

APPROVED
by the decision of the Executive Committee
«Association of Legal Entities «Kazakhstan
Football Federation»
Minutes № 6/14 of 03.11.2023.

**ETHICS CODE
OF THE KAZAKHSTAN FOOTBALL FEDERATION**



Astana city, 2023

PREAMBLE / PRELIMINARY STATEMENT

The present Ethics Code of the Kazakhstan Football Federation is developed in order to establish standards of behavior of the Officials, in accordance with the legislation of the Republic of Kazakhstan, the Charter of the Kazakhstan Football Federation, the Code of Ethics of FIFA and other regulatory documents of FIFA.

The Kazakhstan Football Federation has a special responsibility to ensure the stability and reputation of football in the Republic of Kazakhstan. Kazakhstan Football Federation strives to protect the reputation of football, including the prestige of the Kazakhstan Football Federation, from any harm as a result of immoral or unethical actions of certain individuals. The Code of Ethics of the Kazakhstan Football Federation reflects the principles of behavior, as well as defines most important core values.

DEFINITIONS

KFF - Association of Legal Entities "Kazakhstan Football Federation".

FIFA - International Federation of Football Associations.

UEFA - The Union of European Football Associations.

Executive Committee (Exec.Com.)- executive management body of the KFF.

Subjects of football - KFF, KFF members, Professional Football League and other football leagues, regional football federations, football clubs, football sports facilities and sports schools, players, match officials, coaches, Football agents and match agents, professional football unions, fans and their associations, as well as other persons carrying out football-related activities. The term "Football Subjects" also includes employees and members of the governing bodies, committees/commissions of all of the above organizations.

Ethics Committee (hereinafter referred to as the Committee)- the legal body of the KFF that examines whether there has been a violation of the requirements of the present Code and other FIFA and UEFA regulations.

Disciplinary regulations - a document that reflects violations of the rules contained in the KFF Regulations and other documents governing the football activities of the federation (association) and other participants in the competition, determines the penalties imposed and the procedure for appealing them, regulates the organizational side and functioning of the bodies responsible for making decisions, as well as the procedure for reviewing cases in these bodies.

Control and Disciplinary Committee (CDC) - the KFF legal body of primary importance, which considers the facts of violation of the Laws of the Game, FIFA, UEFA, KFF, Football Leagues regulations, committed during or in connection with the conduct of contests / competitions.

Competitions /contests – tournaments organized and conducted by or on behalf of KFF.

Official authorities – all official authorities performing organizational-administrative or administrative-economic functions in organizations – subjects of football, including their heads (deputies), as well as members of governing bodies, coaches, football referees, inspectors, delegates of matches, technical workers, other persons responsible for technical, medical and administrative issues in the FIFA, UEFA, KFF, Professional Football League, KFF members, leagues or clubs, as well as members of KFF legal bodies.

Football agent - a natural person holding a FIFA license to provide football agent services.

The provisions of the present Code shall apply to both the feminine and masculine gender, regardless of the choice of words and expressions applied.

All the terms and definitions stipulated in the text of the present Code may be used both in the singular and in the plural forms, without prejudice to their meaning.

All definitions of this Code are for convenience only and may not affect the legal significance of individual provisions of this Code.

Chapter 1. APPLICATION

1. The present Ethics Code of the KFF (hereinafter referred to as the Code) applies to conduct that damages the integrity and reputation of football, in particular, illegal, immoral and unethical behavior.

2. This Code is applicable to all Officials, players, Football agents, in accordance with the regulatory documents of the KFF, FIFA and UEFA.

3. The present Code regulates the relations in the KFF arising in connection with the football game, regardless of whether it is related to an action (inaction) on the playing field.

4. Any other regulations (stipulations, rules, etc.) regarding the ethics and conduct of Officials, Players and Football Agents shall remain unchanged, provided that they do not contradict the provisions of the present Code.

5. If there are no norms regulating certain ethical violations in this Code, decisions are made in accordance with the established practice of the KFF, or, in the absence of custom, in accordance with the rules that would have been established if they had acted as legislators or in court.

6. During all its meetings, the Committee may rely on precedents and principles already established by sports Doctrine and Jurisprudence.

7. Unless otherwise provided, violations of the requirements of this Code shall be punishable in accordance with this Code, whether the act or omission, whether the violation was committed with intent or negligence.

8. The Committee monitors compliance with the principles of ethics, examines cases of violations of the basic rules of conduct and requirements for officials provided for in this Code, and also issues appropriate disciplinary sanctions for their commission.

Chapter 2. GENERAL RULES

9. Officials must be aware of the importance of fulfilling their obligations as well as the responsibilities associated with their violation. Their behavior reflects the fact that they support and promote the principles and objectives of FIFA, UEFA and the KFF, and by any means refrain from any action that could harm the statutory goals and objectives of FIFA, UEFA and the KFF. They shall observe the inviolability of their allegiance to FIFA, UEFA and the KFF and represent them with honesty, dignity, respect and integrity

10. Official authorities shall demonstrate a commitment to ethical behavior while performing their tasks. Officials shall conduct themselves and act with dignity, honesty and integrity.

11. Official authorities shall not abuse their position as part of their office in any manner whatsoever and, in particular, shall not take advantage of their position for private ends or personal gain.

12. Official authorities, in assuming their duties, undertake to comply with the provisions of the present Code.

13. Official authorities are obliged to: comply with the rules of conduct in accordance with the present Code and the documents of the KFF, FIFA and UEFA; comply with the decisions of the Committee.

Chapter 3. THE RIGHT TO STAY IN A DUTY AND TO DISCHARGE FROM A DUTY

14. Only those individuals who demonstrate a high degree of integrity and who commit themselves to comply with the provisions of this Code without caveats shall be eligible to serve as Officials.

15. Individuals with outstanding conviction are ineligible to serve as Officials if the conviction is incompatible with their ability to perform these duties. Officials who do not meet these requirements will be discharged from duty.

Chapter 4. CONFLICT OF INTERESTS

16. When performing football-related activities in the KFF or football entities or prior to election or appointment Officials are required to disclose any personal interests that may be related to their future activities.

17. In the performance of their tasks, Officials shall avoid situations that could give rise to a conflict of interest. A conflict of interest arises if Officials have, or appear to have, personal interests that detract from their ability to fulfill their obligations as an Official in an honest, independent and purposeful manner.

18. Personal interests include obtaining any possible advantage for oneself, one's family, relatives, friends and acquaintances.

19. Officials may not perform their duties where there is an existing or potential conflict of interest. Any of such conflicts must be immediately disclosed and reported to the appropriate football entity in which the Official is performing his/her duties.

20. The decision on this issue shall be made by the authorized authority of the respective football subject.

Chapter 5. OBLIGATION TO COMPLY WITH NEUTRALITY

21. In relations with public institutions, national and international organizations, associations, groups, individuals, in matters related to this Code, in addition to complying with the general rules, Officials must remain politically neutral in accordance with the principles and objectives of FIFA, UEFA and the KFF, and act in accordance with their functions to preserve the integrity of the football.

Chapter 6. PROHIBITION ON DISCRIMINATION

22. Officials may not insult the dignity or integrity of a country, a private person or a group of persons by discrimination, abusive words or actions based on race, color, ethnic, national or social origin, sex, language, religion, political opinion or any other belief, property, birth or any other status, sexual orientation or any other reason.

23. Officials are prohibited from making any public statements of a discrediting nature about the KFF and/or any other person bound by this Code in the context of KFF events.

Chapter 7. PROTECTION OF PERSONAL RIGHTS

24. Officials have a duty to respect the integrity of others. They shall ensure that the personal rights of every person with whom they have or may have contact are respected, protected and safeguarded.

25. Harassment is prohibited. Harassment is defined as a systematic, hostile and repeated action over a prolonged period of time to isolate or expel an individual and affects the dignity of the individual.

26. Sexual Harassment is prohibited. Sexual harassment is defined as uninvited sexual advances that are not asked for, unwanted or unpleasant behavior. Threats, promises of benefits and coercion are prohibited.

27. The KFF must immediately notify FIFA of any decision taken by its relevant authorities imposing sanctions on a person for conduct described in paragraph 28.

28. Officials shall not use offensive gestures and expressions with the intent to offend anyone in any way or to incite others to hatred or violence.

29. Officials shall refrain from all forms of physical or mental violence, all forms of harassment and all other hostile acts intended to isolate, ostracize or violate the dignity of the individual.

Chapter 8. LOYALTY AND CONFIDENTIALITY

30. Officials carry out a fiduciary duty to FIFA, UEFA and the KFF, i.e. to be loyal and prudent. A breach of fiduciary duty occurs when someone in a position of responsibility or trust acts in a way that harms the interests and reputation of FIFA, UEFA and the KFF.

31. Depending on their work, Officials may have access to information of a confidential nature which they must apply in the performance of their duties in a confidential or secret manner. Any information or decisions must be taken in accordance with FIFA, UEFA and KFF principles.

32. The obligation of confidentiality shall survive the termination of any relationship with the Official that in any way bound him or her to this Code.

Chapter 9. ACCEPTANCE, GIFT-GIVING AND OTHER BENEFITS

33. Officials may offer or accept, inside or outside the subject of football, gifts and benefits that only:

- 1) have symbolic or trivial (not new, not original) significance;
- 2) exclude any influence on an act or omission related to their official activities;
- 3) do not contradict to the performed duties;
- 4) do not create any improper monetary or any other advantages;
- 5) do not lead to conflicts of interest.

Any gifts or other benefits that do not meet all of these criteria are prohibited.

34. In case of doubt, gifts shall not be offered or accepted. In all cases, Officials are prohibited from offering or accepting cash in any amount or form from any person

35. Officials may not be reimbursed for expenses related to their family members or associates accompanying them to official events unless expressly authorized by FIFA, UEFA and the KFF or the relevant football entity. Any such authorization must be duly executed.

36. Officials shall refrain from any act or conduct that may give rise to the appearance or suspicion of misconduct in the above cases or attempt to commit such an act.

Chapter 10. BRIBETAKING

37. Officials shall not offer, promise, give or accept a personal, monetary or other advantage for the purpose of obtaining or retaining business, or any other advantage for anyone inside or outside of KFF or a football entity. Such actions are prohibited, whether directly or indirectly through or in conjunction with intermediaries or associated persons.

38. Officials shall not offer, promise, give or accept any monetary or other advantage for an act or omission related to their official activities and contrary to their duties or discretion. Any such offer shall be reported to the Committee and any failure to do so shall be penalized in accordance with this Code.

39. Officials are prohibited from misappropriating the assets of the KFF or a football entity, whether directly or indirectly through intermediaries or other interested parties.

40. Officials shall abstain from any act or conduct that may give rise to the appearance or suspicion of misconduct in the instances described above, or attempt to commit such an act.

Chapter 11. COMMISSION CHARGES

41. Officials are prohibited from accepting commissions or promises of such commissions for themselves, or intermediaries for entering into transactions of any kind, the performance of their duties, unless the appropriate authority expressly authorizes them to do so. In the absence of such authority, the decision shall be made by the authority to which the mentioned Official is subordinate.

Chapter 12. PARTICIPATION IN FOOTBALL POOLS

42. Officials are prohibited from directly or indirectly participating in betting, gambling, lotteries or similar activities, transactions related to football games or contests and/or any other football-related activities.

43. Officials must not have any direct or indirect financial interest (through or with third parties) in activities such as betting, gambling, lotteries or similar activities, transactions related to football matches and competitions. Interests include obtaining any possible benefits for the persons bound by this Code themselves and/or related parties.

Chapter 13. MANIPULATION BY MEANS OF FOOTBALL MATCHES OR COMPETITIONS

44. Officials are prohibited from participating in the manipulation of football matches and competitions and must immediately report to the Committee any attempt in connection with actions and/or information directly or indirectly related to the possible manipulation of a football match or competition.

45. The competence to judge all actions related to the manipulation of football matches or competitions, both on and off the field of play, remains with the KFF Disciplinary Committee.

Chapter 14. OBLIGATION ON DISCLOSURE AND HONESTY

46. Officials are prohibited from forging, falsifying documents or using a forged or falsified document.

47. Officials shall immediately report any possible violation of this Code to the Committee. At the request of the Committee, Officials shall contribute to clarifying the circumstances of the case or clarifying the possible circumstances of the violation and, in particular, shall declare their income and provide evidence requested for verification.

Chapter 15. POWERS OF THE ETHICS COMMITTEE

48. The Committee shall decide on all matters covered by this Code on the basis of a written request by the:

- KFF Executive Committee or the KFF Executive Committee Bureau;
- President of KFF.;
- Secretary General of the KFF;
- Executive Committee of the football subject.

49. The Committee shall have the right to independently initiate consideration of any matter falling within its competence.

50. The composition of the Committee shall be appointed in accordance with the KFF Statutes and shall not be less than five members.

51. The Committee shall conduct an inspection on the received appeal or on its own initiative, and shall hold a meeting.

Chapter 16. COMPETENCE OF THE ETHICS COMMITTEE

52. The Committee shall have the right to examine all cases arising from the application of this Code or any other rules and regulations of FIFA, UEFA and the KFF.

53. The Committee shall have the power to evaluate the conduct of all Officials in the performance of their official duties. The Committee shall also have the power to adjudicate the conduct of others if a uniform decision is deemed appropriate.

54. The Committee reserves the right to review and adjudicate Officials if such behavior could seriously damage the integrity, image or reputation of the KFF

55. The Committee also has the power to inspect and make decisions on football subjects if other bodies are unable to make a decision on a particular circumstance.

56. The Committee shall conduct a full and independent review of possible violations of this Code. The Secretary of the Committee shall be responsible for conducting the review.

57. If the Chairperson of the Committee considers that there are no sufficient grounds for consideration or the case does not fall within the competence of the Committee, the said materials shall not be submitted to the Committee meetings.

58. If there are grounds for a full audit and judgment, the Secretary shall bring the inspection materials to a meeting of the Committee.

59. If the proceedings have been closed, the Committee may reopen the review if new facts or evidence emerge that indicate a potential violation.

60. The Committee meeting may decide to close the proceedings on the case, make a decision and impose a disciplinary sanction, send it for additional verification.

61. Within the framework of the meeting, the Committee has the right to rule on violations of the KFF Disciplinary Regulations, which relate to moral and ethical standards of behavior.

Chapter 17. CHAIRMAN OF THE ETHICS COMMITTEE

The Chairman of the Committee carries out general management of the Committee, approves the agenda of the Committee, convenes the Committee and chairs its meetings.

62. The Chairperson of the Committee shall have the right to make the following decisions solely without holding a meeting of the Committee based on available materials:

- 1) disqualification for up to three matches or up to two months;
- 2) imposition of a fine of up to 100 (one hundred) MRP inclusive;
- 3) prohibition to carry out any football-related activities;
- 4) announcing, amending and revoking provisional measures.

63. The Chairperson of the Committee shall preside at all meetings of the Committee. In case of his/her absence, the members of the Committee at its meeting shall elect a chairperson from among the members of the Committee present.

Chapter 18. SECRETARY OF THE ETHICS COMMITTEE

64. The secretary is at the same time a voting member of the committee.

65. The secretary is responsible for administrative and legal work related to the conduct of the audit; preparing the meeting, summoning persons, if necessary, and drafting minutes, final reports and decisions.

66. The Secretary shall be responsible for the archive, which shall be kept for at least ten years.

67. The Secretary shall act solely on the instructions of the Chairperson and members of the Committee.

68. When conducting an inspection on received appeals, shall request explanations, request documents necessary for a full and objective investigation.

Chapter 19. INDEPENDENCE OF MEMBERS OF THE ETHICS COMMITTEE

69. Committee members shall direct their investigations and procedures and render their judgments in a fully independent and impartial manner, and shall avoid any influence of third parties.

70. Committee members may not be members of the Executive Committee or any permanent committee of the KFF.

Chapter 20. MEETINGS OF THE ETHICS COMMITTEE

71. Meetings of the Committee are private.

72. Meetings of the Committee are considered to be valid if attended by at least three members of the Committee.

73. Committee members may not delegate their duties to any other individual.

74. Meetings of the Committee shall be held without inviting the person against whom the proceedings are being conducted. If necessary, the Committee shall have the right to invite the person concerned to its meeting to give explanations.

Chapter 21. APPLICATION OF THE KFF CHARTER AND DISCIPLINARY REGULATIONS

75. The Committee shall have the right to impose any sanction stipulated in the KFF Charter and/or Disciplinary Regulations for acts or omissions committed intentionally or negligently.

76. All organizational and procedural rules of the KFF Disciplinary Regulations shall apply directly in the context of all cases before the Committee, except where this Code contains different rules or the provisions of the Disciplinary Regulations cannot be applied to the purposes and content of the present Code.

Chapter 22. COOPERATION

77. Officials shall immediately report any possible or committed violation of this Code to the Committee.

78. Football entities and officials are obliged to provide all required information to the Committee upon the request. The information must be provided within the timeframe specified in the request.

79. Officials are required to appear at the meeting when summoned by the Committee. Calls to the Committee meeting are sent by fax or otherwise.

80. In case of failure to provide information and/or failure to attend a meeting, the Committee has the right to impose a sanction in accordance with the KFF Disciplinary Regulations.

Chapter 23. LIABILITY

81. An official shall be liable for acts violating the articles of the Ethics Code, whether committed with intent or negligence.

Chapter 24. DECISIONS OF THE ETHICS COMMITTEE

82. The decisions of the Committee are signed by the Chairman and the Secretary of the Committee. The Committee's decisions are sent by e-mail, fax or other available means.

83. All parties are notified about decisions.

84. Decisions and other documents intended for the Officials shall be forwarded to the relevant football entity for its delivery to interested parties.

85. Decisions adopted by the Committee shall enter into force after the expiration of the appeal period.

Chapter 25. APPEAL AGAINST DECISIONS OF THE ETHICS COMMITTEE

86. An appeal may be filed with the Appeals Committee against any decision taken by the Committee, except as provided for in the KFF Disciplinary Regulations.

Chapter 26. OTHER DUTIES

87. Cases that are simultaneously covered by this Code and the KFF Disciplinary Regulations shall initially be considered by the CDC. In any case, the chairmen of the two committees shall agree in advance which committee will consider the case.

Chapter 27. ENFORCEMENT, ADDITIONS AND AMENDMENTS

88. The present Code shall come into force from the date of its approval by the Executive Committee of the KFF.

89. This Code applies to all matters arising after its entry into force. This Code shall also apply to relationships arising prior to its enactment if they are not inconsistent with the requirements of the defunct Ethics Code.

90. Additions and amendments to this Code of Ethics shall be made by decision of the Executive Committee of the KFF.