

Safeguarding and Anti-Discrimination Code of Conduct

FIFA's mission is to promote the game of football, protect its integrity and bring the game to all. Pursuant to FIFA's Statutes and Human Rights Policy, FIFA has made a clear commitment to promote human rights, which includes the right to live free from all forms of discrimination, harassment, abuse and exploitation.

Everyone has the right to protection from discrimination, harassment, abuse and exploitation – be it physical, emotional or sexual abuse or exploitation, neglect, bullying or discrimination on account of age, race, skin colour, ethnic, national or social origin, gender, disability, language, religion, political opinion or any other opinion, wealth, inequality, birth or any other status, sexual orientation or any other reason. When any member of the football family, such as players, coaches, officials, match agents and intermediaries, media partners at FIFA competitions, volunteers or staff members in any capacity is subjected to or engages in abusive behaviour or misconduct, it undermines the mission of FIFA and is inconsistent with promoting the integrity of football and the values of safe sport.

This code of conduct (the 'Code of Conduct') sets out the principles and standards with respect to safeguarding and anti-discrimination that are expected of any person who applies for, is granted and/or uses an accreditation device at a FIFA competition (the 'Accredited Individual').

In particular, this Code of Conduct sets out to protect the rights and interests of *individuals under the age of eighteen* (referred to herein as a '*child*' or '*children*', or as a '*young person*' or '*young people*' when concerning older children such as teenagers as per the United Nations Convention on the Rights of the Child (UNCRC)) as well as adult individuals identified by FIFA as belonging to special attention groups who, under certain conditions and as a result of their surrounding environment, are at particular risk from abuse or neglect in football, including young adults, women and disabled persons (referred to herein as 'vulnerable adult(s)').

By applying for and using an accreditation device at a FIFA Competition, the Accredited Individual:

- shall be deemed to have confirmed their absolute commitment to the values reflected in this Code of Conduct and shall at all times abide by the provisions set out herein.
- declares that they have never been convicted of a sexual or other violent offence against a child, young person or vulnerable adult, nor have they ever been disqualified or barred in any country from working with such individuals.

The Accredited Individual commits to:

- collaborate in making the FIFA competition safe, inclusive, diverse, and equitable for everyone.
- consider their behaviour and respect the rights, dignity and worth of every person, with special attention placed on children and vulnerable adults and without discrimination on account of any individual's age, race, skin colour, ethnic, national or social origin, gender, disability, language, religion, political opinion or any other opinion, wealth, birth or any other status, sexual orientation or any other reason.
- always report any concern of misconduct, harassment or abuse immediately to the relevant Competition Safeguarding Manager, the anonymous reporting system (operated by BKMS) or other reporting line established for the FIFA competition, or to the relevant public authorities ensuring that confidential information is not divulged.
- respect their position of trust and maintain appropriate boundaries with children, young people and vulnerable adults.
- challenge and report any form of bullying or abusive behaviour amongst and towards any individuals.

If their activities as an Accredited Individual include working with any child, young person or vulnerable adult, the Accredited Individual must:

- always act in the best interest of the child, young person or vulnerable adult.
- lead by example by exercising and promoting good sportsmanship and being a role model for children and young people – this includes refraining from drinking alcohol, taking illegal or recreational drugs or using foul, racist, homophobic or otherwise discriminatory language in the presence of children and young people.
- report to the relevant Competition Safeguarding Manager, the anonymous reporting system (operated by BKMS) or other reporting line established for the FIFA competition or to the relevant public authorities any concerns that the Accredited Individual may have about a child, young person or vulnerable adult, it being understood that *taking no action is not an acceptable response*.

- ensure that any time spent with children, young people or vulnerable adults is conducted in an open environment in the presence and visibility of others.
- ensure that such individuals are safe by supervising all activities appropriately.
- communicate in a constructive, age-appropriate manner with children, young people and vulnerable adults, never shouting at, intimidating or humiliating them.
- provide meaningful opportunities that empower children, young people and vulnerable adults to be valued members of a team or project.

The Accredited Individual must never:

- engage in one-on-one interaction in private spaces with a child or young person for whom the Accredited Individual is not the legal guardian.
- engage in any sexual relationship with any child or young person, including making sexually suggestive comments to a child or young person.
- directly engage in or otherwise condone any verbal, physical or sexually provocative games with or inappropriate touching of children, young people or vulnerable adults. For these purposes, 'inappropriate touching' may include but is not limited to contact with a person's buttocks, genitals or breasts.
- groom or exploit a child, young person or vulnerable adult for personal or financial gain. For these purposes, to 'groom' means to prepare a child, young person or vulnerable adult, as well their environment, with a view to committing abuse against the child, young person or vulnerable adult and keep such abuse undetected.
- intentionally cause physical harm or threaten to cause physical harm to any child, young person or vulnerable adult.
- engage in bullying or other abusive behaviour towards any individual or group.
- behave in such a way as to reduce a child, young person or vulnerable adult to tears, or scare or humiliate them as a form of control.
- engage in social media activities with children or young people that could reasonably be considered inappropriate. Such activities may include engaging children or young people in private social media conversations or posting

comments that may compromise their wellbeing or cause the child or young person physical or emotional harm.

- behave in any way that could reasonably be interpreted as inappropriate towards a child or young person.
- condone rule violations, any form of violence (including online abuse) or the use of prohibited substances.
- condone media coverage or comments about women of a sexist and/or otherwise discriminatory nature.
- engage in or condone any other discriminatory comments, activities or behaviour against any individual or group.

Failure to abide by this Code of Conduct will result in appropriate action being taken against the Accredited Individual. Such action may include the removal of the Accredited Individual from all FIFA competition sites and the suspension of their rights of accreditation indefinitely or for a period of time whilst an investigation takes place. Such action may also include or result in the commencement of legal proceedings against the Accredited Individual by the relevant authorities in the Accredited Individual's home country and/or the host country of the FIFA competition.

Depending on other rules and regulations by which the Accredited Individual may be bound, such as the FIFA Statutes, the FIFA Code of Ethics and the FIFA Disciplinary Code, or any equivalent rules and regulations of the Accredited Individual's confederation or national football association, failure to abide by this Code of Conduct may also result in the commencement of disciplinary proceedings by the relevant football governing body.

FIFA®