

Islamabad, 24th December 2024

NOTIFICATION

In exercise of the powers conferred by Section 5 of the Sports (Development and Control) Ordinance, 1962 read with Rule 7(1)(iv), 7(1)(vi), 7(1)(xli), 7(1)(xlviii), 16(8), 20(15), 23 and 27(c) of Pakistan Sports Board Constitution 2022, the Board has promulgated this Code.

1. Short title, extent and commencement. - (1) This Code shall be called "Pakistan Code of Ethics and Governance in Sports".

(2) This Code shall apply to:

- (i) National Sports Federations already affiliated with the Board, their Provincial Sports Associations, Divisional Sports Associations, District Sports Associations, Tehsil Sports Associations, Clubs, members, office bearers, athletes, coaches, all other athlete support personnel and individuals.
- (ii) National Federations seeking voluntary affiliation with the Board, their Provincial Sports Associations, Divisional Sports Associations, District Sports Associations, Tehsil Sports Associations, Clubs, members, office bearers, athletes, coaches, all other athlete support personnel and individuals.
- (iii) Persons or entities who voluntarily endorse and adhere to this Code.

2. Definitions.- (1) In this Code, unless the context requires otherwise, all definitions provided in the PSB Constitution shall have the same meaning.

(2) Other definitions are as under:

- (i) **“Adjudicator”** refers to an individual duly appointed and vested with the authority to resolve disputes, complaints, or grievances concerning the governance, operational performance, or conduct of national sports federations, affiliated persons, or entities. This role includes jurisdiction over matters specified under Clause 1(2) of this Code or any related sports issues, with the authority exercised in accordance with the procedural framework established by this Code.
- (ii) **“Clause”** means a clause of this Code.
- (iii) **“Code”** means the Pakistan Code of Ethics and Governance in Sports and also referred to as PCEGS Code.
- (iv) **“Code Violations”** means actions and conduct that constitute breaches of this Code.
- (v) **“Dispute Resolution Section”** means the Technical Wing of the Pakistan Sports Board, designated by the Board as Dispute Resolution Section which serves as the Secretariat for the Panel of Adjudicators.


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- (vi) **“Entity”** means any organization other than individual, including a National Sports Federation, Provincial Sports Association, Divisional Sports Association, District Sports Association, Tehsil Sports Association or Club.
- (vii) **“Individual”** means a single natural person, distinct from entities, who may be involved in sports activities, governance or management.
- (viii) **“Investigation Agency”** means the agency established by the Government for enforcing laws, conducting investigations, and maintaining public order in Pakistan.
- (ix) **“Sanctions”** means the penalties or consequences imposed on individuals or entities by an adjudicator or the Board, that violating this Code.

3. Introduction.- The primary purpose of this Code is to improve sports governance system in Pakistan and to uphold integrity, transparency, and accountability, while promoting a safe, fair, and healthy sporting environment given the significant public investment made by the Government. The principles of this Code are based on the International Olympic Committee (IOC)'s Code of Ethics, national requirements, international treaties, conventions, and charters and are aligned with international best practices. Therefore, this Code does not contradict or interfere with the autonomy of national sports federations in discharging their functions and duties.


4. Good Governance & Integrity.- (1) Individuals and entities covered under this Code shall promote and support the implementation of good governance standards. They shall act in the best interests of sports and demonstrate inclusivity, integrity, and ethical behavior to avoid conflicts of interest.

(2) Individuals and entities shall take measures to prevent the manipulation of events, match-fixing, discrimination, misuse of authority or power, gambling, corruption or bribery, human trafficking, harassment, violence, doping in sports, and such other actions or misconduct.

(3) The adjudicators shall be appointed by the President to adjudicate upon the petitions under this Code and shall be fully independent in their functions.

5. Code Violation.- (1) The following actions and behaviors carried out by individuals and entities covered under this Code constitute violation of its provisions:

- (i) Discrimination and unjustified unequal treatment on the grounds of color, origin, nationality, social background, sex, age, disability, mental illness, language, religion, political or other opinions, social status, or any other grounds in prohibited.
- (ii) Harassment or any behavior that violates a person's psychological, physical, or sexual integrity. This includes discrimination, bullying, stalking, or remarks that damage a person's dignity or reputation; deliberate physical harm, such as hitting or administering substances by coercion; and any unwanted sexual behavior, including harassment, touching, or coercive sexual acts in prohibited. Harassment can occur with or without consent, and may involve manipulative, violent, or coercive actions.
- (iii) Misuse of Finances and Corruption is prohibited, this refers to the improper or unauthorized use of financial resources for personal gain or inappropriate

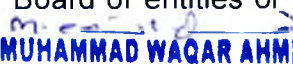

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purposes, including bribery, the offering or acceptance of undue advantages, and using financial gifts or donations to influence decision-making. This also includes awarding contracts, as well as accepting gifts that exceed socially accepted norms.

- (iv) Ignorance of conflicts of interest is prohibited, this includes the concealment or non-disclosure of personal interests, relationships, or secondary occupations by a decision-maker, especially when these may create an impression of bias. In such cases, the individual must voluntarily recuse themselves from involvement in the preparation and decision-making processes of the sports organization.
- (v) Unsporting behavior is prohibited and deemed to include flagrant violations of fundamental values of sport. These values include fair play, rejecting unfair or dishonest advantages in competition, and showing respect for oneself opponents, the rules of the game, the decisions of referees, umpires and judges, for the spectators, and for animals and the environment.
- (vi) Misuse of power is prohibited and occurs when a person or Federation, having authority or control over another individual, uses their position to confer, grant, or deny benefits, advancements, or opportunities, or affects the physical or psychological well-being of that individual.
- (vii) Human Trafficking is prohibited and is an act of facilitating or encouraging a sportsperson or support personnel to unlawfully remain in another country, often for financial gains.
- (viii) Event manipulation aimed at improperly altering the outcome or course of a sporting competition for undue advantage is prohibited.
- (ix) Gambling in sports is prohibited. This involves betting or wagering on the outcome of sports events, often linked to illegal activities such as influencing or fixing matches for financial gain.
- (x) Age fraud is prohibited and involves falsifying or misrepresenting an athlete's age to gain an unfair advantage, typically by competing in a younger age category or avoiding age-based restrictions. This unethical practice compromises fair competition and can distort talent development pathways in sports.
- (xi) Violation of anti-doping code and rules is strictly prohibited.
- (xii) Any other misconduct or actions that contravenes the established legal statutes and regulations in Pakistan, including those set forth by the Pakistan Sports Board in its Constitution, or any violation of rules, regulations, directives, or codes made thereunder, is prohibited."

6. Petition Procedure.- (1) The dispute resolution section of the Board shall serve as the secretariat of Panel of Adjudicators and the Board for the purpose of receiving petitions, appeals, issuing & serving notices to the parties, notifying decisions and maintaining record, as applicable.

(2) Any person or an entity who has a dispute, complaint or grievance regarding the violation of this Code, the working, functioning, performance of the national sports federations affiliated with Pakistan Sports Board or entities or persons covered under this


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Code or any other sports matter may file a written petition with the dispute resolution section of the Board.

(3) Upon receiving a petition as per sub-clause (1), the dispute resolution section of the Board shall review the documents and determine whether the petition should be adjudicated by adjudicators or referred to the Pakistan Sports Board for an inquiry.

(4) If the dispute resolution section of the Board determines that the petition does not require to be adjudicated by adjudicators, it shall refer the petition to the Director General, Pakistan Sports Board for an inquiry.

(5) If the dispute resolution section of the Board determines that the petition should be adjudicated by adjudicators, it will assign a petition number with the corresponding year, and forward it to the President.

(6) The President shall refer the petition to the one of the adjudicators from the panel of the adjudicators.

7. Adjudication Procedure.- (1) Upon receiving the petition from the President, the adjudicator shall issue notices to the petitioner and respondents on the same day.

(2) The notice issued by the adjudicator under sub-clause (1) shall include the venue, date, and time of the hearing.

(3) The next hearing date shall be no later than seven days after the issuance of the notice.

(4) The adjudicator shall conduct hearings as per the scheduled date.

(5) Each party to the proceedings shall have right to present evidence, including the right to call and question witnesses with the prior permission of the adjudicator.

(6) The parties to the proceedings may submit written submissions along with any documents they relied upon.

(7) The adjudicator shall issue a written decision after hearing all parties and considering the evidence presented, within thirty days of receiving the petition from the President.

(8) Sanctions shall be imposed by the adjudicator as outlined in Clause 9 for violations of this Code as outlined in Clause 5.

(9) Any person aggrieved by the decision of the adjudicator may appeal to the Board within thirty days of the date of issuance of adjudicators decision.

(10) If the decision of adjudicator is not challenged before the Board within thirty days of the date of issuance, it shall attain the finality.

(11) The adjudicators shall have the power, at their own discretion, to consult an expert to assist or advice any matters as deemed necessary.

8. Appeal Procedure.- (1) Any person or an entity aggrieved by the decision of the adjudicator may file an appeal in writing with the dispute resolution section of the Board.


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(2) The dispute resolution section of the Board, upon receiving the appeal as per sub-clause (1), shall review the prescribed time limits and documents, assign an appeal number with the corresponding year, and present it to the Board at its forthcoming meeting following the adjudicator's decision, provided that the time between the adjudicator's decision and the Board meeting is no less than 30 days.

Provided further that if the time between the adjudicator's decision and the Board meeting is less than 30 days, the appeal shall be placed on the agenda for the very next meeting instead of the forthcoming meeting.

(3) Representatives of the Federations are appointed as members of the PSB Board. However, in the case of an appeal against the Federation, the representative of that Federation shall not participate in the appeal proceedings due to a conflict of interest.

(4) The Board has the authority to sustain, modify, reduce or revoke the sanctions imposed by the adjudicator.

(5) The decision of the Board shall be the final.

9. Sanctions.- (1) If a violation of this Code, as provided in Clause 5, is proven, the adjudicator and the Board, as applicable, may impose one or more of the following sanctions on individuals or entities covered under this Code:

- (i) Violator is required to submit a verbal or written apology to acknowledging the violation and its impact on others.
- (ii) A verbal or written reprimand can be issued to violator warning that more severe sanctions will result if the violator is involved in further violations.
- (iii) A temporary ban ranging from 1 year to 10 years on carrying out certain activities in sports can be imposed.
- (iv) In the event of serious breaches, permanent ban on carrying out sports activities in any capacity can be imposed.
- (v) In case of evidence of criminal element, the case can be referred to the relevant investigation agency.
- (vi) In the cases of gross violations, the adjudicator may recommend the suspension or disaffiliation of the Federation to the Board. During the suspension or upon withdrawal of affiliation, the Federation shall become ineligible to receive benefits, including funding, and access to sports infrastructure, whether public or private.

(2) The adjudicator may impose sanctions as provided in sub-clause (1) (i) to (v). However, this shall not prevent the Board from concurrent exercising its powers or performing its functions.

(3) In the case of proven severe violations of this Code, the adjudicator may recommend the Board to impose sanctions provided in sub-clause (1) (vi).

(4) The Board has the authority to sustain, suspend, modify, reduce or rescind the sanction imposed by the adjudicator.

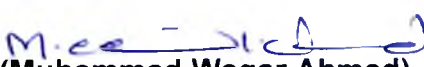

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(5) The sanction imposed by the adjudicator shall take effect from the date of imposition and remain in force until its expiry or, if appealed, unless suspended, modified, reduced, or rescinded by the Board.

10. Proceedings to be made public.- The Board has the right to make the proceedings conducted under this code public, including broadcasting through Zoom or other electronics means.

11. Repeal and savings.- (1) All previous instructions, directions, guidelines, rules, regulations, codes, actions, and decisions issued by the Board concerning the matters specified in this Code are hereby repealed, except those expressly preserved within this Code.

(2) Notwithstanding anything contained in sub-clause (1), the actions and decisions taken by the Board regarding the matters specified in this Code shall remain in force until repealed, rescinded, or modified in accordance with the provisions of this Code.


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