

# World Minifootball Federation Code of Ethics 2025

## Section I – Scope and Application

This Code of Ethics applies to all individuals and bodies operating under the authority of the World Minifootball Federation (WMF). It ensures that every participant upholds the values of integrity, respect, and professionalism. The Code is divided into general principles that apply to all participants, and specific sections tailored to particular categories of roles.

For clarity, the following groups fall under the scope of this Code:

1. Tournament Bodies and Officials – including Tournament Directors, Match Delegates, and all Committee Members engaged in competitions.
2. Referees – including all match officials and members of the Referee Committee.
3. Administrative and Operational Staff – including personnel working in WMF offices, tournaments, or events.
4. Executives – including all members of the Executive Committee and the Secretary General.

Articles 1–6 apply to all individuals under WMF authority, while Sections II through V contain category-specific obligations and restrictions.

## Section II – General Ethics (Applicable to All)

### Article 1: Compliance with Rules

All WMF participants shall ensure full compliance with the official WMF Rules of the Game, statutes, and regulations.

### Article 2: Professional Conduct

All individuals shall always act professionally, both on and off the field, and refrain from any behaviour that could damage the reputation of WMF.

### Article 3: Gifts and Benefits

The acceptance of money, gifts, or benefits that may influence decisions or appear excessive is strictly prohibited. All gifts, regardless of value, must be reported to the WMF Secretary General. In cases where the Secretary General receives a gift, she or he must immediately inform the WMF President.

### Article 4: Gambling and Betting

No person covered by this Code may engage in gambling or betting on any WMF event, directly or indirectly.

## **Article 5: Social media and Public Conduct**

Individuals must refrain from sharing offensive, political, or misleading content related to WMF or its members. Constructive promotion is encouraged, provided it aligns with WMF values.

## **Article 6: Non-Discrimination**

WMF promotes inclusivity and equality for all individuals regardless of origin, gender, religion, political opinion, or other status. Discrimination or harassment of any kind is prohibited.

## **Section III – Tournament Officials and Referees**

Officials and referees represent WMF during competitions and must demonstrate integrity, neutrality, and professionalism at all times. Their conduct directly influences the reputation and fairness of WMF competitions.

### **Fair Play and Integrity**

Referees and officials must uphold fair play and impartiality in every match and decision.

### **Application of Rules**

All WMF Rules of the Game shall be applied consistently and transparently, free of personal or external influence.

### **Conflict of Interest**

Referees shall avoid any personal, financial, or professional situations that could compromise, or appear to compromise, their neutrality and impartiality. They must not officiate or make decisions in matches or tournaments involving teams, players, or organizations with whom they have personal or financial connections. Any potential conflict of interest must be declared in advance to the WMF Referee Committee Chairman.

### **Confidentiality**

All match-related information and internal communications must be kept strictly confidential.

## **Section IV – Administrative and Operational Staff**

Administrative and operational staff shall conduct all WMF-related duties with responsibility, transparency, and loyalty to the organization.

### **Confidentiality**

Staff must protect WMF internal documents, communications, and personal data from unauthorized disclosure.

### **Use of WMF Property**

WMF property, including information systems, materials, and equipment, must be used solely for WMF purposes.

### **Workplace Conduct**

All staff must maintain a respectful and inclusive workplace, free from harassment, intimidation, or discrimination.

## **Section V – Professional Behavior**

Consumption of alcohol or smoking while wearing WMF attire is strictly prohibited. Furthermore, officials and referees shall refrain from excessive alcohol consumption or intoxication at any time during the tournament period. They must maintain a professional image and behavior both on and off the field.

Officials and referees must communicate with all participants in an appropriate, respectful, and professional manner.

## **Section VI – Executives and Leadership**

This section applies to all members of the WMF Executive Committee and the WMF Secretary General. Executives bear a heightened responsibility to serve as role models for ethical behavior within and outside the organization.

### **Leadership Accountability**

Executives shall act with integrity, accountability, and transparency in all decisions and represent WMF's best interests.

### **Conflict of Interest**

Executives should avoid personal, political, or financial interests that conflict with WMF duties.

### **Confidentiality**

Executives must maintain the confidentiality of WMF deliberations and internal matters unless disclosure is formally authorized.

### **Representation and Public Image**

Executives represent WMF globally and must act neutrally, avoiding political or personal bias in public communications.

### **Collective Responsibility**

All EC members share responsibility for collective decisions and must support them publicly once adopted.

### **Gifts and Benefits**

Executives may accept small symbolic or commemorative gifts but shall never accept money or items of substantial value. All such gifts must be declared to the WMF Secretary General.

### **Section VII – Reporting, Sanctions, and Enforcement**

Violations may result in disciplinary measures, including warnings, monetary fines, suspension, dismissal, or referral to the WMF Disciplinary Code. Severe cases may also lead to legal action under applicable laws.

*The WMF Executive Committee, in its meeting of October 14, 2025, enacted this Code of Ethics, with immediate effect.*

