and our Members and clarify the procedures to report any actions that contradict those standards.

The following principles, which are embedded into the CONIFA Constitution, shall guide all actions of CONIFA and its Members:

1.3. Principles

1. Football is a sport for people all ages and people of all abilities – recreational, competitive and world class.
2. CONIFA and its members shall take all reasonable care to ensure competitions and those participating in events respect fair play. CONIFA promotes the highest degree of sportsmanship and integrity among players, officials and administrators.
3. The organization shall be operated with high ethical standards and with no political and/or religious purposes.
4. All those working and participating in CONIFA events, including players, coaches, referees and administrators have a right to compete, work and participate in a harassment-free environment. CONIFA shall use its Code of Ethics to ensure there are no forms of harassment whether that be physical, psychological or other forms of harassment.
5. CONIFA supports the active participation of women in football at all levels and the representation of both men and women in any affairs of CONIFA beyond the field of play.
6. CONIFA shall take a responsible approach to safeguard the environment and managing resources in a sustainable way through its practices in hosting events and in managing its operations.
7. CONIFA shall not allow any form of discrimination to affect its decisions or actions, be it discrimination based on race, colour, sex, sexual orientation, language, religion, political or other opinion, national or social origin, property, birth or other status.
Anyone who deals with CONIFA and/or participates in its activities in any capacity, commit themselves by their actions to behave in a non-discriminatory and ethical manner.
8. CONIFA respects the freedom of press and promotes this important value to all of its members at all times.
9. CONIFA is committed to become a role model for transparency in international sports.
10. CONIFA recognizes the right of self-determination in a strictly non-political context. While CONIFA does encourage and support all People in identifying themselves with any nation, regardless of its political status, CONIFA does not support any actions directed against any other nations and thus, consequently, does not take sides in any conflicts or political debates.





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To ensure alignment with those principles at any time and at any level, the following provisions shall govern breaches of any principle:

1. Reporting of a breach of Principles

- 1.1 Any potential breach of principles, including but not limited to any form of discrimination based on race, colour, sex, sexual orientation, language, religion, political or other opinion, national or social origin, property, birth or other status, shall be investigated by CONIFA, regardless of the form and time of reporting.
- 1.2 Should any potential breach of principles be identified, active member representatives and members of the Executive committee shall have the right to report such breach to the General secretariat at any time.
 - 1.2.1 Should a breach of principles be observed surrounding a CONIFA organized match, the allegation shall be brought to the attention of either the referee/, match official or any CONIFA representative in presence.
 - 1.2.2 Should 1.2.1 not be practicable for any reasons, the incident shall be reported in writing to the CONIFA General secretariat. The relevant contact data are available on the homepage of CONIFA.
 - 1.2.3 Anonymous reports will not be taken notice
 - 1.2.4 The report may be formal or informal

2. Procedure following a report

2.1 Investigating an accusation:

- 2.1.1 Based on the report, it is the obligation of the General secretariat to compile a comprehensive investigation document, based on:
 - the report and potential further information from the reporter.
 - witness reports
 - any evidence, including but not limited to video footage, photographic evidence or audio recordings.





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The General secretariat shall, based on the initial report, seek to identify possible witnesses and request a report of any possible witnesses.

- If identified, and not identical with the reporter, a report from the offended party, if applicable.

2.1.2 The investigation document (report) as laid out in 2.1.1, shall be submitted to the accused party and all members of the Executive Committee latest 1 month (30 days) from the date of the registered accusation to be valid.

2.1.2.1. The accused party must formally reply to the investigation document within 1 month (30 days).

2.2 Defining the breach of principles.

2.2.1. Immediately after submitting the report, as laid out in 2.1.2., and within the 30 days period mentioned in 2.1.2.1. the Executive Committee shall convene for an emergency meeting (EmExCoM) dealing only and solely with the potential breach of principles.

- The EmExCoM shall define which principles were potentially breached by the accused party
- Should the accusation concern any oral or written statement that is arguably abusive, discriminatory or otherwise in breach of the Principles, the EmExCoM shall decide by voting, if the exact wording, as reported, is indeed in breach of the Principles.

2.3 Final report

2.3.1. Based on the accusation, as defined in 2.1, the definition of the breach of Principles, as defined in 2.2, and the formal reply the accused party submits, as defined in 2.1.2.1., the General secretariat shall compile a final report.

2.3.1.1 Such final report shall include the reply of the accused party without any changes.





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2.3.1.2 The final report shall evaluate and comment the entire case and propose to start a disciplinary process, following article 3, or rest the case.

2.3.1.3 The final report shall be submitted to the Executive Committee and shall be included in the Annual report prepared for the next Annual General Meeting.

2.4 Decision-taking

2.4.1 Based on the Final Report, the Executive Committee shall decide by voting whether a disciplinary process shall be opened or not.

2.4.2 Should the Annual General Meeting, based on the Final Report, request a further investigation or further disciplinary actions, the Executive Committee shall take the necessary steps, even if the case was previously decided not to trigger a disciplinary process.

3. Disciplinary process

3.1 A breach of the Principles may result in any sanctions, including but not limited to:

3.1.1 Suspension of an individual who acted in breach of the Principles.

3.1.1.1 A suspended individual shall be banned from participating in any future CONIFA events, shall lose all rights they might have had as a member of CONIFA and shall be stripped of all positions they might have held.

3.1.1.2 Should a suspended individual be a Member of any Member of CONIFA, the concerned Member of CONIFA will be requested to suspend the suspended individual to avoid any disciplinary steps taken against itself.

3.1.2 Suspension or expulsion of a CONIFA member

3.1.3 Imposing rehabilitative measures that the individual(s) or CONIFA Member in breach with Principle have to undertake within a defined period of time.





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- 3.2 Based on the decision of the Executive Committee, or the Annual General Meeting, as laid out in 2.4., a formal disciplinary process shall be opened or not.
 - 3.2.1 Should a process be opened, the General Secretariat shall inform the accused party, the accusing party and the Executive Committee of the opening of a disciplinary process within 14 days in writing. Such informational circulation shall include an invitation to an emergency disciplinary meeting (DM) to which the accused party, the accusing party and the Executive Committee shall be invited.
 - 3.2.2 During the DM, the General Secretariat shall present the case and summarize the Final Report.
 - 3.2.3 Both, the accused and the accusing party shall have a chance to present their case during the DM.
 - 3.2.4 Finally, the Executive Committee shall take a decision about any possible sanctions by voting.
 - 3.2.5 The decision of the DM shall not be protested against or disputed and is final and binding.

