

Appendix A  
Tournament Rules and  
Regulations (TRR)  
Of the  
ETHIOPIAN  
SPORT FEDERATION IN NORTH AMERICA



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# ARTICLE A. ESFNA TOURNAMENT RULES

## Section A1: Overall Jurisdiction

- A1.1. The Ethiopian Soccer Tournament in North America (hereinafter referred to as the "Tournament") is an annual event organized and conducted by and under the overall jurisdiction of the Ethiopian Sports Federation in North America (hereinafter referred to as the "Federation" or ESFNA).
- A1.2. All Tournament games shall be played under the overall direction and guidance of the Federation's elected Tournament Coordinator with the support of his/her sub-committee created in accordance with ESFNA bylaws Article 5.03.9.1.I (hereinafter referred to as Tournament Organizing Committee), but shall always be subject to the rules and regulations contained herein and consent of other members of the Executive Committee (EC).
- A1.3. In the event of conflict between the rules and regulations in this document and the bylaws of the Federation, the latter shall always prevail and apply. In addition, for clarity purposes, FIFA rules will be applicable, as deems necessary.

## Section A2: Tournament Site Selecting Criteria

- A2.1. For the purpose of selecting a tournament site ESFNA member clubs are divided into two geographical areas. Eastern Clubs are those located primarily east of the Mississippi river and Western Clubs are those located primarily west of the Mississippi river. Accordingly, the breakdown is as follows:

<b>Eastern Clubs</b>	<b>Western Clubs</b>
Atlanta Ethio S.C., (Atlanta)	Abebe Bikila S.C. (Los Angeles)
Boston Ethio S.C. (Boston)	Addis Dallas Soccer Club (Dallas)
Chicago Blue Nile Ethiopian S.C. (Chicago)	Austin Blue Nile (Austin)
DC Ethio-Stars FC (Washington D.C.)	Calgary Ethiostars (Calgary)
DC Unity (Washington D. C.)	Dallol Ethiopian S.C. (Los Angeles)
Ethio Stars Toronto (Toronto)	Denver Tana S.C. (Denver)
Ethio Maryland (Silver Spring)	Ethio LA Stars SC (Los Angeles)
Houston Ethiopian S. A. (Houston)	Ethio Dallas S.A. (Dallas)
Kansas City S. C. (Kansas City)	Ethio Phoenix FC (Phoenix)
Liberty Walya (Philadelphia)	Ethio Tiger (Portland)
New York Abay Ethio S.C. (New York)	Fasiledes Soccer Club (Las Vegas)
Nyala Minnesota (Minneapolis-St Paul)	San Francisco Walya (San Francisco)
Saint George Ohio (Columbus)	San Jose Anbessa S.C. (San Jose)
Saint Michael S. C. (Silver Spring)	Seattle Barro (Seattle)
Virginia Lions (Northern Virginia)	Seattle Dashen S. C. (Seattle)
	Tewodros Sport Club (San Diego)

- A2.2. Unless the Board approves otherwise, the tournament location shall alternate between cities located east of the Mississippi river and west of the Mississippi river every year.

## Section A3: Tournament Coordinating Committee

- A3.1. In accordance with ESFNA bylaws Article 5.03.9.1.I, the tournament coordinator shall create a sub-committee (Tournament Coordinating Committee) from the Board of directors or designee and submit for Board approval to plan and run the daily tournament activities. Committee members will include a professional trainer, games rules and regulations coordinator, water and other logistical coordinator, referees' coordinator, and game activities manager.
- A3.2. The Committee shall consist of at least five members and will be chaired by the tournament

coordinator.

## Section A4: Rules for Competition and Seeding

A4.1. Competitions shall be held in two divisions - First Division and Second Division

A4.2. The placement of teams in two divisions shall be based on team standings during the prior year tournament. The top 16 teams shall be placed in the First Division; and the remaining shall play in the Second Division. The teams that finish first and second in the Second Division shall advance to play in the First Division the following year; likewise, the teams that finish last and second to last in the First Division shall be relegated to the Second Division.

A4.3. The two relegated teams will be ranked first and second in the second division for the next tournament.

A4.4. The exact placement of teams into Divisions and their seeding shall be determined by the Tournament Coordinating Committee and finalized at the annual meeting of the Federation's general meeting held in October. The Tournament Coordinator shall submit a report on the prior year's tournament along with the seeding determined by the following formula.

A4.5. Seeding is determined by this equally weighted formula:

Division I

A	B	C	D
1	2	3	4
8	7	6	5
9	10	11	12
16	15	14	13

Division II

A	B	C	D
1	2	3	4
8	7	6	5
9	10	11	12
16	15	14	13

Seeds 1 through 4 are decided by semi-final and final game results, the rest of the seeding is decided by group stage results.

A4.6. Rules for Group Stage, Semi-final and Final Matches;

- a. Group stage matches shall be 70 minutes long (35 minutes each half);
- b. Semifinal and final matches shall be 90 minutes long (45 minutes each half);
- c. Semifinal matches shall be: Group A vs Group D and Group B vs Group C;
- d. For semifinal and final matches, matches that end in tie during regulation shall be decided by a penalty shootout.
- e. Game durations may be reduced by the tournament coordinating committee or in the case of semifinal games by the agreement of the two teams involved.

A4.7. Rules for determining third place finisher

- a. Greater number of points obtained in regulation semifinal match;
- b. Goal difference in regulation semifinal match;
- c. Greater number of goals scored in regulation semifinal match;
- d. Should both seminal games end in tie during regulation, greater number of goals in penalty

shootout;

e. Coin toss by the Tournament Coordinating Committee.

#### A4.8. Awards

a. Division I - first place finisher - 1st place trophy and \$4000.00

b. Division I - second place finisher - 2nd place trophy and \$2000.00

c. Division I - third place finisher - 3rd place trophy and \$1000.00

d. Division II - first place finisher - 1st place trophy and \$2000.00

e. Division II - second place finisher - 2nd place trophy and \$1000.00

f. Division II - third place finisher - 3rd place trophy and \$500

g. Additional monetary award shall be recommended by the Executive Committee to the Board for approval in the October Board meeting. Under normal circumstances, the amount shall be one percent of the net profit divided among the six trophy winners according to the percentage of distribution of awards in Items 1 through 6 above (i.e. 2<sup>nd</sup> place and 3<sup>rd</sup> place finishers will get 50% and 25% of 1<sup>st</sup> place finishers, respectively). The maximum amount in the pot for the award shall not exceed \$12,000 and if one percent of the net profit is less than \$3,000, there shall not be any additional award.

h. All monetary awards are subject to fund availability and can be modified by the Executive Committee.

### Section A5: Eligibility

A5.1. The maximum number of players of non-Ethiopian origin or nationality that a team may register in the tournament shall be two. One of the following documents may be required to demonstrate a player's nationality or national origin: passport, travel document, Immigration and Naturalization Services paper or papers, birth certificate or affiliation by birth to a parent or parents who maintain Ethiopian ancestry;

A5.2. ESFNA players are free to participate in any other tournament.

### Section A6: Registration Process and Requirements

A6.1. The deadline for registering at least 15 players is June 15th. For any change to the roster after June 15, clubs will be assessed a fee for each change. The fee will be determined by the ESFNA Executive Committee. Each team's application shall include:

a. Roster of players expected to play in the Tournament, not to exceed 25 and 2 coaches; providing all requested information about each player and signed by the club's official ESFNA representative;

b. The applicable club registration fee--if needed;

c. The club's official ESFNA representative is responsible for accuracy and compliance to the rules of registration;

A6.2. No additional players will be allowed in the roster after the final roster has been accepted and approved at the close of registration. The deadline for player's registration is Saturday 11:59 PM, the day before the tournament begins.

A6.3. Players transfer:

a. If a player wants to switch a team, he can do so after sitting out a tournament without requiring a transfer paper from his club.

b. If a player wants to switch a team without sitting out a tournament, the player has to secure a release from his club, unless he or she is covered by the provisions in A6.3.c;

c. If a player moves to a different location at least 100 miles away from his current club, before May 31<sup>st</sup> prior to the tournament; he will be allowed to transfer to a club near his new location

- without securing a release from his current club. He shall inform the tournament coordinator and the ESFNA Secretary before May 31<sup>st</sup> in writing with supporting documentation such as driving license, prove of employment, rental agreement, utility bills or school records;
- d. A player has a right to appeal a denial by his current club to transfer to another club to the ESFNA EC in writing. A team has the responsibility to explain in writing the reasoning behind a transfer request denial. If the EC believes the denial is prejudicial to the player, it has the authority to grant the release;
  - e. A team that deny players' transfer request for frivolous reasons may lose its right for a determined year(s) if found as repeat offender as determined by the TC and Executive Committee for adversely affecting the quality of ESFNA's soccer competition.

## ARTICLE B. ESFNA DISCIPLINARY CODE

### Section B1: Object

This code describes violations of ESFNA tournament rules, determines the sanctions incurred, and regulates the organization and function of the bodies responsible for taking decisions and the procedure to be followed before these bodies.

### Section B2: Material Law

This code applies to every match and competition organized by ESFNA. Beyond this scope, it also applies if a match official is harmed and, more generally, if the statutory objectives of ESFNA are breached, especially with regards to forgery and corruption.

### Section B3: Natural Persons and Legal Entities

The following are subject to this code:

- B3.1. Club Officials;
- B3.2. Players;
- B3.3. Match officials;
- B3.4. Anyone with an authorization from ESFNA, in particular with regard to a match, competition or other event organized by ESFNA;
- B3.5. Spectators

### Section B4: Definitions

- B4.1. **Post-match**: the time between the final whistle from the referee and the team's departure from the confines of the stadium.
- B4.2. **Pre-match**: the time between the teams' arrival in the confines of the stadium and the whistle for kick-off from the referee.
- B4.3. **Official match**: a match organized under the auspices of ESFNA 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.
- B4.4. **Official**: anyone, with the exception of players, performing an activity connected with football at club, regardless of his title, the type of activity (administrative, sporting or any other) and the duration of the activity; in particular, managers, coaches and medical staff are officials.
- B4.5. **Match official**: the referee, assistant referees, fourth official, match commissioner, referee inspector, the person in charge of safety, and any other persons appointed by ESFNA to assume responsibility in connection with a match.

B4.6. **ESFNA regulations:** the Statutes, regulations, directives and circulars of ESFNA as well as the Laws of the Game issued by FIFA.

## **Section B5: Male and Female**

The provisions of this code apply to the male and female gender, regardless of the choice of words and expressions.

## **ARTICLE C. SANCTIONS**

### **Section C1: Culpability**

Unless otherwise specified, violations are punishable regardless of whether they have been committed deliberately or negligently. The sanctions are for the purpose of Specific and General Deterrence. Specific deterrence to mitigate the individual that is involved and general deterrence for the purpose of deterring any one and/or team.

### **Section C2: Acts Amounting to Attempt**

C2.1. Acts amounting to attempt are punishable. The Tournament Coordinating Committee must prove an intent to commit, which is preparation and thinking by an acceptable means such as a corroborating witness.

C2.2. In the case of acts amounting to attempt, the Tournament Coordinating Committee could reduce the sanction envisaged for the actual violation accordingly. It will determine the extent of mitigation as it sees fit; it shall not go below the general lower limit of the fine (Article 3, Section 10.2).

### **Section C3: Involvement**

C3.1. Anyone who knowingly takes part in committing a violation, either as instigator or accomplice, is also punishable.

C3.2. The Tournament Coordinating Committee will take into account of the degree of proven-guilt of the party involved and may reduce the sanction as it sees fit. It shall not go below the general lower limit of the fine.

### **Section C4: Sanctions Common to Natural and Legal Persons**

Both natural persons and legal entities are punishable by the following sanctions:

- C4.1. Warning;
- C4.2. Reprimand;
- C4.3. Fine;
- C4.4. Return of awards.

### **Section C5: Sanctions Applicable to Natural Persons**

The following sanctions are applicable only to natural persons:

- C5.1. Caution;
- C5.2. Expulsion;
- C5.3. Match suspension;
- C5.4. Ban from the dressing rooms and areas;



- C5.5. Ban from the substitutes' bench;
- C5.6. Ban from entering a stadium (with the approval of the EC);
- C5.7. Ban on taking part in any football related activity.

## **Section C6: Sanctions Applicable to Legal Entities**

The following sanctions are applicable only to legal entities:

- C6.1. Annulment of the result of a match;
- C6.2. Exclusion;
- C6.3. Deduction of points;
- C6.4. Forfeit.

## **Section C7: Warning**

A warning is a reminder of the substance of a Tournament Coordinating rule allied with the threat of a sanction in the event of a further violation.

## **Section C8: Reprimand**

A reprimand is an official written pronouncement of disapproval sent to the perpetrator of a violation.

## **Section C9: Fine**

- C9.1. The fine is issued in American dollars (USD). It shall be paid in the same currency.
- C9.2. The fine shall not be less than USD 200, and not more than USD 5,000.
- C9.3. The Tournament Coordinating Committee decides the terms and time limits for payment. If the fine is added to a match suspension, it shall be paid before the suspension has ended.
- C9.4. ESFNA clubs, along with team players and officials, are jointly liable for fines imposed on team players and officials. The fact that a natural person has left a club does not cancel out joint liability.

## **Section C10: Return of awards**

- C10.1. The person or entity required to return an award shall return all of the benefits received, in particular sums of money and symbolic objects (medal, trophy etc.).
- C10.2. The money received shall always be returned in full. The Tournament Coordinating Committee decides any interest that may be due as it sees fit.

## **Section C11: Caution**

- C11.1. A caution (yellow card) is a warning from the referee to a player during a match to sanction unsporting behavior of a less serious nature.
- C11.2. Two cautions received during the same match incur an expulsion (indirect red card) and, consequently, automatic suspension from the next match. The two cautions that incurred the red card are rescinded.
- C11.3. The Tournament Coordinating Committee may extend the duration of this suspension.
- C11.4. If an abandoned match is to be replayed, any caution issued during that match shall be annulled.

If the match is not to be replayed, the cautions received by the team responsible for causing the match to be abandoned are upheld; if both teams are responsible, all of the cautions are upheld.

- C11.5. If a player is guilty of serious unsporting behavior as defined of the Laws of the Game and is sent off (direct red card), any other caution he has previously received in the same match is upheld.

## **Section C12: Expulsion**

- C12.1. An expulsion is the order given by the referee to someone to leave the field of play and its surroundings, including the substitutes' bench, during a match. The person who has been sent off may be allowed into the stands unless he is serving a stadium ban.
- C12.2. Expulsion takes the form of a red card for players. The red card is regarded as direct if it sanctions serious unsporting behavior as defined by the Laws of the Game; it is regarded as indirect if it is the result of an accumulation of two yellow cards.
- C12.3. An official who has been sent off may give instructions to the person replacing him on the substitutes' bench. He shall, however, ensure that he does not disturb the spectators or disrupt the flow of play.
- C12.4. An expulsion automatically incurs suspension from the subsequent match, even if imposed in a match that is later abandoned and/or cancelled. The Tournament Coordinating Committee may extend the duration of the suspension.

## **Section C13: Match suspension**

- C13.1. A suspension from a match is a ban on taking part in a future match or competition or to attend it in the area immediately surrounding the field of play.
- C13.2. The player who has been suspended shall not be included on the players' list for the match.
- C13.3. The suspension is imposed in terms of matches, days or months. Unless otherwise specified, it may not exceed two (2) years.
- C13.4. 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 finally forfeited, suspension is only considered to have been served if the team to which the suspended player belongs is not responsible for the facts that led to abandonment, cancellation or forfeit of the match.
- C13.5. If a suspension is combined with a fine, it is prolonged until the fine has been paid in full.

## **Section C14: Ban from Dressing rooms and/or Substitutes' Benches**

A ban from dressing rooms and/or substitutes' benches deprives someone of the right to enter teams' dressing rooms and/or the area immediately surrounding the field of play, and in particular to sit on the substitutes' bench.

## **Section C15: Ban on Performing any Football Related Activity**

A person may be banned from performing any kind of football related activity (administrative, sports or any other).

## **Section C16: Annulment of the Result of a Match**

The result of a match is annulled if the result reached on the field of play is disregarded. An example of an offense that may require annulment is fixing the game for mutual benefit. Observers from the TC shall intervene during the game to give one warning to the teams in order for this sanction to be carried out.

## **Section C17: Exclusion**

Exclusion is the deprivation of the right of clubs from taking part in a current and/or future competition.

## **Section C18: Deduction of Points**

A club may have points deducted from those already attained in any current tournament. . An example of an offense that may require point deduction is under performing during a game to affect the outcome of the game. Observers from the TC shall intervene during the game to give one warning to the underperforming team in order for this sanction to be carried out.

## **Section C19: Forfeit**

- C19.1. Teams sanctioned with a forfeit are considered to have lost the match by 0-3 (i.e. the recipient team receives 3 points & 3 goals)
- C19.2. If the goal difference is greater, the higher score is upheld (i.e. the recipient team receives 3 points and the higher score; even in tie games).
- C19.3. A team must be ready to start a game when the referee calls each team with a whistle. A team has only 20 minutes to report on the field, with at least 7 players, for the match. If a team fails to field 7 players within that period, the referee can forfeit the game.
- C19.4. If both teams are more than 30 minutes late to report on the field for a game, the game will be declared a draw.
- C19.5. A forfeited game under this Section will not be rescheduled.

## **Section C20: Combined Sanctions**

- C20.1. Unless otherwise specified, the sanctions provided for in the general and special parts of this code may be combined.
- C20.2. In less serious cases, the Tournament Coordinating Committee may only pronounce a reduced sanction or a caution or a reprimand.

## **Section C21: Partial Suspension of Implementation of the Sanction**

- C21.1. The Tournament Coordinating Committee shall examine whether it is possible to suspend the implementation of the sanction partially for a ban on access to dressing rooms and/or the substitutes' bench.
- C21.2. Partial suspensions are permissible only if the duration of the sanction does not exceed two (2) matches and if the circumstances generally allow it, in particular the previous record of the person sanctioned.
- C21.3. The Tournament Coordinating Committee decides which part of the sanction may be suspended. In any case, half of the sanction is definite.
- C21.4. By suspending implementation of the sanction, the Tournament Coordinating Committee subjects the person sanctioned to a probationary period of a number of games up to two (2) ESFNA tournaments.
- C21.5. If the person benefiting from a suspended sanction commits another violation during the probationary period, the suspension is automatically revoked and the sanction applied; it is added to the sanction pronounced for the new violation.

## **Section C22: Limitation Periods of Sanctions**

- C22.1. The limitation period for sanctions is two years.
- C22.2. The limitation period begins on the day on which the decision comes into force.

## **Section C23: Centralization of Sanctions**

C23.1. Records of cautions, expulsions and match suspensions are stored in a central computer system of ESFNA. The Tournament Coordinating Committee confirms them in oral or writing to the club concerned or, in the case of final competitions, to the official ESFNA representative.

C23.2. This confirmation serves only as notification: sanctions (cautions, expulsions, automatic match suspensions) have an immediate effect on subsequent matches even if the letter of confirmation reaches the club or the official ESFNA representative concerned later.

## **Section C24: Carrying over Cautions**

C24.1. Cautions received during one tournament are not carried over to another tournament.

C24.2. They are, however, carried over from one round to the next in the same tournament. The Tournament Coordinating Committee may exceptionally depart from this rule before the start of a particular competition. This provision is subject to Article 39.

## **Section C25: Cancellation of Cautions**

C25.1. At the request of a club, the Appeal Committee may cancel cautions that have not resulted in a match suspension so as to restore the balance among several teams that have not played the same number of matches during a tournament, or in other exceptional circumstances.

C25.2. In any case, the committee may do this only once in any competition.

C25.3. The Appeal Committee's decision is final.

## **Section C27: Carrying over Match Suspensions**

As a general rule, every suspension (of players and other entities) is carried over from one round to the next in the same tournament.

# **ARTICLE D. DETERMINING SANCTIONS**

## **Section D1: General Rule**

D1.1. The Tournament Coordinating Committee decides the scope and duration of the sanction. Teams can apply to have their sanction reduced by the Appeal Committee.

D1.2. Unless otherwise specified, the duration of a sanction is always defined.

D1.3. When deciding the sanction, the Tournament Coordinating Committee will take account of all of the circumstances of the case, in particular the age of the person sanctioned, his record, personal situation, culpability (intentional or negligent), the reasons prompting him to commit the violation and the degree of seriousness of the violation.

## **Section D2: Duration**

D2.1. Violations committed during a match may no longer be prosecuted after a lapse of one (1) year. As a general rule, other violations may not be prosecuted after a lapse of two (2) years.

D2.2. Prosecution for corruption (cf. Article 59) is not subject to a limitation period.

## **Section D3: Commencement of the Limitation Period**

The limitation period runs as follows:

- D3.1. From the day on which the perpetrator committed the violation;
- D3.2. If the violation is recurrent, from the day on which the most recent violation was committed;
- D3.3. If the violation lasted a certain period, from the day on which it ended.

## **Section D4: Interruption**

The limitation period no longer applies if the Tournament Coordinating Committee reaches a decision before it has expired.

## **Section D5: Physical Injury**

- D5.1. A player who deliberately assaults someone physically or damages his health will be suspended for at least three (3) matches. An official who commits such a violation will be suspended for at least five (5) matches; the suspension shall be carried over to the next tournament. The case may be directed to the police or the ESFNA Legal Department for further legal action.
- D5.2. In any case, the Tournament Coordinating Committee will impose a minimum fine of USD 1,500 on a player and USD 2,000 on official.

## **Section D6: Violence**

- D6.1. A player who deliberately assaults someone, but without harming him physically or damaging his health, will be suspended for at least one (1) match. An official who commits such a violation will be suspended for at least three (3) matches; the suspension shall be carried over to the next tournament. The case may be directed to the police or the ESFNA Legal Department for further legal action.
- D6.2. If a person assaults someone by spitting at him, he will be suspended for one (1) match.
- D6.3. In any case, the Tournament Coordinating Committee will also impose a fine amounting to at least USD 1,000 on a player and USD 1,500 on official.

## **Section D7: Brawl**

- D7.1. Involvement in a brawl is sanctioned with a suspension for at least two (2) matches.
- D7.2. The scope of the suspension extends to all official ESFNA matches.
- D7.3. Anyone who has tried to prevent a fight, shield others or separate those involved in a brawl is not subject to punishment.

## **Section D8: Unidentified aggressors**

- D8.1. If, in the case of a group of people involved in violence, it is not possible to identify the instigator(s), the Tournament Coordinating Committee may sanction the club to which the aggressors belong. The sanctioned club may be reprieved by naming the guilty person(s) to the Tournament Coordinating Committee.
- D8.2. If, in the case of group violence, it is impossible to establish each participant's exact share of guilt, the Tournament Coordinating Committee will consider every participant identified as a perpetrator of the violations committed.

## **Section D9: Minor Violations**

A player is cautioned if he commits one of the following violations:

- D9.1. Unsporting behavior such as foul play, dangerous play or holding on to an opponent's shirt or any part of his body;
- D9.2. Showing disapproval of match officials by word or action (criticizing, decisions, protesting);

- D9.3. Violation of the Laws of the Game;
- D9.4. Delaying the restart of play;
- D9.5. Failing to comply with the required distance during corner kicks or free kicks;
- D9.6. Entering or re-entering the field of play without prior permission from the referee;
- D9.7. Leaving the field of play without prior permission from the referee;
- D9.8. Play-acting (diving, feigning injury, etc.).

## **Section D10: Serious Violations**

A player is sent off if he commits one of the following violations:

- D10.1. Serious foul play such as excessive or brute force;
- D10.2. Brutal action such as violent or aggressive conduct;
- D10.3. Spitting at an opponent or anyone else;
- D10.4. Denying the opposing team a goal or an obvious goal-scoring opportunity by deliberately handling the ball by hand;
- D10.5. Denying an obvious goal-scoring opportunity to an opponent moving towards the opposing goal by committing a violation punishable by a free kick or a penalty kick;
- D10.6. Making offensive, insulting or abusive remarks;
- D10.7. Second caution during the same match
- D10.8. Entering the field of play and surrounding areas at any time while unauthorized or when an official game is underway.

## **Section D11: Team's Misconduct**

The following constitute misconduct by a team and are sanctioned by a maximum fine of USD 500:

- D11.1. When six (6) players are cautioned during one match;
- D11.2. When three (3) players are sent off during one match;
- D11.3. When several players together make threats or show force against a match official;
- D11.4. Entering the field of play and surrounding areas at any time while unauthorized or when an official game is underway.

## **Section D12: Offensive Behavior**

- D12.1. Anyone who insults someone in any way, especially by using offensive gestures or language, will be sanctioned with match suspension. If the perpetrator is a player, he will be suspended from at least two (2) matches; if he is an official, he will be suspended from at least three (3) matches.
- D12.2. If the victim of the attack is ESFNA itself or one of its bodies or officials, the duration of the suspension will be doubled (+100%); the sanction applies at least to all official ESFNA matches. A minimum fine of USD 500 shall be pronounced.

## **Section D13: Bigotry**

- D13.1. Anyone who publicly disparages discriminates against or denigrates someone in a defamatory manner on account of race, color, language, religion, sexual orientation or ethnic origin will be subject to match suspension for at least three (3) matches. The Tournament Coordinating Committee will also pronounce a ban on his entering the confines of any stadium and a fine of

at least USD 500. If the perpetrator is an official, the fine will be at least USD 1,000.

D13.2. Any spectator who commits such a violation will be subject to a stadium ban for two (2) years.

## **Section D14: Threats**

Anyone who intimidates a match official with serious threats will be sanctioned with a fine of at least USD 500 and a one (1)-match suspension.

## **Section D15: Force**

Anyone who uses violence or threats to pressurize a match official into taking certain action or to hinder him in any other way from acting freely will be sanctioned with a fine of at least USD 1,000 and a match suspension.

## **Section D16: Forgery and Falsification**

D16.1. Anyone who, during any sports related activity, creates a false document, forges a document, makes a false claim in a document with potentially legal repercussions or uses a forged document to deceive others will be sanctioned with a suspension for at least five (5) matches; the suspension shall be carried over to the next tournament.

D16.2. If the perpetrator is an official, the Tournament Coordinating Committee will pronounce a ban on performing any sports related activity for a period of at least three (3) years.

D16.3. The Tournament Coordinating Committee may also pronounce a fine of at least USD 1,000 on a player and USD 2,000 on official.

## **Section D17: Corruption**

D17.1. Anyone who offers promises or grants an unjustified advantage to a body of ESFNA, a match official, a player or an official on behalf of himself or a third party in an attempt to incite it or him to violate ESFNA regulations will be sanctioned:

- a. With a fine of at least USD 3,000;
- b. With a ban on performing any sports related activity and;
- c. With a ban on entering any stadium;

D17.2. Passive corruptions (soliciting, being promised or accepting an unjustified advantage) will be sanctioned in the same manner.

D17.3. In serious cases and in the case of repetition, sanction (b) may be pronounced for life.

D17.4. In any case, the Tournament Coordinating Committee will pronounce confiscation of the assets involved in committing the violation. These assets will be used for other ESFNA programs.

## **Section D18: Inciting Hatred and Violence**

D18.1. A player or official who openly incites others to hatred or violence will be sanctioned with match suspension of no less than three (3) and with a minimum fine of USD 1,500.

D18.2. In serious cases, in particular when the violation is committed using the mass media (such as the press, radio or television) or if it takes place on a match day in or around a stadium, the maximum fine will be USD 5,000.

## **Section D19: Provoking the General Public**

Anyone who provokes the general public during a match will be suspended for three (3) matches and sanctioned with a minimum fine of USD 3,000.

## **Section D20: Abandonment**

- D20.1. If a team refuses to play a match or to continue playing a match it has begun, it will be fined a minimum fine of USD 3,000 and will, in principle, forfeit the match and will be disqualified from the competition in progress. All points attained against this team will be nullified in the group.
- D20.2. If a club deliberately not shows up for a game in an attempt to unfairly influence the outcome of the tournament or avoid relegation, it will be fined a minimum of USD 3,000 and will be disqualified from the competition in progress. All points attained against this team will be nullified in the group.
- D20.3. If another team, player or official, is found to be collaborating and/or assisting a team to abandon a match or compromise the outcome of the tournament, in any way, sections 20.1& 20.2 will be applied to it.
- D20.4. Qualification to the next round from the group in question will be determined by the cumulative points and goals attained within the remaining teams (tie breaker procedures may apply as deems necessary).
- D20.5. If a game is completely abandoned due to rain, fighting, or any other Act of God or due to circumstances beyond the control of ESFNA, the following procedures will apply:
- a. If the game was abandoned in the first half or at half time and the tournament coordinating committee confirms there are no circumstances to replay the entire game or the second half, the score at the time of stoppage stands still.
  - b. If the game was abandoned in the second half, the score at the time of stoppage stands still. There will not be rescheduling games.

## **Section D21: Payment of sums of money**

- D21.1. Anyone who fails to pay another person or entity (such as a player, a coach or a club) a sum of money in full, even though instructed to do so by the Board or a body of ESFNA:
- a. Will be sanctioned with a minimum fine of USD 500 for failing to comply with the instructions issued by the body that imposed the payment;
  - b. Will be given a final time limit by the judicial bodies of ESFNA in which to settle the debt;
  - c. If it is a club, it will be warned and threatened with doubling the fine if it has not paid by the final time limit.
- D21.2. If the club disregards the final time limit, the Board or body will request the Executive Committee to implement the threat.

## **Section D22: Ineligibility**

- D22.1. If a player takes part in an official match despite being ineligible, his team will be sanctioned from the competition by forfeiting all matches, will be relegated to the next lower division or will be sanctioned for a year from any ESFNA competition and pays a minimum fine of USD 2,000.
- D22.2. If a player takes part in an official match despite being ineligible, he will be sanctioned for a year from any ESFNA competition and pays a minimum fine of USD 1000.

## **Section D23: Manipulating Match Results**

Anyone who conspires to distort the result of a match in a manner incompatible with sporting ethics will be sanctioned with a match suspension and a minimum fine of USD 2,500. The body will also pronounce a ban on performing any football related activity; in serious cases this sanction will apply for life.



## **ARTICLE E. ORGANIZATION**

### **A1.4. Section E1: Tournament Coordinating Committee**

The Tournament Coordinating Committee is authorized to sanction any breach of the disciplinary code, which does not come under the jurisdiction of another body. The Tournament Coordinating Committee is responsible for:

- E1.1. Sanctioning serious violations, which have escaped the match officials' attention;
- E1.2. Rectifying obvious errors in the referee's disciplinary decisions;
- E1.3. Extending the duration of a match suspension incurred automatically by an expulsion;
- E1.4. Pronouncing additional sanctions to those imposed by the referee, such as a fine.

### **Section E2: The Appeal Committee**

The Appeal Committee is responsible for deciding appeals against any of the Tournament Coordinating Committee's decisions that the ESFNA regulations do not declare as final or referable to another body.

### **Section E3: Meetings**

- E3.1. The Tournament Coordinating Committee meetings are deemed to be valid if a quorum of three (3) members is present. The Appeal Committee's meeting is valid when the three (3) members are present.
- E3.2. At the behest of the chairman, the secretary shall call the number of members deemed necessary to each meeting. The chairman shall, as far as possible, ensure that the members are present to meetings.

### **Section E4: Chairman**

- E4.1. The chairman conducts the meetings and delivers the decisions, which this code empowers him to take.
- E4.2. If the chairman is prevented from attending, the secretary shall replace him.

### **Section E5: Secretary**

- E5.1. The secretary takes charge of the administrative work and writes the minutes and decisions of the meetings.
- E5.2. He takes care of the filing. The decisions passed and the relevant files shall be passed to ESFNA Secretary and kept for at least ten (10) years.
- E5.3. In collaboration with ESFNA Public Relation Officer, ESFNA Secretary is in charge of publishing decisions passed by the judicial bodies of ESFNA in a suitable manner, such as on the Internet. In exceptional circumstances, he may choose not to publish certain decisions.

### **Section E6: Independence**

- E6.1. The Tournament Coordinating Committee and the Appeal Committee of ESFNA pass their decisions entirely independently; in particular, they shall not receive instructions from any other body.
- E6.2. A member of another ESFNA body may not stay in the meeting room during the judicial bodies deliberations unless they have explicitly summoned him to attend.

## **Section E7: Objection**

E7.1. Members of the Tournament Coordinating Committee and the Appeal Committee of ESFNA shall decline to take responsibility if there are serious grounds for questioning their impartiality.

E7.2. This applies in the following cases:

- a. If the member in question is directly involved in the outcome of the matter;
- b. If he is associated with any of the parties;
- c. If he has the same affiliation or membership as the party implicated (club, official, player etc.);
- d. If he has already dealt with the case under different circumstances.

E7.3. Members against whom an objection might be raised shall notify the chairman immediately. Each party may also raise an objection to a member.

E7.4. In the case of a dispute, the chairman decides.

E7.5. Proceedings that have involved someone to whom an objection has been raised will be considered null and void.

## **Section E8: Confidentiality**

E8.1. The members of the Tournament Coordinating Committee and the Appeal Committee shall ensure that everything disclosed to them during the course of their duty remains confidential (facts of the case, contents of the deliberations and decisions taken).

E8.2. Only the contents of those decisions already notified to the addressees may be made public.

## **Section E9: Exemption from Liability**

Except in the case of serious misdemeanor, the members of the Tournament Coordinating Committee and the Appeal Committee of ESFNA may be made liable for any deeds or omissions relating to any disciplinary procedure.

## **ARTICLE F. PROCEDURE**

### **Section F1: Time Limit Calculation**

F1.1. Time limit to which clubs shall adhere commences the moment after they have received the relevant decisions.

F1.2. Time limits to which other persons shall adhere commence four (4) days after receipt of the document by the club responsible for forwarding it.

### **Section F2: Compliance to Future Fines and Sanctions**

(The Following is for post-tournament compliance to fines and sanctions to natural persons & legal entities)

F2.1. The EC determines the process of compliance without prejudice to the persons or entities.

### **Section F3: Right to be heard**

F3.1. The parties shall be heard before any decision is passed.

F3.2. They may, in particular:

- a. Present their argument in fact and in law;
- b. Request production of proof;

- c. Be involved in the production of proof;
- d. Obtain a reasoned decision.

F3.3. The right to be heard may be restricted in exceptional circumstances, such as when confidential matters need to be safeguarded or the proceedings to be conducted properly.

F3.4. In certain circumstances, the special procedures may apply.

## **Section F4: Proof**

F4.1. Any type of proof may be produced.

F4.2. The only proof that may be rejected is that which violates human dignity or obviously does not serve to establish relevant facts.

F4.3. The following are, in particular, admissible: reports from referees, assistant referees, match commissioners and referee inspectors, declarations from the parties and witnesses, the production of documents, expert opinions and audio or video recordings.

F4.4. The bodies will have absolute discretion regarding proof.

F4.5. They may, in particular, take account of the parties' attitudes during proceedings, especially the manner in which they cooperate with the judicial bodies (cf. Article 100).

F4.6. They decide on the basis of their personal convictions.

## **Section F5: Match officials' reports**

F5.1. Facts contained in match officials' reports are presumed to be accurate.

F5.2. Proof of the inaccuracy of the contents of these reports may be provided.

F5.3. 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's report is considered authoritative regarding incidents that occurred on the field of play; the Tournament Coordination Committee's report is considered authoritative regarding incidents that took place outside the field of play.

## **Section F6: Burden of Proof**

The burden of proof regarding disciplinary violations rests on the Plaintiff.

## **Section F7: Representation and assistance**

F7.1. The parties may arrange to be assisted by a third party.

F7.2. They may be represented even if they are not required to appear personally.

F7.3. The parties are free to choose their own assistance and representation.

## **Section F8: Language used in proceedings**

F8.1. The languages used in proceedings are the two official languages of ESFNA (Amharic and English). The body and parties may choose any one of the two languages.

F8.2. ESFNA may, if necessary, use the services of an interpreter.

F8.3. Decisions are passed in one of the languages used by ESFNA.

F8.4. If the language used in a decision is not the mother tongue of the person concerned, the teams/clubs to which the person belongs will be responsible for translating it.

## **Section F9: Notification and communication**

- F9.1. All of the parties are notified of the decisions--it could be orally--if there is time limitation.
- F9.2. Copies of other documents emanating from the Tournament Coordinating Committee, the Appeal Committee, their chairman or the secretary may be sent to every party.
- F9.3. Decisions and other documents intended for players, clubs and officials are addressed to the clubs concerned on condition that it forwards the documents to the parties concerned. These documents are considered to have been notified/communicated properly to the ultimate addressee five (5) days after notification/communication of the documents to the clubs.
- F9.4. Decisions are notified by telefax, e-mail and/or letter.
- F9.5. Other documents are communicated only by telefax or mail.
- F9.6. If a party is present when a decision is taken, the terms of the decision shall be communicated to him orally. The reasoned decision shall then be sent to him by telefax, e-mail or letter within sixty (90) days.
- F9.7. Orders for provisional measures are notified only by e-mail or telefax.

## **Section F10: Obvious errors**

The Tournament Coordinating and Appeal Committee may rectify any mistakes in calculation or any other obvious errors at any time.

## **Section F11: Costs and expenses**

- F11.1. The unsuccessful party shall pay costs and expenses.
- F11.2. If there is no unsuccessful party, they will be borne by ESFNA.
- F11.3. If considered fair to do so, they may be split among several persons or entities.
- F11.4. The body that rules on the substance of the matter decides how costs and expenses will be allocated. The amounts are stipulated by the majority vote, against which no appeal may be made.
- F11.5. The committees may exceptionally decide to curtail or dispense costs and expenses.

## **Section F12: Imposition of decisions**

- F12.1. Decisions will be imposed immediately if they are not liable to appeal or if this code provides for such action.
- F12.2. Tournament (soccer games) related decisions made by the Tournament Coordinating Committee during the annual ESFNA tournament are final and binding.
- F12.3. Other decisions may be appealed to the Appeal Committee. The Appeal Committee may want to review the Tournament Coordinating Committee decision and give its opinion. It has the right to reopen or reject the appeal.

## **Section F13: Commencement of Proceedings**

- F13.1. Disciplinary violation is automatically prosecuted.
- F13.2. Any person or authority may report conduct that he or it considers incompatible with the regulations of ESFNA to the Tournament Coordinating Committee. Complaints may not be made orally.
- F13.3. Match officials are obliged to expose violations, which have come to their notice.

## **Section F14: Investigation**

The secretary of ESFNA and Auditor (or other members of the EC if needed) carries out the necessary preliminary investigation ex officio under the president's guidance if there are grave concerns in relation to any of Tournament Coordinating Committee, the Appeal Committee, and ESFNA's other committees.

## **Section F15: Collaboration among the parties**

- F15.1. The parties are obliged to collaborate to establish the facts. In particular, they shall comply with requests for information from the Tournament Coordinating Committee and the Appeal Committee.
- F15.2. Whenever deemed necessary, the secretary verifies the parties' versions of the facts.
- F15.3. If the parties are dilatory in responding, the chairman of Tournament Coordinating Committee and the Appeal Committee may impose a fine of up to USD 1,000, after first warning them.
- F15.4. If the parties fail to collaborate and there is no other means of obtaining the information requested, the Tournament Coordinating Committee and the Appeal Committee will decide the case, using the file in their possession.

## **Section F16: Oral statements**

- F16.1. As a general rule, there are no oral statements and the Tournament Coordinating Committee decides on the basis of the file.
- F16.2. At the request of one of the parties, the body may arrange for oral statements to be heard, to which all the parties shall be summoned.
- F16.3. Oral statements are always heard behind closed doors.
- F16.4. The chairman decides on the sequence of the oral statements.
- F16.5. Once the preliminary proceedings have ended, the chairman allows the person against whom proceedings are being conducted a final opportunity to speak.
- F16.6. The oral statements terminate with the parties' closing statement.

## **Section F17: Deliberations**

- F17.1. The Tournament Coordinating Committee deliberates behind closed doors.
- F17.2. If any oral statements have been heard, they will immediately be followed by deliberations.
- F17.3. They are conducted without interruption, unless there are exceptional circumstances.
- F17.4. The chairman decides in which order the various questions will be submitted for deliberation.
- F17.5. The members present express their opinion in the order set out by the chairman, who always speaks last.

## **Section F18: Passing the Decision**

- F18.1. Decisions are passed by a simple majority of the members present.
- F18.2. Every member present must vote.
- F18.3. If the votes are equal, the chairman has the casting vote.

## **Section F19: Form and contents of the decision**

- F19.1. The decision contains:
  - a. The composition of the committee;

- b. The designation of the parties;
- c. The summary of the facts;
- d. The legal reasons for the decision;
- e. The provisions on which the decision was based;
- f. Terms of the decision;
- g. Notice of the channels for appeal.

F19.2. The decisions are signed by the committee chairman and forwarded to ESFNA secretary.

## **Section F20: Contestable decisions**

An appeal may be lodged to the Appeal Committee against any decision passed by the Tournament Coordinating Committee, unless the sanction pronounced is:

- F20.1. A warning;
- F20.2. A reprimand;
- F20.3. A suspension for less than two (2) matches;
- F20.4. A fine of less than USD 750 imposed on a club, and of less than USD 300 in other cases.
- F20.5. Decisions made in accordance with the Laws of the Game;
- F20.6. Decisions made related to the soccer tournament underway.

## **Section F21: Eligibility to appeal**

- F21.1. Anyone who is affected by a decision and has an interest justifying amendment or cancellation of the decision may submit it to the Appeal Committee.
- F21.2. Clubs may appeal against decisions sanctioning their players, officials or members. They shall have the written agreement of the person concerned.

## **Section F22: Time Limit for Appeal**

- F22.1. The party intending to appeal shall announce his intention in writing within three (3) days of communication of the decision. During tournament week, the time limit for appeal orally is two (2) hours.
- F22.2. Reasons for the appeal shall then be given in writing within a further time limit of seven (7) days, commencing upon the expiry of the first time limit of three (3) days. During tournament week, the time limit for appeal in writing is three (3) hours.
- F22.3. The announcement of the intention to appeal shall be sent directly to ESFNA Appeal Committee Chair. The petition of appeal shall, however, be forwarded to ESFNA Tournament Coordinator through the club's official ESFNA representative.
- F22.4. The clubs receiving the petition of appeal shall forward it immediately to ESFNA Appeal Committee Chair. The decisive moment for complying with the time limit for lodging this petition is the moment it reaches ESFNA.

## **Section F23: Grounds for Complaint**

- F23.1. The appellant may object to insufficient representation of the facts and wrong application of the law.
- F23.2. If the contested decision concerns failure to comply with a decision passed by an ESFNA body ordering someone to pay a certain sum of money to another person, the appellant may not question the initial financial decision.

## **Section F24: Petition of Appeal**

F24.1. The appellant shall submit his petition of appeal in triplicate (copy to Tournament Coordinating Committee, ESFNA secretary and the defendant).

F24.2. The petition shall include the necessary conclusions, reasons and means of proof and be signed by the appellant and/or his representative, subject to Article 6, Section 22.2 and 22.3.

## **Section F25: Deposit**

F25.1. Anyone wishing to lodge an appeal shall bring a cashier's check, money order or cash in the amount of USD 200 to ESFNA before expiry of the time limit of three hours or seven (7) days to formalize the appeal.

F25.2. The appeal is inadmissible without this deposit.

F25.3. This amount will be reimbursed to the appellant if he wins the case. If he loses the case and if the deposit is insufficient to cover costs and charges associated with the appeal, the appellant will be ordered to cover the expense.

F25.4. If the appeal is considered to be frivolous or vexatious, costs and expenses shall be paid in addition to the deposit.

## **Section F27: Effect of the appeal**

The Appeal Committee has full power in fact and in law to rule on the appeal.

## **Section F28: Sequence in proceedings leading up to the decision**

All Sections in Article F apply similarly to the procedure to be followed.

F28.1. The committee chairman signs the decisions.

F28.2. Decisions may not be amended to the detriment of the party contesting them.

## **Section F29: Conclusion to the proceedings**

The Appeal Committee rules, in principle, as a body in the last instance.

## **Section F30: Emergencies**

F30.1. If circumstances so require, the chairman may approve the deliberations and decision taking to be conducted via telephone conference, videoconference or any other similar method.

F30.2. The committee's secretary takes minutes as if it were a chaired meeting.

## **Section F31: Review**

F31.1. If a party discovers facts or means of proof that were not known to the judicial body that took the decision, it may request the body to review its decisions.

F31.2. Such a review is subordinate to any other possible channels of appeal.

F31.3. A request for a review shall be made within fifteen (15) days of discovering the fact or means of proof.

## **ARTICLE G. OTHER PROVISIONS**

### **Section G1: Diverging texts in the Disciplinary Code**

G1.1. This code may exist in the two (2) languages of ESFNA (Amharic & English).

G1.2. In the event of any discrepancy in the two (2) texts, the original English version is authoritative.

G1.3. Until the Amharic version is translated and approved by ESFNA Board, the English version is authoritative.

## **Section G2: Scope of the code, omissions, custom, doctrine and jurisprudence**

G2.1. This code governs every subject to which the text or the meaning of its provisions refers.

G2.2. If there are any omissions in this code, the Tournament Coordinating Committee and the Appeal Committee will decide in accordance with the organization's custom or, in the absence of custom, in accordance with rules they would lay down if they were acting as legislators.

G2.3. During their entire operations, the Tournament Coordinating Committee and the Appeal Committee of ESFNA draw on settlements already established by sports doctrine and jurisprudence.

## **Section G3: Adoption and application**

G3.1. The ESFNA General Assembly adopted this revision of the code on 01 June 2017.

G3.2. This code came into force on 01 June 2017 with the exception of Article A4.5 which becomes effective after the 2017 tournament.

For ESFNA Executive Committee:

President: Getachew Tesfaye

TRR Coordinating Committee:

Tekabe Zewde (Chair, ESFNA Executive Committee member)

Redeat Bayleyegn (Secretary, ESFNA Board member)

Gebbru W/Amanuel (ESFNA Board member)

Tekaligne H/Selassie – Shaft (ESFNA Board member)

Girma Tafesse (ESFNA Board member)

Sisay Woldemichael (ESFNA Board member)

Genet Moges (TC member)

Fikre Wondafrash (TC member)