



GOA FOOTBALL ASSOCIATION.

**ETHICS CODE, 2021.
(CODE OF ETHICS)**

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PREAMBLE.

As a member of the Fédération Internationale de Football Association (“FIFA”), Asian Football Confederation (“AFC”), and the All India Football Federation (“AIFF”) , Goa Football Association (“GFA”) bears a special responsibility to safeguard the integrity and reputation of the sport of Football in Goa. GFA in association with AIFF is constantly striving to protect the image of Football in India from any jeopardy or harm as a result of illegal, immoral or unethical methods and practices. In this connection, this document codifies the ethical principles of the GFA on lines of the AIFF Code of Ethics and defines the most important core values for behaviour and conduct within GFA as well as with external parties. The conduct of persons bound by this AIFF Code of Ethics (the “Code”) shall respect the fact that they support the principles and objectives of AIFF, AFC, FIFA, GFA and Member Associations and their Affiliated Units in every way and refrain from doing anything that could be harmful to their aims and objectives. They shall respect the significance of their allegiance to AIFF, AFC, FIFA, GFA, Member Associations and their Affiliated Units, and represent them and behave towards them honestly, worthily, respectably and with integrity. They shall further respect the core value of fair play in every aspect of their functions and shall assume due social and environmental responsibility.

DEFINITIONS.

For the purpose of this Code, the terms set out below are defined as follows:-

1. Appeal Committee :the Appeal Committee of GFA.

2. Ethics Committee :the Ethics Committee of GFA.

3. Intermediaries and related parties shall include:

a) agents, representatives, affiliated persons, licensed match and player agents, intermediaries and employees of persons bound by this Code;

b) spouses and domestic partners;

c) individuals sharing the same household as persons covered by this Code, regardless of the personal relationship;

d) immediate family members, such as an individual's spouse or domestic partner, parents, grandparents, uncles, aunts, children, stepchildren, grandchildren, siblings, mother-in-law or father-in-law, son-in-law or daughter-in-law, brother-in-law or sister-in-law and the spouses of such persons, and including anyone else, whether related by blood or otherwise, with whom the individual has a relationship akin to a family relationship;

e) legal entities, partnerships and any other fiduciary institutions, if the person bound by this Code or the person receiving an undue advantage alternatively:

- i. holds a management position within that entity, partnership or fiduciary institution;
- ii. directly or indirectly controls the entity, partnership or fiduciary institution;
- iii. is a beneficiary of the entity, partnership or fiduciary institution;
- iv. performs services on behalf of such entity, partnership or fiduciary institution, regardless of the existence of a formal contract.

4. Integrity Officer :

Officer so appointed and designated by AIFF/GFA who will be responsible for :

- (i) overseeing matters covered under the scope of this Code as defined herein, including AIFF's anti-match-fixing and sports betting measures, and
- (ii) performing functions and duties set out in this Code.

5. Designated Person(s) :

Any individual (s) at the AIFF/GFA General Secretariat so appointed and designated by the Executive Committee of the AIFF/GFA for the purposes of this Code, and empowered to act as the point of contact for various persons wherever mentioned as such under this Code and to fulfil such roles and responsibilities as mentioned under this Code.

Capitalised terms not defined in this Code will have the same meaning as per their definitions in various AIFF/GFA statutes.

Terms referring to natural persons are applicable on both the genders. Any term in singular applies to the plural and vice-versa.

I. SCOPE OF APPLICATION.

1 Scope of Applicability.

This Code shall apply to any conduct or omission that damages the integrity and reputation of Football in Goa and in particular to illegal, corrupt, fraudulent, immoral and unethical behaviour. The Code focuses on general conduct or omission within Football.

The conduct prohibited under this Code may also constitute a criminal offence and/or breach of other applicable laws or regulations. This Code is intended to supplement such laws and regulations, with rules of professional conduct. The provisions of this Code should not be interpreted, construed or applied to prejudice or undermine in any way the application of such laws and regulations. All person (s) subject to this Code must comply with all applicable laws and regulations at all times.

2. Persons Covered.

This Code shall apply to the following person (s) :

1. All officials associated with GFA including: members of the Executive Committee, Standing and Adhoc Committees, Judicial Bodies, General Secretary and managerial staff of the General Secretariat of GFA, managers, coaches, trainers, match officials, medical officials, staff and any other person (s) responsible for conducting Football tournaments or competitions or technical, medical and administrative matters in GFA, Member Associations, Affiliated Units, Clubs, as well as any other person (s) obliged to comply with the various AIFF statutes;
2. Intermediaries and related parties; and
3. Any player who either trains or plays for any team that participates in match (es) organized by: GFA, Member Associations, Affiliated Units, Competitions or Clubs;

3 Applicability in Time.

This Code shall apply to any conduct or omission, whenever it occurs including before passing of this Code except that no person shall be sanctioned for breach of this Code on account of an act or omission which would not have contravened the Code applicable at the time it was committed nor subjected to a sanction greater than the maximum sanction applicable at the time the conduct occurred. This shall, however, not prevent the Ethics Committee from considering the conduct in question and drawing any conclusions from it that are appropriate.

Scope of the Code, omissions, custom, doctrine and jurisprudence.

1. This Code governs every subject to which the text or the meaning of its provisions refers.
2. If there are any omissions in this Code, the Ethics Committee shall decide in accordance with the FIFA and AIFF's custom or, in the absence of custom, in accordance with rules they would lay down if they were acting as legislators.
3. During all its operations, the Ethics Committee may draw on precedents and principles already established by sports doctrine and jurisprudence.

II SUBSTANTIVE LAW

Section 1: Basis for Sanctions

5 Basis for Sanctions

1. The Ethics Committee may pronounce the sanctions described in this Code, the AIFF/GFA Disciplinary Code and the various AIFF/GFA Statutes on the person (s) bound by this Code, provided that the conduct or omission is also punishable under this Code. In such a case where a conduct or omission is punishable under any other AIFF/GFA statute and this Code, the jurisdiction of the Ethics Committee will supersede the jurisdiction of any other such AIFF/GFA body.

2. Unless otherwise specified, breaches of this Code shall be subject to the sanctions set forth in this Code, whether acts of commission or omission, whether they have been committed deliberately or negligently, whether or not the breach constitutes an act or attempted act, and whether the parties acted as participant, accomplice or instigator.

Section 2 : Disciplinary measures

6 General

1. Breaches of this Code or any other AIFF/GFA rules and regulations by persons bound by this Code are punishable by one or more of the following sanctions:

- a) warning;
- b) reprimand;
- c) fine;

- d) modification of results obtained in the concerned event and/or other events with all resulting consequences, including forfeiture of any medals, points, titles, awards or prizes or any other benefit or recognition granted in lieu thereof;
- e) match suspension;
- f) ban from dressing rooms and/or substitutes' bench;
- g) ban on entering a stadium;
- h) ban on taking part in any Football-related activity;
- i) performance of social work (community service in relation to Football);
- j) deduction of points/de-recognition or modification of position secured in tournament or league;
- k) cancellation of a licence;
- l) compensation.

2. The specifications in relation to each sanction in the AIFF/GFA Disciplinary Code shall also apply.

3. The GFA Ethics Committee may recommend to the GFA Executive Committee or the GFA Emergency Committee that the notification of a case be made to the appropriate law enforcement authorities.

7 Partial Suspension of Enforcement of Sanctions

1. If a match suspension, a ban from dressing rooms and/or the substitutes' bench, deduction of points, a ban on entering stadium or a ban on taking part in any Football-related activity or any other sanction or penalty is imposed, the Ethics Committee may examine whether there are grounds to partially suspend the enforcement of the sanction.
2. Partial suspension is permissible only if the duration of the sanction does not exceed six matches or six months or equivalent thereto and if the relevant circumstances allow it, in particular considering the previous record of the person or entity sanctioned.
3. The Ethics Committee shall decide which part of the sanction may be suspended. In any case, half of the sanction is definite.
4. By suspending enforcement of the sanction, the Ethics Committee may subject the person sanctioned to a probationary period of anything from six months up to two years.
5. If the person benefiting from a suspended sanction commits another breach during the probationary period, the suspension shall automatically be revoked and the original sanction completely applied and added to the sanction imposed for the new breach.
6. Special provisions may apply in certain circumstances which will be considered by the Ethics Committee on a case-to-case basis.

8 Duration/Extension

The duration of a time sanction may be interrupted by rest periods during or between seasons.

Section 3 :Determining the Sanction

9 GeneralRules

1. The sanction may be imposed by taking into account all relevant factors in the case, including the offender's assistance and cooperation, the motive, the circumstances and the degree of the offender's guilt or fault.
2. The Ethics Committees shall decide the scope and duration of any sanction.
3. Sanctions may be limited to a geographical area, venue or to one or more specific categories of match or competition.

10 Repeated Breaches

Unless otherwise specified, the sanction may be increased as deemed appropriate if a breach has been deemed to be repeated and a prior notice of the breach was issued/communicated by the Integrity Officer.

11 Concurrent Breaches

1. Where more than one breach has been committed, the sanction shall be based on the most serious breach, and increased as appropriate depending on the specific circumstances.
2. When determining the amount of a fine, the Ethics Committee is not obliged to adhere to the general or prescribed upper limit of the fine/compensation.

Section 4 :Limitation period

12 Limitation Period for Prosecution

1. As a general rule, breaches of the provisions of this Code may no longer be prosecuted after a lapse of ten years from the date of such act or omission or violation.
2. Prosecution for sports fraud, bribery or corruption is not subject to such a limitation period.
3. The limitation period, when applicable, shall be prolonged if proceedings are opened and/or suspended.

Section 5 : Rules of Conduct

Subsection 1: Duties

13 General Rules of Conduct

1. Persons bound by this Code are expected to be aware of the importance of their duties and concomitant obligations and responsibilities.
2. Persons bound by this Code are obliged to respect all applicable laws and regulations as well as AIFF's/ GFA's regulatory framework to the extent applicable to them.
3. Persons bound by this Code shall show commitment to an ethical attitude. They shall behave in a dignified manner and act with complete credibility and integrity.
4. Persons bound by this Code may not abuse their position in any way, especially to take advantage of their position for private aims or gains.
5. Only persons with the highest ethical principles who are willing to be bound by this Code without reservations may serve as an official or a member of a body or in any other capacity as a person bound by this Code. Any one 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 or in any other capacity as a person bound by this Code and, if already in office or serving in a capacity as a person bound by this Code, 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.

14 Duty of Neutrality

In dealings with government institutions, national and international organisations, associations and groupings, persons bound by this Code shall, in addition to observing the basic rules of art. 13, remain politically neutral, in accordance with the principles and objectives of AIFF, AFC, FIFA, Member Associations of AIFF , GFA and their Affiliated Units and Clubs, and generally act in a manner compatible with their function and integrity.

15 Loyalty

Persons bound by this Code shall have a fiduciary duty to AIFF, AFC, FIFA, GFA, Member Associations of GFA and their affiliated Units and Clubs.

16 Confidentiality

1. Depending on their function, information of a confidential nature divulged to persons bound by this Code while performing their duties/functions shall be treated as confidential or secret by them as an expression of loyalty, if the information is given with the understanding or communication of confidentiality and is consistent with the AIFF principles.
2. The obligation to respect confidentiality survives the termination of any relationship which makes a person subject to this Code.

17 Forgery and Falsification

Persons bound by this Code are forbidden from forging a document, falsifying an authentic document or using a forged or falsified document.

18 Duty of disclosure, cooperation and reporting

1. Persons bound by this Code shall immediately report any potential breach of this Code to the Designated Person of the AIFF and/or the Integrity Officer.
2. At the direction of the Integrity Officer or the Ethics Committee, persons bound by this Code are obliged to contribute to clarifying the facts of the case or clarifying possible breaches and, in particular, to declare details of their income and/or assets and provide the details requested for inspection.

Subsection 2 :Undue advantage

19 Conflicts of Interest

1. When scheduled to or contemplating to perform or while performing an activity for GFA or any Member Association or Affiliated Unit or Club or Competition or before being elected or appointed or associated, persons bound by this Code shall disclose any personal interests that could be linked with their prospective activities to the Designated Person of the GFA. The General Secretariat of the GFA shall maintain a register of such declarations.

2. Persons bound by this Code shall avoid any situation that could lead to conflicts of interest. Conflicts of interest arise if persons bound by this Code have, or appear to have, private or personal interests that detract from their ability to perform their duties with integrity in an independent and purposeful manner. Private or personal interests include gaining any possible advantage for the persons bound by this Code themselves, their family, relatives, friends and acquaintances.

3. Persons bound by this Code may not perform their duties in case of an existing or potential conflict of interest. Any such conflict shall be immediately disclosed and notified to the organisation for which the person bound by this Code performs his duties. A copy of such a declaration shall also be sent to the Designated Person of the GFA.

20 Offering and Accepting Gifts and other Benefits

1. Persons bound by this Code may only offer or accept gifts or other benefits to and from persons within or outside GFA, Member Association, Affiliated Unit, Competition or Club or in conjunction with intermediaries or related parties as defined in this Code, which:

a) have symbolic or trivial value or have a pecuniary value of less than Rs 30,000 (Rupees Thirty Thousand Only);

b) exclude any influence for the execution or omission of an act that is related to their official activities or falls within their discretion;

c) are not contrary to their duties;

d) do not create any undue pecuniary or other advantage; and

e) do not create a conflict of interest.

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

2. If in doubt, gifts should not be offered or accepted. In all cases, persons bound by this Code shall not offer to or accept cash from anyone, within or outside GFA Member Association, Affiliated Unit, Competition or Club in any amount or form. including electronic means.

3. Persons bound by this Code may not be reimbursed by GFA for the costs associated with family members or associates accompanying them to official events, unless expressly permitted to do so by the appropriate authority. Any such permission will be documented.

4. Persons bound by this Code must refrain from any activity or behaviour that might give rise to the appearance or suspicion of improper conduct as described in the foregoing sections, or any attempt thereof.

21 Bribery and Corruption

1. Persons bound by this Code must not offer, promise, give, demand or accept 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 GFA. Such acts are prohibited, regardless of whether carried out directly or indirectly through, or in conjunction with, intermediaries or related parties as defined in this Code. In particular, persons bound by this Code must not offer, promise, give or accept any undue pecuniary or other advantage for the conduct, abetment or omission of an act that is related to their official activities and is contrary to their duties or falls within their discretion. Any such offer must be reported to the Integrity Officer and the Designated Person of the AIFF/GFA and any failure to do so shall be sanctionable in accordance with this Code.

2. Persons bound by this Code are prohibited from misappropriating AIFF, GFA, Member Association (s), Affiliated Unit or Club, assets or funds, regardless of whether carried out directly or indirectly through, or in conjunction with, intermediaries or related parties, as defined in this Code.

3. Persons bound by this Code must refrain from any activity or behaviour that might give rise to the appearance or suspicion of improper conduct as described in the foregoing sections, or any attempt thereof.

22 Commission.

Persons bound by this Code are forbidden from demanding or accepting commission or promises of such commission for themselves or intermediaries and related parties as defined in this Code for negotiating deals of any kind while performing their duties, unless the applicable body has expressly permitted them to do so. In the absence of such a body, the body to which the person bound by this Code reports shall decide.

Subsection 3 : Protection of personal rights

23 Non-discrimination

Persons bound by this Code should not engage in any form of behaviour or contemptuous, discriminatory or denigratory words or actions on account of race, skin colour, ethnic, national or social origin, gender, language, religion, political opinion or any other opinion, wealth, birth or any other status, sexual orientation or any other reason which may bring disrepute to the dignity or integrity of India or any other country, private person or group of people.

24 Protection of Physical and Mental Integrity

1. Persons bound by this Code shall respect the integrity of others involved. They shall ensure that the personal rights of every individual whom they contact and who is affected by their actions is protected, respected and safeguarded.

2. Harassment is forbidden. Harassment is defined as systematic, hostile and repeated acts for a considerable duration, intended to isolate or ostracise a person and affect the dignity of the person.

3. Sexual harassment is forbidden. Sexual harassment is defined as any unwelcome sexual advances that are not solicited or invited. The assessment is based on whether a reasonable person would regard the conduct as undesirable or offensive. Threats, the promise of advantages and coercion are particularly prohibited.

Subsection 4 : Integrity of Competitions

25 Sports Fraud – Integrity of Matches and Competitions

1. Persons bound by this Code shall be in breach of this Code if he or she does or attempts to do the following pursuant to an event (or part thereof) conducted / participated/ hosted by GFA, Member Association, Affiliated Unit, Competition or Club (“Football Event”)

a. to fix or manipulate, or to be a party to any effort to fix or manipulate the result, score, progress, conduct or any other aspect;

b. to seek or accept or offer or agree to accept any bribe or other reward to fix or to manipulate in any way or otherwise to influence improperly the result, score, progress, conduct or any other aspect.

c. to fail, for a reward or benefit (whether financial or otherwise), to perform to the best of his ability and in a fair and sporting manner, in which he competes or is an official;

d. to solicit, induce, entice, persuade, encourage or facilitate any person bound by this Code to breach any of the foregoing provisions.

2. Person covered under this Code shall be in breach of this Code if he or she does or attempts to do the following prior to, during or pursuant to a Football Event using information provided or supplied, wilfully or inadvertently, by a person defined under Article 2 of this Code:

a. to place, accept, lay or otherwise make a bet by placing a wager on the result, score, progress, conduct or any other aspect for any gratification, monetary or otherwise (“Bet”);

b. to solicit, induce, entice, instruct, persuade, encourage, facilitate, authorize or permit any other person to enter into a Bet for a person bound by this Code, or derive direct or indirect benefit in relation to the result, score, progress, conduct or any other aspect in which the person bound by this Code is participating in;

c. to ensure the occurrence of a particular incident, which occurrence is (in the knowledge of the person covered by Article 25(2)) the subject of a Bet and for which he or any person connected to him expects to receive or has received any reward or benefit.

d. Nothing in Article 25(2) is intended to prohibit any activity which is being carried out as part of a recognised and registered business relationship as in case of player agents, and where such activity or disclosure of information is at no stage used or enabled to be used by such persons for betting or any other activity which is otherwise prohibited under this Code.

3. The following are not relevant to the determination of any breach of this Code:

a. The outcome of alleged Bet will be irrelevant and also whether the benefit or reward of Bet was actually given/received or not received directly by him or someone on his behalf;

b. The outcome of the Football Event on which the Bet in issue was made;

c. whether or not the person by this Code's effort or performance in any Football Event in issue were affected by the acts or omission in question;

d. whether the attempt to solicit, induce, entice, persuade, encourage, or facilitate any person by this Code to breach any of the provisions of this Article 25(3) was successful.

4. Misusing inside information: Person covered under this Code, shall be in breach of this Code if he does or attempts to do the following prior to, during or pursuant to a Football Event:

a) to use for betting purposes, or to provide to any other person for such purposes, any information relating to the Football Event that the individual possesses by virtue of his position or association with the Football Event and that is not in public domain or readily accessible by the public;

b) to provide information to any person for reward or benefit (whether financial or otherwise) for oneself or connected person, before, during or after the Football Event regarding the competitors in a Football Event, the condition, tactical considerations or any other aspect of the Football Event, unless such information is already in or will come into the public domain without delay or is readily accessible by the public;

c) to solicit, induce, entice, persuade, encourage or facilitate a person to breach any of the foregoing provisions of this Article 25(4).

d) Persons bound by this Code shall be forbidden to provide information for reward or benefit for oneself or connected person, before, during or after the Football Event on any aspect of transfer of players and employment of managers/coaches and any other matter as may be deemed appropriate in this regard by the Ethics Committee, unless such information is already in or will come into the public domain without delay or is readily accessible by the public.

e) Nothing in Article 25(4) is intended to prohibit any such activity or disclosure made within a personal relationship or recognised and registered business relationships as in case of player agents, and where it is reasonable for that person to expect that such information can be disclosed in confidence and where such activity or disclosure of information is at no stage used or enabled to be used by such persons for betting or any other activity which is otherwise prohibited under this Code and where the person who is told the information is also communicated that it cannot be shared with other persons.

5. Match Fixing and Corruption

No person bound by this code shall:

a) fix, contrive, improperly influence or otherwise take action which could cause the occurrence of a particular incident, outcome, result or anything else in a Match or Football Event, and for which any money, benefit or reward (including associated with a Bet-related arrangement) is expected or received;

b) pay or accept, or seek or offer or agree to pay or accept, any bribe or other reward to fix, contrive, or otherwise improperly influence the occurrence of a particular incident, outcome, result or any other aspect in a Match or Event;

c) fail, for any money, Benefit or Reward (including associated with a Betting arrangement), to perform as reasonably expected to their abilities in, or withdraw completely from, any Match or Event, other than solely for genuine medical reasons.

6. Under performing in a Football Event.

Players and match officials bound by this Code shall be forbidden from deliberately under performing in any Football match and they have to give their best efforts to the game as per their abilities and reasonable expectations from them.

7. Persons bound by this code are forbidden being associated with or owning a part or whole, either actively or passively, in companies, concerns, organisations, etc. that promote, broker, arrange or conduct betting or gambling or lotteries or any such transactions connected with any Football Event.

Provided however, that person (s) providing fantasy league prediction-based gaming services related to Football Events and person(s) providing betting, gambling or lotteries services not related to any Football Event under a valid and recognised licence shall be excluded from the above clause 6, till such time as a half-yearly disclosure pertaining to their interest in such activities is continued to be made to the GFA General Secretariat under Article 19(3).

III ORGANISATION AND PROCEDURE

CHAPTER I: ORGANISATION

26 Division of Ethics Committee, Division of Proceedings

1. All proceedings under this Code shall be constituted of an investigation process and an adjudicatory process.
2. The investigation process and the prosecution process, shall ordinarily be undertaken by the Integrity Officer and the adjudicatory process shall be undertaken by the Ethics Committee. Provided however, that the Integrity Officer may seek assistance or Ethics Committee may direct, for the appointment or engagement of specialised external experts or consultants for conducting the prosecution process as may be required on a case-to-case basis.
3. The Integrity Officer shall act as the investigating officer under the provisions of this Code. If required, he may be assisted by such competent persons as deemed fit and appropriate by the Integrity Officer.

Section 1 : Jurisdiction, Duties and Competences of the Ethics Committee

27 Jurisdiction of the Ethics Committee

1. The Ethics Committee shall be entitled to handle all cases arising from the application of this Code or any other AIFF/ GFA rules and regulations.

2. The Ethics Committee shall be entitled to judge the conduct of all persons bound by this Code while performing their duties. In addition to the conduct of persons bound by this Code who are performing their duties, the Ethics Committee shall also judge the conduct of other persons bound by this Code at the same time if a uniform judgment is considered appropriate based on the specific circumstances.

3. The Ethics Committee shall reserve the right to direct initiation of investigatory proceedings and to judge the conduct of all persons bound by this Code even if they are involved in an indirect or non-active capacity or are not performing their duties if it is deemed that such conduct is likely to seriously damage the integrity, image or reputation of GFA, Member Association, Affiliated Unit, Competition or Club.

4. The Ethics Committee shall be entitled to initiate investigatory proceedings and to judge the conduct of all persons bound by this Code if the issue or matter on which the alleged violation is based has national implications (affecting various Member Associations) and if it is deemed that an adequate reasoned judgment cannot be expected at the Member Association or state level given the specific circumstances.

5. The Ethics Committee shall also be entitled to direct the initiation of investigatory proceedings and to judge those cases where Member Associations, their Affiliated Units, Clubs and other sports organisations fail to prosecute such breaches, fail to prosecute them in compliance with the fundamental principles of law, or an adequate judgment cannot be expected given the specific circumstances.

28 Duties and Competences of the Integrity Officer

The Integrity Officer shall have the power to take cognizance of and investigate any potential breaches of provisions of this Code as well as investigate any complaints, allegations or suspicions raised in this regard. Such enquiries/investigations, may be conducted in conjunction with a contracted agency or an expert consultant, if so deemed required by the Integrity Officer.

1.If the Integrity Officer deems that there is no prima facie case, he may close the investigation whilst providing reasons in writing to the Designated Person of the AIFF/GFA, without referring it to the Ethics Committee.

2. Once the investigation has been completed, the Integrity Officer shall prepare a final report on the investigation proceedings and forward this together with the investigation files to the Ethics Committee and the Integrity Officer shall present/prosecute the case before the Ethics Committee as may be required, if a hearing is conducted. If a recommendation is made for imposition of any sanctions, the relevant party's sanctionable conduct and possible rule breaches are to be indicated in the final report.

3. If proceedings have been closed, the Integrity Officer may reopen the investigation within the period of limitation, if new facts or evidence come to light that suggest a potential breach.

29 Duties and Competences of the Ethics Committee

1. The Ethics Committee shall review the investigation files forwarded by the Integrity Officer and decide whether to close proceedings or to adjudicate on the same.

2. The Ethics Committee may at any time return the investigation files to the Integrity Officer and instruct him/her to expand the investigation if required with the aid of a specialized agency/person engaged for this purpose and/or add to the final report.

3. The Ethics Committee may undertake further investigations.

4. The Ethics Committee shall send all the facts and relied upon evidence and mention the possible rule violation, to the parties and ask for their submissions.

As part of the adjudicatory process, the Ethics Committee may also rule on breaches of provisions of the AIFF Disciplinary Code which concern morally or ethically incorrect conduct.

30 Intentionally omitted

Section 3 : Common rules for the Integrity Officer and Ethics Committee.

31 Intentionally omitted

32 Intentionally omitted

33 Secretariat

1. The Designated Officer of GFA shall provide the Integrity Officer and the Ethics Committee with a secretariat with the necessary staff. However, the Integrity Officer as well as the Ethics Committee also have the authority to hire external resources to assist in their work, provided reasons for the same are recorded in writing prior to such hiring or engagement.

2. The Designated Person of GFA (including through personnel working under his supervision) shall take charge of the administrative and legal work related proceedings and provide support for the Integrity Officer and the Ethics Committee for the completion of their respective tasks; in particular, they shall write the minutes, final reports and decisions.

3. The Designated Person of GFA (including through personnel working under his supervision) shall take care of the filing of the case files, which must be preserved at-least for ten years.

The Designated Person shall act solely on the instructions of the Integrity Officer and the Ethics Committee. In the event of any conflict between such instructions, the instructions issued by the Ethics Committee shall prevail. They have the duty to immediately report any instruction received from any other persons or bodies to the Integrity Officer and/or chairman of the Ethics Committee.

34 Independence

1. The Integrity Officer shall manage his/her investigations independently and must avoid any third-party influence.
2. The Integrity Officer, any person engaged by him or her for assisting in any investigation under this Code and members of the Ethics Committee and their immediate family members shall not belong to any other GFAJudicial body, the Executive Committee of GFA or any other standing committee of GFA or any Member Association, Affiliated Unit, Competition or Club bodies.

35 Withdrawals

1. The Integrity Officer shall decline to participate in any investigation or hearing concerning a matter where there are serious grounds for questioning his/her impartiality.
2. The foregoing shall apply, in particular, in the following cases:
 - a) if the person in question has a direct interest in the outcome of the matter;
 - b) if he has a personal bias or prejudice concerning a party, or personal knowledge of disputed evidentiary facts concerning the proceedings; or has expressed an opinion concerning its outcome; or when the immediate family of the member is a party to the subject matter in controversy or is a party to the proceedings, or has any other interest that could be substantially affected by the outcome of the proceedings and his impartiality;

c) if he is from the same Member Association or its Affiliated Unit as the party implicated or under investigation;

d) if he has already dealt with the case in a different function.

3. If the Integrity Officer declines to participate in a meeting or proceeding, he/she shall notify the General Secretary of AIFF/GFA and the Chairman of the Ethics Committee immediately in writing.

4. An objection against an Integrity Officer believed to be biased must be submitted within five days following the identification of the grounds for non-participation, failing which, such objection shall be deemed waived. The claim must cite the grounds and, if possible, be substantiated.

5. The chairman of the Ethics Committee shall decide whether any such claim is valid if the Integrity Officer in question has not declined to participate of his own accord.

6. In case the Integrity Officer does not participate in the investigation or proceedings pursuant to this clause, the chairman of the Ethics Committee may appoint a replacement.

36 Confidentiality

1. The Integrity Officer and members of the Ethics Committee and the members of the General Secretariat shall be bound under this Code to ensure that information disclosed to them of a breach of this Code during the course of their duty remains confidential, in particular, deliberations and private personal data in compliance with the GFA regulations in relation to data protection.

2. Notwithstanding paragraph 1 above or paragraph 3 below, the Integrity Officer or the Ethics Committee may, if deemed necessary and in an appropriate form, inform the public about or confirm ongoing or closed proceedings, and also rectify wrong information or rumours. Any release of such information shall respect the presumption of innocence and the personal rights and security of those concerned.

3. Only the final decisions already notified to the parties may be made public by the Ethics Committee.

37 Exemption from Liability

Except in the case of gross negligence, neither the Integrity Officer, nor the Ethics Committee nor the Designated Officer of AIFF nor secretariat staff may be held personally liable for any acts carried out in good faith relating to any procedure pertaining to this Code.

Chapter II – PROCEDURE

Section 1 : Procedural Rules

Subsection 1 : General Rules

a) Parties

38 Parties

All person (s) before the Ethics Committee shall be considered as parties.

In the event the Ethics Committee is of the opinion that a person(s) is directly aggrieved by or interested in the issue before the Ethics Committee, he may be impleaded in the proceedings before the Ethics Committee. In the event a person is aggrieved by the decision of the Ethics Committee, he may be considered as a necessary party in the forum of appeal.

b) Rights of the parties

39 Right to be Heard

1. The parties shall be granted the right to be heard, the right to present evidence, the right for evidence leading to a decision to be inspected, the right to access files and the right to a reasoned decision.

2. The right to be heard may be restricted in exceptional circumstances, such as when confidential matters need to be safeguarded, witnesses need to be protected or it is required to establish the elements of the proceedings.

40 Representation and Assistance

1. The parties may have legal representation at their own cost and expense.

2. If they are not required to appear personally, the parties may be represented by a legal counsel or another person.

3. The parties are free to choose their own legal counsel or representation.

4. The Ethics Committee may request that the parties' representatives submit a duly signed power of attorney/vakalatnama.

c) Obligation of the Parties

41 Obligations of the parties to collaborate

1. The parties shall be obligated to act in good faith during the whole proceedings.

2. The parties shall be obligated to collaborate to establish the facts of the case. In particular, they shall comply with requests for information from the Integrity Officer and the Ethics Committee and with an order to appear in person.

3. Whenever necessary, the parties' statements may be verified using appropriate means.

4. If the parties are dilatory in responding, the chairman of the Ethics Committee may, after warning them, impose further disciplinary measures on them after taking all relevant factors and possible causes for such delay.

5. If the parties fail to collaborate, the Integrity Officer may prepare a final report using the file in its possession or the Ethics Committee may reach a decision on the case using the file in its possession, taking into account the conduct of the parties to the proceedings.

d) General Obligations

42 General Obligation to Collaborate

1. At the request of the Integrity Officer or the Ethics Committee, the persons bound by this Code are obliged to contribute to establishing the facts of the case to the best of their knowledge and judgment without concealing, suppressing or distorting any facts they are aware of and, especially, to provide written or oral information as witnesses. A failure to cooperate may lead to a sanction in accordance with this Code.

2. Witnesses are obliged to answer the questions put to them to the best of their knowledge and judgment without concealing, suppressing or distorting any facts they are aware of.

3. If the witnesses are dilatory in responding, the chairman of the Ethics Committee may, after warning them, impose further disciplinary measures on them.

43 Language used in Proceedings

1. The language used in proceedings shall be English.

2. AIFF/ GFA and/or the Integrity Officer may, if necessary, use the services of an interpreter.

3. Decision shall be written in English.

44 Notification of Decisions and Notices

1. Decision or notice shall be communicated by E-mail or Fax or Registered Post.

2. All of the parties shall be notified of the decisions.

3. Decisions, notices and other documents intended for persons bound by this Code shall be addressed to the Member Association, Affiliated Unit, Competition or Club concerned on condition that they keep the information confidential and forward the documents to the parties concerned. In the event that the documents/notices were not also sent to the party concerned, these documents/notices shall be considered to have been communicated to the ultimate addressee four days after communication of the documents/notices to the Member Association, Affiliated Unit, Competition or Club. In emergent circumstances taking into account an ongoing Football Event, the communication by electronic mail may be deemed communicated after one day of communication, if the same is communicated to the nodal person of the Member Association, Affiliated Unit, Competition or Club, who periodically communicates with the AIFF/GFA General Secretariat or to the Designated Person of the AIFF/GFA in writing, to communicate with the AIFF/GFA General Secretariat.

45 Effect of Decisions

1. Decisions passed by the Ethics Committee shall come into force as soon as they are communicated.

The Ethics Committee may rectify any obvious/typographical errors at any time.

Subsection 2: Proof

46 Various Type of Proof Evidence

1. Evidence of any nature may be produced.
2. Evidence may include:
 - a) Documents;
 - b) Report from official's;
 - c) Declarations from a party;
 - d) Declaration from witness;
 - e) Audio and/or video recording;
 - f) Photographs;
 - g) Expert testimony;

- h) Transcripts;
- i) Attested photocopies of the original document;
- j) E-mails or electronic documents.

47 Anonymous Witnesses

1. When a person's testimony in proceedings opened in accordance with this Code could endanger his life or put him or his family or close friends at physical risk, the Chairman of the Ethics Committee or his deputy may order that:

- a) the witness not be identified in the presence of the parties;
- b) the witness not appear at the hearing;
- c) information that could be used to identify the witness be included only in a separate, confidential case file.

2. In view of all the circumstances and in particular if no other evidence is available to corroborate that of the anonymous witness and if it is technically possible, the chairman of the Ethics Committee or his deputy may order, on his own initiative or at the request of one of the parties, that:

- a) the witness's voice be distorted;
- b) the witness's face be masked;
- c) the witness be questioned out side the room of the proceeding;
- d) the witness be questioned in writing through the Chairman of the Ethics Committee or his deputy.

3. Disciplinary measures shall be initiated against a person bound by this Code who reveals the identity of an anonymous witness or any information that could be used to identify him.

48 Identification of Anonymous Witnesses

1. To ensure their safety, anonymous witnesses shall be identified in secrecy in the absence of the parties. This witness identification shall be conducted by the Chairman of the Ethics Committee alone, his deputy or all the members of the Ethics Committee together, and shall be recorded in minutes containing the witness's personal details.

2. These minutes shall not be communicated to the parties.

3. The parties shall receive a brief notice which:

a) confirms that the anonymous witness has been formally identified; and

b) contains no details that could be used to identify the anonymous witness.

49 Inadmissible Evidence

Evidence that violates human dignity or which does not serve to establish relevant fact(s) shall be rejected by the Ethics Committee.

50 Evaluation of Proof

The Ethics Committee shall have absolute discretion regarding evidence.

51 Standard of Proof

The members of the Ethics Committee shall judge and decide on the basis of the standard of comfortable satisfaction unless stated otherwise. This standard of proof is greater than a balance of probability but less than proof beyond reasonable doubt.

52 Burden of Proof

The burden of proof regarding breaches of provisions of the Code rests on the Integrity Officer.

Subsection 3: Time Limits

53 Beginning and End of Time Limit

1. Time limits notified directly to the party or to a representative appointed by the party shall commence the day after receipt of the notification.

2. Time limits to which other persons are required to adhere shall commence four days after receipt of the document by the AIFF, GFA, Member Association, Affiliated Unit, Competition or Club responsible for forwarding it, except when the document is not also sent to the person concerned or his legal representative. If the document was also sent to the parties or their legal representatives, the time limit shall commence on the day after receipt of the document in question.

3. If the last day of the time limit coincides with a public holiday in the place of domicile of the person required to comply with the document by a certain deadline, the time limit shall expire on the next working day.

54 Compliance

1. The time limit shall be considered as adhered to, if the action required has been initiated before expiry of the time limit.

2. The submission/application of the party(ies) and/or evidence must be submitted to the relevant person by no later than 24:00 hrs on the last day of the time limit.

3. If the submission/application of the party(ies) and/or evidence is sent by email or fax the time limit has been met if the submission/application of the party(ies) and/or evidence reaches the person on the last day of the time limit and the true copy of the same reaches the person within another five calendar days.

4. Costs and fees payable are considered to have been paid in time if the payment has irreversibly been made to GFA's account by midnight on the last day of the time limit.

55 Extension

1. Time limits set forth in this Code may be extended at the discretion of the Ethics Committee provided the reasons for the same are recorded in writing.

2. Time limits set by the Ethics Committee may be extended upon request, provided a reasoned justification for the same is recorded in writing.

3. If an extension of the time limit is refused, two extra days may be granted for the Party(ies) to comply with this Code. In emergent circumstances, the refusal to grant the extension may be announced orally.

Sub-section 4: Suspension of Proceedings

56 Suspension of Proceedings

1. In the event a person bound by this Code, ceases to serve in his function during proceedings, the Ethics Committee shall remain competent to render a decision.

2. In the event that a person bound by this Code ceases to serve in his function, the Integrity Officer may continue an ongoing investigation or conduct a fresh investigation, create a final report and hand it over to the Ethics Committee. The Ethics Committee may suspend the proceedings or take a decision as to the substance.

Subsection 5 : Procedural Costs

57 Procedural Costs

The procedural costs shall comprise of reasonable costs and expenses of the investigation (including any cost borne by a person to facilitate the investigation process) and adjudicatory proceedings.

58 Procedural Costs in case of closure of proceedings or acquittal

1. Except as otherwise provided herein, in the event of closure of proceedings or acquittal, the procedural costs shall be borne by GFA.

2. A party may be ordered to pay the procedural costs in part or in full in the event of closure of proceedings or acquittal if he culpably caused the proceedings to be initiated or hindered the conduct of the proceedings.

59 Procedural Costs if Sanctions are Imposed

1. Procedural costs shall be borne by the party that has been sanctioned.
2. If more than one party is sanctioned, the procedural costs shall be assessed proportionally in accordance with the degree of fault of the parties.
3. Part of the procedural costs, in particular the costs of the investigation proceedings, may be borne by GFA, as appropriate in respect of the imposition of sanctions.
4. The procedural costs may be reduced or waived in exceptional circumstances, in particular taking into account the party's financial circumstances.

60 Procedural Compensation

No procedural compensation shall be awarded in proceedings conducted by the Ethics Committee.

Section 2: Investigation Proceedings

Subsection 1: Preliminary Proceedings

61 Right to Submit Complaints

1. Any person bound by this Code may file a complaint regarding potential breaches of this Code with the Designated Person of the GFA or the Integrity Officer of AIFF/GFA. The Integrity Officer shall also have the power to initiate a suo-motu complaint after considering documents/communication available in the public forum after making due digital copies or records in writing of the same as may be applicable on a case-to-case basis.

2. There is no entitlement for proceedings to be opened following submission of a complaint.

3. Any person who lodges a complaint against a person who he knows to be innocent, with the intent of harming this person, or in another way takes malicious steps with the intent of harming this person who he knows to be innocent shall be sanctioned.

62 Inquiries by the Integrity Officer

1. The Integrity Officer shall carry out an initial evaluation of the documents submitted with the complaint.

2. If there is any indication of a potential breach, the Integrity Officer shall conduct the appropriate preliminary investigation. This may include, in particular, collecting written information, requesting documents and obtaining witness statements.

3. As part of any such enquiry/investigation, if the Integrity Officer reasonably suspects that a Person (or a third party whose actions may be imputed to the Person) has committed an offence under this Code, he/she may make a written demand to such a Person (a "Demand") to furnish to him/her with any information that is reasonably related to the alleged offence, including, without limitation:

(a) copies or access to all records relating to the alleged offence (such as telephone records, Internet services records and/or other records stored on computer hard drives or other information storage equipment); and/or

(b) a written statement made by the person setting out in detail all of the facts and circumstances of which the person is aware with respect to the alleged offence. Provided that any such Demand has been issued in accordance with this, the person bound by this Code shall cooperate fully with such Demand, including by furnishing such information within such reasonable period of time as may be determined by the Integrity Officer, which in any event, should be no earlier than seven days after the person by this Code receives the Demand. Where Appropriate, the person may

seek an extension of such deadline by providing the Integrity Officer with cogent reasons to support an extension, provided that the decision to grant or deny such extension shall be at the ultimate discretion of the Integrity Officer, acting reasonably at all times. It is hereby asserted that the person shall keep the details of the Demand notice confidential and shall only communicate the details of the same to person(s), from whom cooperation to furnish the records demanded is being sought. Failure to keep the information of a Demand notice confidential may be considered as a breach of this Code.

Provided however that the Integrity Officer may at his discretion not make a Demand, if he/she believes this may interfere with investigation or threaten the security of a person.

63 Opening of Investigation Proceedings

1. If on conduct of a preliminary investigation it is found that a prima facie case exists, the Integrity Officer shall open investigation proceedings.

2. The parties shall be notified of the opening of the investigation proceeding and the possible violation of the Code.

3. The Integrity Officer shall inform Designated Person of the AIFF on non-opened cases.

**Subsection 2 : Initiation and conduct of
investigationproceedings**

64 Initiation of Investigation

1. The Integrity Officer shall decide on the initiation of investigation proceedings.

2. The Integrity Officer shall not be required to provide grounds for the initiation of investigation proceedings and his decision pertaining to initiation of investigation is not appealable.

65 Conduct of Proceedings

The Integrity Officer shall lead the investigation proceedings as the chief of the investigation and may delegate tasks in this regard as deemed appropriate to suitable persons, provided the same is recorded in writing along with reasons.

66 Competences of the Chief of the Investigation

1. With the assistance of the Designated Person, the Integrity Officer shall investigate by means of written inquiries and written or oral questioning of the parties and witnesses.

He may also undertake any further investigative measures relevant to the case; in particular, he may verify the authenticity of evidence relevant to the investigation by procuring affidavits or any other means that he may deem fit.

2. The chief of the investigation may request the GFA to engage third parties, under the leadership of the chief of the investigation. The duties of and inquiries to be made by such third parties must be clearly defined by the chief of the investigation.

3. If the parties and the other person(s) bound by this Code fail to cooperate in establishing the facts of the case, the chief of the investigation may request the Chairman of the Ethics Committee to impose a warning, and in case of recurrence, to impose disciplinary measures.

Subsection 3 : Conclusion of Investigation Proceedings

67 Conclusion of Investigation Proceedings

If the chief of the investigation considers the investigation to be adequate, he shall inform the parties that the investigation proceedings have been concluded and that the final report, together with the investigation files, shall be submitted to the Ethics Committee.

68 Final Report

The final report shall contain all the facts and gathered evidence and mention the Code violation(s) and a recommendation to the Ethics Committee for taking the appropriate measures.

Section 3: Adjudicatory Proceedings

Subsection 1: Closure of proceedings or preparation of hearing

69 Examination of the File

1. The Chairman of the Ethics Committee shall examine the final report and investigation files.
2. If the Chairman of the Ethics Committee deems that there is insufficient evidence to proceed, he may close the case.
3. If necessary, the Chairman of the Ethics Committee may return the final report to the Integrity Officer for amendment or completion or may undertake further investigations.
4. If the Chairman of the Ethics Committee deems that the final report is complete, he shall proceed with the adjudicatory proceedings.

70 Submissions by the Parties

1. In the event that the Chairman of the Ethics Committee decides to proceed with the adjudicatory proceedings, he shall send the final report together with the relied evidence to the parties.
2. The Chairman of the Ethics Committee shall set a time limit for the parties to submit pleadings including their pleas containing a statement of defence, any defence of lack of jurisdiction, any evidence and substantiated motions for the admission of evidence upon which the parties intend to rely, and a motivated request for a hearing including witnesses whom the parties intend to call. The parties shall also submit a brief summary of the witnesses' expected testimony.

71 Rejection of motions for the Admission of Evidence

1. The Chairman of the Ethics Committee may reject the substantiated motions for the admission of evidence submitted by the parties.
2. The parties shall be informed if their motion has been rejected, with a brief outline of the grounds for the decision. The rejection may not be contested.

72 Further Evidence

1. The Chairman of the Ethics Committee may himself order additional evidence to be taken and witnesses to be summoned to the hearing. Evidence that has already been taken may be taken again if direct knowledge of the piece of evidence is deemed necessary for a decision to be taken.
2. The Chairman of the Ethics Committee shall inform the parties of the additional evidence and witnesses.

Subsection 2 : Composition, oral statements

73 Composition of the Ethics Committee

The composition and quorum of the Ethics Committee shall be as per the GFA Statutes.

74 Oral Statements, Principles

1. At the motivated request of one of the parties, the Ethics Committee may arrange for oral statements to be heard, to which all the parties shall be summoned.

2. In its discretion, the Ethics Committee may arrange for oral statements to be heard, to which all the parties shall be summoned.

3. Oral statements shall always be heard in camera, in secrecy.

75 Oral Statements, Procedure

1. The Chairman of the Ethics Committee shall conduct the hearing and decide on the sequence of the oral statements. The Chairman of the Ethics Committee shall have the power to summon witness(es) bound by this Code or order production of evidence in possession of a person(s) bound by this Code.

2. It is the responsibility of the parties to ensure the appearance of the witnesses requested by them and to pay all costs and expenses associated with their appearance. In the event the Chairman of the Ethics Committee orders the attendance of a witness(es) or production of evidence, the same shall be included in the procedural costs.

3. The parties shall have the right to cross examine the witness(es). Once the hearing of evidence has ended, the Integrity Officer and any expert(s) or consultant(s) engaged for the prosecution process shall present the case.

4. Once the case has been presented, the parties shall make their oral statements.

5. The oral statements shall conclude with the parties' closing statements.

6. The Chairman of the Ethics Committee shall allow the person against whom proceedings are being conducted a final opportunity to speak.

Subsection 3 : Deliberations, Decisions

76 Deliberations

1. After the hearing, the Ethics Committee shall withdraw to deliberate on its decision in private.

2. If there was no hearing, the Chairman shall schedule the deliberations and set the number of members and the composition of the Ethics Committee. The parties shall be informed to this effect.
3. If circumstances permit, the deliberations and decision-taking may be conducted via telephone conference, video-conference or any other method of remote communication.
4. Deliberations shall be conducted without interruption, unless there are exceptional circumstances.
5. The Chairman shall decide in which order the various questions will be submitted for deliberation.
6. The members present shall express their opinions in the order set out by the Chairman, who always speaks last.

77Taking the Decision

1. Decisions shall be taken by the majority of the Ethics Committee members' present.
2. Every member present shall vote.
3. In the event of a tied vote, the Chairman shall have the casting vote.

78 Grounds for Decision

1. The Ethics Committee may decide not to communicate the grounds of a decision and instead communicate only the terms of the decision. At the same time, the parties shall be informed that they have ten days from receipt of the terms of the decision to request, in writing, the grounds of the decision, and that failure to do so will result in the decision becoming final and binding.

2. If a party requests the grounds of a decision, the reasoned decision shall be communicated to the parties in full, written form. The time limit to lodge an appeal, where applicable, begins upon receipt of this reasoned decision.

3. If the parties do not request the grounds of a decision, a short explanation of the decision shall be recorded in the case files.

79 Form and Contents of the Decision with Grounds

1. Without prejudice to the application of article 78 above, the decision shall contain:

a) the composition of the Ethics Committee;

b) the names of the parties;

- c) the date of the decision;
- d) a summary of the facts;
- e) the grounds of the decision;
- f) the provisions on which the decision was based;
- g) the terms of the decision;
- h) notice of the channels for appeal.

2. The decisions shall be signed by the Chairman of the Ethics Committee.

Section 4 : Appeal and Review

80 Appeal

Unless this Code stipulates that the decisions of the Ethics Committee and the Chairman of the Ethics Committee may not be contested, an appeal may be lodged by the party concerned, having a legally protected interest justifying amendment or cancellation of the decision, to the Appeal Committee against any decision.

1. The aforementioned decisions may also be appealed by the chief of the investigation.

2. In any appeal, the chief of the investigation shall enjoy the same procedural rights as before the Ethics Committee.

3. Further provisions relating to lodging an appeal and proceedings before the Appeal Committee are set out in the AIFF /GFA Disciplinary Code.

5. Decisions on costs are final and may not be appealed.

81 Finality of Decisions

Decisions taken by the Appeal Committee are final and binding on all parties.

82 Review.

1. The Integrity Officer may reopen a case that has been closed following a legally binding decision if a party discovers significant new facts or proof that, despite the investigation, could not have been produced sooner and would have resulted in a more favourable decision.

2. A request for review shall be made by the party concerned within ten days of discovering the reasons for review, or it will not be admitted.

3. The limitation period for submitting a request for review is one year after the enforcement of the decision.

Section 5: Provisional Measures

83 Conditions and Jurisdiction

1. At the request of the Integrity Officer, the Chairman of the Ethics Committee may take provisional measures (e.g. provisional sanctions) if a breach of the Code of Ethics appears to have been committed and a decision on the main issue may not be taken early enough. The Chairman of the Ethics Committee may also issue provisional measures for preventing interference with the establishment of the truth.

2. The Chairman of the Ethics Committee may delegate the decision on the adoption of provisional measures to the Ethics Committee.

84 (not used)

85 Duration

1. Provisional measures/sanctions may be valid for a maximum of 90 days. In exceptional circumstances, the provisional measures may be extended by the Chairman of the Ethics Committee for an additional period not to exceed 45 days.

2. The duration of provisional measures/sanctions shall be taken into account in the final decision.

86 Appeal against Provisional Measures.

1. Any appeal against a decision regarding provisional measures shall be lodged with the Chairman of the Appeal Committee.
2. The time limit for lodging the appeal is seven days, commencing from the notification of the decision.
3. The petition of appeal shall be sent directly to the Designated Person of the GFA by e-mail or fax within the same time limit.
4. The appeal shall not have suspensive effect.
5. Further provisions on lodging an appeal and proceedings before the Appeal Committee are set out in the GFA Disciplinary Code.

IV FINAL PROVISIONS

87 Official Language

This Code exists in English.

88Adoption and Enforcement.

**The GFA Executive Committee adopted this Code on
18thMarch 2021.**

This Code comes into force on 18/03/2021.

Mapusa, 2021

For the GFA Executive Committee

President: Mr Churchill Alemao.

General Secretary: MrJovito Lopes.