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1. Objectives

- 1.1. The principle objective of this Code is to ensure that the objectives of the Football Association of Brunei Darussalam (FABD) are respected.
- 1.2. This Code:
 - 1.2.1. describe infringements;
 - 1.2.2. determines the sanctions incurred for any infringement; and
 - 1.2.3. regulates the organization, functions, and procedures of the judicial bodies responsible for making decisions regarding any infringement.

2. Scope of application: jurisdiction

- 2.1. This Code applies to:
 - 2.1.1. every match organised by the FABD;
 - 2.1.2. every function or course organised by FABD;
 - 2.1.3. every friendly International Match and international competition requiring authorisation from the FABD;
 - 2.1.4. if a Match Official is harmed physically or otherwise;
 - 2.1.5. if the objectives of the FABD are breached, especially with regard to forgery, corruption and doping;
 - 2.1.6. any other football-related activity within Brunei Darussalam not directly related to a Match;
 - 2.1.7. any activity of an individual bound by this Code outside of their official function in football which constitutes unethical behavior; and
 - 2.1.8. any breach of FABD regulations that does not fall under the jurisdiction of any other body.

3. Scope of application: natural and legal persons

- 3.1. The following natural and legal persons are subject to and bound by this Code:
 - 3.1.1. Member Associations;



- 3.1.2. members of Member Associations, and their affiliates;
 - 3.1.3. Clubs;
 - 3.1.4. Officials;
 - 3.1.5. Players;
 - 3.1.6. Match Officials;
 - 3.1.7. Intermediaries;
 - 3.1.8. anyone elected and/or assigned by the FABD to exercise a function;
 - 3.1.9. anyone with an authorization from the FABD (in particular, with regard to a Match, competition, function, course, or other event organised by the FABD); and
 - 3.1.10. spectators.
- 3.2. In the event that an individual bound by this Code ceases to serve in his function during proceedings, the judicial body shall remain competent to render a decision.
- 3.3. In the event that an individual bound by this Code ceases to serve in his function, the FABD may conduct an investigation and present the case to the FABD Disciplinary and Ethics Committee. The FABD Disciplinary and Ethic Committee may suspend the proceedings or make a substantive decision.

4. Scope of application: time

- 4.1. This Code applies to infringements that have occurred after it has come into force.
- 4.2. This code applies to infringements that have occurred prior to it coming into force if this Code is equally favourable or more favourable to the perpetrator of the facts. In other cases, the version of the Code in force at the limit infringement is applicable.
- 4.3. Rules governing procedure apply immediately upon the Code coming into force, regardless of the timing of the infringement.



5. Definitions

5.1 In this FABD Disciplinary and Ethics Code, capitalised terms shall have the following meanings, unless the context specifically indicates otherwise:

FABD	The Football Association of Brunei Darussalam.
Club	A professional club or an amateur club which participates in a league or competition under the auspices of a FABD.
Code	This FABD Disciplinary and Ethics Code.
Football Association	The controlling body for football within a country or territory recognised by the AFC.
Friendly match	A match organized by football organisation, club or other person between teams chosen for the occasion and possibly belonging to different spheres of operation; the score has an effect only on the match or tournament in question and, in the case of representative teams, on Brunei Darussalam rankings.
FABD Regulations	The statutes, regulations, directives and circulars of FABD as well as the Laws of the Game issued by the IFAB and /or the regulations and directives produced by the Federation Internationale de Football Association (FIFA) and Asian Football Confederation (AFC).
International match	A match between two teams belonging to different association (two clubs, one club and one representative team or two representative teams).
Match	A football, futsal, or beach soccer match in its entirety (including a replayed and/or deferred match, extra time and penalty kicks). For the avoidance of doubt, a Match formally commences when the Stadium is officially opened to spectators and formally concludes when the Stadium is officially closed to spectators.
Match Officials	Individually or collectively, any individual appointed to one of the following roles in relation to any aspect of a Match: <ul style="list-style-type: none"> (i) Referees (separately defined below); (ii) Head of Delegation; (iii) General Coordinator; (iv) Match Commissioner; (v) Referee Assessor; (vi) Media Officer; (vii) Security Officer;



	<p>(viii) Medical Officer;</p> <p>(ix) Technical Analyst; and,</p> <p>(x) Any other official designation which the FABD deems to be required.</p>
Official	All office bearers and members of FABD committees, manager, coaches, trainers, Match Officials, medical officials, staff and any other person responsible for technical, Associations, leagues or Clubs, as well as other persons obliged to comply with the FABD Statutes (except Players and Intermediaries).
Official Match	A match organized under the auspices of a football organisation for all of the teams or clubs in its sphere of operation; the score has an effect on the rights of participation in other competitions unless the regulations in question stipulate otherwise.
Player	A professional or amateur football, futsal, or beach soccer player licensed with a Member Association.
Post-match	The time between the final whistle from the referee and the teams' departure from the confines of the stadium.
Pre-match	The time between the teams' arrival in the confines of the stadium and the whistle for kick-off from the referee.
Referee	Any individual appointed to officiate a Match in the role of referee, assistant referee, fourth official, fifth official, or timekeeper.
RRA	Referee Review Area
Stadium	<p>Any stadium at which a Match is played. For the avoidance of doubt, this includes:</p> <p>(i) The entire permission (to the extent that a valid accreditation card or ticket is required in order to gain access) of a stadium facility inside the outer stadium perimeter fence and (on Match days and any day on which any official team practice session takes place within the stadium), the aerial space above such stadium premises;</p> <p>(ii) Parking facilities;</p> <p>(iii) VIP and hospitality areas (including any hospitality village);</p> <p>(iv) the media tribune;</p> <p>(v) concessions areas;</p> <p>(vi) commercial display areas;</p> <p>(vii) buildings;</p>



	<ul style="list-style-type: none"> (viii) the field or play; (ix) any broadcast compound or stadium media centre; (x) any stands; and, (xi) any areas beneath the stands.
VAR	Video Assistant Referee(s)
VOR	Video Operation Room

For the purposes of this Code, and provided the context so permits:

- (a) the singular shall include the plural and vice-versa;
- (b) the masculine gender shall include the feminine and vice-versa;
- (c) reference to natural persons shall include any legal person or corporations;
- (d) references to the FABD shall includes its successors and permitted assigns.

6. Gender and number

- 6.1 Terms referring to natural persons are applicable to both genders. Any term in the singular applies to the plural and vice-versa.

7. Culpability

- 7.1 Unless otherwise specified, the principle of strict liability applies.
- 7.2 Therefore, infringements are punishable regardless of whether they have been committed intentionally, recklessly, and/or negligently.

8. Acts amounting to attempt

- 8.1 Acts amounting to attempt, the judicial body may reduce the sanction envisaged for the actual infringement accordingly. It will determine the extent of the mitigation as it sees fit. Should a fine be imposed it shall no go below the general lower limit.



9. Involvement

- 9.1 Anyone who intentionally takes part in committing an infringement, either as instigator or accomplice, may be sanctioned.
- 9.2 The judicial body will take into account the degree of guilt of the party involved and may reduce the sanction envisaged for the actual infringement accordingly. Should a fine be imposed it shall not go below the general lower limit.

10. Sanctions common to natural and legal persons.

- 10.1 The following sanctions may be imposed on individuals:
- i. warning;
 - ii. fine;
 - iii. caution;
 - iv. expulsion;
 - v. suspension for a specific number of Matches or for a specific period of time;
 - vi. ban from team dressing room and/or team bench;
 - vii. ban from entering a Stadium;
 - viii. ban on taking part in any football-related activity; and
 - ix. withdrawal of the title or award;

11. Sanctions applicable to Member Associations and Clubs

- 11.1 The following sanctions may be imposed on Member Associations and Clubs:
- 11.1.1 warning;
 - 11.1.2 fine;
 - 11.1.3 full or partial Stadium closure;
 - 11.1.4 order to play a Match on neutral territory;
 - 11.1.5 ban or playing in particular Stadium;
 - 11.1.6 annulment of the result of Match;
 - 11.1.7 disqualification from a competition in progress and/or exclusion from a future competition;



- 11.1.8 defeat by forfeit;
- 11.1.9 deduction of points (for a current or future competition);
- 11.1.10 relegation to a lower division;
- 11.1.11 order that a Match be replayed;
- 11.1.12 withdrawal of a title or award;
- 11.1.13 withholding subsidies from FABD;
- 11.1.14 prohibition on registering new Players in FABD competitions;
- 11.1.15 restriction on the number of Players that a club may register for participation in FABD competitions; and
- 11.1.16 withdrawal of a license to participate in FABD competition.

12. Warning

- 12.1. A warning is a reminder of the substance of a disciplinary rule allied with the threat of a sanction in the event of a further infringement.

13. Reprimand

- 13.1. A reprimand is an official pronouncement of disapproval sent to the perpetrator of an infringement.

14. Fine

- 14.1. A fine is issued in Brunei dollars (BND). Any fine shall be paid in BND.
- 14.2. Any fine issued shall be:
 - 14.2.1. Not less than BND500 or in the case of a competition subject to an age limit not less than BND250; and
 - 14.2.2. Not more than BND 10,000.
- 14.3. The judicial body that imposes the fine decides the term limits for payment.



- 14.4. Member Associations are jointly and severally liable for the payment of fines imposed on any affiliated individual or Club.
- 14.5. Clubs are jointly and severally liable for the payment of fines imposed on any affiliated individual.
- 14.6. The fact that an individual subject to a fine has ceased their role at their affiliated Club or Member Association does not cancel out joint and several liability.

15. Return of awards

- 15.1 The person required to return an award shall return the benefits received, in particular sums of money and symbolic objects (medal, trophy etc.).

16. Caution

- 16.1. A caution (yellow card) is a warning from the Referee to an individual during a Match to sanction minor infringements as set out in Laws 12 of the Laws of Game.
- 16.2. Two (2) cautions received during the same match incur an expulsion (indirect red card) and automatic suspension from the next Match in the same competition. The two (2) cautions that caused the expulsion are rescinded.
- 16.3. If an individual receives a caution in two (2) separate Matches of the same FABD competition, he is automatically suspended from the next Match in that competition unless the competition regulations provide otherwise. Such suspension to be served before any other suspension.
 - 16.3.1. The FABD Disciplinary and Ethics Committee may exceptionally depart from or amend this rule before the start of a particular competition.
 - 16.3.2. Any such decision is final and binding and not appealable.



- 16.4. If a Match was abandoned and is to be replayed in full, any caution issued during that Match shall be annulled. If a Match was abandoned, in particular for reasons of force majeure, and it recommences at the minute at which play was interrupted, any caution imposed before the Match was abandoned remains valid for the remainder of the Match. If the match is not to be replayed, the cautions received by the teams shall be upheld.
- 16.5. Cautions issued in a Match that is subsequently forfeited shall not be annulled.
- 16.6. If an individual is guilty of a sending-off offence and receives a direct red card, any other caution he previously received in the same Match is upheld.

17. Expulsion

- 17.1. An expulsion is the order given by the Referee to someone to leave the field of play and its surroundings, including the team bench and the technical area, during a Match. The individual who has been sent off may enter the stands unless he is serving a Stadium ban.
- 17.2. Expulsion takes the form of the red card for individuals. The red card is regarded as direct if it sanctions a sending-off offence; it is regarded as indirect if it is the result of an accumulation of two (2) cautions.
- 17.3. A Player who has been sent off:
- 17.3.1. Shall stay in the team dressing room or the doping control room, accompanied by a chaperone, until the names of the Players selected for the doping test are communicated. The player may be allowed to sit in the stands, provided his integrity and security are safeguarded, he is not picked for doping control and is no longer wearing his football equipment; and
 - 17.3.2. Is not entitled to attend the post-Match press conference or any other media activity held in the Stadium.



- 17.4. An Official who has been sent off:
- 17.4.1. May be allowed to sit in the stands, but not in the immediate vicinity of the field or play, provided hi security and integrity are safeguarded;
 - 17.4.2. Shall not enter the dressing room, tunnel or technical area including the team bench;
 - 17.4.3. Shall not communicate with or contact anyone involved in the Match by any means whatsoever; and
 - 17.4.4. Is not entitled to attend the post-Match press conference or any other media activity held in the Stadium.
- 18.5. An expulsion automatically incurs suspension from the subsequent Match, even if imposed in a Match that is later abandoned and/or forfeited. The FABD Disciplinary and Ethics Committee may extend the duration of the suspension.

18. Match suspension

- 18.1. A match suspension is a ban on taking part in a future Match and on attending it in the area immediately surrounding the field of play.
- 18.2. A player who is suspended:-
- 18.2.1. is automatically banned from the team dressing room(s), tunnel and technical area including the team bench;
 - 18.2.2. may be allowed to sit in the stands, but not in immediate vicinity of the field of play, provided his security and integrity are safeguarded; and
 - 18.2.3. shall not attend the post-Match press conference or any other media activity held in the stadium.



- 18.3. An Official who is suspended:-
- 18.3.1 is automatically banned from the team dressing room(s), tunnel and technical area including the team bench;
 - 18.3.2. may be allowed to sit in the stands, but not in the immediate vicinity of the field of play, provided his security and integrity are safeguarded;
 - 18.3.3. shall not be permitted to communicate with or contact any person involved in the Match by any means whatsoever for the duration of a Match; and
 - 18.3.4. shall not attend the post-Match press conference or any other media activity held in the Stadium except the pre-Match press conference held on Match day-1.
- 18.4. If the suspension is to be served in terms of Matches, only those Matches actually played count towards execution of the suspension. If a Match is abandoned, cancelled or forfeited, the suspension is only considered to have been served if the team to which the suspended individual belongs is not responsible for the facts that led to the abandonment, cancellation or forfeit of the Match.
- 18.5. If a suspension is combined with a fine, the suspension may be prolonged until the fine has been paid in full.
- 18.6. A suspension is regarded as no longer pending if a Match is retroactively forfeited because a Player took part in a Match despite being ineligible. This also applies to the suspension imposed on the Player who took part in the Match despite being ineligible.

19. Ban from team dressing room and/or team bench

- 19.1. A ban from the team dressing room deprives an individual of the right to enter a team dressing rooms) and the area immediately surrounding the field of play.
- 19.2. A ban from the team bench deprives an individual of the right to sit on the team bench before, during, and after a Match.
- 19.3. These sanctions may be combined.



20. Stadium ban

- 20.1. A Stadium ban prohibits an individual from entering a specific Stadium.
- 20.2. An individual may be banned from more than one (1) Stadium concurrently.

21. Ban on taking part in any football-related activity

- 21.1. A ban from taking part in any kind of football-related activity prohibits an individual from any involvement in Brunei Darussalam football.
- 21.2. This includes without limitation:
 - 21.2.1. attending any Match in any FABD competition or competition organised by a Member Association;
 - 21.2.2. participating in any Match in any FABD competition or competition organized by a Member Association;
 - 21.2.3. attending or participating in any training activities connected to any Club affiliated to a Member Association or representative team of a Member Association;
 - 21.2.4. conducting any administrative duties connected to football, futsal, or beach soccer on behalf of a Club affiliated to a Member Association, a Member Association, or member of a Member Association; and
 - 21.2.5. attending any function or course related to football, futsal, or beach soccer, whether hosted by the FABD, a Member Association, or member of a Member Association.

22. Transfer ban

- 22.1 A transfer ban prevents a club from registering any player during the period in question.



23. Playing a match without spectators

- 23.1 The obligation to play a match behind closed doors requires an association or a club to have a certain match played without spectators.

24. Playing a Match on neutral ground

- 24.1. A Member Association or Club may be ordered to play a Match on neutral ground.

25. Ban on playing in a particular Stadium

- 25.1. A ban on playing in a particular Stadium deprives the representative team of a Member Association or a Club of the right to play in a particular Stadium.

- 25.2. In the case of a Member Association, this sanction shall apply to a future Match (or Matches) to be played by its representative team.

25.2.1. The judicial body shall identify which representative team of the Member Association the order shall be carried out against.

25.2.2. The order may be carried out in Matches for a different representative team of the Member Association then that during whose Match the conduct which gave rise to the order occurred.

- 25.3. In the case of a Club, this sanction shall apply to a future Match (or Matches) to be played in FABD or domestic competitions.

26. Annulment of the result of a Match

- 26.1. An order that the result of a Match be annulled means that the result reached on the field of play is disregarded.



27. Expulsion from a competition

27.1 Expulsion is the deprivation of the right of an association or a club to take part in the current and/or a future competition.

28. Disqualification from a competition in progress and/or exclusion from a future Competition

28.1. A Member Association or Club may be disqualified from taking part in a competition in progress.

28.2. A Member Association or Club may be excluded from a future competition.

28.3. These sanctions may be combined.

29. Relegation to a lower division

29.1. A Club may be relegated to a lower division in its domestic competition.

30. Deduction of points

30.1. A Member Association or Club may have points deducted in a competition- in progress.

30.2. A Member Association or Club may have points deducted in a future competition.

30.3. These sanctions may be combined.

31. Forfeit

31.1. A team sanctioned with a forfeit is considered to have lost the relevant Match 3-0 in football, 5-0 in futsal or 10-0 in beach soccer. If the goal difference at the end of the relevant Match is less favourable to the team at fault, the result on the field of play is upheld.



32. Order that a Match be replayed

- 32.1. A Match may be ordered replayed if it could not take place or could not be played in full due to the behaviour for which a representative team of a Member Association or Club is liable.

33. Withdrawal of a title or award

- 33.1. An order to return benefits received in particular sums of money and specific objects (e.g. trophies).

34. Withholding of subsidies

- 34.1. An order to withhold revenues is the forfeiture of any revenues owed as a result of participation and/or success in a competition.

35. Prohibition on registering new Players in competition

- 35.1. A prohibition on registering new Players in competition shall result in the relevant team not being permitted to register any new, additional, or replacement Players within a current and/or future registration period identified in the relevant competition regulations.
- 35.2. A restriction on the number of Players that a Club may register for participation in competitions shall result in the Club being permitted to register a number of Players in a competition which is less than the maximum identified in the relevant competition regulations.

36. Records

- 36.1. Records of cautions, expulsions and Match suspensions are stored in FABD Administration System (FABDAS).



36.1.1. Following each Match, the FABD shall confirm in writing any disciplinary decisions undertaken by the Referee to the Member Association or Club concerned.

36.2. This communication serves only as a notice of confirmation: sanctions (cautions, expulsions, automatic Match suspensions) have an immediate effect on subsequent Matches even if the letter of confirmation reaches the Member Association, Club or relevant Team Manager later than a Match in which a suspension is to be carried out.

37. Carrying over cautions

37.1. Cautions received during a competition are not carried over to another competition.

37.2. Cautions are carried over from one stage to the next in the same competition unless the competition regulations provide otherwise. The FABD Disciplinary and Ethics Committee may exceptionally depart from this before the start of a particular competition.

37.3. Upon its own initiative or upon request, the FABD Disciplinary and Ethics Committee may cancel cautions that have not resulted in an expulsion so as to restore the balance among several teams that have not played the same number of Matches during the first round of a competition, or in other exceptional circumstances.

37.3.1. This may only be undertaken once in any competition.

37.3.2. Any such decision is final and binding and not appealable.

38. Cancellation of cautions

38.1. Upon its initiative or at the request of Member Association or Club, the FABD Disciplinary and Ethics Committee may cancel cautions that have not resulted in an expulsion so as to restore the balance among several teams that have not played the same number of matches during the first round of a competition, or in other exceptional circumstances.

38.2. In any case, the committee may do this only once in any competition.

38.3. The FABD Disciplinary and Ethics Committee's decision is final.



39. Carrying over Match suspensions

- 39.1. As a general rule, every Match suspension is carried over from one stage to the next in the same competition.
- 39.2. Unless otherwise decided by a judicial body, a Match suspension pronounced in terms of Matches in relation to a sending-off pronounced on an individual outside of a competition (separate Matches]) or not served during the competition for which they were intended (elimination or the last Match in the competition) is carried over as follows:
- 39.2.1. FABD club competitions: to the individual's next official Club Match in a competition in the same category of football;
 - 39.2.2. Friendly Matches: shall be carried over to the representative team's next friendly Match.
- 39.3. In no case may a Match suspension resulting from several cautions issued to an individual in different Matches of the same competition be carried over to another competition.
- 39.4. A Match suspension that has to be carried over to another competition must be served by the individual concerned, regardless of whether the status of that person has changed in the meantime - e.g. from Player to Official or vice versa.

40. General rules

- 40.1. The judicial body pronouncing the sanction determines the type and extent of the disciplinary measures to be imposed in accordance with the objective and subjective elements of the offence, taking account of both aggravating and mitigating circumstances.
- 40.2. Sanctions may be limited to a geographical area or to one (1) or more specific categories of Match or competition.
- 40.3. Disciplinary measures can be reduced or increased by the judicial body on the basis of the circumstances of the specific case.
- 40.4. In addition to disciplinary measures, the judicial bodies may issue directives stipulating the manner in which a disciplinary measure must be carried out, including the date and conditions on which the disciplinary measure is to take effect.



41. Recidivism

- 40.1. Recidivism is an aggravating circumstance. Unless otherwise specified, the judicial body may increase a sanction as it sees fit if an infringement has been repeated.
- 40.2. Recidivism occurs if another offence of a similar nature is committed by the same defendant after notification of the previous decision within:
- 40.2.1. one (1) year of the previous offence if that offence was punished with a suspension of up to two (2) Matches; and
 - 40.2.2. three (3) years of the previous offence in all other cases.
- 40.3. There is no time limit for recidivism if the previous offence was related to Match- manipulation or corruption.

42. Concurrent infringements

- 42.1. Where more than one (1) infringement has been committed as a result of the same misconduct, the sanction shall be based on the most serious infringement and increased as appropriate depending on the specific circumstances.

43. Minor infringements punishable by a caution

- 43.1. A Player is cautioned by the Referee during a Match if he commits any of the following offences, without limitation:
- 43.1.1. unsporting behaviour;
 - 43.1.2. dissent by word or action;
 - 43.1.3. persistent infringement of the Laws of the Game;
 - 43.1.4. delaying the restart of play;
 - 43.1.5. failure to retreat the required distance when play is restarted with a corner kick, free kick or throw-in;
 - 43.1.6. entering or re-entering the field of play without the Referee's permission;
 - 43.1.7. deliberately leaving the field of play without the Referee's permission; and



- 43.1.8. entering the RRA.
- 43.2. An Official is cautioned by the Referee during a Match if he commits any of the following offences, without limitation:
 - 43.2.1. clearly/persistently not respecting the confines of their team's technical area;
 - 43.2.2. delaying the restart of play by their team;
 - 43.2.3. deliberately entering the technical area of the opposing team (non-confrontational);
 - 43.2.4. dissent by word or action including:
 - 43.2.4.1. throwing/kicking drinks bottles or other objects;
 - 43.2.4.2. gestures which show a clear lack of respect for the Match Official(s) e.g. sarcastic clapping;
 - 43.2.5. entering the RRA;
 - 43.2.6. excessively/persistently gesturing for a red or yellow card;
 - 43.2.7. gesturing or acting in a provocative or inflammatory manner;
 - 43.2.8. persistent unacceptable behaviour (including repeated warning offences); and
 - 43.2.9. showing a lack of respect for the game.
- 43.3. Where an offence is committed and the offender cannot be identified, the senior team coach present in the technical area will receive the sanction.

44. Serious infringements punishable by an expulsion

- 44.1. A Player is sent off by the Referee if he commits any of the following offences without limitation:
 - 44.1.1. serious foul play;
 - 44.1.2. violent conduct;
 - 44.1.3. biting or spitting at an opponent or any other person;



- 44.1.4. denying the opposing team a goal or an obvious goal-scoring opportunity by a handball offence (this does not apply to a goalkeeper within his own penalty area);
 - 44.1.5. denying an obvious goal-scoring opportunity to an opponent moving towards the Player's goal by an offence punishable by a free kick or a penalty kick;
 - 44.1.6. using offensive, insulting or abusive language and/or gestures; and
 - 44.1.7. receiving a second caution in the same Match.
- 44.2. An Official is sent off by the Referee if he commits any of the following offences without limitation:
- 44.2.1. delaying the restart of play by the opposing team e.g. holding onto the ball, kicking the ball away, obstructing the movement of a Player;
 - 44.2.2. deliberately leaving the technical area to:
 - 44.2.2.1. show dissent towards, or remonstrate with, a Match Official;
 - 44.2.2.2. act in a provocative or inflammatory manner;
 - 44.2.3. entering the opposing technical area in an aggressive or confrontational manner;
 - 44.2.4. deliberately throwing/kicking an object onto the field of play;
 - 44.2.5. entering the field of play to:
 - 44.2.5.1. confront a Match Official (including at half-time and full-time);
 - 44.2.5.2. interfere with play, an opposing Player or Match Official;
 - 44.2.6. physical or aggressive behaviour (including spitting or biting) towards an opposing Player, substitute, Official, Match Official, spectator or any other person (e.g. ball boy/girl, competition official etc.);
 - 44.2.7. receiving a second caution in the same Match;
 - 44.2.8. using offensive, insulting or abusive language and/or gestures;
 - 44.2.9. using unauthorised electronic or communication equipment and/or behaving in an inappropriate manner as the result of using electronic or communication equipment; and



44.2.10. violent conduct (e.g. elbowing, punching, kicking).

44.3. Where an offence is committed and the offender cannot be identified, the senior team coach present in the technical area will receive the sanction.

45. Sanction for serious infringements punishable by an expulsion

45.1. Any recipient of a direct expulsion shall be issued a Match suspension as follows:

45.1.1. one (1) Match for denying the opposing team an obvious goal-scoring opportunity;

45.1.2. at least one (1) Match for deliberately receiving a yellow or red card, e.g. in order to be suspended for an upcoming Match and to ultimately have a clean record;

45.1.3. at least two (2) Matches for serious foul play;

45.1.4. at least one (1) Match for using offensive, insulting, or abusive language and/or gestures or indulging in unsporting behaviour towards an opponent or person other than a Match Official;

45.1.5. at least three (3) Matches or at least two (2) months for violent conduct towards an opponent or person other than a Match Official (e.g. elbowing, punching, kicking);

45.1.6. at least six (6) Matches or at least four (4) months for biting or spitting at an opponent or a person other than a Match Official;

45.1.7. one (1) Match for delaying the restart of play by the opposing team;

45.1.8. at least one (1) Match for deliberately leaving the technical area to act in a provocative or inflammatory manner and/or entering the field of play to interfere with play or an opposing Player;

45.1.9. at least one (1) Match for entering the opposing technical area in an aggressive or confrontational manner:

45.1.10. at least one (1) Match for deliberately throwing/kicking an object onto the field of play; and

45.1.11. one (1) Match for using unauthorised electronic or communication equipment and/or behaving in an inappropriate manner as the result of using electronic or communication equipment.



45.2. A fine of at least **BND250** shall be imposed in all cases.

46. Bringing the game into disrepute

46.1. Any party whose conduct brings the game into disrepute has committed an offense.

Penalty: A fine of at least BND500. Shall be imposed in all cases.

46.2. Conduct that brings the game into disrepute includes without limitation:

46.2.1. insulting someone in any way;

46.2.2. violating the principles of fair play;

46.2.3. engaging in unsporting behaviour.

46.3. Where the individual cannot be identified, his affiliated Member Association or Club Shall be held liable.

47. Misconduct against opponents or persons other than match

47.1. Including the automatic suspension incurred in accordance with art. 18 par.4, any recipient of a direct red card shall be suspended as follows:

- a) one match for denying the opposing team a clear goal-scoring opportunity (particularly by deliberately handling the ball);
- b) at least one match for serious foul play (particularly in the case of excessive or brute force);
- c) at least one match for unsporting conduct towards an opponent or a person other than a match official;
- d) at least two matches for assaulting (elbowing, punching, kicking etc.) an opponent or a person other than a match official;
- e) at least six matches for spitting at an opponent or a person other than a match official.

47.2. A fine may also be imposed in all cases.



48. Misconduct against match officials

- 48.1. The overall suspension imposed on any person receiving a direct red card shall be for:
- a) at least four matches for unsporting conduct towards a match official;
 - b) at least six months for assaulting (elbowing, punching, kicking etc.) a match official;
 - c) at least 12 months for spitting at a match official.
- 48.2. A fine may also be imposed in all cases.

49. Brawl

- 49.1. Involvement in a brawl is an offence.
- 49.1.1. Any individual who has tried merely to prevent a brawl, shield others or separate those involved in a brawl, shall not be deemed to be involved in a brawl.

**Penalty: for an individual, suspension of at least six (6) Matches or at least four (4) months;
for a Member Association or Club, fine of at least BND 5000.00**

- 49.2. Any individual who deliberately enters the field of play during a brawl regardless of culpable conduct has committed an offence.

Penalty: suspension of at least two (2) Matches and/or a fine may also be imposed in all cases

50. Unidentified aggressors

- 50.1. If, in the case of violence, it is not possible to identify the perpetrator(s), the body will sanction the club or association to which the aggressors belong.



51. Team misconduct

51.1. If any team conducts itself improperly (for example, if individual disciplinary sanctions are imposed by the Referee on either five (5) or more Players or a combination of six (6) or more Players and Officials in case of football during a Match, or three (3) or more Players or a combination of four (4) or more Players and Officials in the case of futsal or beach soccer during a Match), disciplinary measures may also be taken against the Member Association or Club concerned.

Penalty: fine of at least BND500.00 per expulsion and at least BND300.00 per caution.

51.2. Any team where several individuals threaten or harass Match Officials or other persons during a Match has committed an offence.

Penalty: fine of at least BND2,000.00

52. Inciting hatred and violence

52.1. Anyone who publicly incites others to hatred or violence has committed an offence.

**Penalty: for a Player, Official or individual in a team delegation
Match suspension of at least fifteen (15) Matches or at least twelve (12) months; and
fine of at least BND 2,000.00.**

**for any other individual
ban on all football-related activity for at least twelve (12) months; and
fine of at least BND2,000.00.**

**for a Member Association of Club
fine of at least BND 15,000.00; and
any other sanctions as listed in the Code.**

52.2. The offence is aggravated where the infringement is committed using the mass media, social media, or if it takes place on a Match day in or around a Stadium.

53. Provoking the general public

53.1. Anyone who provokes the general public during a Match has committed an offence.



Penalty: for a Player, Match Official or individual in a team delegation suspension of two (2) Matches; and fine of at least BND 2,000.00

for any other individual ban on all football-related activity for at least thirty (30) days; and fine of at least BND 2,000.00

for a Member Association of Club
fine of at least BND 15,000.00

54. Ineligibility

54.1. If a Player is fielded in a Match despite being ineligible, an offence has been committed.

Penalty: for a Member Association or Club
forfeit of the Match; and
fine of at least BND 1,000.00

for a Player
fine of at least BND500.00

54.2. If a team fields more than one (1) Player who is ineligible in a Match, the fine shall be multiplied by the number of ineligible Players who participated in the relevant Match.

54.3. If the offence is discovered after the completion of a competition, the judicial body may additionally order that the team be excluded from a future competition or the deduction of points from a future competition.

54.4. The offence is aggravated in cases of age-fraud.

Penalty: **forfeit of the Match (if applicable);**
fine of at least BND 2,500.00;
(if applicable) withdrawal of title or awards; and/or
disqualification from a competition in progress and/or exclusion from a future
competition.

55. Abandonment

55.1. If a team refuses to play a Match or to continue playing one which has begun, it has committed an offence.

Penalty: **forfeit of the Match; and**
fine of at least BND2,500.00.



56. Discrimination

56.1. Anyone who offends the dignity of a person or group of persons through contemptuous, discriminatory or denigratory words or actions concerning race, skin colour, gender, disability, language, age, physical appearance, religion, political opinion, wealth, birth or any other status, sexual orientation, or ethnic, national, or social origin has committed an offence.

Penalty: for an individual:
ban on taking part in any football-related activity for at least six (6) months; and fine of at least BND 2,500.00.

for a Club or Member Association:
an order to play a Match with no or a limited number of spectators; and fine of at least BND 2,500.00.

56.2. The offence is aggravated where several persons from the same Club or Member Association simultaneously commit the offence.

Penalty: for a Club or Member Association:
fine of at least BND 5,000.00; and order to play at least one (1) future Match without spectators; and deduction of three (3) points for the current or future competition; or (in the case of a Match or competition in which no points are awarded) disqualification from a competition in progress and/or exclusion from a future competition.

56.3. The offence is aggravated where supporters of a team commit the offence.

Penalty: for a Club or Member Association:
fine of at least BND 10,000.00; and deduction of three (3) points or playing one or more Matches without spectators or a ban on playing in a particular Stadium or the forfeiting of a Match or expulsion from a competition or relegation to a lower division or a combination of the above-mentioned sanctions may be imposed on the Member Association or Club concerned.

for a spectator:
Stadium ban of at least two (2) years.



57. Threats

57.1. Anyone who intimidates a Match Official with serious threats has committed an offence.

Penalty: fine of at least BND 2,000.00; and
suspension of at least two (2) Matches.

58. Coercion

58.1. Anyone who uses violence or threats to pressure a Match Official into taking certain action or to hinder him in any other way from acting freely has committed an offence.

Penalty: fine of at least BND 2,000.00; and
suspension of at least two (2) Matches.

59. Forgery and Falsification

59.1. Anyone who, in football-related activities:

59.1.1. forges a document; or

59.1.2. falsifies an authentic document; or

59.1.3. uses a forged or falsified document, has committed an offence.

Penalty: for a Player:
fine of at least BND 5,000.00 ; and
suspension of at least six (6) Matches.

for any other individual;
fine of at least BND 5,000.00 ; and
ban on taking part in any football-related activity for at least
twelve (12) months.

59.2. A Member Association or Club may be held jointly liable for an offence committed by any affiliated individual.

Penalty: fine of at least BND 10,000.00; and
(in appropriate circumstances) disqualification from a competition
in progress and/or exclusion from a future competition.



59.3. Where the individual cannot be identified, his Member Association or Club shall be held liable for the offence.

**Penalty: fine of at least BND 10,000.00 ; and
disqualification from a competition in progress and/or exclusion
from a future competition.**

60. Failure to respect decisions

60.1. Anyone who fails to:

60.1.1. pay a sum of money in full or part, even though instructed to do so by a body, a committee or an instance of FABD; or

60.1.2. comply with a non-financial decision passed by a body, a committee or an instance of FABD; or

60.1.3. respect the disciplinary decision of a Referee to expel him from a Match, has committed an offence.

Penalty: fine of at least BND 2,000.00.

60.2. The non-compliant party will be granted a final deadline by the judicial body in which to pay the amount or comply with the non-financial decision.

60.3. Anyone who fails to comply with a final deadline issued by a judicial body as set out in this Code has committed an aggravated offence.

**Penalty: for an individual
ban on football-related activity for at least six (6) months (first offence);
ban on football-related activity for at least twelve (12) months (repeat offences)**

**for a Club or Member Association:
deduction of points from a current or future competition (first offence);
disqualification from a current competition or expulsion from a future
competition (second offence).**



61. Integrity of Conduct

- 61.1 A party must use due care and diligence in fulfilling their duties.
- 61.2 A party must act with the highest degree of integrity, and particularly when making decisions, they must act with impartiality, objectivity, independence and professionalism.
- 61.3 A party must refrain from any act involving fraud or corruption.
- 61.4 A party must not act in a manner likely to tarnish the reputation of Asian football.
- 61.5 A party or its representative(s) must not, directly or indirectly, solicit, accept or offer any form of remuneration or commission, nor any concealed benefit or service of any nature, when negotiating deals of any kind when performing their duties.
- 61.6 A party may only give or receive tokens of consideration or friendship of nominal value, in accordance with prevailing local customs.
- 61.6.1 Such tokens may not lead to the impartiality and integrity of the party, the FABD, or Asian football being called into question.
- 61.6.2 Any other form of token, object or benefit shall constitute a gift which shall not be accepted. Receipt of any such token, object, or benefit shall be immediately reported to the FABD.
- 61.6.3 For the avoidance of doubt, the giving and receiving of cash is not permitted.
- 61.6.4 For hospitality shown to a party, as well as those accompanying them, a sense of measure must be respected.
- 61.7 A party must avoid any situation that could lead to a conflict of interest.
- 61.7.1 When performing an activity for the FABD or before being elected or appointed, a party bound by this Code shall disclose any personal interests that could be linked with their prospective activities.
- 61.7.2 Conflicts of interest arise if the party bound by this Code has, or appear to have, private or personal interests that could detract from their ability to perform their duties with integrity in an independent and purposeful manner. Private or personal interests include gaining any possible advantage for other parties bound by this Code, relatives, friends, and acquaintances.



- 61.7.3 A party bound by this Code shall not perform their duties in cases with an existing or potential conflict of interest. Such conflicts shall be immediately disclosed to the FABD.
- 61.8 A party must respect the physical and mental integrity of others and must refrain from all forms of verbal, physical and mental abuse.
- 61.8.1 Harassment of any nature (including sexual harassment) is forbidden.
- 61.8.2 Harassment may be verbal. Mental and/or physical in nature.
- 61.8.3 Harassment can take many forms, and includes systematic, hostile and repeated acts perpetrated for a considerable duration, which are intended to isolate or ostracize a person and affect the dignity of the person.
- 61.8.4 Sexual harassment can involve unwelcome sexual advices that are not solicited or invited.
- 61.8.5 Any assessment of harassment is based on whether a reasonable person would consider the relevant conduct to be undesirable and/or offensive (as the case may be).
- 61.8.6 Threats, the promise of advantages and coercion are particularly prohibited.
- 61.8.7 The harassment of minors shall be considered in aggravating factor.
- 61.9 Failure to adhere to any of these obligations is an offence.

Penalty: **for physical or mental abuse:**
fine of at least BND 5,000.00; and
ban on taking part in any football-related activity for a minimum of two (2) years.

for sexual exploitation or abuse, or in other serious cases:
fine of at least BND 10,000.00; and
ban on taking part in any football-related activity may be pronounced for a minimum of ten (10) years.

62. Good Governance and Resources

- 62.1 A party must refrain from utilizing football resources for non-football and/or inappropriate purposes.



62.1.1 Football resources includes without limitation development monies or prize monies provided by the FABD to a Member Association or Club.

62.2 A party must ensure, where the FABD provides financial support to a Member Association or Club and where appropriate in accordance with their official role, that the use of these resources is clearly demonstrated in annual financial accounts.

62.2.1 The FABD may request and subject any such accounts to an independent audit by an expert of its choice.

63. Duty of neutrality, loyalty and confidentiality

63.1 A party must ensure that in dealings with government institutions, national and international organisations, associations, and groupings, they remain politically neutral.

63.2 Everyone bound by this Code has a fiduciary duty to the FABD.

63.3 A party must ensure that information of a confidential nature divulged to them while performing their duties shall be treated as confidential or secret if such information is given with the understanding or communication of confidentiality.

63.4 Failure to adhere to any of these obligations is an offence. The judicial body may order any of the sanctions as set out in this Code as it sees fit in the circumstances.

64. Duty to report any infringement

64.1 Everyone bound by this Code has a duty to report to the FABD, without undue delay and unprompted, any conduct of a third-party incompatible with this Code or any other FABD regulation.

65. General rule

65.1 The scope of the jurisdiction of the FABD is set out in Article 2 of this Code. The judicial bodies shall be competent to investigate, prosecute and sanction conduct within the scope of application of this Code.

65.2 The FABD may investigate, prosecute and sanction serious infringements within the scope of application of this Code that fall under the jurisdiction of Member Associations or other sports organisations if deemed appropriate in a specific case and if the relevant Member Association or other sports organization fails to prosecute serious infringements within three (3) months from the infringement becoming known to the FABD.



66. Referee

- 66.1 Decision taken by the Referee on the field of play are final and generally may not be reviewed by the judicial bodies.
- 66.2 In certain circumstances, the jurisdiction of the FABD Disciplinary and Ethics Committee may be enlivened.
- 66.3 In cases where a decision by the Referee involves an obvious error (such) as mistaking the identity of the person penalized), the judicial bodies may only review the disciplinary consequences of that decision. In cases of mistaken identity, disciplinary proceedings may, in accordance with this Code, be opened only against the person who was actually at fault.
- 66.4 A protest against a caution or a sending-off from the field of play after two cautions is admissible only if the Referee's error was to mistake the identity of the player.
- 66.5 The provisions of this Code relating to protests against Match results affected by a Referee's decision that was an obvious violation of a rule remain applicable.

67. Judicial bodies

- 67.1 The judicial bodies of the FABD are the:
- 67.1.1 FABD Disciplinary and Ethics Committee; and
 - 67.1.2 FABD Appeal Committee.

68. General jurisdiction

- 68.1 The FABD Disciplinary and Ethics Committee is authorized to sanction any breach of FABD regulations which does not come under the jurisdiction of another body.

69. Specific jurisdiction

- 69.1 The FABD Disciplinary and Ethics Committee is responsible for:
- 69.1.1 sanctioning serious infringements which have escaped the Match Official's attention;
 - 69.1.2 rectifying obvious errors in the Referee's disciplinary decisions;



- 69.1.3 extending the duration of a Match suspension incurred automatically by a sending-off; and
- 69.1.4 pronouncing additional sanctions, such as a fine.

70. Composition

- 70.1 The FABD Congress elects the chairperson, deputy chairperson(s), and members of the FABD Disciplinary and Ethics Committee and the FABD Appeal Committee for a period of four (4) years on the recommendation of the FABD Executive Committee.
- 70.2 The chairperson and deputy chairperson of each judicial body shall have legal qualifications. The members of each judicial body shall have legal qualifications or related experience.

71. Meetings

- 71.1 The secretariat shall call the number of members deemed necessary to each meeting.
- 71.2 Meetings are deemed valid if at least three (3) members are present.
- 71.3 The chairperson, the deputy chairperson or, in their absence the longest-serving member, shall chair each meeting and pass the decisions that this Code empowers the chairperson to take.

72. Chairman

- 72.1. The chairman conducts the meetings and delivers the decisions which this code empowers him to take.
- 72.2. If the chairman is prevented from attending, the deputy chairman replaces him. If the deputy chairman is prevented from attending, the longest-serving member replaces him.

73. Secretariat

- 73.1 The FABD General Secretariat provides the judicial bodies with a secretariat and the necessary support, infrastructure and staff.
- 73.2 The FABD General Secretary appoints the Secretary and Deputy Secretaries who shall be legally trained.
- 73.3 The secretariat takes charge of the administrative work and writes the minutes and decisions of the meetings.



73.4 The secretariat manages the case files. The decisions passed and the relevant files shall be kept for at least seven (7) years.

74. Independence

74.1 The judicial bodies pass their decisions entirely independently; in particular, they shall not receive instructions from any other body.

74.2 A member of another FABD body may not stay in the meeting room during the judicial bodies' deliberations unless they have explicitly summoned him to attend.

75. Incompatibility of office

75.1 The members of the judicial bodies shall not belong to the FABD Executive Committee or any FABD Standing Committee.

76. Withdrawal

76.1 Members of the judicial bodies must recuse themselves from matters where there are serious grounds for questioning their impartiality.

76.2 This applies, without limitation, in the following cases:

76.2.1 if the member has a direct interest in the outcome of the matter;

76.2.2 if the member is associated with any of the parties;

76.2.3 if the member has the same nationality as the party implicated or any party central to the matter; and

76.2.4 if the member has already dealt with the case under different circumstances.

76.3 Members who decide to participate in a meeting on any of the above grounds shall notify the chairperson immediately.

76.4 Parties may raise an objection to any member they believe to be biased.

76.5 The chairperson shall decide on any claim of bias. If an objection is raised concerning the chairperson, the deputy chairperson or, in his absence, the longest-serving member present, shall decide on such claim. Such decisions are final and binding and not appealable.

76.6 Proceedings that have involved someone whom the chairperson has ordered not to participate will be considered null and void.



77. Confidentiality

- 77.1 The members of the judicial bodies shall ensure that everything disclosed to them during the course of their duty remains confidential (including the facts of cases, the contents of any deliberations and all decisions taken).
- 77.2 Only the contents of those decisions already notified to the addressees may be made public. This includes without limitations, publishing such decision online. Where appropriate, such decisions shall be redacted.
- 77.3 Any person who is required to participate in or is subject to a disciplinary investigation or disciplinary proceedings must keep such information confidential at all times, unless the chairperson of the judicial body explicitly stipulates otherwise in writing. Any breach of such duty may be sanctioned.
- 77.4 In the event of a breach of this Article by a member of a judicial body, the relevant member shall be suspended from the relevant judicial body until the next FABD Congress.

78. Exemption from liability

- 78.1 Neither the members of the judicial bodies nor the secretariat may be held liable for any action or omission relating to any disciplinary procedure conducted pursuant to this Code.

79. Time Limits

- 79.1 Time limits to which a party who has directly received a document shall adhere commence the day after receipt of the relevant document.
- 79.2 Time limits to which persons other than the Member Associations shall adhere commence on the day after receipt of the relevant document by the Member Association responsible for forwarding it.
- 79.3 If the last day of the time limit coincides with a public holiday in the place of domicile of the party required to comply, the time limit will expire on the next day that is not a public holiday.
- 79.4 In urgent cases, the chairperson of the FABD Disciplinary and Ethics Committee or the FABD Appeal Committee (as appropriate) may shorten any deadlines under the Code.
- 79.5 If a time limit is not observed, the defaulter loses the procedural right in question.



80. Compliance with time limits

- 80.1 Compliance occurs if the action required has been carried out before expiry of the time limit.
- 80.2 If the action required is the submission of a document, such document must be submitted to the relevant body no later than midnight on the last day of the time limit.
- 80.3 Parties shall submit documents by electronic mail (and, at their discretion, also by courier).
- 80.4 In the case of appeals, the appeal fee (cf Article 125) is considered to be paid in time if the payment is irreversibly made to the nominated FABD account by midnight on the last day of the time limit.
- 80.5 Unless otherwise stated, any reference to a time and/or date in any communication or document issued by the FABD or any judicial body in connection with this Code shall be considered to be a reference to the time and/or date in Bandar Seri Begawan, Brunei Darussalam.

81. Pause of time limits

- 81.1 Time limits are paused.
- 81.1.1 during the period two (2) days before the FABD Congress up to two (2) days after;
- 81.1.2 during the period two (2) days before the first Match up to two (2) days after the final Match of the FABD Asian Cup (Finals). The only exception shall be for facts arising during the FABD Asian Cup (Finals) and facts which have occurred before, but which may have repercussions on the FABD Asian Cup (Finals); and
- 81.1.3 during the period when FABD House is officially closed. The exact dates of the closure will be announced the Member Association via circular.
- 81.2 Special provisions may apply in certain circumstances.

82. Extension of time limits

- 82.1 Time limits that have been set by the secretariat or the chairperson may be extended, upon request. The time limits fixed in this Code shall not be extended.
- 82.2 Any request made under the Article 94.1 must be made before expiry of the relevant time limit.



82.3 A time limit shall not be extended more than twice and, the second time, only in exceptional circumstances.

82.4 Any decision to extend or not extend a time limit is final and binding and not appealable.

83. Suspension

83.1 Time limits are suspended:

83.1.1 from 20 December to 5 January and the whole month of Ramadan inclusive;

83.1.2 during the period starting two days before the FABD Congress up to two days after.

83.2. Special provisions may apply in certain circumstances.

84. Right to be heard

84.1 A party shall be given the opportunity to be heard before any decision is passed.

84.2 A party may, without limitation:

84.2.1 refer to the file;

84.2.2 present their argument in fact and in law;

84.2.3 request production of proof;

84.2.4 be involved in the production of proof; and

84.2.5 obtain a reasonable decision.

85. Types of Evidence

85.1 Any types of admissible evidence may be produced.

85.2 The following categories of evidence, without limitation, are admissible;

85.2.1 reports from Match Officials;

85.2.2 testimonial or oral declarations from the parties and witnesses;

85.2.3 expert opinions; and



85.2.4 audio or video recordings.

86. Witnesses

86.1 Witnesses shall tell the absolute and whole truth and shall answer the questions put to them to the best of their knowledge and judgement.

86.2 It is the responsibility of the parties to ensure the appearance of the witnesses requested by them and to pay all costs and expenses in connection with their appearance.

87. Anonymous participants in proceedings

87.1 When an individual's testimony could endanger his life or put him or his family or close friends in physical danger, the chairperson may order at the request of the FABD that:

87.1.1 the person not to be identified in the presence of the parties;

87.1.2 the person not appear at the hearing; and

87.1.3 all or some of the information that could be used to identify the person be included only in a separate, confidential case file.

87.2 In view of all the circumstances and in particular if no other evidence is available to corroborate the testimony of the relevant person and if it is technically possible, the chairperson may exceptionally order, on his own initiative or at the request of one of the parties, that:

87.2.1 the voice of the relevant person be distorted;

87.2.2 the face of the relevant person be masked;

87.2.3 the relevant person be questioned outside the hearing room; and

87.2.4 the relevant person be questioned in writing through the chairperson.

87.3 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.



88. Identification of anonymous participants in proceedings

- 88.1 To ensure their safety, persons granted anonymity shall be identified behind closed doors in the absence of the parties.
- 88.2 This identification shall be conducted by the chairperson of the judicial body alone, the deputy chairperson and/or all the members (in attendance at the relevant meeting) of the judicial body together and shall be recorded in minutes containing the relevant person's personal details.
- 88.3 These minutes shall not be communicated to the parties.
- 88.4 The parties shall receive a brief notice which:
- 88.4.1 confirms that the relevant person has been formally identified; and
 - 88.4.2 contains no details that could be used to identify such person.

89. Evaluation of proof

- 89.1 The judicial bodies will have absolute discretion regarding the admissibility of proof and its evaluation.
- 89.2 They may, in particular, take account of the parties' attitude during proceedings, especially the manner in which they cooperate with the judicial bodies and the secretariat.
- 89.3 The standard of proof shall be to the comfortable satisfaction of the members, bearing in mind the seriousness of the allegation which is made.

90. Match Official's reports

- 90.1 Facts contained in Match Official's reports (and in any supplementary reports and correspondences, and supporting evidence such as photographs and videos, submitted by the Match Officials) are presumed to be accurate.
- 90.2 Proof of the inaccuracy of the contents of a Match Officials' report may be provided.
- 90.3 If there is any discrepancy in the reports from the various Match Officials and there are no means of resolving the different versions of the facts, the Referee report is considered authoritative regarding incidents that occurred on the field of play and the Match Commissioner report is considered authoritative regarding incidents that took place outside the field of play.



91. Burden of proof

- 91.1 The burden of proof regarding disciplinary infringement rests on the FABD.
- 91.2 The burden of proof in the case of a protest rests on the protesting party.
- 91.3 Any party claiming a right on the basis of an alleged fact shall carry the burden of proving that fact. During the proceedings, the party shall submit all relevant facts and evidence of which the party is aware at that time, or of which the party should have been aware by exercising due care.

92. Collaboration

- 92.1 Everyone subject to this Code is obliged to collaborate to establish facts if requested by the secretariat. In particular, they shall comply with requests for information.
- 92.2 The chairperson of the judicial body, upon the application of the secretariat, may impose a fine of at least **BND 2,000.00** or a ban on football-related activity up to two (2) months, on anyone who is dilatory in responding to a request for collaboration.
- 92.3 If the parties fail to collaborate, especially if they ignore the stipulated time limits, the judicial bodies will reach a decision on the case using the file in their possession.

93. Deliberations, Decisions and Hearings

- 93.1 As a general rule, there are no oral hearings and meetings of the judicial bodies are conducted in private (i.e without the presence of the Defendant), with the judicial body deciding on the basis of the file.
- 93.2 A party may request for an oral hearing. The chairperson shall decide on any such request subject to Article 80 and 82. This decision is final and binding and not appealable.
- 93.3 For the avoidance of doubt, no meeting, oral hearing and/or deliberations of a judicial body shall be held in public.

94. Procedure for oral hearing

- 94.1 The chairperson decides on the procedure of any oral hearing.
- 94.2 Once the hearing of evidence has ended, the chairperson allows the person against whom proceedings are being conducted a final opportunity to speak.
- 94.3 The oral hearing terminates with this closing statement.



95. Deliberation

- 95.1 The judicial bodies deliberate privately (i.e without the presence of the Defendant).
- 95.2 If an oral hearing has occurred, it will immediately be followed by the confidential deliberations of the judicial bodies.
- 95.3 Deliberations are conducted without interruption, unless there are exceptional circumstances.
- 95.4 The chairperson decides in which order the various questions will be submitted for deliberation.
- 95.5 The members present express their opinions in the order set out by the chairperson, who always speaks last.
- 95.6 The Secretary or Deputy Secretaries have consultative powers only.

96. Decision

- 96.1. Decisions are passed by a simple majority of the members present.
- 96.2. Every member present shall vote.
- 96.3. If votes are equal, the chair has the casting vote.

97. Form of Meetings

- 97.1 The secretariat may arrange the deliberation and decision-making (and where necessary, oral hearing) to be conducted via in-person meeting, telephone conference, video conference or any other method.
- 97.2 The secretariat takes minutes in each meeting.

98. Form and content of the decision

- 98.1.1 the composition of the committee;
- 98.1.2 the names of the parties;
- 98.1.3 a summary of the facts;
- 98.1.4 the grounds of the decision;



98.1.5 the provisions on which the decision was based;

98.1.6 the terms of the decision; and

98.1.7 notice of the channels for appeal.

98.2 The decisions are signed by the Chairperson.

99. Decision without grounds

99.1 The judicial bodies 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 ten (10) days from receipt of the terms of the decision to request, in writing, the grounds of the decision, and that failure to do so will result in the decision becoming final and not binding and not acceptable.

99.2 The request for the grounds of a decision does not affect the enforcement of the decision, which shall take effect as soon as it is notified, with the exception of orders to pay a sum of money.

99.3 If a party requests the grounds of a decision, such grounds will be communicated to the parties in full, written form. The time limit to lodge an appeal, where applicable, begins upon receipt of the grounds of decision. Only the parties to which a decision is addressed can request the grounds.

99.4 Any appeal lodged before notification of the grounds of a decision is regarded exclusively as a request for such grounds.

100. Notification of decisions

100.1 All parties are notified of the decisions.

100.2 Decisions and other documents intended for Players, Clubs and Officials are addressed to their affiliated Member Association on condition that it immediately forwards the relevant decisions and documents to the parties concerned.

100.2.1 In the event that the documents were not also solely sent to the party concerned, these documents re considered to have been communicated properly to the ultimate addressee the day communication of the documents to the Member Association. Failure by the Member Association to comply with the aforementioned instruction may result in disciplinary proceedings being undertaken against it in accordance with this Code.



101. Form of notification

- 101.1 Decisions shall be communicated by facsimile, email and/or registered letter to be legally binding.
- 101.2 The parties and Member Association must ensure that their contact details (e.g. address, telephone number and email address) are valid and kept up to date at all times.

102. Representation and legal representation

- 102.1 A party may be legally represented.
- 102.2 If a party is not required to appear personally, they may be represented or legally represented.
- 102.3 Parties are free to choose their own representation and legal representation.
- 102.4 In all cases, parties must provide written authorization to be represented or legally represented.

103. Language

- 103.1 The language used in all proceedings shall be English and/or Malay.
- 103.2 The judicial bodies may use the services of an interpreter. The costs of interpretation shall be borne by the party requiring the interpreter.

104. Obvious errors

- 104.1 A judicial body may rectify any mistakes in calculation or any other obvious errors in its decision at any time.

105. Costs and expenses

- 105.1 Costs and expenses related to proceedings may be imposed by the judicial body on the unsuccessful party, unless otherwise stipulated in this Code.
- 105.2 The costs of proceedings before the FABD Disciplinary and Ethics Committee shall be borne by the FABD, except in protest cases, when they shall be borne by the unsuccessful party.
- 105.3 If no party is sanctioned, the costs and expenses shall be borne by the FABD. Should a party generate unnecessary costs on account of its conduct, costs may be imposed upon it, irrespective of the outcome of the proceedings.



105.4 The judicial body that rule on the substance of the matter decides how costs and expenses shall be allocated and the relevant amounts are stipulated by the chairperson. These decisions are final and binding and not acceptable.

106. Enforcement of decisions

106.1 Decisions come into force as soon as they are notified.

107. Procedure Rules / Commencement

107.1 Disciplinary proceedings may be opened by the FABD administration:

107.1.1 *ex officio*;

107.1.2 on the basis of official reports;

107.1.3 where a protest has been lodged in accordance with the relevant competition regulations;

107.1.4 at the request of the FABD President, FABD Executive Committee, or the FABD General Secretary;

107.1.5 on the basis of documents received from a public authority; or

107.1.6 where a complaint has been filed.

107.2 Any person or body may report any conduct considered incompatible with FABD regulations. Such complaints shall be made in writing.

107.3 Match Officials are obliged to report infringements which have come to their notice.

108. Investigation

108.1 Prior to the opening of disciplinary proceedings, the secretariat shall carry out the necessary preliminary investigation *ex officio* on the basis of the information received pursuant of Article 107.

108.2 If the secretariat deems that there is no *prima facie* case, it may close the preliminary investigation without opening disciplinary proceedings.

108.3 If the secretariat deems that there is a *prima facie* case, it shall open disciplinary proceedings.



- 108.3.1 The secretariat may offer an administrative resolution with the party prior to the opening of disciplinary proceedings and subject to the relevant competition regulations.
- 108.3.2 If accepted by the party, such administrative resolution must be subsequently approved by the chairperson of the FABD Disciplinary and Ethics Committee or by a member designated by the chairperson and recorded by the FABD.
- 108.3.3 Should the chairperson not approve the administrative resolution, disciplinary proceedings shall be opened.
- 108.3.4 The secretariat shall give the authority to hire or appoint external resources to assist in any investigation.
- 108.4 The secretariat shall inform the party that disciplinary proceedings have been opened.
- 108.5 Once the investigation has been completed, and the secretariat deems that there is a case, it shall forward charges of misconduct and the full case file to the party and provides the party with an opportunity to be heard.
- 108.6 Once the investigation has been completed, and the secretariat deems that there is no case, disciplinary proceedings shall be closed.
 - 108.6.1 Disciplinary proceedings may be closed, if, among other reasons, the parties reach an agreement or a party declares bankruptcy.
 - 108.6.2 If disciplinary proceedings have been closed, the secretariat may reopen the investigation if new facts or evidence are discovered within the limitation period for prosecution.
- 108.7 The Secretary or Deputy Secretaries shall prosecute the case on behalf of the FABD before the FABD Disciplinary and Ethics Committee.
 - 108.7.1 The secretariat shall have the authority to hire or appoint external counsel to prosecute the case on behalf of the FABD.

109. Appeal

- 109.1 An appeal may be lodged to the FABD Appeal Committee against any decision passed by the FABD Disciplinary and Ethics Committee, except:



109.1.1 where the sanction imposed is:

109.1.1.1 a warning;

109.1.1.2 a suspension for less than three (3) Matches or of up to two (2) months (with the exception of doping-related decisions);

109.1.1.3 a fine of less than **BND 5,000.00** imposed on a Member Association or a Club;

109.1.1.4 a fine of less than **BND 1,000.00** imposed on all other legal or natural persons.

109.2 No appeal is admissible if a party does not request the issuance of a grounds of decision.

109.3 If the FABD Disciplinary and Ethics Committee combines disciplinary measures, an appeal is admissible if at least one of the disciplinary measures imposed exceeds the above limits. In this case, the FABD Appeal Committee will only be entitled to examine the sanctions that exceed the above limit.

110. Standing to appeal

110.1 Anyone who:

110.1.1 has been a party to the proceedings before the first instance;

110.1.2 has a legally protected interest justifying amendment or cancellation of the decision, may lodge an appeal to the FABD Appeal Committee.

110.2 Member Association may appeal against decisions sanctioning any party affiliated to it. They shall have the written agreement of the party concerned.

110.3 Clubs may appeal against decisions sanctioning their Players or Officials. They shall have the written agreement of the party concerned.

111. Time limit for appeal

111.1 Any party intending to appeal must inform the FABD Appeal Committee of its intention to do so in writing within three (3) days of notification of the grounds of the decision.

111.2 Within five (5) days of expiry of the time limit for the declaration of appeal, the appellant must file, in writing, the appeal brief and pay the appeal fee. This must contain the appellant's request, an account of the facts, evidence, a list of the proposed witnesses (with brief summary



of their expected testimony) and the appellant's conclusions. The appellant is not authorized to produce further written submissions or evidence after the deadline for the filing the appeal brief.

111.3 If this requirement has not been complied with, the appeal is not admitted.

111.4 In urgent cases, the chairperson may shorten the deadline for the submission of the reasons for appeal.

111.5 Any Member Association receiving a petition of appeal from any party affiliated to it shall forward it immediately to the FABD Appeal Committee.

112. Grounds for appeal

112.1 The appellant may object to inaccurate representation of the facts and/or wrong application of the law.

113. Petition of appeal

113.1. The appellant shall submit his petition of appeal in writing.

113.2. The petition shall include the claim as well as the reasons and means of proof and be signed by the appellant or his representative.

114. Appeal fee

114.1 An appeal shall be accompanied by an appeal fee of **BND200.00** (non-inclusive of bank charges). The appeal fee shall be transmitted to the nominated FABD account before the expiry of the time limit for submitting the appeal brief.

114.2 If this requirement has not been complied with, the appeal is not admitted.

115. Effects of appeal

115.1 An appeal in the case being received de novo by the FABD Appeal Committee.

115.2 An appeal does not have a suspensive effect except with regard to orders to pay a sum of money.



116. Sequence in proceedings leading up to the decision

- 116.1. The sequence in proceedings is determined as described in this code.
- 116.2. The decisions are signed by the secretary.
- 116.3. Decisions may not be amended to the detriment of the party contesting them.

117. Body of last instance

- 117.1 The FABD Appeal Committee rules, in principle, as a body in the last instance.
- 117.2 The right is reserved for an appeal to be made to the Court of Arbitration for Sport as set out in Article 118.

118. Court of Arbitration for Sport

- 118.1 The FABD Statutes stipulate which decisions passed by the judicial bodies may be appealed before the Court of Arbitration for Sport.
- 118.2 The relevant competition regulations may contain further stipulations.

119. Whistleblower Clause

- 119.1 Notwithstanding anything herein to the contrary, nothing in this document:
 - 119.1.1 Shall be interpreted so as to impede anyone from reporting possible violations of the law or regulation to any governmental agency or entity, the Fédération Internationale de Football Association (FIFA), or any other international governing body of football, or making other disclosures under the whistleblower provisions under the Whistleblower Protection and the UN Convention Against Corruption as ratified by the Government of Brunei Darussalam.
 - 119.1.2 Shall undermine the right of the whistleblower to confidentiality as provided by Section 30 of the Prevention of Corruption Act which protects non-disclosure in any civil or criminal proceeding of the name or address of any informer, or any matter which might lead to their discovery. The identity of the whistleblower shall be protected and can be revealed only in exceptional circumstances.
 - 119.1.3 Shall require notification or prior approval by FABD of any reporting as described in (1) of this clause.



119.2 The foregoing provisions regarding protected disclosures are intended to comply with all applicable laws. If any laws are adopted, amended, or repealed after the execution of this document, this Article shall be deemed to be revised to comply with said laws.

120. Adoption

120.1 The FABD Executive Committee ratified the Code in Bandar Seri Begawan on [date].

120.2 The Code comes into force on [date].

For the FABD Executive Committee

Pengiran Matusin Matasan
President

Mohammad Shahnun Mohd. Salleh
General Secretary