



DISCIPLINARY AND DISPUTE RESOLUTION



RULES DOCUMENT





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Part A - General

Introduction

1.1. These Disciplinary and Dispute Resolution Rules (these Rules or the “DDR”) are issued by IFAF pursuant to the IFAF Statutes to establish resolution procedures and appropriate and binding investigative, adjudicatory and disciplinary processes in relation to any dispute or conflict arising in or out of IFAF related activities.

1.2. Any defined terms not found in these Rules are in the Statutes.

Scope and Covered Persons

2.1. These Rules set out process applicable to the resolution of all disputes arising from any IFAF Integrity Rules and any potential discipline that may arise from a breach of the same. This includes:

2.1.1. Alleged breaches of the Integrity Code (also known/formerly known as the Code of Ethics).

2.1.2. Alleged breaches of the IFAF Regulations on the Prevention of the Manipulation of Competitions.

2.1.3. Alleged breaches of the In Competition Code of Conduct and Disciplinary Rules.

2.1.4. Alleged breaches of the IFAF Conflicts of Interest Regulations.

2.1.5. Alleged breaches of the IFAF Safeguarding Regulations.

2.1.6. Alleged breaches of any other IFAF Codes, Rules or Regulations other than the IFAF Anti-Doping Rules (which expressly provide for referrals to the CAS Anti-Doping Division).

2.2. "Covered Persons" as defined and used in these Rules and all IFAF Integrity Rules include but are not limited to:

2.2.1. All participants in IFAF activities including but not limited to players, coaches, trainers, therapists, physicians, Technical Officials, other officials, Board of Directors and Executive Members, or other IFAF Officers.

2.2.2. All Member Federations and their members who compete at the international level.

2.2.3. All persons who take part in the sport of American football in any capacity directly or indirectly at a IFAF sanctioned or IFAF approved event.

2.2.4. All IFAF employees or IFAF-appointed consultants or agents.

2.2.5. All individuals who compete, coach, officiate, work at, or otherwise participate in a supporting role, including parents and legal guardians of a player in an event or training camp or activity organised, sanctioned or approved by IFAF.

2.2.6. All individuals who hold an IFAF or IFAF-recognised officiating or coaching certification or Technical Official certification.

2.2.7. All individuals who receive accreditation at any IFAF tournaments, events and activities or act as an IFAF contractor or volunteer in relation to such tournaments, events and activities.

2.2.8. All individuals who serve as members of any IFAF committee or national or international committee related to IFAF.

2.3. All persons who have, whether by enjoying any form of licence, accreditation or any other status from IFAF, or otherwise consented (expressly or impliedly) to be bound by these Rules. Any person who ceases to be a Covered Person for any reason shall for all purposes under these Rules be deemed to be and to remain a Covered Person in respect of any allegation of misconduct whilst that person was a Covered Person as defined herein or in any other IFAF Integrity Rule.

2.4. Any person who became a Covered Person shall be deemed to be and to remain a Covered Person for a continuous period of 12 months after the date, on each occasion, upon which that person became a Covered Person.

2.5. Any person who is not a Covered Person but who engages in conduct which would amount to conduct which is a breach of any IFAF Integrity Rule shall be deemed as a Covered Person but may only be liable only to the sanction(s) of a suspension and/or a venue exclusion order.

Jurisdiction

3.1. IFAF, the IFAF Disciplinary Officer (or Ad Hoc Disciplinary Officer) and the IFAF Integrity Tribunal or IFAF Integrity Appeals Tribunal shall have exclusive jurisdiction to hear disputes and issue decisions imposing discipline in relation to possible breaches of any IFAF Integrity Rules, other than the IFAF Anti-Doping Rules, which occur at or in connection with an IFAF Event or IFAF-related activities when relevant and to impose discipline on a Covered Person as a consequence to the same in accordance with these Rules.

3.2. For any conduct that may amount to a breach of IFAF Rules but arises outside of the scope of the DDR, the primary responsibility shall rest within the jurisdiction of the IFAF member federation. Each Member Federation is encouraged to adopt its own disciplinary and dispute regulations to resolve national level integrity disputes.

3.3. The Member Federation can make a written reasoned request for IFAF to be delegated jurisdiction to conduct or take-over a matter or investigation and possibly impose discipline under these Rules. Similarly, if IFAF has concerns that a matter or investigation is not being conducted in an acceptable or timely manner by the Member Federation, it can make a written demand (with reasons) to take-over the matter or investigation. Where IFAF is delegated jurisdiction over a matter or investigation, it shall be at the Members' cost.

3.4. Where a Covered Person or Participant has been charged with a criminal offence, or is the subject of an investigation by any law enforcement agency or any other public or other regulatory authority, in respect of conduct which may be a breach of IFAF Integrity Rules, IFAF shall still retain jurisdiction to decide on the matter and the eligibility of the Covered Person and may shall seek advice from the relevant agency as to whether or not IFAF or a Member Federation should postpone consideration of the matter pending the outcome of any such proceedings/investigation, and as to whether or not in the meantime, interim measures should be imposed. One action does not preclude the other.

3.5. IFAF may at any time during a process undertaken under these Rules notify any law enforcement agency, or any other relevant external body, of any details relating to the matter as such body may need to know for the proper exercise of its functions.

Confidentiality

4.1 Any Covered Person who is required to participate in or is subject to an investigation under these or any other IFAF Integrity Rules must always keep the information confidential, except as otherwise permitted by these Rules or where such consent is given in writing.

4.2. An alleged breach of confidentiality of any IFAF Integrity Rules is subject to discipline and shall be treated as such under the IFAF Integrity Code.

Statute of Limitations

5.1 Proceedings subject to the resolution facilitation and disciplinary processes of these Rules shall not be brought for an alleged breach of the any IFAF Rules if the conduct or dispute occurred over five years previous unless expressly provided otherwise in the specific Integrity Rule.

Part B - Investigations

Prima Facie Case

6.1 The IFAF Integrity Officer shall first assess whether the report relates to an alleged violation of IFAF Integrity Rules. In carrying out a preliminary analysis, the IFAF Integrity Officer will assess whether the IFAF Health and Integrity Unit (also referred to as 'the Unit') has prima facie jurisdiction to investigate the report and whether the report has any reasonable prospect of establishing one or more violations of IFAF Integrity Rules. Where the IFAF Integrity Officer considers that the Unit does not have jurisdiction or that the report has no reasonable prospect of establishing one or more IFAF Integrity Rules violations, the IFAF Integrity Officer may decide, in his/her full discretion, to take no further action other than informing the IFAF Disciplinary Officer that the case is closed. Such decision is not subject to appeal.

6.2 Where the conduct reported to it could be pursued as either an IFAF Integrity Rule Violation by the Health and Integrity Unit or by an IFAF Member Federation on national level, the Unit shall decide whether to pursue the matter under any IFAF Integrity Rules or to refer the matter to the IFAF Member Federation (as applicable). Where an IFAF Member Federation fails to act effectively in respect of the matter, the Unit may (at its absolute discretion) pursue the matter under these DDR at the Member Federation's cost.

6.3 If the IFAF Integrity Officer considers it appropriate to do so, they may ask any person filing a report to provide further information or make other enquiries.

6.4 If the evidence submitted with, or subsequent to, any report is considered by the IFAF Integrity Officer to establish a prima facie case of an Integrity Code Violation, the IFAF Integrity Officer will cause an investigation to be commenced, unless in the view of the IFAF Integrity Officer, there is a good reason not to cause an investigation to be commenced either immediately or at all.

6.5 Grounds do not need to be given for the initiation of an investigation into an alleged IFAF Integrity Rules violation, and the decision to do so or not, may not be appealed. The Covered Person shall be notified of the commencement of such an investigation and of the possible IFAF Integrity Rules Violation(s) to which the investigation relates and shall be afforded the right to make a written submission as part of the investigation or may be asked to participate in an interview. The Covered Person must cooperate with any request for an interview under these DDR and any refusal to do so shall be deemed to be an additional violation of the IFAF Integrity Rules.

6.6 The IFAF Integrity Officer may write to any Covered Person against whom a prima facie case has been found to exist, to ask whether that person wishes to admit any IFAF Integrity Rules Violation(s) and enter an agreed-upon sanction. In this case, the IFAF Integrity Officer will submit the matter to the Integrity Tribunal for ratification of a settlement agreement.

6.7 At any time, either before, during or after an investigation, the Integrity Officer or Integrity Tribunal may refer any information received from a report or otherwise, to the appropriate criminal authorities or other regulatory or law enforcement bodies, whether required by law or not.

Investigation Into Possible Violations

7.1 Where a prima facie breach of any Integrity Rule is established and an investigation is required, the Health and Integrity Unit Investigatory Body will investigate the case and report back to the IFAF Disciplinary Officer. The Health and Integrity Unit will, if needed, ultimately refer the case to the Integrity Tribunal.

7.2 The Investigatory Body may make a written request to a Covered Person to provide any document, information, or item that the Investigatory Body reasonably believes may evidence or lead to the finding of an IFAF Integrity Rule Violation. The IFAF Disciplinary Officer may be called upon to assist in this regard.

7.3 The Investigatory Body shall have the power to call any Covered Person or other person as a party or witness to participate in an interview. Any Covered Person shall be obliged to cooperate with such interview and may be accompanied by a legal representative.

7.4 As provided above, a refusal or failure by a Covered Person to comply immediately with a request for interview shall constitute a separate violation of applicable IFAF Integrity Rules.

7.5 Any attempted or actual damage, alteration, destruction or hiding of any documents, information, or item relevant to the investigation, whether before or after a request for interview or sharing of information is issued, shall also constitute a further separate Violation of this IFAF Integrity Rule.

7.6 The Complainant and the Covered Person(s) against whom the complaint has been made or who have been requested to cooperate with the investigation shall be notified by the Investigatory Body, to the extent possible, required or necessary (keeping in mind possible privacy and confidentiality restrictions), of all relevant steps in the investigatory process and allegations brought against them.

7.7 The Investigative Body shall grant the Covered Person(s) against whom the complaint has been made procedural rights including the opportunity to be heard and defend the charge(s) of committing an alleged IFAF Integrity Rule Violation (including Safeguarding Regulations Offence(s)) prior to an Investigative Report being issued and the matter being remitted first to the Disciplinary Officer and then perhaps ultimately to the Integrity Tribunal.

7.8 The Investigatory Body shall be responsible for investigating the case independently on behalf of the IFAF Health and Integrity Unit and impartially and tendering a written confidential Investigative Report to the IFAF Disciplinary Officer, including an assessment of whether there has been an IFAF Integrity Rule violation (or other IFAF rule or regulation offence) and non-binding recommendations of possible discipline that may be offered or imposed by the IFAF Disciplinary Officer of the Integrity Tribunal as a result of such Violation(s) or offence(s).

7.9 Investigatory Reports are treated as confidential. There are, however, limits to confidentiality. The IFAF will make reasonable efforts to protect the privacy of individuals involved in the administration of Investigative Reports, while balancing the need to gather information to assess and / or investigate a complaint and to implement the Safeguarding Rules and Integrity Code in a manner that is procedurally fair.

7.10 To assist with the adjudication of the matter and reduce duplication of witness testimony, the Investigatory Body's findings shall be considered findings of facts. The Investigative Body's Report shall automatically become part of the case file, so long as any confidential sections are redacted to the Investigatory Body's satisfaction (in order among others to protect the identity or at-risk-witnesses), prior to being shared with the parties in the event the matter proceeds to adjudication.

7.11 Where the Investigatory Body determines on the balance of probabilities that no further investigation is warranted, the matter shall not proceed, and any provisional measures previously imposed shall be lifted. All Parties shall be so informed. A Decision that a matter shall not proceed is final and binding.

Part C - Dispute Resolution

Offer Of Consequences / Discipline

8.1 For all matters others than those dealt with under the Safeguarding Regulations (which are dealt with at Article 8 below):

8.1.1 The Disciplinary Officer (or the Ad Hoc Disciplinary Officer appointed by the Integrity Unit in the event the Disciplinary Officer is recused) will consider the contents of the Investigative Report, the Investigative Body's non-binding disciplinary recommendations and the scope of application of the relevant IFAF Integrity Rule.

8.1.2 Based upon the same, the Disciplinary Officer shall, by written confidential and official correspondence, offer to the Respondent an option to accept "Proposed Consequences" in a full, final and binding resolution of the matter in lieu of proceeding to a hearing.

8.1.3 Should the Respondent consent to the Disciplinary Officer's Proposed Consequences, they shall expressly agree to the same and shall sign a form to that effect.

8.2 The Proposed Consequences may include but not be limited to the discipline provided in Article 12 below. Bespoke consequences and discipline may be offered to the Covered Person/Respondent by the Disciplinary Officer upon on a case-by-case basis.

8.3 The Covered Person / Respondent shall have 10 working days from the date of receipt of the Disciplinary Officer's Proposed Consequences to accept them or not pursuant to these Rules.

8.4 Should the Respondent not respond to the offer of Proposed Consequences, they will be deemed to have accepted them, and the Proposed Consequences will become enforceable and imposed as final and binding on all Parties.

8.5 Should the Covered Person / Respondent accept the Proposed Consequences they will de facto forfeit any right to appeal the discipline imposed to the Integrity Tribunal. Within 20 working days from the acceptance of the same the Integrity Tribunal will inform all Parties of the outcome of the matter by way of a written and reasoned communication which shall be confidential but for the operative part of the decision which may be subject to public reporting.

8.6 The operative part of the communication shall be final and binding and include:

- i. Details of the Integrity Code Violation,
- ii. The Integrity Tribunal's finding,
- iii. The discipline proposed and accepted by the Respondent,
- iv. The fact that the Integrity Tribunal's Decision is final and binding.
- v. Any privacy and confidentiality restrictions with regards to the publication of Decisions.

8.7 Where it is determined that an IFAF Integrity Rule Violation has occurred, and the Covered Person/Respondent does not accept the Proposed Consequences, the matter, including the redacted Investigative Report shall be referred to the Integrity Tribunal (sitting in a one member panel) for a hearing that shall be conducted in accordance with Article 13 and the procedural rules applicable before the IFAF Integrity Tribunal.

8.8 Investigative Reports are treated as confidential. There are, however, limits to confidentiality. The IFAF will make reasonable efforts to protect the privacy of individuals involved in the administration of Investigative Reports, while balancing the need to gather information to assess and/or investigate a complaint and to implement the Safeguarding Rules and Integrity Code in a manner that is procedurally fair.

8.9 To assist with the adjudication of the matter and reduce duplication of witness testimony, the Investigatory Body's Report and findings shall be considered findings of facts. The Investigative Report shall automatically become part of the case file, so long as any confidential sections are redacted to the Investigatory Body's satisfaction (in order among others to protect the identity of vulnerable or at-risk-witnesses), prior to being shared with the parties in the event the matter proceeds to adjudication.

Offer of Consequences Or Discipline For Matters Under The Safeguarding Regulations

9.1 The Disciplinary Officer (or Ad Hoc Disciplinary Officer) will consider the contents of the Investigative Report, the Investigative Body's non-binding disciplinary recommendations and the scope of application of the relevant IFAF Integrity Rule.

9.2 Investigative Reports are treated as confidential. There are, however, limits to confidentiality. The Integrity Tribunal will make reasonable efforts to protect the privacy of individuals involved in the administration of Investigative Reports, while balancing the need to gather information to assess and/or investigate a complaint and to implement the Safeguarding Rules and Integrity Code in a manner that is procedurally fair.

9.3 To assist with the adjudication of the matter and reduce duplication of witness testimony, the Investigatory Body's Report and findings shall be considered findings of facts. The Investigative Report shall automatically become part of the case file, so long as any confidential sections are redacted to the Investigatory Body's satisfaction (in order among others to protect the identity or at-risk-witnesses), prior to being shared with the parties in the event the matter proceeds to adjudication.

9.4 Pursuant to Article 7.5 of the Safeguarding Regulations, in matters involved Safeguarding Offences, the Disciplinary Officer shall inform the Complainant of the Proposed Consequences prior to the same being offered to the Respondent to provide them with an opportunity to accept the same.

9.5 The Complainant shall have 7 working days from the date of the receipt of the anticipated Proposed Consequences to agree to the same.

9.6 Should the Complainant accept the Proposed Consequences the Integrity Tribunal will propose the Consequences to the Covered Person/Respondent who will have 7 working days to accept the Proposed Consequences or not.

9.7 If both the Complainant and the Covered Person/Respondent accept the Proposed Consequences, both Parties will de facto forfeit their right to appeal the Integrity Tribunal Decision imposing the same.

9.8 Should the Covered Person/Respondent accept the Proposed Consequences, and within 20 working days of the same, the Disciplinary Officer will inform all Parties of the outcome of the matter by way of a short written and reasoned Decision / Communication which shall be confidential but for the operative part of the decision which shall be subject to public reporting. The Decision / Communication shall be final and binding and include:

- i. Details of the relevant Integrity Rule Violation,
- ii. The Disciplinary Officer's finding,
- iii. The discipline proposed and accepted by the Respondent,
- iv. The fact that the Decision is final and binding.
- v. Any privacy and confidentiality restrictions with regards to the publication of Decisions.

9.9 Where it is determined by the Safeguarding Officer that a Safeguarding Regulations Offence has occurred, and:

9.9.1 Neither the Complainant nor the Covered Person/Respondent accept the Proposed Consequences, the matter shall be referred to the Integrity Tribunal (sitting in a three-member panel) for a hearing that shall be conducted in accordance with the provisions below.

9.9.2 The Covered Person / Respondent does not accept the Proposed Consequences, the matter shall be referred to the Integrity Tribunal (sitting in a one- or three-member panel) for a hearing that shall be conducted in accordance with the provisions below and the Integrity Tribunal Rules.

9.9.3 The Complainant does not accept the Proposed Consequences, the Disciplinary Officer may still proceed with offering the Proposed Consequences to the Respondent who may accept them, thereby waiving his right to appeal the decision. In such a case, the Safeguarding Officer's Decision would be subject to appeal by the Complainant in accordance with the provisions below.

Adjudication

10.1 Further to a confirmed violation of any IFAF Integrity Rule where no offer of consequences was accepted, a case will be referred to the Integrity Tribunal. A Panel shall then be appointed by the Health and Integrity Unit and the adjudication of the case shall be conducted in accordance with the procedural rules applicable before the Integrity Tribunal, expeditiously and in respect of the rules of natural justice.

10.2 The Integrity Panel shall be appointed on a case-by-case basis by the Health and Integrity Unit (in accordance with its policies and procedures) and shall have the discretion of conducting the hearing process as it deems just to ensure a fair and expeditious handling of justice. This includes providing for procedural accommodations when necessary.

10.3 Adjudications may be conducted on the basis of documentary evidence alone. If a hearing is deemed necessary to resolve the matter, it shall generally be conducted by videoconference and shall be governed by the Rules of the IFAF Integrity Tribunal.

10.4 The Integrity Panel will consider the contents of the Investigative Report (as findings of fact), the Investigatory Body's non-binding disciplinary recommendations and the scope of application of the applicable Integrity Rule (as applicable), in addition to any submissions made by Parties to the matter during the adjudication.

10.5 Failing exceptional circumstances, the adjudication process, including the issuance of a written and reasoned Decision should last no longer than 3 months.

10.6 IFAF Integrity Tribunal members shall not be appointed to decide a case if they participated in the initial assessment of offer of Consequences stage of the process or if circumstances exist that give rise to justifiable doubts as to their ability and availability to ensure a timely, fair and impartial hearing. In principle, no IFAF Integrity Tribunal member shall be appointed to the Integrity Panel to hear a specific case if they are a citizen of the country of the Respondent. Exceptions to such limitations may be made where necessary or appropriate upon consent of the Parties.

Burden and Standard of Proof

11.1 Other than for Safeguarding Regulations violations, IFAF will have the burden of establishing that an IFAF Integrity Rule Violation has been committed. In all circumstances, the standard of proof shall be on the balance of probabilities.

11.2 For Safeguarding Regulations Offences, the Complainant shall have the burden of establishing that a Safeguarding Regulations Offence has been committed on a balance of probabilities.

11.3 Facts upon which a finding of liability may be made shall be established by any reliable means. The Integrity Panel shall at its own discretion determine the admissibility, relevance, materiality and weight of the evidence tendered.

11.4 The principle of strict liability applies. Once established to the required standard of proof, IFAF Integrity Rule violations are punishable regardless of whether they have been committed intentionally, recklessly, and/or negligently.

11.5 The Integrity Tribunal may draw an adverse inference against any Covered Person who fails to comply with any request for information, documentation or assistance, or fails to cooperate with the investigation process and /or retaliates against those who do.

Decision

12.1 Where the Integrity Tribunal determines further to a hearing that an IFAF Integrity Rule Violation (including Safeguarding Offences) has been committed, it shall issue a written and reasoned Decision.

12.2 The Integrity Tribunal shall issue its Decision in writing to the Parties as soon as reasonably practicable setting out, in principle and subject to any necessary redactions, the following:

- i. the name of the Panel members(s) who decided the case;
- ii. the name of the Parties;
- iii. a summary of the relevant facts;
- iv. an account of the procedure followed;
- v. the Decision on jurisdiction;
- vi. the provisions or a reference to the provisions on which the Decision is based;
- vii. the reasons for the Decision, including the IFAF Integrity Rule Violation(s) committed, the applicable consequences and start date (if applicable);
- viii. the operative part of the Decision;
- ix. the Decision, if any, in regard to costs;
- x. a notice indicating any possibility to file an appeal in CAS and the relevant time limit and;
- xi. any privacy and confidentiality restrictions with regards to the publication of Decision under applicable laws.

12.3 In rendering the Decision, the Integrity Panel shall apply these Rules as well as other IFAF Integrity Rules and applicable IFAF Regulations and, subsidiarily, Swiss law.

12.4 The Integrity Panel will make its Decision unanimously or by majority (in the case a three member Panel has been convened). No members of the Integrity Panel may abstain.

12.5 Decisions are enforceable as soon as the operative part is communicated to the Parties by email.

12.6 A copy of the Decision will be sent to the Covered Person's IFAF Member Federation (where applicable). The Decision may, at the IFAF's discretion, be subject to redaction requests in accordance with all applicable privacy regulations and/or be made public upon receipt, including by posting a copy on the IFAF website.

12.7 Where the Complainant or the Covered Person/Respondent is a minor, the Decision shall not under any circumstances be published unless all parties consent to the same and redactions to the identity of the minor are made.

12.8 If the Integrity Tribunal rules that no IFAF Integrity Rule Violation (including Safeguarding Regulations Offences) was committed, the Decision will only be published with the consent of the Respondent/Covered Person. However, and subject to all applicable privacy laws, the fact that the charge has been dismissed may be publicly disclosed without such consent. The Integrity Tribunal may decide to redact specific parts of the Decision before any publication.

12.9 The Integrity Panel may decide to communicate the operative part of the Decision prior to the delivery of the full Decision including the reasons upon request and/or consent of the Parties where exceptional circumstances exist.

Possible Discipline and Sanctions

13.1 Upon finding a breach(s) of these Rules or a party at fault, the IFAF Disciplinary Officer, Integrity Tribunal or Appeals Tribunal hold jurisdiction and shall be entitled to impose such sanctions as they deem fit. The sanctions imposed must be proportionate and may include (but shall not be limited to):

- i. A caution or a warning as to future conduct;
- ii. A formal reprimand;
- iii. A suspension;
- iv. An order to pay a fine;
- v. A ban on taking part in any American Football related activity;
- vi. Annulment of the result of a match;
- vii. Withdrawal of a license or accreditation;
- viii. A deduction of points, exclusion or disqualification from any competition; or
- ix. A venue exclusion order.
- x. Any bespoke sanctions or discipline which may be warranted if reasonable and proportional to the violation.

13.2 In determining the appropriate sanction under these Rules, the Integrity Tribunal shall be entitled to take account of aggravating and/or mitigating factors.

13.3 Aggravating factors which may increase the severity of the sanction(s) imposed upon the Covered Person include (but are not limited to):

13.3.1 the age or experience or position of trust or authority of the Covered Person (e.g., as coach of the team);

13.3.2 the Covered Person's previous disciplinary record, including in particular any prior violations of IFAF Integrity Rules or similar offences;

13.3.3 any finding that the Covered Person violated more than one Article of the IFAF Integrity Rules or violated the same Article more than once;

13.3.4 any finding that the Covered Person received or expected to receive a significant Benefit as a result of their violation;

13.3.5 any finding that the Covered Person's violation affected or had the potential to affect the course or outcome of an Event;

13.3.6 any finding that the violation was part of a broader scheme involving other Covered Persons, including evidence of coercion backed up by threats;

13.3.7 the Covered Person's deceptive and/or obstructive behaviour during the course of the IFAF's investigation and/or the proceedings before the Integrity Tribunal, such as providing no (or incomplete or inaccurate) information in response to questions or requests for information, or pursuing frivolous arguments or defences or retaliating against witnesses who cooperate with investigations; and / or

13.3.8 a lack of remorse on the part of the Covered Person (including, for example, refusing to take part in Integrity educational programs organised by IFAF).

13.4 Mitigating factors which may decrease the severity of the sanction(s) imposed include (but are not limited to):

13.4.1 the presence and timing of an acknowledgment of culpability by a Covered Person;

13.4.2 a Covered Persons disciplinary record and/or good character;

13.4.3 the youth and inexperience of the Covered Person and/or any finding that there was taken advantage of them by more experienced or more senior Covered Persons;

13.4.4 a Covered Persons' good conduct;

13.4.5 any finding that the Covered Person did not receive or expect to receive any significant benefit as a result of the violation(s);

13.4.6 any finding that the Covered Person's violation(s) did not affect or have the potential to affect the course or outcome of an Event;

13.4.7 the Covered Person's timely admission of a violation when confronted with the alleged violation(s);

13.4.8 the Covered Person's cooperative behaviour during the investigation and/or the proceedings before the Integrity Tribunal, such as providing information requested on a timely and complete basis, and/or volunteering information;

13.4.9 the Covered Person's provision of Substantial Assistance (provided that the extent of the mitigation will depend mainly on the extent to which the Substantial Assistance enabled the Health and Integrity Unit or other relevant authority to establish other violations of IFAF Integrity Rules or other applicable laws or regulations);

13.4.10 the Covered Person displaying remorse (including, for example, by agreeing to take part in integrity educational programmes organised by IFAF).

13.4.11 the Covered Person's behaviour was negligent as opposed to deliberate

13.4.12 the Covered Person having demonstrated remorse for their conduct, including the timing of such remorse; and

13.4.13 any other mitigating factor that a Tribunal considers relevant and appropriate.

13.5 In addition to a sanction, the Integrity Tribunal may also order a Covered Person to undertake remedial measures such as a specific education program.

13.6 If the Integrity Tribunal decides to impose a period of suspension, it shall consider the length of any interim suspension already served by the Covered Person.

13.7 In cases of multiple offenses, the Integrity Tribunal may impose sanctions to run either on a concurrent or a consecutive basis, provided that the total sanction is in all the circumstances proportionate to the level of the overall offending.

13.8 If a Participant/Covered Person violates any prohibition on participation in a Competition imposed in accordance with these Rules, such individual shall be disqualified immediately from the relevant Competition and the IFAF Disciplinary Officer may issue a Decision that the period of ineligibility originally imposed in accordance with this Code shall recommence from the date of such violation. Any Decision taken under this article shall be subject to Appeal pursuant to Article 14 of these DDR.

Appeals To The IFAF Integrity Appeal Tribunal

14.1 Admissibility and Jurisdiction

14.1.1 The Appeal Tribunal has jurisdiction over all matter as outlined in Article 3 of these Rules.

14.1.2 An appeal against a Decision of the Integrity Tribunal may only be made a named party to an Integrity Tribunal Decision or IFAF.

14.1.3 An appeal may only be made to the Integrity Appeal Tribunal against a decision on the grounds that the Integrity Tribunal :

14.1.3.1 Came to a decision to which no reasonable body could have come; or

14.1.3.2 Made an error of law in reaching its decision; or

14.1.3.3 Failed to act fairly in a procedural sense; or

14.1.3.4 Imposed a sanction that was so unduly lenient or excessive as to be unreasonable.

14.2 Process

14.2.1 If the appealing party believes one or more of the applicable appeal grounds applies, then they must file a Notice of Appeal in writing to the Disciplinary Officer within ten calendar days of the date of the Integrity Tribunal's Decision.

14.2.2 The Notice of Appeal to the Integrity Appeal Tribunal shall only be admissible where the appealing party has:

14.2.2.1 Set out the date of the determination against which the appeal is lodged and filed the appeal within the 10-day deadline.

14.2.2.2 Set out the grounds of appeal relied upon;

14.2.2.3 Set out a statement of facts upon which the appeal is based, specifying whether the appeal is against finding and/or sanction and include any supporting documentation upon which the appealing party seeks to rely.

14.2.2.4 Made a deposit an amount of CHF 250 at the same time as the Notice of Appeal is filed. If the payment is not received within the same ten calendar day deadline from receipt of the integrity Tribunal Decision, the Notice of Appeal shall be deemed inadmissible.

14.2.4 On the assumption that a valid Notice of Appeal has been filed, the IFAF Health and Integrity Unit shall appoint an independent one or three-member Appeal Panel from its roster of independent and impartial members to hear the appeal.

14.2.5 The adjudicatory process before the Integrity Appeal Tribunal shall respect the rules of natural justice and generally follow the process outlined in Articles 9-12 of these Rules as well as the IFAF Integrity Tribunal Rules. An Integrity Appeal Tribunal Panel shall have the discretion of conducting the hearing process as it deems just to ensure a fair and expeditious handling of justice.

14.2.6 Integrity Appeal Panel decisions are final and binding. For the avoidance of doubt, there shall be no further avenue of appeal to the Court of Arbitration for Sport.

Mutual Recognition of Decisions and Sanctions

15.1 Any determination and sanction by an IFAF Disciplinary Officer (or Ad Hoc Disciplinary Officer), IFAF Integrity Tribunal or Appeals Tribunal in compliance with these Rules should be recognised and respected by other sporting bodies.

15.2 IFAF shall respect any integrity-related sanctions imposed by any other recognised sporting body. If there are any doubts as to the procedure followed by the recognised sporting body who has issued the sanction, then the Disciplinary Officer shall make the appropriate and necessary enquiries of the recognised sporting body in question and consequently decide on the appropriate course of action to adopt.

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