

ETHICS COMMITTEE

The ethics committee shall consists of the following: -

- CHAIRMAN
- DEPUTY CHAIRMAN
- THREE MEMBERS (Including one Woman)
- General Secretary Pakistan Football Federation

The functions of this body shall be:-

- a. To formulate code of ethics for all members Association and to ensure its implementation at all levels / competitions.
- b. To safe guard PFF image and guard against the unethical actions of officials.
- c. To ensure officials integrity and behavior in dignified manner.
- d. To monitor activities of officials to ensure no one abuses his position to obtain personal benefits.

PFF CODE OF ETHICS

INTRODUCTION

THE PURPOSE OF THIS Code of Ethics is to safeguard PFF image and take steps against the unethical actions of Officials and to ensure Officials' integrity while discharging their duties.

1- REGULATIONS GOVERNING CONDUCT

1.1- ETHICAL OBLIGATIONS AND NON-DISCRIMINATION

All persons bound by this Code shall adhere to the principles and objectives of PFF in all actions within or outside the PFF, its Provincial / Regional Association, clubs, and refrain from any undertaking damaging PFF or its objectives. These persons shall respect these ethical obligation in the performance of their duties as officials of PFF, its Member Associations or Clubs.

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

1- REPRESENTATIONAL AND CONDUCT OBLIGATION

Persons bound by this Code shall represent PFF, its Member Associations and Clubs in an ethical manner.

In all dealings with national organizations, association and groups, the persons bound by this Code shall act in shrewd manner and in accordance with the objectives of PFF, its Member Associations and clubs. Under no circumstances may they abuse their position to obtain personal benefits.

2- ELIGIBILITY FOR AND REMOVAL FROM OFFICE

Only persons with the highest ethical principle who are willing to be bound by this Code without reservation may serve as an official or a member of a body. Anyone who does not fulfill or ceases to fulfill these conditions shall be deemed ineligible to serve as an official or a member of a body and, if already in office, shall be relieved of that position.

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

3- INTEGRITY AND PROTECTION OF PERSONAL RIGHTS

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

4- LOYALTY AND CONFIDENTIALITY

Officials and member of bodies shall discharge their duties – especially with regard to PFF, its Member Associations and Clubs – with absolute loyalty and maintain confidentiality of any information which is in their knowledge.

5- ACCEPTING GIFTS AND BENEFITS

Gifts, particularly gifts in kind, and any other benefits may be accepted only if they are of token value in accordance with the

relevant local and cultural customs. Any gifts or benefits that are not of token value shall be submitted to the PFF for approval.

Persons bound by this Code shall not be accompanied to official events by family members or any other persons at the expense of PFF, its Members Associations and Clubs or any other organization, unless PFF has approved such an arrangement in advance.

6- BRIBERY

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

7- DUTIES OF DISCLOSURE BY THIS CODE AND REPORTING

Persons subjected to this Code shall report any unethical incidents involving others who are also bound by this Code to PFF Ethics Committee.

8- SANCTIONS

Any person found to be in breach of this code shall be subjected to sanctions. In the event of this Code being breached, the PFF ethics Committee shall submit a report to the PFF Executive Committee. The Executive Committee has the right to provisionally suspend the person from his duties and refer the matter to the PFF Disciplinary Committee for adjudication.

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

9- SCOPE AND APPLICATION

This Code shall apply to all officials in conjunction with the provisions of the PFF, rules and Regulations.

Any person accepting a position in PFF body or as an official shall automatically be bound by this Code.