



Ethics Committee Operational Manuel

Version 1.0



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CHAPTER I – GENERAL PROVISIONS

Article 1 – Purpose

1.1 This Manual establishes the authority, responsibilities, procedures, and operating framework of the WMMF Ethics Committee.

1.2 The Ethics Committee shall promote integrity, transparency, accountability, good governance, respect, safeguarding, and ethical conduct throughout WMMF.

1.3 The Ethics Committee shall serve as the primary body responsible for investigating potential ethical and integrity violations within WMMF.

Article 2 – Objectives

The objectives of the Ethics Committee are to:

- a) Protect the integrity of World Mini Mini Football;
- b) Promote ethical conduct at all levels;
- c) Prevent corruption and abuse;
- d) Encourage transparency and accountability;
- e) Protect participants from misconduct;
- f) Support Public Confidence in WMMF

Article 3 – Jurisdiction

3.1 This Manual applies to:

- a) Players;
- b) Coaches;
- c) Team Officials;
- d) Referees;
- e) Match Officials;
- f) Member Associations;
- g) Continental Confederations;
- h) WMMF officers;
- i) Committee members;
- j) Contractors and consultants acting on behalf of WMMF;
- k) Any other person or entity subject to WMMF authority.

3.2 Jurisdiction extends to conduct occurring both inside and outside official competitions where such conduct affects WMMF or the sport.

CHAPTER 2 – ETHICS COMMITTEE

Article 4 – Composition

4.1 The Ethics Committee shall consist of not fewer than three members.

4.2 Members shall be appointed and removed by the Founder.

4.3 The Founder may appoint a Chairperson.

4.4 Members should possess appropriate experience in governance, law, ethics, compliance, safeguarding, sport administration, investigations, or related disciplines.

Article 5 – Responsibilities

The Ethics Committee shall:

- a) Receive ethics complaints;
- b) Conduct preliminary reviews;
- c) Conduct investigations;
- d) Recommend corrective measures;



- e) Refer matters to the Disciplinary Committee;
- f) Promote ethical standards;
- g) Monitor governance and integrity risks;
- h) Recommend policy improvements.

Article 6 – Independence

6.1 Committee members shall act independently and impartially.

6.2 Members shall disclose any conflict of interest.

6.3 Members with conflicts shall not participate in the matter concerned.

CHAPTER 3 – CODE OF ETHICS

Article 7 – General Principles

All persons subject to WMMF authority shall:

- a) Act honestly;
- b) Act fairly;
- c) Respect others;
- d) Protect the integrity of the sport;
- e) Avoid conflicts of interest;
- f) Comply with WMMF rules and policies.

Article 8 – Integrity

Participants shall not engage in conduct that compromises the integrity, credibility, reputation, or proper administration of WMMF.

Article 9 – Respect

All participants shall treat others with dignity, courtesy, and respect.

Article 10 – Good Governance

Officials shall exercise their responsibilities in a transparent, responsible, and accountable manner.

CHAPTER 4 – ETHICAL VIOLATIONS

Article 11 – Conflict of Interest

11.1 Persons shall avoid situations where personal interests conflict with WMMF interests.

11.2 Actual, potential, or perceived conflicts shall be disclosed promptly.

11.3 Failure to disclose a conflict may constitute an ethics violation.

Article 12 – Abuse of Position

No person shall use a WMMF position for improper personal gain or advantage.

Article 13 – Corruption and Bribery

13.1 Offering, giving, soliciting, or accepting bribes is prohibited.

13.2 Any attempt to improperly influence decisions is prohibited.

Article 14 – Match Manipulation

14.1 Any attempt to improperly influence the outcome, conduct, or result of a match is prohibited.

14.2 Participants must immediately report suspected match manipulation.

Article 15 – Financial Misconduct

Examples include:

- a) Misappropriation of funds;
- b) Unauthorized expenditure;



- c) False financial reporting;
- d) Misuse of WMMF assets.

Article 16 – Harassment

Harassment of any kind is prohibited.

Article 17 – Discrimination

Discrimination based on protected characteristics or personal attributes is prohibited.

Article 18 – Retaliation

Retaliation against any person reporting a concern or participating in an investigation is prohibited.

Article 19 – Safeguarding Violations

Conduct that threatens the safety, welfare, or well-being of participants may constitute an ethics violation.

Article 20 – Conduct Bringing WMMF into Disrepute

Any conduct likely to damage the reputation of WMMF or the sport may constitute an ethics violation.

CHAPTER 5 – REPORTING ETHICS CONCERNS

Article 21 – Reporting

21.1 Any person may submit an ethics complaint.

21.2 Complaints may be submitted by:

- a) Players;
- b) Officials;
- c) Member Associations;
- d) Spectators;
- e) Third parties.

Article 22 – Complaint Requirements

Complaints should include:

- a) Identity of complainant;
- b) Description of alleged conduct;
- c) Supporting evidence where available;
- d) Names of relevant persons.

Article 23 – Anonymous Reports

23.1 Anonymous reports may be considered.

23.2 The Committee shall determine the weight and reliability of anonymous information.

CHAPTER 6 – PRELIMINARY REVIEW

Article 24 – Initial Assessment

Upon receipt of a complaint, the Committee shall determine whether:

- a) The matter falls within jurisdiction;
- b) Sufficient information exists;
- c) Further investigation is warranted.

Article 25 – Dismissal

The Committee may dismiss complaints that are:

- a) Frivolous;
- b) Vexatious;



- c) Outside jurisdiction;
- d) Unsupported by any credible information.

CHAPTER 7 – INVESTIGATIONS

Article 26 – Investigation Authority

The Committee may:

- a) Request documents;
- b) Conduct interviews;
- c) Obtain reports;
- d) Review electronic records;
- e) Obtain expert opinions.

Article 27 – Duty to Cooperate

All persons subject to WMMF jurisdiction shall cooperate with investigations.

Article 28 – Confidentiality

Investigations shall remain confidential except where disclosure is necessary for legitimate purposes.

CHAPTER 8 – INVESTIGATION OUTCOMES

Article 29 – Findings

Following investigation, the Committee may:

- a) Close the matter;
- b) Issue recommendations;
- c) Issue warnings;
- d) Require corrective action;
- e) Refer the matter to the Disciplinary Committee.

Article 30 – Referral to the Disciplinary Committee

Serious or sanctionable violations shall normally be referred to the Disciplinary Committee for adjudication.

CHAPTER 9 – WHISTLEBLOWER PROTECTION

Article 31 – Protection of Reporting Persons

31.1 Individuals reporting concerns in good faith shall be protected from retaliation.

31.2 Acts of retaliation may constitute a separate ethics violation.

Article 32 – Confidentiality of Sources

The Committee shall take reasonable steps to protect the identity of reporting persons where appropriate.

CHAPTER 10 – EDUCATION AND PREVENTION

Article 33 – Ethics Education

The Committee may recommend:

- a) Ethics training;
- b) Governance education;
- c) Integrity awareness programs;
- d) Safeguarding education.



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Article 34 – Preventive Measures

The Committee may recommend improvements to policies, regulations, and governance structures.

CHAPTER 11 – RECORDS

Article 35 – Record Keeping

35.1 The Ethics Committee shall maintain records of complaints and investigations.

35.2 Records may be maintained electronically.

35.3 Records may be retained for such period as deemed necessary by WMMF.

CHAPTER 12 – RELATIONSHIP WITH OTHER BODIES

Article 36 – Cooperation

The Ethics Committee may cooperate with:

- a) Disciplinary Committee;
- b) Appeals Committee;
- c) Member Associations;
- d) Continental Confederations;
- e) Other authorized bodies.

Article 37 – No Sanctioning Authority

37.1 Unless otherwise authorized by WMMF, the Ethics Committee shall not impose disciplinary sanctions.

37.2 Sanctionable matters shall normally be referred to the Disciplinary Committee.

CHAPTER 13 – FINAL PROVISIONS

Article 38 – Interpretation

Questions regarding interpretation shall be determined by the Ethics Committee subject to the WMMF Statutes.

Article 39 – Founder Authority

Nothing in this Manual shall limit any authority expressly reserved to the Founder under the WMMF Statutes.

Article 40 – Entry into Force

This Manual shall enter into force upon approval by WMMF and shall remain in effect until amended or replaced.