



INTEGRITY CODE



CODE





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Introduction

1.1. IFAF and its Member Federations are responsible for safeguarding the integrity and reputation of the sport of American Football. Together, through their values, rules, education programmes and practices, they strive to protect the sport from illegal, immoral or unethical methods, activities and practices that may harm the participant community or bring the sport into disrepute.

1.2. The aim of this Integrity Code (which replaces the prior Code of Ethics) is to ensure the sport is administered with integrity in a democratic, professional, ethical and transparent way and that people participate in competitions that are fair and free from any form of unethical behaviour.

1.3. This Integrity Code defines the most important core values, principles for behaviour and conduct of personnel and participants in the sport.

1.4. This Integrity Code is issued by IFAF pursuant to one of its fundamental purposes set out in the IFAF Statutes, being to preserve the integrity of sport by adopting appropriate code of conduct and regulations.

1.5. There shall be no statute of limitations applicable to this Integrity Code.

1.6. Conduct relating to an anti-doping offence shall be dealt with exclusively by the IFAF Anti-Doping Rules.

1.7. Conduct which relates to the manipulation of American Football competitions shall be dealt with primarily under the IFAF Regulations on the Prevention of Competition Manipulation.

1.8. Conduct which relates to conflicts of interest shall be dealt with primarily under the IFAF Conflict of Interest Regulations.

1.9. All IFAF Rules, Code and Regulations that generally deal with ethical and integrity related matters shall be together considered to be the IFAF Integrity Rules herein. This includes: This Integrity Code, The Safeguarding Regulations, The Regulations on the Prevention of Competition Manipulation, The Conflict of Interest Regulations, The In-Competition Code of Conduct and Disciplinary Rules, and The Disciplinary and Dispute Resolution Rules.

Covered Persons

2.1. The following natural and legal persons are "Covered Persons" for purposes of this Code:

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

2.1.2. 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.

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

2.1.4. 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.

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

2.1.6. 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.

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

2.1.8. 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.

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

2.1.10. 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 this Code.

2.2. Any person who ceases to be a Covered Person for any reason shall for all purposes under this Integrity Code be deemed to be and to remain a Covered Person in respect of any allegation into conduct whilst that person was a Covered Person.

2.3. 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.

2.4. Any person who is not otherwise a Covered Person but who engages in conduct which would amount to conduct which is a breach of this Integrity Code may be treated as a Covered Person and be disciplined by way of a suspension and/or a venue exclusion order.

Bringing Sport into Disrepute

3.1. Covered Persons shall not act, or fail to act, in any manner which could reasonably and objectively be seen as being unethical, indecent and/or:

3.1.1. Adversely affecting the reputation of IFAF or the sport of American Football; or

3.1.2. Bring IFAF or the sport of American Football into disrepute; or

3.1.3. Be contrary to the purposes of IFAF; or

3.1.4. Be prejudicial to, or adversely affect the interest of, IFAF or the sport of American Football.

3.2. Instances of Covered Person misconduct include but are not limited to:

3.2.1. Misuse of social media;

3.2.2. Abusive or insulting comments or conduct in-competition, or while carrying out IFAF duties;

3.2.3. The criticism and/or abuse of match officials;

3.2.4. Committing criminal offences outside of the sport;

3.2.5 Any other misconduct or prohibited behaviour set out in IFAF Integrity Rules or generally understood as being unethical or prohibited.

Dignity and Non-Discrimination

4.1. All Covered Persons shall respect the rights, dignity and worth of all persons and shall act with understanding, tolerance, sensitivity and respect for diversity and shall act without discrimination of any kind.

4.2. Covered Persons shall not undertake any action, use any words that denigrate an individual, or use any other means that offends the human dignity of a person or group of persons, on any grounds including but not limited to:

- i. race,
- ii. religion and belief,
- iii. ethnic or social origin,
- iv. gender,
- v. sexual orientation,
- vi. pregnancy,
- vii. disability,
- viii. age,
- ix. political affiliation,

or any other reason contrary to human dignity and /or internationally recognized human rights.

Safeguarding Physical and Mental Integrity

5.1. Covered Persons must refer to the IFAF Safeguarding Regulations for further detailed guidance and any breach of those Regulations shall be treated as a violation of this Integrity Code.

5.2. Covered Persons should be knowledgeable on the IFAF Safeguarding Policy and are bound by the IFAF Safeguarding Regulations.

5.3. It will be a breach of the Integrity Code for any Covered Persons to violate any provision of the Safeguarding Regulations and to commit any prohibited behaviour proscribed therein.

5.4. Covered Persons shall protect, respect and safeguard the physical and mental well-being, integrity, personal dignity and rights of others.

5.5. The welfare of Covered Persons under the age of 18 is paramount. This Code and the Safeguarding Regulations seeks to protect them from various prohibited behaviours including harassment, abuse poor practice, abuse and bullying.

Integrity of Competitions

6.1. No Covered Person shall influence the course or result of a game of American Football to remove all or part of the uncertainty normally associated with the sport, be this through match-fixing, doping or any form of cheating.

6.2. Covered Persons must refer to the IFAF Regulations on the Prevention of Competition Manipulation for further detailed guidance and any breach of those Regulations shall also be treated as a violation of this Integrity Code.

Integrity in Election Processes

7.1. Candidates for elected IFAF positions must conduct their candidacies (and must ensure that individuals assisting them with their candidacies conduct themselves) with honesty, dignity and respect for their opponents, and in accordance with applicable law and any applicable IFAF Rules and Regulations and/or guidelines, including this IFAF Integrity Code.

Note: A candidate as used herein is identified as such when their nomination is submitted to IFAF. Additionally, an individual shall be regarded as a candidate, and subject to all IFAF Rules and Regulations including this Integrity Code, if they publicly state their intention to be a candidate or campaign in such a way that gives the appearance of being a candidate, even if they have not been nominated.

7.2. Candidates may outline and describe in a written document their plans and views and may grant interviews to the media. Copies of any document used to support a candidature shall be provided by the candidates to the IFAF Elections Committee. Directives of the IFAF Elections Committee in respect of the content of the document shall be immediately observed and implemented by the candidates.

7.3. Candidates must refrain from:

- a. entering into any form of legally binding undertaking with any individual or organisation that is likely to bind the candidate's freedom of decision or action if elected;
- b. engaging in any act, coalition, collaboration or collusion by or between candidates with the intent to defraud or unduly manipulate the result of the vote; and
- c. requesting or using support, resources or services from the IFAF, professional leagues or teams affiliated with professional teams, government or government-related agency, National Olympic Committee or personal company in connection with their candidacies, even if they currently occupy elected or appointed positions within the IFAF.

7.4. Covered Persons and in particular voting delegates must:

- a. respect the integrity of the candidacy process, allowing equal conditions and opportunities for each candidate and potential candidate, treating them in a fair and equal manner, and avoiding any risk of conflict of interests.
- b. not accept gifts or hospitality on behalf of themselves nor any organisation that they represent from any candidate, unless permitted under this IFAF Integrity Code.

Note: A "gift" is defined herein or in other IFAF Integrity Rules as item for use or advantage (regardless of any value) by a Covered Person or a party immediately related to a Covered Person without exchange of any consideration.

- c. not directly or indirectly solicit or accept any form of undue advantage from the process;
and
- d. not use the resources of the IFAF to assist or back any candidate, unless it could be reasonably agreed to be necessary in the circumstances and not providing any undue benefit to any Covered Person.

Gifts, Bribery and Corruption

8.1. Covered Persons shall not solicit or accept gifts including travel and 'in-kind' benefits from any external source which may bring into question their integrity, independence, impartiality and objectivity. Gifts in the form of money are forbidden in any case.

8.2. Only gifts of a nominal value, in accordance with the prevailing local customs, may be given or accepted as a mark of respect or friendship. Reasonable hospitality in accordance with the prevailing local customs may be given and accepted as a mark of respect or friendship.

8.3. Any gifts above the acceptable nominal value of any other kind must be declared to the Health and Integrity Unit at the earliest available opportunity.

8.4. Covered Persons shall not, directly or indirectly, offer, promise, solicit, give or accept any form of undue remuneration or commission, nor any concealed benefit or service of any nature.

Abuse of Position

9.1. Covered Persons shall not abuse their position in any way, especially to take advantage of their position for private aims or gains or to facilitate, for themselves or others, the abuse or maltreatment other Covered Persons.

Misappropriation and Misuse of Funds

10.1 Covered Persons shall not misappropriate or misuse funds of IFAF, Member Federations, American Football leagues or clubs, whether directly or indirectly through, or in conjunction with, third parties.

Conflicts of Interest

11.1. Covered Persons shall avoid any situation that could lead to an actual, perceived and/or potential conflict of interest by taking appropriate measures such as abstaining from taking part, directly or indirectly, in a decision or an agreement and/or disclosing potential interests that are susceptible of influencing the decision-making of the person concerned.

11.2. A conflict of interest shall arise when the objectivity of a Covered Person, in expressing an opinion, undertaking any action or taking part in a decision, may be influenced or be perceived as being influenced due to private or personal interests.

11.3. Private or personal interests include gaining any possible advantage for the family, relatives, friends and acquaintances of a Covered Person.

11.4. Covered Persons must refer to the IFAF Conflict of Interest Regulations for further detailed guidance and any breach of those Regulations shall be treated as a violation of this Integrity Code.

Lobbying

12.1. Covered Persons shall refrain from approaching any person, party, or third authority, with a view to obtaining any financial, political or de facto support inconsistent with the provisions of this Integrity Code.

Neutrality

13.1. In dealings with government institutions, national and international organisations, associations and groupings, persons bound by the Covered Persons shall remain politically neutral whenever expressing themselves on behalf of the IFAF or any other American Football organisation they represent.

Confidentiality

14.1. Covered Persons shall not disclose information entrusted to them in confidence and which has not been made public.

14.2. Disclosure of other information shall not be for personal gain or benefit, nor be undertaken maliciously to damage the reputation of any person or organisation.

14.3. The obligation to respect confidentiality survives the termination of any relationship which makes a person subject to this Integrity Code.

14.4. Any breach of confidentiality under any IFAF rules including but not limited to the Integrity Rules is subject to discipline under the IFAF Discipline and Dispute Resolution Rules.

Attempts

15.1. An “Attempt” is defined as an act and/or omission which is more than mere preparation and which constitutes a real and substantial step (individually or cumulatively) towards the commission of a violation (in circumstances where, save for the Attempt itself, the violation was not committed and/or completed and notwithstanding whether the person involved was aware that the act and/or omission may amount to a violation).

15.2. Any Attempt by a Covered Person to act in a manner that would be a violation of this Integrity Code shall be treated as a violation whether or not such Attempt or agreement was in fact successful.

15.3. A Covered Person who authorises, causes, knowingly assists, encourages, aids, abets, covers up or is otherwise complicit in any acts or omissions of the type described in this Integrity Code shall be treated as having committed such act or omission him/herself.

Reporting

16.1. Covered Persons must report to IFAF, or a relevant disclosure/reporting mechanism or authority, at the first available opportunity, full details of:

- i. any approaches or invitations received by the Covered Person to engage in conduct that could amount to a violation of this Integrity Code or any other IFAF Integrity Rule; and
- ii. full details of any incident, fact or matter that comes to the attention of the Covered Person (or of which they ought to have been reasonably aware), including violations that have been committed by another Covered Person, which may be relevant information within this Integrity Code or any other IFAF Integrity Rules.

16.2. Covered Persons shall not take any action against any person which has the effect of discouraging that person from reporting of an alleged violation of this Integrity Code or any other IFAF Integrity Rules.

16.3. Covered Persons shall not retaliate against a person who has reported in good faith an alleged violation of this Integrity Code or any other IFAF Integrity Rule.

Co-operation and Non-Retaliation

17.1. Covered Persons are obliged to cooperate fully with any investigation instigated under this Integrity Code if requested in writing to do so.

17.2. Covered Persons' duty to cooperate includes complying with requests for the following types of information:

17.2.1. Copies or access to all records relating to the alleged breach (such as without limitation telephone records, bank account, credit card and transaction details, internet and email records, betting account records, computer hard drives and other electronic information storage devices and documents); and/or

17.2.2. a written statement setting out in detail all the facts and circumstances of which they are aware with respect to the alleged violation of this Integrity Code.

17.3. If an accused Covered Person fails to cooperate, such failure may either be considered an additional Integrity Code violation and/or as an aggravating factor for sanctioning purposes.

17.4. It shall be an additional Integrity Code violation for a Covered Person to obstruct or delay any investigation that may be carried out in relation to any possible violation of this Code, including (without limitation) concealing, tampering with or destroying any documentation or other information that may be relevant to that investigation and/or that may be evidence of or may lead to the discovery of evidence of conduct which may amount to a violation.

17.5. Covered Persons shall not retaliate against another Covered Person or witness who is cooperating with an investigation related to this Integrity Code or any other IFAF Integrity Rules.

Discipline

18.1. Any discipline sought, accepted or imposed by IFAF further an alleged breach of this Integrity Code shall only arise in accordance with and by application of the IFAF Disciplinary and Dispute Resolution Rules and any amended version of the same.

18.2. Additional discipline beyond that provided in the IFAF Disciplinary and Dispute Resolution Rules for any breach of this Integrity Code may be imposed by IFAF or other authorities where the actions or inactions of Covered Persons so warrant under other applicable rules, regulations and laws.

18.3. The principles of natural justice will be respected, and all Parties will be afforded procedural rights throughout all IFAF disciplinary processes.

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