



**GFA CODE OF ETHICS**  
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## **PREAMBLE**

Just as FIFA on a world-wide scale, the Ghana Football Association (hereinafter referred to as 'the GFA') bears a special responsibility to safeguard the integrity and reputation of football in Ghana. The GFA is constantly striving to protect the image of football from jeopardy or harm as a result of immoral or unethical methods and practices. In this connection, the following Code has been passed.

### **1. NATURAL PERSONS**

a. This Code applies to all officials subject to the statutes of the GFA. Officials are defined as all board members, committee members, referees and assistant referees, coaches, trainers and any other persons responsible for technical, medical and administrative matters in the GFA, any of the leagues or clubs.

b. Articles 2, 3, 7, 8, 13 and 14 and section III of this Code also apply by analogy to players, players' agents and match agents as defined in the GFA Statutes.

c. Any other regulations regarding ethics and conduct with respect to officials, players and players' agents and match agents remain unchanged, provided they do not conflict with the following provisions.

### **2. TIME**

This Code applies to facts that have arisen after it has come into force. It also applies to previous facts if it is equally favourable or more favourable for the perpetrator of the facts and if the GFA Committee is deciding on these facts after the Code has come into force.

### **3. GENERAL RULES**

a. Officials are expected to be aware of the importance of their function and concomitant obligations and responsibilities. Their conduct shall reflect the fact that they support and further the principles and objectives of the GFA, leagues and clubs in every way and refrain from anything that could be harmful to these aims and objectives. They shall respect the significance of their allegiance to FIFA, CAF, the GFA, leagues and clubs and represent them honestly, worthily, respectably and with integrity.

b. Officials shall show commitment to an ethical attitude while performing their duties. They shall pledge to behave in a dignified manner. They shall behave and act with complete credibility and integrity.

c. Officials may not abuse their position as part of their function in any way, especially to take advantage of their function for private aims or gains.

4. **MEMBERSHIP**

1. There shall be an Ethics Committee which shall consist of:
  - a. Chairman
  - b. Vice Chairman
  - c. Three other members

**2. The Chairman and the Vice Chairman of the Ethics Committee shall be lawyers, each with a minimum five (5) years' experience at the Bar.**

**3. The members of the Ethics Committee shall be appointed by the Executive Committee of the GFA.**

Committee under Article 57 of the Statute

5. **FUNCTIONS OF THE ETHICS COMMITTEE**

1. The Ethics Committee shall have the following functions:  
To investigate allegations of bribery and corruption, conflicts of interest and/or moral turpitude leveled against:

- Clubs
- Club officials
- Match officials
- Players
- Members of the FA Boards/Committees
- Any other persons responsible for technical, medical, and administrative matters in the GFA leagues and clubs make recommendations to the GFA

2. to investigate allegations of match fixing/match of convenience and make recommendations to GFA

3. to modify the FIFA Code of Ethics to suit the Ghanaian environment

4. to take appropriate measures to enhance ethical sensitivity among members of the GFA

5. to receive complaints made against staff and/or members of GFA and its Committees

6. to perform other functions as may from time to time be assigned by the

6. **APPEALS AND DISPUTE RESOLUTION**

1. Parties affected by the decisions of the Ethics Committee shall have the right to appeal
2. The appeal shall be heard by Appeals Committee of the GFA

7. **ELIGIBILITY AND DISMISSAL**

1. Only those persons who demonstrate a high degree of ethics and integrity and pledge to observe the provisions of this Code without reservation are eligible to serve as officials.
2. Persons with a criminal record are not eligible if the offence is incompatible with their ability to perform their duties.
3. Officials who do not comply with this Code or severely fail to fulfil, or inadequately exercise, their duties and responsibilities, particularly in financial matters, are no longer eligible and shall be removed from office.

8. **CONFLICTS OF INTEREST**

1. Before being elected or appointed, officials shall disclose any personal interests that could be linked with their prospective function.
2. While performing their duties, officials shall avoid any situation that could lead to conflicts of interest. Conflicts of interest arise if officials have, or appear to have, private or personal interests that detract them from their ability to perform their duties as officials with integrity in an independent and purposeful manner. Private or personal interests include gaining any possible advantage for himself, his family, relatives, friends and acquaintances.
3. Officials may not perform their duties in cases with an existing or potential conflict of interest. Any such conflict shall be immediately disclosed and notified to the organisation for which the official performs his duties.
4. If an objection is made concerning an official's existing or potential conflict of interest, it shall be reported immediately to the organisation for which the official performs his duties.

5. The deciding authority of the relevant organisation shall decide on such conflicts of interest.

#### **9. CONDUCT TOWARDS GOVERNMENT AND PRIVATE ORGANISATIONS**

In dealings with government institutions, national and international organisations, associations and groupings, officials shall, in addition to observing the basic rules of art. 3, remain politically neutral, in accordance with the principles and objectives of FIFA, the GFA and generally act in a manner compatible with their function and integrity.

#### **10. DISCRIMINATION**

Officials may not offend the dignity of a person or group of persons through contemptuous, discriminatory or denigratory words or actions concerning ethnicity, race, colour, culture, language, religion or gender.

#### **11. PROTECTION OF PERSONAL RIGHTS**

While performing their duties, officials shall ensure that the personal rights of those persons whom they contact and with whom they deal are protected, respected and safeguarded.

#### **12. LOYALTY AND CONFIDENTIALITY**

1. While performing their duties, officials shall recognise their fiduciary duty, especially to FIFA, the confederations, associations, leagues and clubs.

2. Depending on their function, any information divulged to officials while performing their duties shall be treated as confidential or secret as an expression of loyalty. Any information or opinion shall be passed on in accordance with the principles, directives and objectives of FIFA, CAF and the GFA.

#### **13. ACCEPTING AND GIVING GIFTS AND OTHER BENEFITS**

1. Officials are not permitted to accept gifts and other benefits that exceed the average relative value of local cultural customs from any third parties. If in doubt, gifts shall be declined. Accepting gifts of cash in any amount or form is prohibited.

2. While performing their duties, officials may give gifts and other benefits in accordance with the average relative value of local cultural customs to third parties, provided no dishonest advantages are gained and there is no conflict of interest.

3. Officials may not be accompanied to official events by family members or associates at the expense of the GFA, the confederations, associations, leagues and clubs or other organisations, unless expressly permitted to do so.

#### 14. **BRIBERY**

1. Officials may not accept bribes; in other words, any gifts or other advantages that are offered, promised or sent to them to incite breach of duty or dishonest conduct for the benefit of a third party shall be refused.

2. Officials are forbidden from bribing third parties or from urging or inciting others to do so in order to gain an advantage for themselves or third parties.

#### 15. **COMMISSION**

Officials are forbidden from accepting commission or promises of such commission for negotiating deals of any kind while performing their duties, unless the presiding body has expressly permitted them to do so. In the absence of such a presiding body, the body to which the official belongs shall decide.

#### 16. **BETTING**

Officials are forbidden from taking part, either directly or indirectly, in betting, gambling, lotteries and similar events or transactions connected with football matches. They are forbidden from having stakes, either actively or passively, in companies, concerns, organisations, etc. that promote, broker, arrange or conduct such events or transactions.

#### 17. **DUTY OF DISCLOSURE AND REPORTING**

1. Officials shall report any evidence of violations of conduct to the GFA General Secretary, who shall report it to the competent body.



2. The persons implicated shall, upon request, report to the body responsible and, in particular, declare details of their income and provide the evidence requested for inspection.

## **18. JURISDICTION OF THE ETHICS COMMITTEE**

1. The Ethics Committee shall judge cases that come under the jurisdiction of the GFA.

2. The GFA shall have jurisdiction over the conduct of GFA officials.

3. FIFA shall also have jurisdiction over national cases if associations, confederations and other sports organisations fail to prosecute such infringements or fail to prosecute them in compliance with the fundamental principles of law.

## **19. DISCLOSURE**

All conflicts concerning ethnical issues shall be referred to the GFA through the General Secretary.

## **20. APPLICATION OF THE DISCIPLINARY CODE**

1. The Ethics Committee may pronounce any of the disciplinary measures defined in the GFA/FIFA Statutes and the GFA Disciplinary Code.

2. All organisational and procedural rules of the GFA Disciplinary Code apply directly in the context of all proceedings conducted by the Ethics Committee, unless this Code of Ethics contains divergery rules, or if the provisions of the GFA Disciplinary Code manifestly cannot apply in respect of the objectives and content of this Code.

## **21. MEANS OF REDRESS**

**1. An appeal may be lodged to the GFA Appeals Committee against any decision of the Ethics Committee within three (3) days upon receipt of the decision.**

2. Decisions passed by the Appeals Committee are final, subject to appeals lodged with the Court of Arbitration for Sport (CAS) in accordance with art. 63 of the FIFA Statutes.

22. **ADOPTION AND ENFORCEMENT**

The GFA Congress adopted this Code on 27<sup>th</sup> September, 2012 and came into force on 28<sup>th</sup> September, 2012.