



# ETHICS & DISCIPLINARY CODE

2023 EDITION



## **Federation of Uganda Football Associations**

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## Preamble

This Code was first adopted at the meeting of the FUFA Executive Committee based on proposals from the FJC. The amendments have since been severally adopted by the FUFA Executive Committee.

FUFA's Vision is to become the number one football nation in Africa on and off the Pitch and this will be achieved using the mission to Develop, Promote and Protect the Game

Considering the popularity of football in the World and in Uganda, our Game has been endangered by vices and could destroy our own achievements.

The following are the vices this code seeks to combat;

1. General Society Bad Habits
2. Gaining unfair advantage
3. Bringing football into disrepute
4. Usage of banned Substances
5. Discrimination & Defamation
6. Third Party Interference
7. Hooliganism & Violence
8. Corruption
9. Predetermination of Results (Sporting Reasons)
10. Predetermination of Results (Betting Reasons)

On behalf of FIFA, CAF and on its own behalf, it is FUFA's obligation and duty to protect the Game of Football in the territory of Uganda from jeopardy or harm as a result of illegal, immoral or unethical methods and practices

This Code of Ethics has been written and promulgated to Support the FIFA, CAF and FUFA Statutes and all those bound by this code and external stakeholders undertaking functionalities in the Game football in the territory of Uganda have a duty to operationalize this code

FUFA is also obligated to install competent and independent Judicial Bodies to interpret and apply this Code of Ethics towards them honestly, worthily, respectably and with integrity. They shall further respect the core value of fair play in every aspect of their functions. They shall assume social and environmental responsibility.

## Definitions

For the purpose of this Code, the terms set out below are defined as follows:

1. **FIFA** : Fédération Internationale de Football Association.
2. **Official**: any board member (including the members of the FUFA Executive Committee), committee member, referee, assistant referee, coach, trainer or any other person responsible for technical, medical or administrative matters in FUFA, a member of FUFA, a league or a club as well as all other persons obliged to comply with the FUFA Statutes (except players and intermediaries).
3. **Match agent**: a natural or legal person licensed by FUFA to arrange matches, in accordance with the pertinent FUFA regulations.
4. **Intermediary**: a natural or legal person who, for a fee or free of charge, represents players and/or clubs in negotiations with a view to concluding an employment contract or represents clubs in negotiations with a view to concluding a transfer agreement.
5. **Player**: any football player licensed by a FIFA Member Association.
6. **Public Communication**; shall mean any form of oral or electronic textual, video, audio and pictorial material passed onto an audience (cf. article 37).

For avoidance of doubt, the following shall be considered as public communication;

- i) **Interviews**; shall mean the question-and-answer session that is publicized on mass media.
- ii) **Cyber Media**; shall mean any online communication that reaches masses including but not limited to Facebook, Twitter, YouTube, Instagram, blogs and websites
- iii) **Publications**; shall mean any printed material such as newspapers, brochures, magazines, periodicals that are printed for mass distribution
- iv) **Guest Speaking**; shall mean speaking at an event, or at a recorded or live radio or Television or internet programme
- v) **Release of Information**; shall mean information released knowingly or unknowingly by unauthorized personnel and it is eventually used as a public communication.



- vi) **Quotation**; shall mean a quotation used in a public communication being attributed to a person or an entity under the jurisdiction of this code
7. **Related party**: any party related to persons bound by the Code shall be considered a related party if they fulfil one or more of the following criteria:
    - i) representative and employee;
    - ii) spouse and domestic partner;
    - iii) individual sharing the same household, regardless of the personal relationship;
    - iv) other family member with whom they have a close relationship within a third degree;
    - v) legal entity, partnership and any other fiduciary institution, if the person bound by this Code or the person receiving an undue advantage alternatively:
      - a) holds a management position within that entity, partnership or fiduciary institution;
      - b) directly or indirectly controls the entity, partnership or fiduciary institution;
      - c) is a beneficiary of the entity, partnership or fiduciary institution;
      - d) performs services on behalf of such entity, partnership or fiduciary institution, regardless of the existence of a formal contract.
  8. **FUFA events**: any event, including but not limited to FUFA Assembly, Executive Committee or committee meetings, FUFA competitions, as well as any other event that is within FUFA's authority or organised by FUFA.
  9. **FJC: shall mean FUFA Judicial Commission.**
  10. **Pre-determination of Match Statistics**: means pre-determination of occurrence of a particular incident to happen before, during and after the game associated with a betting arrangement.
  11. **Sports Betting, Bet or Betting**: means any wager of a stake of monetary value in the expectation of a prize monetary value, subject to a future and uncertain occurrence related to a football match.
  12. **Inside information**: means information relating to any football competition that a person possesses by virtue of his or her position in relation to football or football competition, excluding any information already published or common knowledge, easily accessible to interested members of the public or disclosed in accordance with the rules and regulations governing the relevant Competition.
  13. **Benefit**: means the direct or indirect receipt or provision of money or the equivalent such as, but not limited to, bribes, gains, gifts and other advantages

including, without limitation, winnings and/or potential winnings as a result of a wager: the foregoing shall not include official prize money, appearance fees or payments to be made under sponsorship or other contracts.

14. **UA:** means a unit of account and each Unit of Account shall be equivalent to the value defined by the FUFA Executive from time to time
15. **Category A Competition:** Means matches of the following competitions:
  - i) 1st Division League (Men)
  - ii) 2nd Division League (Men)
  - iii) 1st Division League (Women)
  - iv) FUFA Drum
  - v) Uganda Cup
  - vi) Super 8
  - vii) Super Cup
  - viii) As may be updated from time to time by FUFA
16. **Category B Competition:** Means matches of the FUFA Organized and Authorized Competitions not considered as Category A Competition
17. **Club:** Mean the teams which are playing each other in a match that may include clubs, provinces, schools
18. **Match Sheets:** Means the match day lists and match day line-up.
19. **Match Day List:** Means the full list of players in accordance with the FCR that will be eligible for the match
20. **Match Day Line-Up:** Means the list of players indicating the shirt numbers, players starting, substitutes, the coaches, the captain and the Goal Keeper all in the template provided by the TOC

### **General Definitions**

- i) Terms referring to natural persons are applicable to both genders.
- ii) Any term in the singular applies to the plural and vice-versa.
- iii) The definitions section in the FUFA Statutes shall also apply
- iv) Interpretation and Application of this Code shall only draw references, quotations and authority from FUFA Rule

## PART 1: SCOPE OF APPLICATION

### 1 Scope

1. This Code shall apply to any conduct, other than that specifically provided by other regulations and connected to the field of play that damages the integrity and reputation of football and in particular to illegal, immoral and unethical behaviour of the persons covered under art. 2 of this Code in the jurisdiction of the territory of Uganda.
2. Any matter in the jurisdiction of Uganda that is concluded by the Judicial System of CAF and/or FIFA shall be deemed dealt with and this code shall not be brought into force on such matters.

### 2 Persons and Entities Covered

1. This Code shall apply to all officials and players as well as match agents and intermediaries, under the conditions of art. 1 of this Code. The code shall also apply to Clubs, Member Associations, and all persons and entities Licensed by FUFA. The code shall be extended to parties external to FUFA who contravene provisions of this code.
2. The FJC is entitled to investigate and judge the conduct of persons who were bound by this or another applicable Code at the time the relevant conduct occurred, regardless of whether the person remains bound by the Code at the time proceedings commence or any time thereafter.

### 3 Applicability in Time

This Code applies to conduct whenever it occurred, including before the enactment of this Code. An individual may be sanctioned for a breach of this Code only if the relevant conduct contravened the Code applicable at the time it occurred. The sanction may not exceed the maximum sanction available under the then-applicable Code.

### 4 Scope of the Code, omissions, custom, doctrine and jurisprudence

1. This Code governs every subject to which the text or the meaning of its provisions refers.
2. If there are any omissions in this Code with respect to procedural rules, and in case of doubts regarding the interpretation of the Code, the FJC shall decide in accordance with the FUFA custom.
3. During all their operations, the FJC may draw on precedents and principles already established by sports doctrine and jurisprudence.

## PART 2: SUBSTANTIVE LAW

### Chapter 1: Basis for Sanctions

#### 5 Basis for sanctions

1. The FJC may pronounce the sanctions prescribed in this Code and the FUFA Rules.
2. Unless otherwise specified, breaches of this Code shall be subject to the sanctions set forth in this Code, whether acts of commission or omissions, whether they have been committed deliberately or negligently, whether or not the breach constitutes an act or attempted act, and whether the parties acted as principal, accomplice or instigator.
3. The FJC may use its discretion to vary the sanctions prescribed in this Code and the FUFA Rules

### Chapter 2: Disciplinary Measures

#### 6 Type of sanctions

Breaches of this Code or any other FUFA rules and regulations by persons and entities bound by this Code are punishable by one or a combination of the following sanctions:

1. for natural persons and entities:
  - i) a warning;
  - ii) a reprimand;
  - iii) a fine;
  - iv) the return of awards.
2. for natural persons:
  - i) a caution;
  - ii) social work;
  - iii) compliance training;
  - iv) an expulsion;
  - v) a match suspension;
  - vi) a ban from the dressing rooms and/or the substitutes' bench;
  - vii) a ban from entering a stadium;
  - viii) a ban on taking part in any football-related activity.
3. for entities:
  - i) a transfer ban;
  - ii) playing a match without spectators;
  - iii) playing a match on neutral territory;
  - iv) a ban on playing in a particular stadium;
  - v) annulment of the result of a match;
  - vi) expulsion;

- vii) a forfeit;
- viii) deduction of points;
- ix) relegation to a lower division;
- x) replaying a match.

## 7 Responsibility.

1. Unless otherwise specified in this Code, infringements are punishable regardless of whether they have been committed deliberately or negligently. In particular, clubs may be responsible for the behaviour of their members, players, officials or supporters or any other person carrying out a function on their behalf even if the club concerned can prove the absence of any fault or negligence.
2. Acts amounting to attempt are also punishable.
3. Anyone who takes part in committing an infringement or induces someone to do so, whether as instigator or accomplice, may also be sanctioned.

## 8 Partial Suspension of Sanctions

1. Upon request from the relevant party, the Adjudicatory Chamber can decide to suspend the sanction provided for in the present Code, for no more than one third of the total duration of the sanction issued. The probationary period shall consist of anything from one to five years or a specified number of matches.
2. If the person benefiting from a suspended sanction commits any other breach of this Code during the probationary period, the suspension shall automatically be revoked and the original sanction fully applied and added to the sanction imposed for the new breach.

### Chapter 3: Determining the Sanction

## 9 General rules

1. The bodies mandated to implement this Code are not courts of law and are disciplinary, rather than arbitral bodies. In the interests of achieving a just and fair result, procedural and technical considerations must take second place to the paramount object of being just and fair to all parties.
2. All parties involved in proceedings subject to these General Provisions shall act in a spirit of co-operation to ensure such proceedings are conducted expeditiously, fairly and appropriately, having regard to their sporting context.
3. The bodies subject to these General Provisions shall have the power to regulate

their own procedure.

4. A panel to which this Code applies shall not be obliged to follow the strict rules of evidence or rule of law relating to the admissibility of evidence in proceedings before a court of law.
5. When imposing a sanction, the FJC shall take into account all relevant factors in the case, including the nature of the offence; the substantial interest in deterring similar misconduct; the offender's assistance to and cooperation with the FJC; the motive; the circumstances; the degree of the offender's guilt; the extent to which the offender accepts responsibility, precedents in regard to matters of the same nature and whether the person mitigated his guilt by returning the advantage received, where applicable.
6. In case of mitigating circumstances, and if deemed appropriate taking into account all circumstances of the case, the FJC may go below the minimum sanction and/or decide to hand down alternative sanctions as provided under this Code.
7. Unless this Code mentions otherwise, the FJC shall decide the scope and duration of any sanction.
8. Sanctions may be limited to a geographical area or to one or more specific categories of match or competition.
9. A suspension may be combined with a fine.
10. In the event of a serious offence, a suspension may be extended to cover all competition categories
11. The FJC may recommend to the responsible FUFA body that it share information on a case with the appropriate public authorities.

## 10 Repeated breach

1. Repeated breaches shall be considered aggravating circumstances, allowing the FJC to go beyond the maximum limit provided for a violation of the relevant rule, as specified in this Code.

## 11 Concurrent breaches

Where more than one breach has been committed, the sanction other than monetary sanctions shall be based on the most serious breach, and increased up to one third as appropriate, depending on the specific circumstances.

## Chapter 4: Limitation Period

### 12 Limitation period for prosecution

1. As a general rule, breaches of the provisions of this Code may no longer be prosecuted after a lapse of five years.
2. Bribery, misappropriation of funds and manipulation of football matches or competitions may no longer be prosecuted after a lapse of ten years.
3. The limitation period, when applicable, shall be extended by half its length if an investigation is opened before its expiration.
4. The limitation period, when applicable, shall be suspended where criminal proceedings are formally opened against a person bound by this code during such proceedings.
5. In case of repeated breaches, the limitation period as described above shall start only after the last of the repeated breaches has ended.

## Chapter 5: Rules of Conduct

### 13 General Principles of Conduct

1. Members of FUFA, Members of Members of FUFA, Officials and Clubs as well as players shall at all times act in the best interest of the game and shall not act in any manner which is improper or brings the game of football into disrepute or use any one, or a combination of, violent misconduct, serious foul play, threatening, abusive, indecent or insulting words or behaviour, behaves in unsporting manner or uses sporting events for manifestations of a non-sporting nature.
2. Members of FUFA, Members of Members of FUFA, Officials and Clubs as well as players shall respect FIFA, CAF and FUFA Statutes, Regulations, directives and decisions and strictly comply with the principles of ethical conduct and Sportsmanship.
3. Violation of this article shall be sanctioned with an appropriate fine of at least 100 UA and or a ban on taking part in any football-related activity for a maximum of three (3) years by the culpable individual(s) and/or a suspension for a minimum of three (3) matches for the culpable individual(s) in case of repetition

## 14 Gross Misconduct

### Misconduct of players and officials:

1. In addition to the automatic suspension or caution by a referee in accordance with the Laws of the Game, the FJC may issue further sanctions to the player or official for committing misconduct listed herein below that include a suspension and/or a ban not exceeding:
  - i) three competition matches or a specified period for foul play
  - ii) six competition matches for serious foul play
  - iii) three competition matches or a specified period for participating in a match when suspended or otherwise ineligible to play.
  - iv) Fifteen competitions matches or a specified period for assaulting (deliberate pushing, pulling, striking, butting, elbowing, punching, and kicking) another player or another person (participant) present at the match other than a match official.
2. Fifteen matches or a specified period for spitting on another player or a person other than a match official.

### Misconduct against Match officials.

3. In addition to the automatic suspension or caution by a referee in accordance with the Laws of the Game, the FJC may issue further sanctions to the player or official for committing misconduct listed herein below that include a suspension and/or a ban not exceeding:
  - i) Four competition matches or a specified period for acting with obvious intent to cause a match official to make an incorrect decision or supporting his error of judgement and thereby causing him to make an incorrect decision;
  - ii) Two competition matches or a specified period for Pestering a match official;
  - iii) Four competition matches or a specified period for unsporting conduct towards a match official
  - iv) Eight competition matches or a specified period for threatening behaviour; i.e., words or actions that cause the match official to believe that he/she is being threatened;
  - v) Ten competition matches or a specified period for Physical Contact or Attempted Physical Contact: e.g., a participant pushes the referee, pulls the referee (or his clothing/equipment), barges, or kicks the ball at, the official causing no injury



and/or attempts to make physical contact with the official e.g., attempts to strike, kick, butt, barge or kick the ball at the match official;

- vi) Twelve competition matches or a specified period for assault: especially if participant acts in a manner which results in an injury to the match official;
- vii) Fifteen competition matches or a specified period for spitting at a match official;
- viii) Where a referee reports that a team medical personnel was shown a red card but maintained on technical bench as provided for in laws of the game, the concerned medical personnel shall be suspended for two (2) next physically played matches.

### **Sanction for Brawl**

- 4. Any participant or (match crew) involved in a brawl shall be sanctioned with a suspension not exceeding six matches or further sanction in accordance with repeated breach or nature of occurrence.
- 5. Anyone who has tried merely to prevent a fight, shield others or separate those involved in a brawl shall not be subjected to punishment.

### **Hooliganism;**

- 6. For avoidance of doubt, acts of hooliganism and violence may include but are not limited to any of the following;
  - i) The throwing of any object within the Ground without lawful authority;
  - ii) The use of threatening behaviour or racist, homophobic or foul and abusive language
  - iii) The chanting of anything of an indecent or racist nature
  - iv) Causing damage to, or interfering or tampering with any equipment, furniture, fitting or fixture within the Ground
  - v) Persistent standing in a seated area whilst play is in progress
  - vi) Smoking in any area inside the stadium
  - vii) Attempting to enter the Ground or being inside the Ground whilst drunk
  - viii) Being in possession of any intoxicating liquor, or bottle, can or other portable container and which could cause damage or personal injury when entering the Ground or in a public area of the Ground from which the event can be directly viewed
  - ix) Entering a part of the ground reserved for supporters of the opposing team
  - x) The obstruction of gangways, access ways, exits and entrances, stairways and

like places

- xi) Invading the field of play to disrupt progress of the match by official(s) and or the fans that support the club during the match by colours and insignia of the club or by action of logic.
7. For the purpose of this regulation and without prejudice to any other definitions;
    - i) Club shall mean any of the two (2) teams that are engaged in a football match under question.
    - ii) Club shall comprise of its players and officials as registered on the match report and/or as registered with FUFA or the Tournament Organizing Committee (TOC)
    - iii) Club shall also comprise of the fans that support the club during the match by colours and insignia of the club or by actions of logic
  8. Clubs are responsible for the conduct of their players, officials, supporters or any other person exercising it's the function on the match
  9. Clubs in a competition are responsible for order and security both inside and outside the stadium before, during and after matches.
  10. If during game time, as defined in the FCR, that acts of hooliganism and violence cause the abandonment of a match, the defaulting club, if found liable by the FJC will lose the match by forfeiture. For a league, mixed format during group stage and mini league format competition, the defaulting club will further lose three (3) Points and three (3) Goals from those already accumulated while for a knock-out format the defaulting club will be eliminated from the competition and any other disciplinary sanction deemed by the FJC.
  11. If during game time, as defined in the FCR, that acts of hooliganism and violence are committed but the match is completed, the results of the match will be upheld. For a league, mixed format during group stage and mini league format competition, the defaulting club as found guilty by the FDP or FUFA Disciplinary Committee will lose two (2) Points and two (2) Goals from those already accumulated while for a knock-out format the defaulting club will be fined 3,000 UAs or excluded from that particular competition the following season or both sanctions. If the defaulting club is the winner of the match and does not pay the fine of 3,000 UAs UGX before the next knock-out match, it will be eliminated from the competition,
  12. If the match official(s) report(s) that individuals or groups have verbally insulted a member of the match crew, the defaulting club from whom such an individual or groups are judged by the FDP to have come from will lose one (1) Point and one (1) Goal from those already accumulated for a league, mixed format during group stage and mini league format competition while for a knock-out format the defaulting club will be fined 2000 UAs paid to FUFA and will lose to the opponents its next hosting rights in the competition. If the defaulting club is the winner of the match and does

not pay the fine of 2000 UAs before the next knock-out match, it will be eliminated from the competition.

### **Damages caused to the Stadium/Football Ground**

13. A club, which is found guilty of having in any way caused damage to any part of the stadium/football ground or the equipment used for the match, shall be liable to make good the damage caused, and shall also be sanctioned by the FJC in accordance with the gravity of the damage caused
14. In the case of matches played in sequence in the same stadium and the FJC cannot ascertain who had caused the damage, Clubs whose supporters were staying or seen to stay in that part of the stadium where the damage was caused shall be held liable for the damages caused and for paying the resulting expenses.

### **Invasion of the Field of Play**

15. A minimum fine of 1000 UAs shall be imposed on a Club which is found guilty of the invasion of the field of play by one or more of its supporters whilst the Referee and/or any of the Assistant referees are still on the field of play, or in its precincts, but not in the dressing room.

### **Unidentified aggressors**

16. In event that the club identifies the perpetrator(s) of, the individual perpetrator(s) shall be declared persona non grata for FUFA competitions and shall bear liabilities in accordance with National sports Act 2023.
17. In event that the club fails to identify the perpetrator(s), the club or the entity to which the club belongs shall be;
  - i) Be sanctioned with a suspended deduction of two (2) points and two (2) goals from those already accumulated or to be accumulated within a period given by the committee to produce the perpetrator(s)
  - ii) Be sanctioned with a deduction of two (2) points and two (2) goals from those already accumulated or to be accumulated after a period given by the FJC to produce the perpetrator(s) has expired
18. In event that the individual perpetrator(s) were identified by the defaulting club and their acts were indeed in their own capacities, the FJC may at its independent discretion exonerate the club from the sanctions mentioned herein above.

# 15

## Match Day Violations

### Technical Officer

1. A club that fails to provide the Club Technical Person or a Technical Person as required in the FCR shall be fined 2000 UAs and further disciplinary sanction deemed fit by the FJC may be applied

### Flood Lights

2. In event of abandonment of the match and after the investigation prove that the failure of the flood lights was:
  - i) an avoidable circumstance of the host, the host team shall lose the match by forfeiture, shall be fined 2000 UAs and further disciplinary sanction deemed fit by the FJC may be applied
  - ii) a cause and benefit of the away team, the away team shall lose the match by forfeiture shall be fined 5000 UAs and further disciplinary sanction deemed fit by the FJC may be applied

### Referee's kit

3. Only the Official FUFA Referees Kit shall be used by Referees for all FOC and FAC matches unless written exception is given by FUFA
4. No FUFA Referee shall officiate a FOC or FAC match donning another kit other than the official Referees kit. unless TOC provides the written exception from FUFA.
5. The Referee who violates these provisions shall be fined 500 UAs and further disciplinary sanction deemed fit by the FJC may be applied

### Official Match Ball

6. Only the Official FUFA Ball shall be used for all FOC and FAC matches unless written exception is given by FUFA
7. No FUFA Referee shall officiate a FOC or FAC match where any other ball other than the Official FUFA Ball is the one being played unless TOC provides the written exception from FUFA.
8. The TOC or any person or Referee who violates these provisions shall be fined 500 UAs and further disciplinary sanction deemed fit by the FJC may be applied

### Medical Provisions

9. Each club shall be required to provide its own medical team and the home club shall provide First Aid and emergency facilities including but not limited to a fully equipped

## ambulance

10. Any club that fails to present medical personnel with a minimum FUFA Medical Permit at the stadium as provided for in the FCR for the Category A Competitions and as provide for in the respective SCR for category B competitions shall be fined 500 UAs and further disciplinary sanction deemed fit by the FJC may be applied
11. For the case of the Category A Competition matches, a fully equipped ambulance must be available before and during the match
12. Match officials appointed shall inspect and ensure the ambulance is present before and during the match.
13. Match Officials shall not kick-off a match in event that no ambulance is present at kick-off and if after 35 minutes from kick-off, the ambulance has not been provided as standby by the home team, the match shall be declared abandoned
14. In event that it is observed that there is no ambulance available;
  - i) at kick-off but later available before end of 35 minutes after the kick-off time the Home Team shall be fined 500 UAs, and further disciplinary sanctions deemed fit by the FJC may be applied
  - ii) any one time during or immediately after the match, yet the ambulance had been present at the beginning of the match, and a need for an ambulance arises, the home team shall be fined 2000 UAs, and further disciplinary sanction deemed fit by the FJC may be applied
  - iii) after 35 minutes and consequently match abandoned, the Home Team shall be fined 2000 UAs, docked 1 point and 1 goal from those already accumulated or to be accumulated and further disciplinary sanctions deemed fit by the FJC may be applied
15. The match officials who fail to undertake their roles as specified in this code or in the FCR or in the SCR shall be fined 200 UAs, and further disciplinary sanction deemed fit by the FJC may be applied

## Bench permit

16. The Referee shall not start the match and if the match has started shall stop play until such a person without the FUFA Bench Permit vacates the Team Technical Area. The Referee who fails to enforce this provision shall be fined 200 UAs and further disciplinary sanction deemed fit by the FJC may be applied
17. A team that has a person without a FUFA Bench Permit accessing the Team Technical Area during Game Time shall be fined 200 UAs and further disciplinary sanction deemed fit by the FJC may be applied to the defaulting person and the club.

## Inspection of licenses

18. Where the FCR or the SCR indicate a need for the licenses to be checked at the beginning of the match, then there shall be completion of inspection of licenses of both teams by the Captains of each Club supervised by the match officials within a time period as specified by the FCR or SCR. All players' licenses must be presented by the club officials
19. If after the game, it is confirmed that the contested player(s) did not have a valid license(s), the club shall lose the game by forfeiture, shall be fined 500 UAs and further disciplinary sanction deemed fit by the FJC may be applied

## 16 Respecting Schedules

1. It is the objective of this code that all parties subject to this code respect schedules of events and timelines of deadlines set by FUFA and/or its designee.
2. Violation of this article without acceptable reasons of the body or person that set the schedules and/or timelines shall be sanctioned with an appropriate fine of at least 200 UA

### Fixture management and fulfilment

3. Unless when the TOC changes the fixture, it shall be compulsory for teams to honour fixtures and in event that a club fails to honour a fixture, a written explanation shall have to be submitted in Forty-Eight (48) Hours.
4. A club that fails to submit a written explanation as provided in accordance within the FCR or submits a written explanation but the explanation is rejected by FUFA or TOC, the offending club on top of the following sanctions;
  - i) lose the match by forfeiture and shall be docked six (6) points and six (6) goals from those already accumulated or to be accumulated in event that the defaulting club is the home club;
  - ii) lose the match by forfeiture and shall be docked three (3) points and three (3) goals from those already accumulated or to be accumulated in event that the defaulting club is the away club
5. Any club in a league format that does not turn up for three (3) fixtures in a season and their explanation on all three (3) occasion is not accepted in all the three (3) incidences shall be excluded from the competition and further disciplinary sanction deemed fit by the FJC may be applied to the club and individual officials of the club

### **Submission of Match Reports**

6. All appointed match officials shall file respective match reports using FIFA Competition Management System (CMS) or any other electronic method as prescribed by the TOC immediately after the match but in any case, not later than six (6) hours from the end of matchday.
7. Any match official who fails to comply with 16(B)(6) above shall be fined 200UAs and will not be appointed until the fine is paid

### **Pre-match meeting**

8. TOC may require certain specific Competition matches to have a pre-match meeting for Match officials, Participating Clubs, Stadium Management and the TOC.
9. A Club that does not send the right persons or turns up late by 30 minutes or fails to turn up for the meeting shall be fined 500 UAs and further disciplinary sanction deemed fit by the FJC may be applied

### **Submission of Match Sheets**

10. For every match, a club shall be required to submit the fully-filled match day list on the FIFA Competition Management System (CMS) or any other electronic method as prescribed by the TOC at least 24 hours before the match. All players not submitted in the match day list as indicated in this provision shall be considered ineligible players for the specific match
11. Any club that fails to comply with 16(D)(10) above shall be fined 500UAs and further disciplinary sanction deemed fit by the FJC may be applied
12. For every match, a club shall be required to submit the fully-filled match day Line-up to the electronic platform as prescribed by the TOC at least 2 hours before the match. The submitted match-day line up shall not be changed after submission and any variation shall not be accepted by the referee unless the TOC makes express permission in special circumstances
13. Any club that fails to comply with 16(D)(12) above shall be fined 300UAs and further disciplinary sanction deemed fit by the FJC may be applied

## **17 Representation in International Club Competitions**

1. Any club(s) that confirm(s) participation in the international competition as provided for in the FCR but withdraws after the FUFA-set local deadline but before the deadline date set by the organizers of the respective international competition, shall be suspended from representing Uganda for two (2) other times that the club(s) get(s) the sporting merit excellence to represent Uganda and shall pay a fine of 2,000 UAs

and further disciplinary sanction deemed fit by the FJC may be applied

2. Any club(s) that confirm(s) participation in the international competition as provided for in the FCR but withdraws after the deadline date set by the organizers of the respective international competition, shall be suspended from representing Uganda for three (3) other times that the club(s) get(s) the sporting merit excellence to represent Uganda and shall pay a fine of 2,500 UAs in addition to the fine equivalent to the fine the organizers of such competition would subject to FUFA for such an action and further disciplinary sanction deemed fit by the FJC may be applied

## **18 Unsporting Conduct.**

1. All parties subject to this code shall promote sporting excellence through fair play. Acts that unfairly disadvantage one party during a match that are not covered by The FIFA Laws of the Game are prohibited
2. Violation of this article shall be sanctioned with an appropriate fine of at least 500 UA a ban from the taking part in any FUFA match as a Match Crew Member for a minimum of 3 matches for the culpable individual(s) or any appropriate disciplinary measure as the FJC may deem fit

### **Hiding of Match Balls**

3. A Club, which is found guilty that any of its players or any of its ball kids or any of its authorized persons stationed near the field of play have hidden a match ball logically to waste time or to frustrate continuation of play, such a club if playing in the Category A Competitions shall be liable to pay a fine of 1000 UAs and Category B Competitions shall be liable to pay a fine of 200 UAs
4. In case of repetition of the of the offence/misconduct a harsh punishment including doubling the fine or deduction of points already accumulated or elimination from the knock-out competition may be applied by the FJC

### **Refusal to Kick-off a match**

5. In the event that a team or both teams in a scheduled fixture turn(s) up for the match but refuse(s) to start play, either team that refused to play or both refuses to play, shall be docked 3 points and 3 goals from those already accumulated or those to be accumulated in addition shall be fined each 1000 UAs and further disciplinary sanction deemed fit by the FJC may be applied.

### **Refusal to continue with Play**

6. Where some or all the players of a team walk off the field of play such that the remaining players are less than seven (7) while the referee's decision is to continue



with play, that club shall be deemed to have lost the match by forfeiture to the opposing team. The club shall be fined not less than 2000UAs and/or further disciplinary actions

7. In case of withdrawal and/or deliberate refusal to continue honouring league engagements the club shall be demoted and further disciplinary sanction deemed fit by the FJC may be applied.

### **Excessive cautions and send offs in a single match**

8. If a club/team accumulates four (4) or more cautions and/or send-offs served within a single match, it shall be fined not less than 300UAs. In event that the fine is not paid, such players shall be ineligible to play in subsequent matches irrespective of the number of cautions/send offs so far earned.

### **Access to the Stadium by Match Crew**

9. It shall be the responsibility of the home team to ensure that the match crew has smooth access to the stadium. The Home team shall be liable for any actions or omissions that shall hinder the match crew from accessing the stadium and/or the changing rooms and/or their areas of operation 4 hours before kickoff. Any club that is found liable for contravention of this provision shall be fined each 1000 UAs and further disciplinary sanction deemed fit by the FJC may be applied.
10. Delay or failure to provide access to the changing rooms and access to the items belonging to the Match Crew is prohibited and if an individual or club is found liable shall be fined each 500 UAs and further disciplinary sanction deemed fit by the FJC may be applied.

## **19 Multiple Identity**

1. Players shall be licensed using the information and documents provided by themselves and/or the clubs. A player who is licensed by more than one club using the same or multiple identities shall be ineligible to play for a club that does not primarily own him. The FUFA Players Status Committee will interpret which club is the bona fide owner of the player.
2. The player as described in par 1 above shall be eligible to play for his bona fide club.
3. Violation of this article shall be sanctioned with an appropriate fine of at least 500 UA by the defaulting club and at least 500 UA by the player and/or a ban or suspension from taking part in any football-related activity for a maximum of two years by the culpable individual(s).

## 20 Release of Players for FUFA Events

1. It is obligatory to all persons and entities subject to this code to release players for FUFA Events in accordance with FUFA Rules.
2. Players invited by FUFA for FUFA Events and not released by the respective clubs shall be ineligible for club matches and are prohibited from participating in club activities inclusive of trainings.
3. ONLY FUFA may assess and exempt a player invited for FUFA Events on medical grounds
4. Violation of this article shall be sanctioned with a combination or one of the following;
  - i) an appropriate fine of at least 500UA
  - ii) another corrective measure that the FJC may find appropriate to the defaulting entities and/or individuals.

## 21 Use of Ineligible Persons

5. FUFA Competitions Rules and/or this code shall define a person who is ineligible. It is prohibited to use an ineligible person for a FUFA Match
6. Violation of this article shall be sanctioned with an appropriate fine of at least 200 UA as well as losing the respective match by forfeiture.

## 22 Use of Banned Substances

1. FUFA recognises that tobacco use and exposure to second-hand smoke and vapours are harmful and is committed to protecting the right of non-smokers to breathe clean air that is not contaminated by carcinogens and other harmful substances in tobacco smoke and e-cigarette
2. Use of tobacco products and e-cigarettes is strictly prohibited by members of the Match Crew during Game Time and in the Premises of the Stadium
3. Violation of the provision in par 2 shall be sanctioned with an appropriate fine of at least 200UA and a ban from attending any FUFA match for a minimum of 1 month to every individual person identified to have committed the offenses
4. It is prohibited for FUFA and its Members to promote and/or to enter into contractual obligations to promote the consumption of tobacco products or e-cigarettes by means

of advertising, endorsement, sponsorship or sale of such products in relation to FUFA Events and those of the Members of FUFA.

5. Violation of the provision in par 4 shall be sanctioned with an appropriate fine of at least 500UA and if any contract is entered shall be null and void and not to be allowed to be executed
6. It is prohibited for members of the Match Crew to consume any amount of alcohol or intoxicant during Game Time. It is also prohibited for a member of the Match Crew to be or appear to be under the influence of alcohol during Game Time
7. Violation of the provision in par 6 shall be sanctioned with an appropriate fine of at least 300UA and a ban from attending any FUFA match for a minimum of 1 month to every individual person identified to have committed the offenses. The Match Commissioner and his absence the Referee may require to exclude a member of the match crew who is in his opinion is considered intoxicated
8. Doping is the use of a substance(s) that could have the effect of artificially improving the player's physical and /or mental condition and so augmenting artificially his athletic performance.
9. The FUFA and/or RADO may randomly ask players without prior notice to provide their organic substance samples for the doping tests.
10. Doping is strictly forbidden by the FUFA, CAF & FIFA. Possession, administration, trafficking and Consumption of WADA Banned Substance is forbidden and any person found to have indulged in such practices shall be sanctioned as deemed fit by the FJC
11. Any player who refuses to instantly provide such samples shall be shall be sanctioned as deemed fit by the FJC.

## 23 Appointment and Decisions of Match Officials

1. It is prohibited by this code to refuse the match officials appointed by FUFA or its designee.
2. It is prohibited by gestures, actions or words for members of the match crew or officials to disagree with the decisions of the Match Officials during Game Time and shall amount to misconduct
3. Violation of this article shall appropriately be sanctioned with a combination or one of the following;
  - i) An appropriate fine of at least 300UA
  - ii) Ban from the taking part in any FUFA match as a Match Crew Member for a minimum of 3 matches

4. A ban on taking part in any football-related activity for a maximum of two years by the culpable individual(s)
5. Any individual or club that delays a match and/or protest against the appointment of a referee in a manner that hinders the progress of a match, shall be fined 1000UAs and further disciplinary sanction deemed fit by the FJC may be applied

## 24 Conduct of the Match Crew

1. It is prohibited for a member of the match crew during Game Time to verbally assault or use any signs and gestures to abuse any other person.
2. Violation of the provision in par 1 shall be sanctioned with an appropriate fine of at least 500UA and a ban from the taking part in any FUFA match as a Match Crew Member for a minimum of 3 matches
3. It is prohibited for a member of the match crew during Game Time to physically assault any other person.
4. Violation of the provision in par 3 shall be sanctioned with an appropriate fine of at least 2000UA and a ban from the taking part in any FUFA match as a Match Crew Member for a minimum of 5 matches.
5. It is prohibited for members of the match crew to be involved in a brawl during game time. A person who is proven to be stopping or a victim of a brawl shall not be considered to have been involved in a brawl for purposes of this provision
6. Violation of the provision in par 5 shall be sanctioned with an appropriate fine of at least 2000UA and a ban from the taking part in any FUFA match as a Match Crew Member for a minimum of 5 matches to each individual considered to be involved in a brawl and an appropriate fine of at least 2000 UA to the Club to which the persons involved in brawl belong.

## 25 Safety and Security

1. It is the responsibility of the Home Team to ensure that adequate security and safety arrangements are made for the match crew and their property and that of the spectators. If the ground requires security protection to prevent spectators from interfering with the game, it shall be the duty of the home club to provide such security. The Referees shall not start the match if the security and safety measures are considered inadequate.
2. In event that the referee calls off the match for inadequate safety and security measures, the home club shall lose the match by forfeiture and or a fine of 1000UAs and further disciplinary sanction deemed fit by the FJC may be applied

3. Any Match Official who sanctions a match to be started and it is later proven that the security and safety measures were inadequate and the match gets abandoned by acts of lack of adequate security, such a match official shall be fined 500UAs and further disciplinary sanction deemed fit by the FJC
4. It is the responsibility of the Home Team to ensure that adequate security and safety arrangements are made for the Equipment and Personnel of the Commercial Partners (Sponsors and Broadcasters)
5. In event that there is damage to persons and equipment belonging to the Commercial Partners out of acts of violence and hooliganism, the home club and/or individuals found liable shall be liable to make good the damage caused, and shall also be sanctioned by the FJC in accordance with the gravity of the damage caused

## 26 General Duties

1. Persons bound by this Code shall be aware of the importance of their duties and concomitant obligations and responsibilities. In particular, persons bound by this Code shall fulfil and exercise their duties and responsibilities diligently, especially with regard to finance-related matters.
2. Persons bound by this Code shall respect FUFA's regulatory framework to the extent applicable to them.
3. Persons bound by this Code shall appreciate the impact their conduct may have on FUFA's reputation and shall therefore behave in a dignified and ethical manner and act with complete credibility and integrity at all times.
4. Persons bound by this Code must refrain from any activity or behaviour or any attempted activity or behaviour that might give rise to the appearance or suspicion of improper conduct as described in the sections that follow.
5. Violation of this article shall be sanctioned with an appropriate fine of at least 2000UA and/or a ban on taking part in any football-related activity for a maximum of two years.

## 27 Duty of Neutrality

1. In dealings with government institutions, national and international organisations, associations and groupings, persons bound by this Code shall, in addition to observing the basic rules of art. 30, remain politically neutral, in accordance with the principles and objectives of FUFA, the confederations, associations, leagues and clubs, and generally act in a manner compatible with their function and integrity.
2. Violation of this article shall be sanctioned with an appropriate fine of at least 500UA

and/or a ban on taking part in any football-related activity for a maximum of two years.

## 28 Duty of Loyalty

1. Persons bound by this Code shall have a fiduciary duty to FIFA, CAF, CECAFA, FUFA, Members of FUFA, the leagues and clubs.
2. Violation of this article shall be sanctioned with an appropriate fine of at least 1000UA and/or a ban on taking part in any football-related activity for a maximum of two years.

## 29 Duty of Confidentiality

1. Depending on their function, information of a confidential nature divulged to persons bound by this Code while performing their duties shall be treated as confidential or secret by them, if the information is given with the understanding or communication of confidentiality and is consistent with FUFA principles.
2. The obligation to respect confidentiality survives the termination of any relationship which makes a person subject to this Code.
3. Violation of this article shall be sanctioned with an appropriate fine of at least 100UA and/or a ban on taking part in any football-related activity for a maximum of two years.

## 30 Duty to Report

1. Persons bound by this Code who become aware of any infringements of this Code shall inform in writing, the secretariat and/or Chairperson of the FJC directly.
2. Anyone subject to this Code who makes an unfounded or irresponsible accusation may be sanctioned.
3. Failure to report such infringements shall be sanctioned with an appropriate fine of at least 1000 UA and/or a ban on taking part in any football-related activity for a maximum of two years.

## 31 Duty to Co-operate

1. Persons bound by this Code shall assist and cooperate truthfully, fully and in good faith

with the FJC at all times, regardless of whether they are involved in a particular matter as a party, as a witness, or in any other role. This requires, inter alia, full compliance with FJC requests, including without limitation requests to clarify facts; provide oral or written testimony; submit information, documents or other material; and disclose details regarding income and finances, if FJC deems it to be necessary.

2. Persons bound by this Code who are required to cooperate with the FJC in a specific case, regardless of whether they are involved as a party, as a witness, or in any other role, shall treat the information provided and their involvement strictly confidentially, unless otherwise instructed by the FJC.
3. Persons bound by this Code shall not take any action actually or apparently intended to obstruct, evade, prevent, or otherwise interfere with any actual or potential FJC proceedings.
4. In connection with any actual or potential FJC proceedings, persons bound by this Code shall not conceal any material fact; make any materially false or misleading statement or representation; or submit any incomplete, materially false or misleading information or other material.
5. Persons bound by this Code shall not harass, intimidate, threaten or retaliate against someone for any reason related to that person's actual, potential or perceived assistance to or cooperation with the FJC.
6. To the extent the parties fail to cooperate, the Investigatory Chamber, in preparing a final report based on the file in its possession, and the Adjudicatory Chamber, in reaching a decision based on the file in its possession, may take into account that behaviour and add the failure to cooperate as an additional charge for violation of the present Code.
7. If a party fails to cooperate with the investigations or adjudication, his or her conduct shall be taken as an admission to the allegations and or disciplinary charges issued by the chamber of the FJC
8. Violation of this article shall be sanctioned with an appropriate fine of at least 2000 UA and/or a ban on taking part in any football-related activity for a maximum of five years.

## 32 Conflicts of Interest

1. Persons bound by this Code shall not perform their duties (in particular, preparing or participating in the taking of a decision) in situations in which an existing or potential conflict of interest might affect such performance. A conflict of interest arises if a person bound by this Code has, or appears to have, secondary interests that could influence his ability to perform his duties with integrity in an independent and purposeful manner. Secondary interests include, but are not limited to, gaining any possible advantage for the persons bound by this Code themselves or related parties as defined in this Code.
2. Before being elected, appointed or employed, persons bound by this Code shall disclose any relations and interests that could lead to situations of conflicts of interest in the context of their prospective activities.
3. Persons bound by this Code shall not perform their duties (in particular preparing, or participating in, the taking of a decision) in situations in which there is a danger that a conflict of interest might affect such performance. Any such conflict shall be immediately disclosed and notified to the organisation for which the person bound by this Code performs his duties.
4. Violation of this article shall be sanctioned with an appropriate fine of at least 2500 UA and a ban on taking part in any football-related activity for a maximum of five years. In serious cases and/or in the case of repetition, a ban on taking part in any football-related activity may be pronounced for a maximum of ten years.

## 33 Offering and Accepting Gifts or other Benefits

1. Persons bound by this Code may only offer or accept gifts or other benefits to and from persons within or outside FUFA, or in conjunction with intermediaries or related parties as defined in this Code, where such gifts or benefits
  - i) have symbolic or trivial value;
  - ii) are not offered or accepted as a way of influencing persons bound by this Code to execute or omit an act that is related to their official activities or falls within their discretion;
  - iii) are not offered or accepted in contravention of the duties of persons bound by this Code;
  - iv) do not create any undue pecuniary or other advantage; and
  - v) do not create a conflict of interest.
2. Any gifts or other benefits not meeting all of these criteria are prohibited.
3. If in doubt, gifts or other benefits shall not be accepted, given, offered, promised, received, requested or solicited



4. In all cases, persons bound by this Code shall not accept, give, offer, promise, receive, request or solicit from anyone within or outside FUFA, cash in any amount or form.
5. If declining the gift or benefit would offend the giver on the grounds of cultural norms, persons bound by this Code may accept the gift or benefit on behalf of their respective organisation and shall report it and hand it over, where applicable, immediately thereafter to the competent body or to the Chairperson of the FJC
6. Violation of this article shall be sanctioned with an appropriate fine of at least 2500 UA as well as a ban on taking part in any football-related activity for a maximum of ten years. Any amount unduly received shall be included in the calculation of the fine. In addition to the fine, the gift or benefit unduly received should be returned, if applicable. In serious cases and/or in the case of repetition, a ban on taking part in any football-related activity may be pronounced for a maximum of fifteen years.

## 34 Commission

1. Unless covered by a genuine commercial agreement, persons bound by this Code shall not accept, give, offer, promise, receive, request or solicit commission for themselves or third parties for negotiating deals or conducting other business in connection with their duties.
2. Violation of this article shall be sanctioned with an appropriate fine of at least 2500 UA as well as a ban on taking part in any football-related activity for a maximum of two years. Any amount unduly received shall be included in the calculation of the fine. In serious cases and/or in the case of repetition, a ban on taking part in any football-related activity may be pronounced for a maximum of seven years.

## 35 Sanctions on breach of finance provisions

Any club that fails to comply with FCR or respective TOC rules provision on finance will be sanctioned in accordance with the FUFA Regulations for Rights, Marketing and Sponsorship.

## 36 Discrimination and Defamation

1. Persons bound by this Code shall not offend the dignity or integrity of a country, private person or group of people through contemptuous, discriminatory or denigratory words or actions on account of race, skin colour, ethnicity, nationality, social origin, gender, disability, language, religion, political opinion or any other opinion, wealth, birth or any other status, sexual orientation or any other reason.
2. Persons bound by this Code are forbidden from making any public statements of a

defamatory nature towards FUFA and/or towards any other person bound by this Code in the context of FUFA events.

3. Violation of this article shall be sanctioned with an appropriate fine of at least 2500 UA as well as a ban on taking part in any football-related activity for a maximum of two years. In serious cases and/or in the case of repetition, a ban on taking part in any football-related activity may be pronounced for a maximum of ten years.

## **37** Public Communication

### **1. Harmful Communication**

- i) Persons bound by this Code are prohibited from making public communications that are considered to harm another person and are incorrect in facts and/or inconsistent with FUFA Rules
- ii) Violation of this article shall be sanctioned with an appropriate fine of at least 1000 UA and/or a ban on taking part in any football-related activity for a maximum of five years.

### **2. Matters before Judicial Bodies**

- i) Parties to matters before FJC are prohibited from making public communications and/or discussions about the matter at hand.
- ii) Violation of article 34 par 2 (i) shall be sanctioned with an appropriate fine of at least 1000 UA and/or a ban on taking part in any football-related activity for a maximum of two years.
- iii) In event that the FJC finds that a person of the likely infringed party makes a public communication about a matter before any FJC, the FJC may decide that the matter is conclusively closed if deemed appropriate.

### **3. Sponsorship Matters**

- i) Persons bound by this Code are prohibited from making public communications that are considered to bring into disrepute and/or harm the objectives of the FUFA Registered football commercial partners.
- ii) Violation of this article shall be sanctioned with an appropriate fine of at least 1000 UA and/or a ban on taking part in any football-related activity for a maximum of five years.

#### 4. Match Officials

- i) Players, Coaches and Club Officials involved in a football match of a FUFA authorised or organised competition to be handled, or being handled or just been handled by match officials are prohibited from making public communications faulting or threatening or insinuating a situation of likely bias of the respective match officials in a manner that judicial bodies may find unsporting
- ii) Violation of this article shall be sanctioned with an appropriate fine of at least 500 UA and/or ban on taking part in any football-related activity for a maximum of two (2) years

## 38 Protection of Physical and Mental Integrity

1. Persons bound by this Code shall protect, respect and safeguard the integrity and personal dignity of others.
2. Persons bound by this Code shall not use offensive gestures and language in order to insult someone in any way or to incite others to hatred or violence.
3. Harassment is forbidden. Harassment is defined as systematic, hostile and repeated acts intended to isolate or ostracize or harm the dignity of a person.
4. Sexual exploitation and harassment are forbidden.
5. Threats, the promise of advantages and coercion are particularly prohibited.
6. Violation of this article shall be sanctioned with an appropriate fine of at least 500 UA and/or ban on taking part in any football-related activity for a maximum of three years. In serious cases and/or in the case of repetition, a ban on taking part in any football-related activity may be pronounced for a maximum of five years.

## 39 Forgery and falsification

1. Persons bound by this Code are forbidden from forging a document, falsifying an authentic document or using a forged or falsified document.
2. Violation of this article shall be sanctioned with an appropriate fine of at least 500UA and a ban on taking part in any football-related activity for a maximum of two (2) years.

## 40 Abuse of position

1. Persons bound by this Code shall not abuse their position in any way, especially to take advantage of their position for private aims or gains.
2. Violation of this article shall be sanctioned with an appropriate fine of at least 5000 UA and/or ban on taking part in any football-related activity for a minimum of two years. The sanction shall be increased accordingly where the person holds a high position in football, as well as in relation to the relevance and amount of the advantage received.

## 41 Bribery

1. Persons bound by this Code shall not accept, give, offer, promise, receive, request or solicit any personal or undue pecuniary or other advantage in order to obtain or retain business or any other improper advantage to or from anyone within or outside FUFA. Such acts are prohibited regardless of whether carried out directly or indirectly through, or in conjunction with, third parties. In particular, persons bound by this Code shall not accept, give, offer, promise, receive, request or solicit any personal or undue pecuniary or other advantage for the execution or omission of an act that is related to their official activities and is contrary to their duties or falls within their discretion.
2. Persons bound by this Code shall refrain from any activity or behaviour that might give rise to the appearance or suspicion of a breach of this article.
3. Violation of this article shall be sanctioned with an appropriate fine of at least 10,000 UA as well as a ban on taking part in any football-related activity for a minimum of five years. Any amount unduly received shall be included in the calculation of the fine. The sanction shall be increased accordingly where the person holds a high position in football, as well as in relation to the relevance and amount of the advantage received.

## 42 Misappropriation of funds

1. Persons bound by this Code shall not misappropriate funds of FUFA, the Members of FUFA, leagues or clubs, whether directly or indirectly through, or in conjunction with, third parties.
2. Persons bound by this Code shall refrain from any activity or behaviour that might give rise to the appearance or suspicion of a breach of this article.
3. Violation of this article shall be sanctioned with an appropriate fine of at least 20,000UA as well as a ban on taking part in any football-related activity for a minimum

of five (5) years. The amount of misappropriated funds shall be included in the calculation of the fine. The sanction shall be increased accordingly where the person holds a high position in football, as well as in relation to the relevance and amount of the advantage received.

## 43 Manipulation of football matches or competitions

1. Persons and Clubs bound by this code are forbidden directly or indirectly from an intentional arrangement, act or omission aimed to influence for an improper purpose the result, progress, conduct or any other aspect of, or occurrence in or in connections with, a football match or competitions. In particular, persons bound by this Code are prohibited from: -
  - i) Accepting, giving, offering, promising, receiving, requesting or soliciting any pecuniary or other advantage, on behalf of himself or a third party, in relation to the manipulation of football matches and competitions.
  - ii) Taking action reasonably likely to ensure the occurrence of a particular incident in a match (including, in particular, associated with a betting arrangement), other than for legitimate tactical sporting reasons within the rules of Sport, for which any money, benefit or reward is expected.
  - iii) Deliberate underperformance by players or match officials or withdrawal from a match for non- genuine reasons for benefit or reward (including, but not limited to actions or omissions associated with a betting arrangement).
  - iv) Attempting to influence or influencing a match official regarding the outcome of a match and a Match official deliberately misapplying the rules of a match.
  - v) Interference with play, equipment or playing conditions (including, but not limited to actions or omissions associated with a betting arrangement).
  - vi) accepting, giving, offering, promising, receiving a bonus for winning a match where the party promising or giving or offering will directly and sportingly benefit from the results of the match.
  - vii) knowingly helping with, covering up or otherwise being complicit in any of the actions listed in clauses 1(i)-(vi)
  - viii) inducing, instructing, encouraging or facilitating anyone to engage in any of the actions listed in clauses 1(i)-(vi).
2. The FJC may remove a match schedule from the fixture any time before kick- off in

event receipt of information of Predetermined Match Statistics. Any person who undertakes any sporting or administrative role in a match that has been removed from the fixture shall be liable to disciplinary sanctions.

3. Any form of aid, abetment or attempt by a Participant that could culminate in a violation of this Article shall be treated as if a violation had been committed, whether or not such an act in fact resulted in a violation and/ or whether that violation was committed deliberately or negligently.
4. Violation of this article shall be sanctioned with one or a combination of the following sanctions: -
5. For natural persons
  - i) Appropriate fine of at least 3000 UA
  - ii) a ban on taking part in any football-related activity for a minimum of one (1) year and a maximum of life ban.
  - iii) Any other sanction deemed appropriate by the Adjudicatory Chamber.
6. For entities and Clubs
  - i) An Appropriate fine of not less than 5,000 UA.
  - ii) Annulment of the Match Statistics and Results.
  - iii) Return of Awards.
  - iv) Relegation to lower division league.
  - v) Exclusion from a particular competition.
  - vi) Deny the opportunity to represent Uganda in International Events.
  - vii) Starting the subsequent season with 10 points and 10 Goals deduction.

## **44** Failure to Recognize, Report and Resist Match Statistics Manipulation

1. Failing to recognise information, conduct, actions and incidents that imply manipulation of match results violates this code on matters of Manipulation of Match Statistics and may lead to Disciplinary Action. Violation of this article shall be sanctioned with an appropriate fine of at least 1000 UA as well as a ban on taking part in any football-related activity for a minimum of six (6) months but not exceeding five (5) years.
2. Failing to report to the FJC or a relevant disclosure/reporting mechanism or authority, at the first available opportunity, full details of any approaches or invitations received by the internal football stakeholders to engage in conduct or incidents that could amount to a violation of this Code shall be liable for Disciplinary action. Violation of this article shall be sanctioned with an appropriate fine of at least 2000 UA as well as a ban on taking part in any football-related activity for a minimum of one (1) year but not exceeding five (5) years.
3. Failing to report to the FJC or a relevant disclosure/reporting mechanism or authority,

at the first available opportunity, full details of any incident, fact or matter that comes to the attention of the Participant (or of which they ought to have been reasonably aware) including approaches or invitations that have been received by another Participant to engage in conduct that could amount to a violation of this Code shall be liable for disciplinary action. Violation of this article shall be sanctioned with an appropriate fine of at least 2000 UA as well as a ban on taking part in any football-related activity for a minimum of one (1) year but not exceeding five (5) years.

4. Failing to resist approaches or invitations to undertake actions that lead to Manipulation of Match Statistics may lead to disciplinary action. Violation of this article shall be sanctioned with an appropriate fine of at least 5000 UA as well as a ban on taking part in any football-related activity for a minimum of two (2) years but not exceeding Ten (10) years.

## 45 Failure to Co-operate

**Persons bound by this Code Shall be liable for Disciplinary Action for: -**

1. Failing to cooperate with any investigation carried out by the FUFA Ethics and Disciplinary Committee in relation to a possible breach of Article 41, including, without limitation, failing to provide accurately, completely and without undue delay any information and/or documentation and/or access or assistance requested by the competent body as part of such investigation.
2. Obstructing or delaying any investigation that may be carried out by the FUFA Ethics and Disciplinary Committee in relation to a possible violation of Article 41, including without limitation concealing, tampering with or destroying any documentation or other information that may be relevant to the investigation.
3. Violation of this article shall be sanctioned with an appropriate fine of at least 1000 UA as well as a ban on taking part in any football-related activity for a minimum of six (6) months but not exceeding five (5) years.

## 46 Inside information.

1. Persons bound by this code are prohibited from: -
  - i) Using inside Information for the purposes of Betting, any form manipulation of sports competitions or any other corrupt purposes whether by the Participant or via another person and/or entity.
  - ii) Disclosing inside Information to any person and/or entity, with or without Benefit, where the Participant knew or should have known that such disclosure might lead to the information being used for the purposes of Betting, any form of manipulation of competitions or any other corrupt purposes.

- iii) Giving and/or receiving a Benefit for the provision of Inside Information regardless of whether any Inside Information is actually provided.
- iv) Violation of this article shall be sanctioned with an appropriate fine of at least 2000 UA as well as a ban on taking part in any football-related activity for a minimum of six (6) months but not exceeding five (5) years

## 47 Predetermined Match Statistics

1. Predetermination of Football Match Statistics is strictly prohibited. Any individuals found to have failed to recognise or report or resist engagement in predetermination of football match statistics shall be sanctioned in accordance with this code.
2. Clubs and Teams whose matches are found to be involved in predetermination of results knowingly or unknowingly shall be sanctioned with one or a combination of the following;
  - i) An Appropriate fine of not less than 5,000 UA.
  - ii) Annulment of the Match Statistics and Results.
  - iii) Return of Awards.
  - iv) Relegation to lower division league.
  - v) Exclusion from a particular competition.
  - vi) Deny the opportunity to represent Uganda in International Events.
  - vii) Starting the subsequent season with 10 points and 10 Goals deduction.

## 48 Betting.

1. Persons bound by this code are forbidden from betting, gambling or entering into any other form of financial speculation on any sports games in the world whether connected to football or not.
2. Violation of the article above shall be sanctioned with an appropriate fine, suspension or ban
3. Persons bound by this Code shall not have any interests, either directly or indirectly (through or in conjunction with third parties), in entities, companies, organisations, etc. that promote, broker, arrange or conduct betting, gambling, lotteries or similar events or transactions connected with football matches and competitions. Interests include gaining any possible advantage for the persons bound by this Code themselves and/or related parties.
4. Provided that the relevant conduct does not constitute another violation of this Code, violation of the article 49(3) shall be sanctioned with an appropriate fine of at least 1000 UA and a ban on taking part in any football-related activity for at least two years. Any amount unduly received shall be included in the calculation of the fine



## PART 3: ORGANISATION AND PROCEDURE

### Chapter 1: Organization

## 49 FUFA Judicial Commission (FJC)

1. There shall be a FUFA Judicial commission established by the FUFA statutes.
2. The Judicial powers of FUFA shall be executed by the FUFA Judicial Commission (FJC) composed of the following;
  - i) Chairperson
  - ii) Deputy Chairperson
  - iii) Referees Disciplinary Panel
  - iv) Dispute Resolution Chamber
  - v) FUFA Disciplinary Panel (FDP)
  - vi) Investigatory Chamber
  - vii) Adjudicatory Chamber
  - viii) Appeals Committee
3. The Chairperson shall responsible for:
  - i) The supervisory and administrative roles of the FJC
  - ii) Direct and enforce the Judicial Process at FUFA
  - iii) Ensure Fast & Fair Justice for all the parties before the FJC
  - iv) Allocate Matters to Different Judicial Units
4. There shall be a Deputy Chairperson who will act as the Chairperson in absence or upon delegation by the Chairperson.

## 50 General Provisions

### Jurisdiction of the FJC is as follows:

1. Match Official;
  - i) Decisions taken by the referee on the field of play are final and may not be reviewed by FDP or any FUFA judicial bodies.
  - ii) In cases where a decision by the referee involves an obvious error (such as mistaking the identity of the person penalized), only the disciplinary consequences of that decision may be reviewed by the disciplinary bodies. In cases of mistaken identity, disciplinary proceedings may, in accordance with these regulations, be opened only against the person who was actually at fault.

- iii) A protest against a caution or expulsion from the field of play after two cautions is admissible only if the referee's error was mistaken identity of the player.
- 2. FJC also has jurisdiction to sanction any breach of FUFA Statutes and Regulations on matters which do not come under the Jurisdiction of another body of FUFA
- 3. Where specific disciplinary action has not been specified in these rules, the respective judicial unit shall appropriately impose one or more of disciplinary actions listed in article 6 of these rules to the offending party both natural and legal persons
- 4. The magnitude of a disciplinary action (s) may be determined by FJC in line with magnitude of the default. The disciplinary action may be increased for cases of repeated violations
- 5. FJC may suspend the Disciplinary actions for the following reasons;
  - i) To be taken as a warning to deter reoccurrence and once there is reoccurrence the full Disciplinary action is enforced
  - ii) To be applied at a later stage in order not to affect the sporting competition
- 6. In cases of serious misconduct, disciplinary action may be taken even if the referee and his assistants did not see the event in question and were therefore unable to take any action.
- 7. The provisions of these regulations relating to protests against match results affected by a referee's decision that was an obvious violation of a rule remain applicable.

## 51 The FUFA Disciplinary Panel (FDP)

- 1. The FDP shall be composed of the Chairperson and two (2) members.
- 2. The FUFA Disciplinary Panel shall be responsible for analyzing and determining matters of infringement to FUFA Rules as obtained from;
  - i) match Reports
  - ii) media reports
  - iii) protests
  - iv) whistle blowers
  - v) assignment by Chairperson of the FJC
- 3. FDP shall have jurisdiction to interpret and apply FUFA Rules in matters of competitions and those matters that do not require intensive investigations as assigned by the Chairperson of the FJC

4. FDP will serve the other party with a charge or petition and require the other party to file its written response to the charge within the prescribed time. Shorter time within which to respond may be given depending on the circumstances and urgency of the case.
5. In case no response is received by the panel within the prescribed time, the panel shall determine the charge with the information at its disposal.
6. The standard of proof shall be to the comfortable satisfaction of the panel in determining all cases with or without a response to the charge.
7. Service and filing of documents before the FDP shall always be official means of communication stated here in these regulations by way of email, the time shall start counting from the time the email was sent. Failure to open or reading an email shall not be admitted as an excuse for failing to comply with the time lines
8. The FDP shall pass decisions only when at least two (2) members are present, save for exceptions under Article 51 (9) below.
9. The chairperson or a member authorized in writing by the Chairperson shall have jurisdiction to rule alone if:
  - i) The sanction does not exceed a suspension of 5 matches or three months
  - ii) The sanction imposed does not exceed a fine of 5000 UA
  - iii) Both sanctions 51(9)(i) and 51(9)(ii) above are imposed concurrently.
10. A Participant who has been notified of the decision of FDP shall have a right to appeal to the FUFA Appeals Committee within seven (7) days from the date of receipt of the decision. Only FUFA Appeals Committee shall have the powers to extend the time on application by the party in default.
11. An appeal shall only be received with a receipt of appeal fees for 500UAs. Where the Participant is a Player, Official or Club then the written request must be forwarded on behalf of the Member Club
12. Regional Member Associations and or authorized competitions may appoint the Tournament disciplinary panel and FJC shall be the final appellant body of such a panel

## 52 FUFA Ethics and Disciplinary committee

1. The FUFA Ethics and Disciplinary committee has the competence to investigate and judge the conduct of all persons bound by this code.
2. The FUFA Ethics and Disciplinary committee shall be composed of the investigatory chamber and the adjudicatory chamber. Each with distinguished members and jurisdiction.

## 53 Investigatory Chamber

1. The Investigatory Chamber shall have the beginning jurisdiction to investigate Off-field matters specifically though not limited to; to ensure the integrity of Match Statistics, the fight against discrimination and doping by the players, elimination of the financial impropriety and inculcating ethical and moral values to the players, coaches, referees, officials and generally members and employees of Association football family
2. The Investigatory Chamber shall be composed of the Chairperson and two (2) members.
3. The Investigatory Chamber shall be responsible for
  - i) Undertaking investigations as directed by the Chairperson of the FJC
  - ii) Dropping investigations that are found not to be worthwhile to pursue
  - iii) Clearing Parties found not to have infringed on FUFA Rules and/or this code
  - iv) Exercising the right of Plea Bargain as provided for in this code
  - v) Causing Adjudication on matters found to be in infringement to FUFA Rules and/or this code
  - vi) Defending Investigation Final Report before Adjudicatory Chamber.
4. The chairperson of the investigatory chamber shall have powers to appoint a member independent of the Chamber or an expert to support or carry out the investigations, compile and present areport to adjudicatory Chamber and recommend a disciplinary sanction, if need arises.
5. If in the process of investigations, the FJC finds any entity to have contravened with these rules or any other rules as reported or as investigations may reveal, these or any other rules shall be evoked as the case may be but in any case, shall not alter the results of any match that was played more than thirty (30) days before the findings and in such a case, an alternative disciplinary action by the FJC shall be applied to the defaulting entity

## 54 Adjudicatory Chamber

1. The Adjudicatory Chamber shall be composed of the Chairperson, Vice Chairperson and three (3) members.
2. The Adjudicatory Chamber shall be responsible for
  - i) Receiving the Investigation's Final Report from the Investigatory Chamber
  - ii) Determining to Continue with Adjudication or Close the File
  - iii) Accepting or Rejecting the Plea Bargain if applied for
  - iv) Hearing and Determining Cases before it

## 55 The FUFA Appeals Committee.

1. The FAC is responsible for deciding appeals against decisions that FUFA regulations do not declare as final or referable to another body of the following bodies:
  - i) FDP
  - ii) Adjudicatory Chamber
  - iii) Referees Disciplinary Panel
  - iv) Dispute Resolution Chamber

## 56 Secretariats

1. The general secretariat of FUFA shall provide the FJC with a secretariat support staff with sufficient knowledge of FUFA Rules. The secretariat shall take care of the filing of the case files, which must be kept for at least ten (10) years.
2. The secretariat shall take charge of the administrative and legal work related to proceedings and provide support to the FJC for the completion of its tasks; in particular, it shall draft the minutes and any other document required by the respective members or bodies of the FJC.

## 57 Independence and Withdrawal

1. The FUFA secretariat support staff, members of the FJC and officials appointed by the FJC to undertake FUFA Judicial functions shall manage their investigations and proceedings and render their decisions entirely independently and shall avoid and report any third-party influence.
2. The members of the FJC and their immediate family members shall not belong to any other judicial body within FUFA, to the FUFA Executive Committee or to any standing committee of FUFA.
3. A FUFA secretariat support staff or a member of the FJC or officials appointed by the FJC to undertake FUFA Judicial functions shall decline to participate in any FJC proceedings concerning a matter where there are serious grounds for questioning his impartiality.
4. The foregoing shall apply, in particular, in the following cases:
  - i) if the member in question has a direct interest in the outcome of the matter;
  - ii) if the member has a personal bias or prejudice concerning a party; or personal, first-hand knowledge of disputed evidentiary facts material to the proceedings; or has expressed an opinion, other than as part of the proceedings in question, concerning the outcome of the proceedings; or when the immediate family of the

member is a party to the subject matter in controversy, is a party to the proceedings or has any other interest that could be substantially affected by the outcome of the proceedings and his impartiality;

iii) if the member has already dealt with the case in a different function other than his function as a member of the FJC.

5. Members who decline to participate shall notify the chairperson immediately.
6. An objection against a member of any FJC believed to be biased must be submitted to the secretariat within five days following the identification of the grounds for non-participation, failing which, such objection shall be deemed waived. The claim must cite the grounds and, if possible, be substantiated.
7. The chairperson of the FUFA Judicial Commission or his or her Deputy shall decide whether any such claim is valid if the member in question has not declined to participate of his own accord.

## 58 Confidentiality

1. The members of the FJC and the members of the secretariats shall ensure that everything disclosed to them during the course of their duty remains confidential, in particular, deliberations and private personal data in compliance with this Code.
2. Notwithstanding 58(1) above, the Chairperson of the respective FJC, if deemed necessary and in an appropriate form, inform the public about or confirm ongoing or closed proceedings, and rectify information that is wrong or rumours. Any release of such information shall respect the presumption of innocence and the personality rights of those concerned.
3. The Chairperson of the FJC may, in an appropriate form and/or via the official FUFA Communications Platforms inform the public about the reasons for any decision and/or the closure of any investigation. In particular, the chairperson may decide to publish the decision taken, partly or in full, provided that the names mentioned in the decision (other than the ones related to the party) and any other information deemed sensitive by the Chairperson, are duly anonymised.
4. In the event of a breach of this article by a member of the FJC, the relevant member shall be suspended by a decision taken by the FUFA Executive Committee until the next FUFA General Assembly.

## Chapter I: Procedure

### 59 Parties

1. Only the accused are deemed to be parties.

### 60 Protests and Petitions (DETAILED PROCEDURE)

1. Match officials shall receive all petitions logged in connection with the match in question and shall forward the same to the TOC within 48 hours from the date of the match. For validity of a petition, it must be logged before kick-off of the match
2. Any protest or petition by entities, Clubs, officials or individuals relating to misconduct or breach of any of the FIFA, CAF or FUFA Rules and Regulations shall be filed in writing and delivered directly to FUFA Secretariat or send in PDF to [fjc@fufa.co.ug](mailto:fjc@fufa.co.ug). The petitions or protests relating to misconduct or breach of the FUFA regulations shall be free of charge.
3. Only protests and petitions filed or submitted to the above address within 48 hours from the date the breach or incident or misconduct took place may affect the results of the match, only protests or petitions that substantially affect the integrity of the game might result into alteration of the results of the match as shall be adjudged by the FJC
4. Petitions or protests filed on the address stated in Article 60 (2) beyond 48 hours but not exceeding 30 days shall be admitted and adjudged by the FJC which shall pronounce sanctions and fines, but no decision shall be made to affect the result of the match.
5. A protest or petition shall only be admitted if it clearly states the details of the complainant and details of the party in breach, the details of the complaint, the date and place when and where the incident took place, relevant evidence and documents to support the claim that the petitioner or complainant intends to rely on to support the petition or protest.
6. Except in urgent matters, any petition or protest that raises a prima facie case shall be served on the affected party to file a response with the time prescribed by the judicial body
7. Any party that is dissatisfied with the decision of the first instance body shall file an appeal to the appellate body subject to payment of an appeal fees of UGX 500,000 to the FUFA bank accounts. An appeal without proof of payments shall not be admitted.

8. An appeal perse shall not suspend the effect of the decision passed by the first instance body. The appellate body shall have jurisdiction to provisionally suspend the effect of the decision upon application by the appellant. It shall be the discretion of the appellate body to provisionally suspend the effect of the decision pending determination of the appeal.

## 61 Representation

1. During any dealings with the FJC, parties and other persons bound by this Code may have legal representation at their own cost and expense provided that they notify the relevant judicial body both of the fact that they are to be represented and of the identity of the representatives by the date on which the Reply is served.
2. The legal representative shall only be allowed to proceed before the FJC upon presentation of a duly registered power of attorney and a valid practising certificate. The FJC can limit the number of legal representatives of a party if deemed excessive.

## 62 Language

1. The language used in formal communications and proceedings shall be English.
2. The Chairperson of FJC may grant the request of the Investigatory Chamber or the parties to use another language for better communication of the parties. If necessary, use of the services of an interpreter may be acquired at the cost of the party requesting
3. The Adjudication Proceedings shall be taken in the language used during the relevant proceedings.

## 63 Notification of Decisions and other Documents

1. Decisions and other documents shall be sufficiently communicated and notified by email, electronic communication and may be followed by registered letter.
2. Decisions and other documents intended for persons bound by this Code may be addressed to the person directly and/or to the association/club concerned on condition that it forwards the documents to the intended recipient. In the event that the documents were not also or solely sent to the party concerned, these documents shall be considered to have been communicated properly to the ultimate addressee four days after communication of the documents to the association/club.
3. Notification of a decision shall be effected by publication on the FUFA Official



Communications Platforms where:

- i) the whereabouts of the party are unknown and cannot be ascertained despite making reasonable enquiries;
  - ii) service is impossible or would lead to exceptional inconvenience; or
  - iii) a party has not provided a means of contact despite being instructed to do so.
4. Notification via the FUFA Official Communications Platforms is deemed accomplished on the day of publication.

## 64 Effect of Decisions

1. Decisions passed by the FJC shall come into force as soon as they are communicated.
2. Only the Chairperson may accept and communicate the rectification of any obvious errors at any time.

## 65 Various Types of Proof and Evidence

1. Any type of proof may be produced.
2. Types of proof include, in particular:
  - i) recorded testimonies and witnesses.
  - ii) Admissions
  - iii) Documents relevant to prove or disprove facts
  - iv) Presumptions of football rules and regulations
  - v) Ocular observations by the committee or panel in its judicial capacity.
  - vi) reports from officials;
  - vii) declarations from the parties;
  - viii) declarations from witnesses;
  - ix) audio and video recordings;
  - x) expert opinions;
  - xi) all other proof that is relevant to the case.
  - xii) Reports from Match Statistics Manipulation Service providers hired by FUFA
3. During the investigation, where oral testimony is given, such testimony may be given in person, by telephone or via video.
4. In cases of match manipulation, the committee shall pass sanctions based solely on betting fraud detection systems reports and Match intelligence Status reports from sports integrity monitoring companies if the reports meet the standard of proof required under this code.
5. The provisions of the Evidence Act shall not be applicable to the proceedings under this Code
6. The FJC shall have absolute discretion regarding proof.

## 66 Standard and Burden of Proof

1. The members of the FUFA Judicial bodies shall judge and decide on the basis of their comfortable satisfaction.
2. The burden of proof regarding breaches of provisions of the Code rests on the investigatory chamber of the FUFA Ethics and Disciplinary Committee.
3. For matters of Manipulation of Match Statistics

## 67 Anonymous Participants in Proceedings

1. When a person's testimony in ethics proceedings conducted in accordance with this Code could lead to threats to his person or put him or any person particularly close to him in physical danger, the chairperson of the competent chamber or his deputy may order, *inter alia*, that:
  - i) the person not be identified in the presence of the parties;
  - ii) the person not appear at the hearing;
  - iii) the person's voice be distorted;
  - iv) the person be questioned outside the hearing room;
  - v) the person be questioned in writing through the chairperson of the competent chamber or his deputy;
  - vi) all or some of the information that could be used to identify the person be included only in a separate, confidential case file.
2. If the FJC is convinced to its comfortable satisfaction by the evidence or testimony of anonymous participant, the FJC may not request for other corroborating evidence or testimony but proceed to impose a sanction under this Code:
3. If no other evidence is available to corroborate the testimony provided by the anonymous person concerned, such testimony may only be used in the context of imposing sanctions under this Code if:
  - i) the parties as well as their legal representatives had the opportunity to pose questions to the person concerned at least in writing; and
  - ii) the members of the judicial body had the opportunity to interview the person concerned directly and in full awareness of his identity and to assess his identity and record in full.
4. Disciplinary measures shall be imposed on anyone who reveals the identity of any person granted anonymity under this provision or any information that could be used to identify such person.

## 68 Identification of Anonymous Participants in Proceedings

1. To ensure their safety, persons granted anonymity under art. shall be identified behind closed doors in the absence of the parties. This identification shall be conducted by the chairperson of the competent chamber alone, his deputy or all the members of the competent chamber together, and shall be recorded in minutes containing the relevant person's personal details.
2. These minutes shall not be communicated to the parties.
3. The parties shall receive a brief notice which:
  - i) confirms that the person concerned has been formally identified; and
  - ii) contains no details that could be used to identify such person.

## 69 Beginning and End of Time Limit

1. Time limits notified directly to the party or to a representative appointed by the party shall commence the day after receipt of the notification.
2. Where a document is sent to a person through the respective member association and is not also sent to the person concerned or his legal representative, the time limit shall commence four days after receipt of the document by the association responsible for forwarding it. Where the document was also sent to the person concerned or his legal representative, the time limit shall commence on the day after receipt of the document in question.
3. If the last day of the time limit coincides with a public holiday in the place of domicile of the person required to comply with the document by a certain deadline, the time limit shall expire on the next working day.

## 70 Compliance

1. The time limit has been met only if the action required has been carried out before expiry of the time limit.
2. The document must be submitted by email, to the email address indicated in the correspondence sent from the respective secretariat, to the relevant body no later than midnight on the last day of the time limit.
3. Costs and fees payable are considered to have been paid in time if the payment has irreversibly been made to FUFA's account by midnight on the last day of the time limit.

## 71 Extension

1. Time limits set forth in this Code may not be extended.
2. Time limits set by the FJC may be extended upon reasoned request. A time limit may only be extended for a second time in exceptional circumstances.
3. If an extension of the time limit is refused, two extra days may be granted. In emergencies, the refusal to grant the extension may be announced orally.

## 72 Suspension or Continuation of Proceedings

1. In the event that a person bound by this Code ceases to serve in his function during proceedings, the FJC shall remain competent to continue investigatory proceedings and/or render a decision.
2. In the event that a person bound by this Code ceases to serve in his function, the Investigatory Chamber may initiate and conduct the investigation, create a final report and hand it over to the Adjudicatory Chamber. The Adjudicatory Chamber may suspend the proceedings or take a decision as to the substance and impose appropriate sanctions.

## 73 Procedural Costs

The procedural costs are made up of the FJC's costs and expenses incurred in connection with the investigation and adjudicatory proceedings.

## 74 Procedural costs in case of closure of proceedings or acquittal

1. Except as otherwise provided herein, in the event of closure of proceedings or acquittal, the procedural costs shall be borne by FUFA.
2. A party may be ordered to pay the procedural costs in part or in full in the event of closure of proceedings or acquittal if he culpably caused the proceedings to be initiated or hindered the conduct of the proceedings.

## 75 Procedural costs if sanctions are imposed

1. Procedural costs shall be borne by the party that has been sanctioned.

2. If more than one party is sanctioned, the procedural costs shall be assessed proportionally in accordance with the degree of guilt of the parties.
3. Part of the procedural costs, in particular the costs of the investigation proceedings, may be borne by FUFA, as appropriate in respect of the imposition of sanctions.
4. The procedural costs may be reduced or waived in exceptional circumstances, in particular taking into account the party's financial circumstances.

## 76 Procedural Compensation

No procedural compensation shall be awarded in proceedings conducted by the FJC.

### Chapter 2: Investigation Proceedings

## 77 Procedural steps of Investigation.

1. The secretariat of the investigative chamber upon receipt or notification of any potential breach of this Code from sources including but not limited to media reports, match reports, whistle blowers, FUFA integrity reports, betting reports and official complaints shall with the guidance of the chairperson of the I.C carry out an initial evaluation of the documents and information.
2. There is no entitlement for proceedings to be opened following submission of a complaint.
3. After evaluation of the documents and information in (I) above, the secretariat shall, with the guidance of the Chairperson of the I.C determine whether to proceed with the preliminary investigation or not.
4. Acting on the instructions of the Chairperson of the I.C, the Secretariat may proceed with the preliminary investigation into the potential breach of this Code based on the documents and information evaluated. This may include, in particular, engaging third parties under the leadership of the Chairperson with investigative duties, appointing independent investigator, collecting written information, requesting documents and obtaining witness statements.
5. The chairperson of the investigatory chamber may initiate preliminary investigations at their own discretion and at any time.
6. If upon consideration of the preliminary investigation, the Chairperson of the I.C or his designee finds the preliminary information sufficient for adjudication, may instruct the

secretariat to forward the charge to the adjudication chamber for determination.

7. If the Investigatory Chamber deems that there is no prima facie case, it shall not open any investigation proceedings and it shall close the case and inform the parties.

**A. Opening of investigation proceedings**

8. If the preliminary investigation is found to establish a prima facie case, the chairperson of the investigatory chamber or his/her designee shall open investigation proceedings. The chamber shall examine aggravating and mitigating circumstances equally.

**B. Chief of Investigation**

9. The chairperson may conduct investigations him or herself or may appoint another member of the I.C. or an independent expert or any person with the requisite knowledge about the matter being investigated to assist the Chairperson or to conduct the investigations independently.
10. The Chairperson or the person appointed to conduct the investigations shall be the chief of Investigations
11. The chairperson shall have powers to recall and take over investigations at any stage from the appointed chief of investigation and once the Chairperson takes over investigation, the appointed investigator shall cease to conduct investigations and handover the files to the Chairperson.
12. With the assistance of the secretariat, the chief of the investigation shall investigate by means of written enquiries and written or oral questioning of the parties and witnesses, examining betting reports, audio and video recordings. He may also undertake any further investigative measures relevant to the case; in particular, he may verify the authenticity of documents relevant to the investigation by procuring affidavits.
13. The parties shall be notified of the possible rule violation. Limited exceptions to this rule may be made for safety and security reasons or if such disclosure would interfere with the conduct of the investigation.
14. If the chief of the investigation considers the investigation to be adequate, he/she shall inform the parties that the investigation proceedings have been concluded and shall forward the investigation files and the final report containing all the relevant facts and evidence to the Adjudicatory Chamber and recommend the possible rule

violation and sanctions.

15. If proceedings have been closed, the Investigatory Chamber may reopen the investigation if new facts or evidence come to light that suggest a potential breach.

## 78 **Conditions, Jurisdiction & Procedure for Provisional Sanctions**

1. At any time during the investigations, the Chairperson or Deputy Chairperson of the investigatory Chamber or the appointed Chief of sanctions may issue or grant provisional suspension where he/she is satisfied that the serious nature and or factual circumstances of the allegation(s) under investigation are such that the participant's continued participation in football would affect the integrity of football, or would affect the public's confidence in the integrity of football, or to avoid irreparable harm to the competitions and in order to ensure that investigation proceedings are not interfered with or when in his/her discretion a breach of this Code appears to have been committed and a decision on the merits of the case may not be taken early enough.
2. The provisional measures issued by the Chairperson or deputy chairperson of the investigatory Chamber, or the appointed chief of investigations may be appealed to the Chairperson or Deputy Chairperson of the Adjudicatory Chamber within five days of the notification of the provisional suspension or sanctions.
3. Provisional sanctions shall start on the date on which it is notified (or deemed to be notified) by the Chairperson or deputy or chief of investigations and shall end with the final decision of the adjudicatory chamber in any case not exceeding 90 days. In exceptional circumstances, the provisional sanctions may be extended by the Chairperson of the Adjudicatory Chamber upon the request of the Chairperson or deputy Chairperson of the Investigatory Chamber for an additional period not exceeding 45 days.
4. Where adjudicatory proceedings are opened against a person who is under a provisional sanction, such provisional sanction shall remain in place until the final determination of the case.
5. A party to the proceedings may file an appeal against the provisional sanctions with the Chairperson of the Adjudicatory Chamber within five (5) days of the notification of the provisional sanctions.
6. The petition of appeal shall be filed to [fjc@fufa.co.ug](mailto:fjc@fufa.co.ug) delivered directly to Adjudicatory Chamber secretariat within the same time limit. The petition of appeal filed shall only be admitted if accompanied with proof of payment (banking

slip) of appeal fees of 500 UA.

7. The petition of appeal shall only be admitted if it clearly states that the body whose decision is appealed against misinterpreted or failed to comply with the provisions of this Code relevant to its decision; and/or came to a decision to which no reasonable such body could have come; and/or that the provisional suspension was excessive.
8. The Chairperson of the Adjudicatory Chamber shall decide on the appeal without delay based on the file or he/she may decide to hear the Appellant or their legal representatives' oral submissions.
9. The appeal shall not have suspensive effect.

## 79 Plea Bargain (Application of a Sanction by Mutual Consent)

1. At any time during the investigation, but at the latest when the case is about to be decided by the Adjudicatory Chamber or before the hearing as provided for by art. 81 (5) of the present code the parties may enter into an agreement with the Chairperson of the Investigatory Chamber for the application of a sanction by mutual consent.
2. Should the Chairperson of the Adjudicatory Chamber consider that the agreement complies with this Code and the sanction settled is correctly applied, the agreement becomes immediately effective and the settled sanction becomes final and binding, and is not subject to any further appeal.
3. Should any monetary sanction provided by the plea agreement not be fully executed by the party concerned within 15 days of the date of the decision, the agreement is automatically revoked.
4. Should any compliance training and/or social work provided by the plea agreement not be fully executed by the party concerned within the terms established within the agreement, the agreement is automatically revoked.
5. Whenever the plea agreement is revoked, the Adjudicatory Chamber shall decide the case within the 60 days that follow on the basis of the file, and no further plea agreement will be allowed between the parties concerned and the Chair of the Investigatory Chamber.
6. No plea agreement shall be allowed concerning sanctions related to Competitions Matters, infringements of bribery, misappropriation of funds and manipulation of football matches or competitions.



### Chapter 3: Adjudicatory proceedings.

## 80 Commencement of Adjudicatory proceedings

1. Upon receipt of the final investigation files and reports from the Investigations Chamber (IC), the AC shall examine the investigation files with the assistance of the secretariat and determine whether or not to proceed with the adjudication.
2. If the Chairperson of the Adjudicatory Chamber or his/her designee deems that there is insufficient evidence to proceed, he may close the case and shall inform the parties accordingly.

### Charge

3. If the Chairperson of the Adjudicatory Chamber decides to proceed with adjudicatory proceedings, he or she shall through the secretariat serve the parties with the disciplinary charges which shall briefly state the nature of the charge(s), the Rules alleged to have been violated and all information relevant to the matter.
4. Misconduct by the party that took place after the submission of the investigations file may be addressed by the Investigatory Chamber during its closing statement. In this sense, the Investigatory Chamber may present the relevant facts and evidence, mention the possible rule violation and submit a recommendation to the Adjudicatory Chamber on the appropriate measures. The party shall have the right to respond to these new charges during the hearing.

### Reply

5. The person(s) charged shall within the time prescribed by the AC file a written response to the charges. The written response shall state whether the person(s) admits or denies the charges, a clear explanation of the nature and extent of the person's admission or denial.
6. If the person(s) charged fails and or refuses to file a written response within the prescribed time, the AC shall proceed to determine the case with the information and evidence in its possession.
7. Time limits set by the AC may be extended upon reasoned request which shall be filed within 7 days from expiry of the time prescribed by the AC in the Charge. A time limit may only be extended for a second time in exceptional circumstances.
8. If an extension of the time limit is refused, the AC shall proceed as stipulated in article 80(B)(7) above to determine the case with the information and evidence in its possession.
9. The AC through the secretariat shall inform all the parties concerned that the case

shall be decided either on the basis of the written documents on the file or by oral submissions before the AC.

10. In case of oral hearing, the secretariat of the Adjudicatory Chamber shall inform all the parties concerned the dates and place of hearing.

## **81** **Composition of the Panel and Hearing.**

1. Chairperson of the Chamber shall decide the members of the panel and shall through the secretariat provide them with the relevant files.
2. Subject to art. 81 (3) The panel's decision shall be deemed to be legally valid if at least three members are present, the parties shall be informed of the composition of the panel,

### **Jurisdiction of the Chair of the Adjudicatory Chamber ruling alone**

3. The Chairperson of the Adjudicatory Chamber or a member of the AC designated by the Chairperson may handle matters and take decisions alone in cases related to breaches sanctioned only with monetary sanctions or when the sanction to be imposed is a warning, reprimand or compliance training or suspension or ban from football related activities not exceeding two years.
4. The Chair of the Adjudicatory Chamber is also responsible for ratifying the plea agreement entered into between the parties and the Investigatory Chamber, where applicable.

### **Hearing**

5. If the AC in accordance with Article 81(8), informs the parties that the hearing shall be by oral submissions, the hearing shall be conducted behind closed doors and in the presence in situ of the requesting party. Hearings shall be inclusive of written statements.
6. The Chairperson of the Adjudicatory Chamber shall conduct the hearing in whatever manner he deems appropriate, provided it is consistent with the Code. Rules of procedure in ordinary courts of law and the Evidence Act shall not be applicable in these proceedings.
7. Any Person Charged and appearing before the AC has the right to be represented in accordance with and subject to the requirements of Article 54
8. The right to be heard shall not be restricted to oral submissions, it shall include among others written responses between the parties.
9. These rights may be restricted in exceptional circumstances, such as when confidential matters need to be safeguarded, witnesses need to be protected or if it is required to

establish the elements of the proceedings.

#### Chapter 4: Deliberations and Decision.

## 82 Deliberations

1. After the hearing, the Adjudicatory Chamber shall withdraw to deliberate on its decision in private.
2. A member of the FJC secretariat may be present during the deliberations if authorised by the Chairperson.

## 83 Decision

1. Decisions shall be taken by the majority of the members present. Every member present shall have one vote. In case of a tie, the Chairperson shall have a casting vote.
2. The FJC may decide not to communicate the grounds of a decision and instead communicate only the terms of the decision. At the same time, the parties shall be informed that they have Seven (7) days from the receipt of the terms of the decision to request, in writing, the grounds of the decision, and failure to do so will result in the decision becoming final and binding. The terms of the decision come into force immediately.
3. The time limit to lodge an appeal, where applicable, begins upon receipt of the reasoned decision.
4. The decision shall contain the composition of the panel, name of the parties, dates of the decision, and terms of the decisions, in case of detailed decisions, the grounds of the decision and the provisions on which the decision was based.
5. The decision shall be signed by the chairperson or his designee and transmitted by the secretariat to the parties through the official FJC Communication platforms shall be enforceable.
6. The chairperson of the FJC may request a decision to be reviewed before it is communicated to the parties.

## 84 Review

1. The respective Judicial body that determined the case may reopen a case that has been closed following a legally binding decision if significant new facts or proof are discovered, despite the investigation, could not have been produced sooner and

would have resulted in a more favourable decision. In case of such reopening, the provisions regarding investigation proceedings shall apply.

2. A request for review shall be made by the party concerned within seven (7) days of discovering the reasons for review, or it will not be admitted.
3. The limitation period for submitting a request for review is one year after the enforcement of the decision.

## Chapter 5: Appeals

### 85 FUFA Appeals Committee

1. The FUFA Appeals Committee shall be composed of the Chairperson, Vice Chairperson and three (3) members.
2. The FUFA Appeals Committee shall be responsible for hearing and re-determining matters that;
  - i) have been decided by FDP and FUFA Referees Disciplinary Panel
  - ii) have been decided by the Adjudicatory Chamber
  - iii) have been decided by other bodies of FUFA as provided for in the FUFA Rules

### 86 Appeal

1. The parties directly affected by a decision of the FDP and/or the Adjudicatory Chamber of the Ethics and Disciplinary Committee have the right to appeal to the FUFA Appeals Committee in accordance with this code.
2. The following sanctions are not appealable
  - i) A warning;
  - ii) A reprimand;
  - iii) Social work;
  - iv) Compliance training;
  - v) A suspension for six (6) matches and below
  - vi) A suspension for four (4) months and below
  - vii) A fine of UA 1,000 UAs and below
3. Unless this Code stipulates that the decisions of the FDP and/or the Adjudicatory Chamber of the Ethics and Disciplinary Committee may not be contested, appeals against the decisions of the FDP and/or the Adjudicatory Chamber are admissible
4. Appeals are considered received only if accompanied with proof of payment of 500UA to FUFA. However, the appeal fee is waived for appeals against decisions on anti-doping rule violations by individuals and for appeals lodged by the Investigatory Chamber of the Ethics and Disciplinary Committee
5. A declaration of intention to appeal against a decision of the FDP must be lodged with

the FUFA Secretariat, in writing, within forty-eight (48) hours from the issuance of the relevant terms of decision.

6. A declaration of intention to appeal against a decision of the Adjudicatory Chamber of the Ethics and Disciplinary Committee must be lodged with the FUFA Secretariat, in writing, within five (5) days of the issuance of the relevant terms of decision. The intended appellant shall then apply in writing for a full reasoned decision within seven (7) days from the issuance of the terms of the decision.
7. Within ten (10) days of receipt of the full reasoned decision, the appellant must file, in writing, the grounds for appeal. These must contain a legal request, an account of the facts, evidence, a list of the witnesses proposed (with a brief summary of their expected testimony) and the appellant's conclusions, in particular on whether to conduct the appeal proceedings orally or in writing. In the absence of any stated preference between written and oral proceedings, the proceedings will be conducted in writing. The parties are not authorised to produce further written submissions or evidence after the deadline for filing the grounds for appeal.
8. No appeal is admissible if a party does not request, in due time, the issuance of a decision with grounds and/or does not submit the appeal in accordance with prescribed time in this Code. If these deadlines are not observed, the Chairperson of the Appeals Committee shall declare the appeal inadmissible
9. The appeal shall not have suspensive effect. The chairperson of the Appeals Committee may, on receipt of a detailed application for stay, award a stay of execution
10. Once the Appeals Committee Secretariat has prepared the necessary file for consideration of the FUFA Appeals Committee, it will be submitted to the Chairperson of the FUFA Judicial Commission who will cause the FUFA Appeals Committee to consider the matter to conclusion.
11. The unanimous decision of the FUFA Appeals Committee shall be signed for and on behalf of the Committee by the Chairperson or his/her designee, in case of the dissenting decision, the decision signed by the majority members shall be the final decision. Only decision communicated by the secretariat through official FUFA Appeals Committee portal and contacts shall be implemented.
12. Decisions of the FUFA Appeals Committee are final in the jurisdiction of FUFA. Parties not satisfied with the decision of the FUFA Appeals Committee may seek redress with the Court of Arbitration of Sport (CAS) as provided for in the FUFA Statutes

## **87** Court of Arbitration for Sport

1. With the exception of art. 86(2) above, decisions taken by the Appeals Committee are final, subject to appeals lodged with the Court of Arbitration for Sport (CAS) in accordance with the relevant provisions of the FUFA Statutes.
2. The aforementioned decisions may also be appealed at CAS by the chief of the investigation.

## **88** Enforcement of Decisions

It is the responsibility of the member associations, as well as of the relevant football officials, to make sure that the decisions taken and notified by the FDP, RDP, FJC or Appeals Committee are properly implemented, as required by the FUFA Statutes.

## PART 4. FINAL PROVISIONS

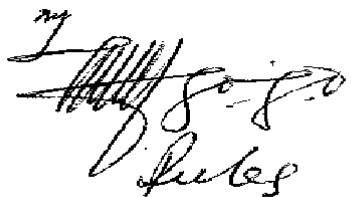
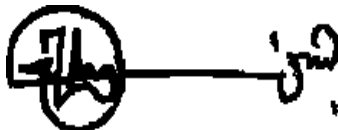
### 89 Exemption from Liability

Except in the case of gross negligence or malicious intent, neither the members of the FUFA Judicial Commission nor the secretariat staff may be held personally liable for any deeds relating to any procedure.

### 90 Adoption and Enforcement

1. The FUFA Executive Committee first adopted this Code on 13 March 2020 and came into force on 1<sup>st</sup> June 2020. The FUFA Executive Committee further adopted the amendments on the 31<sup>st</sup> August 2023 and came into on 1<sup>st</sup> September 2023
2. The procedural rules enacted in this Code shall come into force immediately and apply to all proceedings for which adjudicatory proceedings have not been formally opened, on the date stipulated under par. 2 of the present article.

For the FUFA Executive Committee

Hon. Magogo Moses Hassim <b>FUFA PRESIDENT</b>	Edgar Watson Ssuubi <b>FUFA CEO</b>
	



# ETHICS & DISCIPLINARY CODE

2023 EDITION

