



NZS Code of Ethics



— МИР

PEACE

Table of contents

	Preamble	4
<i>Article 1</i>	Purpose of the Code of Ethics	5
<i>Article 2</i>	General principles	6
<i>Article 3</i>	Duty to remain politically neutral	7
<i>Article 4</i>	Duty of confidentiality	7
<i>Article 5</i>	Duty to report	7
<i>Article 6</i>	Duty to cooperate	8
<i>Article 7</i>	Conflicts of interest	9
<i>Article 8</i>	Offering or acceptance of gifts or other benefits	10
<i>Article 9</i>	Commission	11
<i>Article 10</i>	Discrimination and defamatory conduct	11
<i>Article 11</i>	Protection of personal integrity	12
<i>Article 12</i>	Falsification of documents	12
<i>Article 13</i>	Abuse of office	13
<i>Article 14</i>	Participation in betting and similar activities	13
<i>Article 15</i>	Fixing of matches or competitions	13
<i>Article 16</i>	Bribery	14
<i>Article 17</i>	Abuse of funds	14
<i>Article 18</i>	Disciplinary liability	15
<i>Article 19</i>	Final provisions	15

At its session on 24 April 2023, pursuant to Article 7 of the NZS Statutes, with the aim of fostering a high level of professionalism and promoting a moral and ethical stance on the part of football stakeholders, the General Meeting of the Football Association of Slovenia adopted the following

NZS Code of Ethics



Preamble



The Football Association of Slovenia bears a particular responsibility to safeguard the integrity and reputation of the game of football in Slovenia. In the course of its operations, the NZS shall seek to protect the reputation of football in general and of the NZS in particular against threats or damage that could arise as a result of unlawful, immoral or unethical methods and practices. This Code of Ethics therefore reflects the most important fundamental values of conduct and behaviour within the NZS and among its stakeholders. Persons who are bound by the provisions of this Code of Ethics are required to act in support of the principles and objectives of the NZS and its members. Football stakeholders shall refrain from all conduct that could damage the objectives that this Code of Ethics pursues, adhere to the principle of fair play in all aspects of their operations, and display a responsible attitude to society and the environment.

4 |



Article 1

Purpose of the Code of Ethics



1. This Code of Ethics is a collection of fundamental ethical principles that encourage football stakeholders to respect the values of the sport of football and to work in a professional manner within it.
2. It is binding upon all football stakeholders, who include players, coaches, club representatives, referees, football officials and other persons working in football in an official or professional capacity.
3. Persons bound by the provisions of this Code of Ethics shall adhere to the NZS rules that apply to them,
4. and be aware of the consequences their conduct could have on the reputation of the NZS. They shall therefore act at all times in an appropriate and ethical manner.
5. Terms used in the masculine gender shall be regarded as gender-neutral and as applying equally to women and men.

Article 2

General principles



Persons bound by the provisions of this Code of Ethics shall be required, in relation to integrity, data protection and other relevant aspects, to operate above all (but not only) in accordance with the following general principles of ethical conduct:

- a) their conduct should be solely and exclusively to the benefit and good reputation of the NZS, paying due regard to best business practice and the highest standards of ethical conduct;
- b) they should maintain loyalty and commitment to all activities of the NZS and to the protection of its good name;
- c) they should protect and ensure the security of all information, and maintain consistent compliance with the rules on the protection of personal and confidential data;
- d) they should not accept gifts or other benefits;
- e) they should take a zero-tolerance approach to corrupt practices;
- f) they should ensure that conflicts of interest are dealt with in the proper manner;
- g) they should be honest and open in their conduct;
- h) they should have respect for the law and for human rights;
- i) they should take a zero-tolerance approach to any form of discrimination, harassment or insulting words or behaviour;
- j) they should adhere strictly to anti-doping rules;
- k) communication between stakeholders should be constructive.

Article 3

Duty to remain politically neutral

When working with government institutions, national and international organisations and other associations and federations, all persons who are bound by the provisions of this Code of Ethics shall, in addition to adhering to the rules set out in the previous article, remain politically neutral in accordance with the rules of FIFA, UEFA, the NZS and clubs, and generally act in accordance with their function and with the principle of integrity.

Article 4

Duty of confidentiality

1. All persons who are bound by the provisions of this Code of Ethics shall, in line with their function, handle any confidential information disclosed to them in accordance with the NZS principles.
2. The obligation to protect confidential data shall not cease upon termination of a person's function.

Article 5

Duty to report

All persons who are bound by the provisions of this Code of Ethics shall notify the NZS in writing of any infringement of the rules as soon as they become aware of acts or conduct that constitute such an infringement.



Article 6

Duty to cooperate

1. All persons who are bound by the provisions of this Code of Ethics shall assist and cooperate with the committee. They shall tell the truth and act in good faith regardless of whether they are a party to proceedings or a witness, or whether they occupy some other role in proceedings. This duty shall include, *inter alia*, giving oral or written statements, presenting information or documents at the request of the committee, and submitting information of a financial nature should the committee consider it necessary.
2. Unless the committee decides otherwise, persons who take part in proceedings before the committee in any role shall treat the data they acquire in the course of proceedings as confidential.
3. Persons who are bound by the provisions of this Code of Ethics may not act in a way that could prevent, frustrate or otherwise hamper the course of current or future proceedings before the committee.
4. With regard to current or future proceedings before the committee, persons who are bound by the provisions of this Code of Ethics may not disclose any facts or evidence, give false or misleading statements, or present incomplete, false or misleading information.
5. Persons who are bound by the provisions of this Code of Ethics may not harass, intimidate, threaten or act in any similar manner towards a person who is taking part or could take part in proceedings before the committee.



Article 7

Conflicts of interest

-
1. Persons who are bound by the provisions of this Code of Ethics may not perform their duties, particularly those involving the drafting or adoption of a decision, in circumstances in which there is or could be a conflict of interest that might influence the way a person acts. A conflict of interest shall arise when a person has or could have indirect interests that might adversely affect their ability to perform their duties in an independent and impartial manner. Direct interests shall include, *inter alia*, the acquisition of benefits for the person concerned or for related persons as defined by this Code of Ethics.
 2. Before they are elected, appointed or employed, a person shall disclose all relations or interests that could give rise to a conflict of interest in relation to their activities.
 3. Persons who are bound by the provisions of this Code of Ethics may not perform their duties, particularly those involving the drafting or adoption of a decision, in circumstances in which there is or could be a conflict of interest that might influence the way a person acts. A person shall immediately disclose any conflict of interest to the organisation for which they perform their duties.



Article 8

Offering or acceptance of gifts or other benefits



1. Persons who are bound by the provisions of this Code of Ethics may offer or accept gifts or other benefits if those gifts or benefits:
 - a) are of a symbolic value;
 - b) are not offered or accepted for the purpose of inducing a person to act or fail to act in line with their duties or in a matter over which they have discretion;
 - c) are not offered or accepted contrary to the duties of a person who is bound by the provisions of this Code of Ethics;
 - d) do not confer any unauthorised monetary or other advantage and do not give rise to a conflict of interest.
2. Any gift or benefit that does not meet the conditions referred to in this article shall be prohibited.
3. If there is any doubt as to whether a gift or benefit meets those conditions, it may not be accepted, given, offered, promised or requested. Persons who are bound by the provisions of this Code of Ethics may not, under any circumstances, accept, give, offer or promise money or any amount or in any form to or from a person connected with the NZS, a person connected with intermediaries or any other person. If, for cultural reasons, refusal of a gift or benefit would cause offence to the person giving it, a person who is bound by the provisions of this Code of Ethics may accept the gift or benefit on behalf of the organisation, but shall inform the competent body and hand over the gift or benefit.

Article 9

Commission



Except in connection with genuine agreements, persons who are bound by the provisions of this Code of Ethics may not accept, give, offer, request or promise commission for themselves or a third party for negotiations on agreements or for business connected with their official duties.

Article 10

Discrimination and defamatory conduct



1. Persons who are bound by the provisions of this Code of Ethics may not harm the dignity or integrity of a country, a person or a group of persons through discriminatory conduct or disrespectful expressions in relation to race, ethnicity, nationality, gender, disability, language, religious faith, political or other beliefs, financial position, sexual orientation or any other circumstance pertaining to an individual.
2. Persons who are bound by the provisions of this Code of Ethics may not make any disrespectful public statements regarding the NZS or persons who work with the NZS.



Article 11

Protection of personal integrity



1. Persons who are bound by the provisions of this Code of Ethics shall be obliged to respect and safeguard the integrity and personal dignity of others.
2. Persons who are bound by the provisions of this Code of Ethics may not use insulting gestures or language with the aim of offending another person or inciting others to engage in hateful conduct or violence.
3. Any form of harassment shall be strictly prohibited. Harassment is defined as systematic, hateful and recurrent acts aimed at isolating or excluding another person or damaging their reputation.
4. Any form of sexual harassment shall be strictly prohibited. Sexual harassment is any form of unwanted verbal, non-verbal or physical conduct or behaviour of a sexual nature with the effect or purpose of violating the dignity of a person, in particular when creating an intimidating, hostile, degrading, humiliating or offensive environment.
5. Threats, promises of undue advantage and the use of coercion shall be explicitly prohibited.

Article 12

Falsification of documents



Persons who are bound by the provisions of this Code of Ethics may not falsify documents or use falsified documents.

Article 13

Abuse of office



Persons who are bound by the provisions of this Code of Ethics may not abuse their office, particularly where such conduct is aimed at securing a benefit for private purposes.

Article 14

Participation in betting and similar activities



Persons who are bound by the provisions of this Code of Ethics may not engage or encourage others to engage in sports betting in circumstances where their activities could in any way affect a sports result or where they are party to information that is not public.

Article 14

Fixing of matches or competitions



Persons who are bound by the provisions of this Code of Ethics shall be prohibited from fixing or influencing the integrity of an event, part of an event or the result of a football match. Match-fixing is defined as the unlawful influencing or changing of the result, the course or other aspect of a match or competition, or an attempt to do so, directly or by omission. Whether such conduct took place for financial, sporting or other reasons shall be considered immaterial.

The fixing of a football match or competition shall include all acts directed towards fixing or influencing the natural course of a match regardless of whether the person involved wished to see a particular participant win or lose the match.



Article 16

Bribery



1. Persons who are bound by the provisions of this Code of Ethics may not accept, give, offer or request any gift or other benefit for the purpose of acquiring or retaining business or another benefit from anyone within or outside the NZS. Such acts shall be prohibited regardless of whether they were performed indirectly, directly or through a third party.
2. Persons who are bound by the provisions of this Code of Ethics shall refrain from practices or activities that could give rise to a suspicion that the provisions of this article have been infringed.

Article 17

Abuse of funds



1. Persons who are bound by the provisions of this Code of Ethics may not abuse the funds or other resources of the NZS, its members or clubs indirectly, directly or in connection with a third party.
2. Persons who are bound by the provisions of this Code of Ethics shall refrain from practices or activities that could give rise to a suspicion that the provisions of this article have been infringed.



Article 18

Disciplinary liability

1. Persons who are bound by the provisions of this Code of Ethics shall bear disciplinary liability for infringements of the rules of ethics in accordance with the Disciplinary Rules of the NZS and this Code of Ethics.
2. Except in cases where this Code of Ethics provides otherwise, infringements of the provisions of this Code of Ethics shall be sanctioned as appropriate with a fine of not less than EUR 2,000 and a ban on participating in specific or all football-related activities for a period of not less than six months.
3. A fine of not less than EUR 20,000 and a ban on participating in specific or all football-related activities for a period of not less than five years may be imposed for the infringements referred to in Articles 15, 16 and 17 and the more serious and recurrent infringements referred to in Articles 8, 9 and 11 of this Code of Ethics.
4. Any amount of material benefit unduly acquired by a person as a result of an act or of conduct that constitutes an infringement of this Code of Ethics shall be included in the amount of the fine, which is determined with regard to whether that person performs a more senior function in football and to the significance and size of the benefit that they acquired. In addition to the fine, the person concerned shall be required to return the gift or benefit.

Article 19

Final provisions

1. This Code of Ethics has been adopted at a session of the NZS General Meeting and shall come into force on the day it is published.
2. The NZS disciplinary judge shall be competent to decide on any infringement of this Code of Ethics.
3. All provisions of this Code of Ethics, particularly those relating to the type and level of sanction to be imposed, shall apply as special provisions in relation to the NZS Disciplinary Rules.



FOOTBALL ASSOCIATION OF SLOVENIA

Predoslje 40a, 4000 Kranj **Tel** + 386 4 27 59 400 / **Email** nzs@nzs.si / **Online** nzs.si