



NZF ANTI-MATCH-FIXING AND SPORTS BETTING REGULATIONS

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NZF Anti-Match-Fixing and Sports Betting Regulations

1 Interpretation and Definitions

1.1 The definitions set out below apply to these Regulations:

1.1.1 **Attempt:** Purposely engaging in an act(s) and/or omission(s) which are more than mere preparation and which constitute a real and substantial step(s) towards the commission of an offence under these Regulations, whether or not an offence was actually committed or whether or not in the circumstances it was possible to commit an offence.

1.1.2 **Benefit or Reward:** Any direct and/or indirect monetary and/or non-monetary bribe(s), gain(s), benefit(s), gift(s) and/or advantage(s), including, without limitation, winnings and/or potential winnings as a result of a Bet(s). This does not include official prize money and/or legitimate contractual payments authorised by NZF for participating in Matches or Events, any services, sponsorship, endorsements and/or similar payments.

1.1.3 **Bet:** A bet, wager or other form of financial speculation.

1.1.4 **Betting:** Making, accepting, or laying a Bet, including (without limitation) activities commonly referred to as sports betting, such as fixed and running odds, totalisator/toto games, live betting, betting exchanges, spread betting, and other games offered by sports betting operators.

1.1.5 **Ethics Committee:** The committee comprising persons who are appointed by the Executive Committee of NZF to sit on the Ethics Committee of NZF.

1.1.6 **Executive Committee:** Means the Executive Committee of NZF.

1.1.7 **Court of Arbitration for Sport (CAS):** The Court of Arbitration for Sport (CAS), which is the court established by the International Olympic Committee to resolve sports related disputes and which operates under the Code of Sports Related Arbitration.

1.1.8 **Chief Executive Officer of NZF:** The Chief Executive Officer, or if there is not one, the next highest ranking executive in NZF.

1.1.9 **Event:** A football tournament, league, series of Matches and/or competition, including a one- off competition.

- 1.1.10 **Inside Information:** Any information considered to be not available to or not known by the public relating to any Match, Event, team, athlete or any aspect connected with any of these, that a person has because of their position within NZF or connection to NZF. This could include, without limitation, such information as a football team's actual or likely membership composition, the fitness of individual athletes, or planned tactics.
- 1.1.11 **Integrity Officer:** A person or persons designated to act as an Integrity Officer of NZF.
- 1.1.12 **Match:** A football match, game, or fixture.
- 1.1.13 **Match or Event Under the Jurisdiction of, or Connected to, NZF:** A Match or Event arranged, hosted or controlled by NZF, or which otherwise is within the auspices of NZF including, for the avoidance of doubt, the National Competitions. To avoid doubt, where a Match is, for example, an international Match forming part of an international tournament and or/series of international Matches, all other Matches in that international tournament and or/series of international Matches are also connected to NZF.
- 1.1.14 **Match-Fixing:** Improperly influencing or otherwise taking action which could cause the occurrence of a particular incident, outcome, result or anything else in a Match or Event, and for which any money, Benefit or Reward (including associated with a betting arrangement) is expected or received; other than solely for genuine medical or Sporting Tactical Reasons. While often associated with corrupt gambling practices, such as placing bets on arranged outcomes for financial return, it can also involve a range of associated activities.
- 1.1.15 **National Competitions:** Means the National League Season Competitions and the Winter Season Competitions.
- 1.1.16 **Notice of Charge:** Document initiating offence proceedings to be heard by the Ethics Committee.
- 1.1.17 **NZF:** New Zealand Football Incorporated, incorporation number 215518, being an Association.
- 1.1.18 **NZF Representative Teams:** Includes the following teams:
- (a) The senior men's representative team (the **All Whites**);
 - (b) The New Zealand Under 23 men's representative team;
 - (c) The New Zealand Under 20 men's representative team (the **Junior All Whites**);
 - (d) The New Zealand Under 17 men's representative team (the **Young All Whites**);

- (e) The senior women's representative team (the **Football Ferns**);
- (f) The New Zealand Under 20 women's representative team (the **Junior Football Ferns**);
- (g) The New Zealand Under 17 women's representative team (the **Young Football Ferns**).

- 1.1.19 **Parties:** The Parties to offence proceedings which may include, as appropriate, the Relevant Person, the Integrity Officer and/or NZF officers and representatives of the Parties, if any.
- 1.1.20 **Prohibited Conduct:** Conduct which constitutes an offence under these Regulations as listed in Section 2.
- 1.1.21 **Provisional Suspension:** An order made by the Ethics Committee, Sports Tribunal or CAS, which temporarily prohibits a Relevant Person from competing or participating in any Match, Event or other activities associated with NZF, as set out in D19 of Appendix C, until the Ethics Committee, Sports Tribunal or CAS, makes a final decision regarding whether the Relevant Person has committed the offence(s) alleged under these Regulations.
- 1.1.22 **Regulations:** These Anti-Match-Fixing and Sports Betting Regulations of NZF.
- 1.1.23 **Relevant NZF Persons:** Those persons and/or categories of persons as defined from time to time by the Executive Committee and who are listed in Schedule 1 of these Regulations.
- 1.1.24 **Relevant Persons:** Means Relevant NZF Persons and Relevant Regional Association Persons as defined from time to time by the Executive Committee and who are listed in Schedule 1 and Schedule 2 of these Regulations.
- 1.1.25 **Relevant Regional Association Persons:** Those persons and/or categories of persons as defined from time to time by the Executive Committee and who are listed in Schedule 2 of these Regulations.
- 1.1.26 **Respondent:** a Relevant Person investigated under these Regulations.
- 1.1.27 **Sporting Tactical Reasons:** Reasons for action taken in a Match or Event in situations which, by reference to Regulation 2.4, are not intended to be captured as offences in these Regulations. Such situations include, for example, where an athlete or team deliberately loses, underperforms or plays in a manner which the athlete or team intends will help obtain a more favourable sports outcome, for example, a more favourable draw in a competition.

- 1.1.28 **Sport New Zealand or Sport NZ:** Sport and Recreation New Zealand, the crown entity established under the Sport and Recreation Act 2002.
- 1.1.29 **Sports Tribunal:** The Sports Tribunal of New Zealand, which is an independent statutory entity, as continued under the Sports Anti-Doping Act 2006.
- 1.1.30 **Substantial Help:** In the context of Regulation 31.1.7, a Relevant Person provides Substantial Help if they: (1) fully disclose in a signed witness statement all information that they possess regarding offences under these Regulations, offences under other anti-Match-Fixing / anti-corruption regulations, offences relating to other professional regulations and the commission of relevant criminal offences and (2) cooperate with the investigation and adjudication of any case related to that information, including, for example, presenting testimony at a hearing if requested to do so by NZF or other relevant body. Further, the information provided must be credible and must comprise an important part of any case that is initiated or, if no case is initiated, must have provided a sufficient basis on which a case could have been brought.
- 1.1.31 **Suspension:** A sanction set out in Regulation 33.1.6 that may be imposed on a Relevant Person, who has committed an offence under these Regulations.
- 1.1.32 **Table of Sanctions:** The table set out in Regulation 32.

1.2 Interpretation

- 1.2.1 These Regulations include Appendices A, B, C, D, and E .
- 1.2.2 Headings used in these Regulations are for convenience only and shall not be deemed part of the substance of these Regulations or to affect in any way the language of the provisions to which they refer.
- 1.2.3 Words in the singular include the plural and vice versa.
- 1.2.4 Reference to 'including' and similar words are not words of limitation.
- 1.2.5 Examples are given to assist understanding. Unless stated, one example does not limit the range or number of examples.
- 1.2.6 Words importing a gender include any other gender.

- 1.2.7 A reference to a rule is a reference to a rule or sub rule of these Regulations.
- 1.2.8 Where a word or phrase is given a particular meaning, other parts of speech and grammatical forms of that word or phrase have corresponding meanings.
- 1.2.9 In the event any provision of these Regulations are determined invalid or unenforceable, the remaining provisions shall not be affected. These Regulations shall not fail because any part of these Regulations are held invalid.
- 1.2.10 Except as otherwise stated in these Regulations, failure to exercise or enforce any right conferred by these Regulations shall not be deemed to be a waiver of any such right nor operate so as to bar the exercise or enforcement thereof or of any other right on any other occasion.

2 Introduction

- 2.1 NZF is committed to maintaining the fundamental character of sporting competition as an honest test of skill and ability and to prevent Match-Fixing from undermining the integrity of football.
- 2.2 In these Regulations, Match-Fixing involves improperly taking any action to influence the overall result, or any part of, a sports Match, game or Event for financial or other benefit; rather than solely for genuine medical or Sporting Tactical Reasons. It is usually associated with corrupt gambling practices such as placing Bets on arranged outcomes for financial return. However, Match-Fixing can also involve a range of associated activities. Match-Fixing activities prohibited under these Regulations are set out in Section 2 (Prohibited Conduct).
- 2.3 These Regulations establish the prohibition of betting or gambling on a particular Match or Event by a Relevant Person and anti-Match-Fixing regulations to apply across football in relation to any Match or Event Under the Jurisdiction of, or Connected to, NZF whether inside or outside of New Zealand.
- 2.4 The purpose of these Regulations is:
- 2.4.1 to protect and maintain the integrity of football;
- 2.4.2 to protect football against any efforts to improperly influence the result, or any aspect, of any Match or Event;
- 2.4.3 to establish uniform regulations and a consistent scheme of enforcement and penalties;

- 2.4.4 to generally align with the New Zealand Policy on Sports Match-Fixing and Related Corruption developed by Sport New Zealand (Sport NZ);
 - 2.4.5 to capture Match-Fixing as an offence;
 - 2.4.6 not to capture as an offence a situation where an athlete or team deliberately loses, underperforms or plays in a manner which the athlete or team intends will help obtain a more favourable sports outcome, for example, a more favourable draw in a competition. This type of activity is prohibited by NZF's other regulations but is not intended to be captured in these Regulations;
 - 2.4.7 not to capture as an offence the gambling by a Relevant Regional Association Person on any Match or Event that is not part of the National Competitions.
- 2.5 Conduct prohibited by these Regulations may also be a criminal offence and/or a breach of other applicable laws or regulations. These Regulations are intended to supplement other laws and regulations and do not replace, prejudice or undermine in any way the application of other laws and regulations. People to whom these Regulations apply must comply with all applicable laws and regulations at all times.
- 2.6 These Regulations only apply to Relevant Persons associated with NZF. These Regulations cannot apply to third parties outside the jurisdiction of NZF, who may often be involved in Match-Fixing. However, third party involvement may be addressed by law enforcement agencies. NZF must therefore immediately inform and collaborate with relevant law enforcement agencies such as the New Zealand Police, where third party involvement is suspected, so possible criminal offences by third parties and by Relevant Persons under the Policy, can be addressed.
- 2.7 Education of all Relevant Persons and NZF Executive Committee and management about the requirements of these Regulations, Match-Fixing risks and prevention strategies (as outlined in Regulation 17), is essential to the credibility and proper functioning of these Regulations.
- 2.8 In brief, the enforcement process (not including processes of the New Zealand Police or other agencies) is as follows:
- 2.8.1 information is investigated by an Integrity Officer (a person designated by NZF);
 - 2.8.2 the Integrity Officer:

- a decides whether or not low-level offences have been committed and, if so, imposes a warning and reprimand only; or
 - b decides that no offences have been committed in which case the matter is at an end; or
 - c decides whether to refer serious matters to the Ethics Committee.
- 2.8.3 the Ethics Committee (a panel appointed by NZF) conducts hearings, makes decisions on matters referred to it and on any appeals against Integrity Officer decisions and imposes sanctions where appropriate;
- 2.8.4 there are some rights to appeal decisions of the Ethics Committee.

SECTION 1: APPLICATION OF ANTI-MATCH-FIXING POLICY

3 Regulations made by Executive Committee

- 3.1 These Regulations are made by the Executive Committee of NZF and may be amended by the Executive Committee, provided that the Regulations remain aligned with the following requirements in Sport NZ's model Anti-Match-Fixing and Sports Betting Policy:
- 3.1.1 the Prohibited Conduct listed in Rule 3;
 - 3.1.2 the educational requirements in Rule 4;
 - 3.1.3 the sanctions associated with Prohibited Conduct listed in Rule 14.
- 3.2 The Executive Committee may, in its sole discretion, delegate any or all of its powers under these Regulations, including, but not limited to, the power to adopt, apply, monitor and enforce these Regulations.

4 Policy applies to Relevant Persons

- 4.1 These Regulations apply to, and are binding on, all "Relevant Persons", as designated by the Executive Committee in Schedule 1 and Schedule 2 of these Regulations.

4.2 By virtue of obligations arising in or through membership, employment or other contractual relationship with NZF, Relevant Persons are bound by and are required to comply with these Regulations.

4.3 Where there is a conflict between these Regulations and regulations of FIFA, FIFA regulations shall prevail.

5 Intentionally left blank.

SECTION 2: PROHIBITED CONDUCT

6 Prohibited Conduct

6.1 These Regulations prohibit a Relevant Person engaging in the conduct and activities listed in this Section 2. Any Relevant Person who engages directly or indirectly, alone or in conjunction with another or others in the listed conduct and activities commits an offence in breach of these Regulations and will be subject to sanctions.

7 Corruption

7.1 No Relevant Person shall:

7.1.1 fix, contrive, improperly influence or otherwise take action which could cause the occurrence of a particular incident, outcome, result or anything else in a Match or Event, and for which any money, Benefit or Reward (including associated with a Betting arrangement) is expected or received; other than solely for genuine medical or Sporting Tactical Reasons;

7.1.2 pay or accept, or seek or offer or agree to pay or accept, any bribe or other reward to fix, contrive, or otherwise improperly influence the occurrence of a particular incident, outcome, result or any other aspect in a Match or Event;

7.1.3 fail, for any money, Benefit or Reward (including associated with a Betting arrangement), to perform as reasonably expected to their abilities in, or withdraw completely from, any Match or Event, other than solely for genuine medical or Sporting Tactical Reasons.

8 Betting

8.1 Relevant Persons are prohibited from placing a Bet, gambling or entering into any other form of financial speculation as follows:

- 8.1.1 No Relevant NZF Person shall Bet, gamble or enter into any other form of financial speculation on any Match or Event under the jurisdiction of, or connected to, NZF (including any Match or Event that involves any NZF Representative Team) or any Match that is part of the National Competitions.
- 8.1.2 No Relevant Regional Association Person shall Bet, gamble or enter into any other form of financial speculation on any Match or Event that is part of the National Competitions.
- 8.2 Where a person satisfies the definitions of both a Relevant NZF Person and a Relevant Regional Association Person, the provisions of Regulation 8.1.1 shall apply.

9 Misusing Inside Information

- 9.1 No Relevant Person shall:
- 9.1.1 use, or provide to any person, Inside Information where it might reasonably be expected the information could be used for Betting purposes;
- 9.1.2 pay or accept, or seek or offer or agree to pay or accept, any bribe or other Benefit or Reward for Inside Information;
- 9.1.3 To avoid doubt, this does not prevent the appropriate use or disclosure of Inside Information for genuine business or organisational purposes related to NZF such as: communications between NZF personnel for those purposes; necessary communications with other relevant sports sector personnel for those purposes; media interviews and other public commitments.
- 9.2 To avoid doubt, nothing in Regulation 9.1.1 is intended to prohibit any such disclosure made within a personal relationship (such as to a member of the Relevant Person's family) where it is reasonable for the Relevant Person to expect that such information can be disclosed in confidence and without being subsequently used for Betting, and where the person who is told the information is also told it cannot be shared with another person.

10 General Offences

- 10.1 No Relevant Person shall:

- 10.1.1 receive, take an action with the expectation of receiving, or provide or offer to provide any Benefit or Reward (for example a gift) in circumstances that might reasonably give the impression that the Relevant Person is involved in, influenced by, or connected with any Prohibited Conduct;
- 10.1.2 tamper with, obstruct, delay and/or destroy any evidence, potential evidence, documentation and/or information which may be relevant to a breach (actual or potential), and/or an investigation, under these Regulations;
- 10.1.3 engage in any other form of corrupt conduct, as defined by NZF, regarding any Match or Event under the jurisdiction of, or connected to, NZF.

Further offences relating to Prohibited Conduct in Regulations 7 - 10

10.2 No Relevant Person shall:

- 10.2.1 knowingly help with, cover up or otherwise be complicit in any Prohibited Conduct listed in Regulations 7 - 10;
- 10.2.2 induce, instruct, encourage or facilitate anyone to engage in any Prohibited Conduct listed in Regulations 7 - 10;
- 10.2.3 attempt to engage, or agree with any other person (whether a Relevant Person or not) to engage, in any Prohibited Conduct listed in Regulations 7 - 10, whether or not such Attempt or agreement in fact resulted in the commission of an offence or breach under these Regulations or whether or not, in the circumstances, it was possible to commit such an offence or breach.

11 Failure to disclose information or cooperate with investigations

11.1 No Relevant Person shall:

- 11.1.1 fail to promptly disclose to NZF full details of facts and circumstances of which they are aware, including any acts, incidents, approaches, invitations or threats relating to themselves or any other person regarding any Prohibited Conduct;
- 11.1.2 fail to cooperate fully with any reasonable investigation carried out by NZF regarding any alleged breach of these Regulations, including providing any requested information.

12 Circumstances not amounting to Prohibited Conduct

12.1 To avoid doubt, none of the measures in Section 2 or otherwise specified in these Regulations prevent:

12.1.1 taking action solely for genuine medical or Sporting Tactical Reasons;

12.1.2 investment in, or financial support for, a team or athlete in accordance with legitimate commercial practices.

13 Factors not relevant in determining whether an offence has been committed

13.1 The following factors are not relevant in determining whether an offence has been committed or not under these Regulations (although they may be relevant to the appropriate sanction to be imposed):

13.1.1 the Relevant Person was not participating in the Match or Event to which the offence is alleged to relate;

13.1.2 the nature or outcome of any Bets in issue;

13.1.3 the outcome of the Match or Event in question or of any aspect of it on which Bets were made;

13.1.4 whether or not any Benefit or Reward was actually given or received;

13.1.5 whether or not the Benefit or Reward was intended for, given to, expected by, or received by, the Relevant Person or another associated person, for example a family member, friend or someone the Relevant Person wishes to benefit;

13.1.6 whether or not any of the results in, or any aspect of, the Match or Event in question were (or could have expected to have been) affected by any act or omission in question.

SECTION 3: OTHER ENFORCEMENT AND EDUCATION

14 Other enforcement

14.1 The Regulations in Section 2 do not prevent enforcement of any other regulations or the referral of Prohibited Conduct to the New Zealand Police or other law enforcement agencies.

15 Criminal offences

- 15.1 Any information or reports on alleged Prohibited Conduct by a Relevant Person, or activity by anyone outside the sport, which the Integrity Officer considers may be a criminal offence, must be immediately referred, by the Integrity Officer, to the New Zealand Police (the Crime Policy & Project Officer, National Criminal Investigations Group, Police National Headquarters, 180 Molesworth Street, P O Box 3017, Wellington, phone (04) 474 9499). The Integrity Officer must also inform the Chief Executive Officer and Executive Committee of NZF and the Chief Executive Officer of Sport NZ of this report to the New Zealand Police.

16 Education

- 16.1 NZF must ensure that education about these Regulations and its application to football, is provided to all Relevant Persons to enable them to clearly understand NZF's requirements regarding Match-Fixing regulations and to be aware of risk management strategies. Education programmes:
- 16.1.1 must be made available and provided to all Relevant Persons, including the Executive Committee and NZF management;
 - 16.1.2 should ideally be made available to as wide a range of persons as feasible including players, coaches, support staff, administrative staff, umpires, other officials and player agents;
 - 16.1.3 will cover the content of NZF Anti-Match-Fixing Policy and any other relevant information concerning Match-Fixing that NZF considers appropriate;
 - 16.1.4 will include content on identification of and familiarisation with methods of engagement or entrapment of participants in Match-Fixing and on strategies for preventing any risk of Match-Fixing activity;
 - 16.1.5 will be carried out and updated regularly to include new personnel and keep people informed of the latest strategies and developments.
- 16.2 NZF will ensure that everyone identified as a Relevant Person at the start date of these Regulations, or who becomes a Relevant Person after such date, completes an appropriate education program, as directed by NZF, within three months after such relevant date.
- 16.3 Relevant Persons must undertake an appropriate anti-Match-Fixing education program, as directed by NZF, at least once every three years.

SECTION 4: JUDICIAL BODIES

17 Integrity Officer

- 17.1 NZF must designate at least one Integrity Officer who will be responsible for matters relating to overseeing NZF's anti-Match-Fixing and sports betting measures, including performing functions and duties set out in these Regulations.

18 Ethics Committee

- 18.1 The Executive Committee of NZF shall in accordance with the NZF Statutes appoint persons with appropriate skills and experience to sit on the NZF Ethics Committee to consider allegations referred to it pursuant to these Regulations.
- 18.2 The Executive Committee will appoint one of the Ethics Committee members as Chairperson.
- 18.3 Matters referred to the NZF Ethics Committee shall be heard and decided in accordance with the process set out in the NZF Code of Ethics. In the event of inconsistency between these Regulations and the Code of Ethics, the Code of Ethics shall prevail.

19 Burden and Standard of Proof

- 19.1 The Integrity Officer has the burden of establishing that an offence under these Regulations has been committed and/or that a Provisional Suspension is appropriate.
- 19.2 In offences determined by the Integrity Officer and in matters being heard by the Ethics Committee, the standard of proof required is that the Integrity Officer or Ethics Committee is *comfortably satisfied*. This standard of proof is greater than a balance of probability but less than proof beyond a reasonable doubt.
- 19.3 In determining the severity of a sanction for any particular offence (Table of Sanctions in Regulation 32) the Integrity Officer or Ethics Committee should have regard to any aggravating factors as set out in Regulation 30 and/or mitigating factors as set out in Regulation 31, where in their view such factors have been, on the balance of probability, established..

20 Reporting Process

- 20.1 It is fundamental to the operation of these Regulations that Relevant Persons report a suspected Match-Fixing breach to NZF as soon as practicable.
- 20.2 Except as required below, a Relevant Person must promptly report to the Integrity Officer or ensure a report is made to the Integrity Officer of, any acts, incidents, approaches, invitations or threats relating to them or any other person regarding any Prohibited Conduct. This includes reporting that:
- 20.2.1 the Relevant Person is interviewed as a suspect, charged, or arrested by the New Zealand Police regarding conduct that would amount to an allegation of Prohibited Conduct under these Regulations;
 - 20.2.2 the Relevant Person is approached by another person to engage in conduct that is Prohibited Conduct;
 - 20.2.3 the Relevant Person knows or reasonably suspects that another person has engaged in conduct, or been approached to engage in conduct, that is Prohibited Conduct;
 - 20.2.4 the Relevant Person has received, or is aware or reasonably suspects that another person has received, actual or implied threats of any nature regarding past or proposed conduct that is Prohibited Conduct;
 - 20.2.5 the Relevant Person is aware or reasonably suspects that there is deliberate avoidance in NZF of acknowledging and acting on any Prohibited Conduct, in which case the report must be made to the Chief Executive Officer of Sport New Zealand.
- 20.3 If a Relevant Person wishes to report the Integrity Officer for involvement in conduct that is Prohibited Conduct under these Regulations, then the Relevant Person must report the conduct to the Chief Executive Officer of NZF.
- 20.4 If the Relevant Person wishes to report the Chief Executive Officer of NZF who is also the Integrity Officer, then the Relevant Person must report the conduct to the Chair of the Executive Committee.
- 20.5 If the Relevant Person wishes to report the Chief Executive Officer (who is also the Integrity Officer) and the Chair of the Executive Committee, then the Relevant Person must report the conduct to the Chief Executive Officer of Sport NZ.
- 20.6 Where a Relevant Person makes a report to the Chief Executive Officer, Chair of the Executive Committee, or Chief Executive Officer of Sport NZ as above, those persons to whom the report was made may refer the report to another Integrity Officer designated by NZF. Where there is not

another Integrity Officer, then the Chief Executive Officer, Chair of the Executive Committee, or Chief Executive Officer of Sport NZ may designate another person to fill that role. If the report relates to Regulation 20.2.5, the Chief Executive Officer of Sport NZ will determine how to deal with the report and may, but is not required to, refer the report to an Integrity Officer.

20.7 A report by a Relevant Person may be made verbally or in writing. However, the Integrity Officer (or Chief Executive Officer or the Chair of the Executive Committee) must record the report in writing in a Match-Fixing incidents register within 48 hours of receiving it, and promptly forward a copy of that written record to:

20.7.1 the Chief Executive Officer where the notification was made to the Integrity Officer under Regulation 20.3;

20.7.2 the Chair of the Executive Committee, where the notification was made to the Chief Executive Officer under Regulation 20.4;

20.7.3 the Chief Executive of Sport NZ, where the notification was made to the Chair of the Executive Committee under Regulation 20.5.

20.8 Any report by a Relevant Person and any record of it under this Regulation will be dealt with confidentially by NZF unless disclosure is otherwise required or permitted under these Regulations, by law, or if the allegation of the Prohibited Conduct has already been made public by the Relevant Person who made the report and NZF considers that, in the circumstances, the reasons for disclosure outweigh the reasons for non-disclosure.

20.9 In particular, the Integrity Officer must use their best endeavours not to disclose information that might identify the Relevant Person who has made the report unless:

20.9.1 the Relevant Person consents in writing to the disclosure of that identifying information; or

20.9.2 the Integrity Officer reasonably believes that disclosure of identifying information:

- a is essential to enable an effective investigation; or
- b is essential to prevent serious risk of harm to any person; or
- c is essential having regard to the principles of natural justice.

- 20.10 A Relevant Person must not, by reason of having made a report about another person under these Regulations, be subject to retaliatory action by NZF, and if an NZF employee, must not be disadvantaged in their employment.
- 20.11 Subject to law, the protections in Regulation 20.10 will not apply where an investigation establishes that the person has intentionally made a false report, or made their report in bad faith.
- 20.12 A Relevant Person has a continuing obligation to report any new knowledge or suspicion regarding any conduct that may amount to Prohibited Conduct, even if the Relevant Person's prior knowledge or suspicion has already been reported.

SECTION 5: INVESTIGATIONS

21 Responsibilities of Integrity Officer

- 21.1 The Integrity Officer is responsible for investigating any alleged breach of these Regulations. Subject to Regulations 20.3-20.6, any allegation or suspicion of a breach of these Regulations, whatever the source, shall be referred to the Integrity Officer.
- 21.2 Following receipt of a report or other information, the Integrity Officer must do one of the following:
- 21.2.1 refer to the New Zealand Police (the Crime Policy & Project Officer, National Criminal Investigations Group, Police National Headquarters, 180 Molesworth Street, P O Box 3017, Wellington, phone (04) 474 9499), any report or information involving conduct which may be a criminal offence, inform the Chief Executive Officer and Executive Committee of NZF and the Chief Executive Officer of Sport NZ of this referral and if considered appropriate, after taking into account any advice as to the next steps from the New Zealand Police, decide to investigate; or
 - 21.2.2 decide not to investigate (for example, but not limited to, where the report or information is frivolous or where the conduct complained of would not amount to a breach of these Regulations or any relevant law); or
 - 21.2.3 decide to investigate.
- 21.3 If the Integrity Officer decides not to investigate, the Integrity Officer must provide a written report of the conduct complained of, the decision and reasons for the decision to the Chairperson of the Ethics Committee and, apart from reporting under Regulation 20.7, no further action need be taken by the Integrity Officer unless the Chairperson of the Ethics Committee decides otherwise.

22 Investigation by Integrity Officer

- 22.1 The Integrity Officer must investigate the activities of any Relevant Person who the Integrity Officer believes may have committed a breach of these Regulations or where the Chairperson of the Ethics Committee decides that the Integrity Officer must investigate.
- 22.2 Investigations may be conducted in conjunction with, and information obtained in investigations may be shared with FIFA and/or other national football organisations, Sport New Zealand and/or other relevant authorities (including criminal justice, administrative, professional and/or judicial authorities) but subject to any applicable laws in New Zealand.
- 22.3 The Integrity Officer may collect information relevant to the investigation. The collection of information will be subject to the privacy policies (if any) of NZF and to applicable New Zealand law (such as the Privacy Act 1993). The Integrity Officer may:
- 22.3.1 only access personal information to which consent has been provided under these Regulations (and any applicable privacy policy) or is otherwise able to be lawfully collected under applicable legislation;
 - 22.3.2 make a request of the Relevant Person to provide any other information;
 - 22.3.3 request the Relevant Person to make a written statement setting out in detail all of the facts and circumstances of which the Relevant Person is aware regarding the alleged breach.
- 22.4 Nothing in these Regulations shall require a Relevant Person to surrender any rights under New Zealand law or in any applicable agreement between NZF and the Relevant Person that they have not otherwise agreed to surrender pursuant to these Regulations.
- 22.5 Any Integrity Officer investigation must be undertaken in accordance with any relevant provisions in any applicable agreement between NZF and the Relevant Person. In particular, the Integrity Officer will:
- 22.5.1 provide the Relevant Person with information in their possession relevant to the investigation, subject to any applicable legal obligations;
 - 22.5.2 allow the Relevant Person an appropriate opportunity to consider and respond to that information.

22.6 Subject to Regulation 22.4 and 22.5, Relevant Persons shall cooperate fully with, and shall provide all reasonable help to, the Integrity Officer in any investigation. A failure to co-operate may, depending on the circumstances, constitute an offence under these Regulations.

22.7 As overriding principles:

22.7.1 if at any time during an investigation the Integrity Officer becomes aware of any matter which may constitute criminal wrongdoing, the Integrity Officer must immediately refer any relevant information to the New Zealand Police (the Crime Policy & Project Officer, National Criminal Investigations Group, Police National Headquarters, 180 Molesworth Street, P O Box 3017, Wellington, phone (04) 474 9499) and take direction from that agency about the way in which the Integrity Officer should continue to proceed;

22.7.2 provided always that the Integrity Officer must comply with all relevant obligations under these Regulations, any investigation must be concluded promptly and efficiently.

23 Completion of Investigation

23.1 Following completion of the investigation, the Integrity Officer must provide all relevant material obtained in the investigation, the Integrity Officer's written report of the investigation and preliminary view as to how the complaint shall be dealt with, to the Relevant Person who is being investigated (the Respondent).

23.2 Not later than 14 days after receipt of the material, report and recommendations from the Integrity Officer, the Respondent may provide to the Integrity Officer any additional material that they believe is relevant and their written submission regarding the complaint.

23.3 The Integrity Officer must review any additional material and the written submission provided and shall provide their decision, as set out in Appendix A.

24 Appeal against Integrity Officer decision

24.1 The Respondent (Relevant Person investigated) has a right of appeal against a decision of the Integrity Officer that an offence under these Regulations has been established for which a sanction of a warning and reprimand only is imposed.

24.2 Any appeals shall be heard by the Ethics Committee as a full hearing, where the Ethics Committee will hear all the evidence and make its own decision.

24.3 Further provisions in relation to the appeal and the appeal process are set out in the NZF Code of Ethics.

24.4 To avoid doubt, NZF does not have a right of appeal against a decision of the Integrity Officer.

25 When Integrity Officer Must Refer Matter to Ethics Committee

25.1 Where the Integrity Officer is of the opinion that:

25.1.1 there is sufficient evidence supporting that a Relevant Person has committed a corruption offence as listed in Regulation 7 or a further offence under Regulation 11 relating to Prohibited Conduct in Regulation 7; or

25.1.2 there is sufficient evidence supporting that a Relevant Person has committed a non-corruption offence under Regulations 8 - 12 and the offending is serious enough to warrant a sanction other than a warning and reprimand only;

the Integrity Officer must refer the matter to the Ethics Committee as set out below.

25.2 The Integrity Officer shall send to the Ethics Committee and Relevant Person alleged to have committed an offence, written notice (“the Notice of Charge”) of the following:

25.2.1 that the Relevant Person is alleged to have committed an offence, and has a case to answer, under Section 2;

25.2.2 the specific offence(s) that the Relevant Person is alleged to have committed;

25.2.3 details of the alleged acts and/or omissions relied upon in supporting the allegation that the Relevant Person has committed an offence(s);

25.2.4 the range of sanctions applicable under these Regulations if it is established that the Relevant Person has committed the alleged offence(s);

25.2.5 in the case of an alleged offence other than a corruption offence under Regulation 7 or a further offence under Regulation 10.2 relating to Prohibited Conduct in Regulation 7, that the Integrity Officer considers that the level of offending is serious enough to justify a sanction other than a warning and reprimand only;

25.2.6 information concerning the Relevant Person's rights and the procedure for the Relevant Person to respond to the Notice of Charge (as set out in Appendix C).

26 Application for Provisional Suspension

26.1 Where the Integrity Officer files a Notice of Charge against a Relevant Person with the Ethics Committee, the Integrity Officer may at the same time, or at a later date, also apply to the Ethics Committee for the Provisional Suspension of the Relevant Person until the Ethics Committee is able to determine the matter.

26.2 Where the Integrity Officer applies for Provisional Suspension, they must copy the Provisional Suspension application to the Relevant Person and those persons referred to in E7b, c or d of Appendix A (as applicable).

27 Disciplinary Procedure and Process – Ethics Committee

27.1 Matters referred to the NZF Ethics Committee by the Integrity Officer shall be heard and decided in accordance with the processes contained in the NZF Code of Ethics.

SECTION 6: SANCTIONS

28 Sanction of a warning and reprimand imposed by the Integrity Officer

28.1 Where the Integrity Officer imposes a sanction under Appendix A, it must be a sanction of a warning and reprimand only.

29 Sanction imposed by Ethics Committee

29.1 Where in relation to matters referred to the Ethics Committee:

29.1.1 the Relevant Person admits they have committed the offence(s); or

29.1.2 the Ethics Committee determines a Relevant Person has committed the offence(s);

29.1.3 the Ethics Committee must impose an appropriate sanction on the Relevant Person for the particular offence(s) from the column headed "Range of Sanctions for Each Offence" in the Table of Sanctions in Regulation 32; and

- 29.1.4 the Ethics Committee may, in its discretion, but is not required to, impose additional sanctions from the column headed "Additional Sanctions the Ethics Committee may Impose" in the Table of Sanctions.
- 29.2 To determine the appropriate sanction applicable in each case, the Ethics Committee must first determine the relative seriousness of the offending.
- 29.3 In determining the relative seriousness of the offending, the Ethics Committee shall take into account aggravating and mitigating factors and shall identify which (if any) of those factors apply in this case.
- 29.4 The Ethics Committee shall detail the effect of the relevant aggravating and mitigating factors on the final sanction in its written decision.

30 Aggravating Factors

- 30.1 In determining the relative seriousness of the offending in each case, the Integrity Officer or the Ethics Committee shall identify and take into account which, if any, of the following aggravating factors apply:
- 30.1.1 the Relevant Person has a high degree of fault in relation to the offence(s);
- 30.1.2 a lack or low level of genuine remorse on the part of the Relevant Person;
- 30.1.3 the Relevant Person has previously been found guilty of an offence under these Regulations or any predecessor of these Regulations;
- 30.1.4 the Relevant Person has previously been found guilty of any Match-Fixing or similar offences and/or breaches under any laws, polices or regulations of any other body;
- 30.1.5 the amount of any Benefit, or Reward, directly or indirectly received by the Relevant Person as a result of the offence(s), is substantial and/or where the sums of money otherwise involved in the offence(s) are substantial;
- 30.1.6 the offence substantially damaged (or had the potential to damage substantially) the reputation of, the commercial value of and/or public interest in the relevant Event(s) or Match(es);
- 30.1.7 the offence affected (or had the potential to affect) the result of the relevant Event(s) or Match(es);

- 30.1.8 the welfare of any other person has been endangered as a result of the offence;
- 30.1.9 the offence involved the Relevant Person recruiting, involving or using, or acting with more than one Relevant Person or other persons;
- 30.1.10 the Relevant Person has not fully co-operated with any investigation and/or the process (regardless of whether this may amount to a separate offence under these Regulations);
- 30.1.11 any other aggravating factor(s) that the Integrity Officer or Ethics Committee considers relevant and appropriate.

31 Mitigating Factors

- 31.1 In determining the relative seriousness of the offending in each case, the Integrity Officer or Ethics Committee shall identify and take into account which, if any, of the following mitigating factors apply:
 - 31.1.1 the Relevant Person has a low degree of fault regarding the offence(s);
 - 31.1.2 the Relevant Person has fully co-operated with any investigation and/or the associated process;
 - 31.1.3 an admission of guilt and/or genuine remorse by the Relevant Person (the mitigating value of which may depend on its timing);
 - 31.1.4 the youth and/or lack of experience of the Relevant Person;
 - 31.1.5 the offence did not substantially damage (or did not have the potential to substantially damage) the reputation of, commercial value of and/or public interest in the relevant Match(es) or Event(s);
 - 31.1.6 the offence did not affect (or did not have the potential to affect) the result of the relevant Match(es) or Event(s);
 - 31.1.7 the Relevant Person provides Substantial Help to any of the following:
 - a the Integrity Officer;

- b NZF;
- c another football national federation;
- d OFC or FIFA;
- e a law enforcement agency;
- f a professional disciplinary body;

31.1.8 that results in any of the following:

- a the discovery or establishment of an offence under these Regulations committed by another Relevant Person;
- b the discovery or establishment of an anti-Match-Fixing or other anti-corruption offence under the laws, rules, regulations or policies of another national football organisation or OFC or FIFA committed by another Relevant Person or other third party;
- c the discovery or establishment of a potential or actual criminal offence or the potential or actual breach of professional rules committed by another Relevant Person or a third party.

31.1.9 the Relevant Person has already suffered penalties under other laws and/or regulations for the same offence;

31.1.10 the Relevant Person has received no benefit;

31.1.11 the diminished mental capacity of the Relevant Person;

31.1.12 the Relevant Person has been publicly identified prior to an offence being determined, whether by lack of due care by NZF or another reason;

31.1.13 regarding an Attempt or an agreement which is a further offence under Regulation 10.2.3., the Relevant Person ceases and/or rejects the Attempt or agreement prior to it being discovered by a third party not involved in the Attempt or agreement;

31.1.14 the alleged offence was committed (and/or that it was not reported to NZF) due to the Relevant Person's honest and reasonable belief that there was a serious and imminent threat to their life or safety or to the life or safety of any other person;

31.1.15 any other mitigating factor(s) that the Integrity Officer or Ethics Committee considers relevant and appropriate.

32 Table of Sanctions

Offence	Range of Sanctions for Each Offence	Additional Sanctions the Ethics Committee may Impose
Corruption: Regulations 7.1.1 – 7.1.3	Minimum: Warning and reprimand Maximum: Lifetime suspension <i>Note: Minimum is only available if either of Regulation 31.1.13 or 31.1.14 is satisfied. In all other instances the Minimum sanction is otherwise Two (2) years suspension.</i>	<p>AND IN ALL CASES:</p> <p>The Ethics Committee shall have the discretion to additionally impose:</p> <p>(a) a fine on the Relevant Person up to a maximum of the value of any Benefit or Reward received by the Relevant Person directly or indirectly, out of, or in relation to, the offence committed under these Regulations – paid to NZF or other recipient as determined by the Ethics Committee;</p> <p>and/or</p> <p>(b) appropriate further options including without limitation the cancellation of sports results / Events, demotion, points reduction, return of Benefits or Rewards, replay of fixtures (for example in cases of match official corruption) where risk of fraud has been established or identified, withdrawal of accreditation, exclusion from Match venues and/or official player environs, as appropriate;</p> <p>and/or</p> <p>(c) an order that the Relevant Person pay an amount of costs to NZF</p>
Betting: Regulation 8.1	Minimum: Warning and reprimand Maximum: Two (2) years suspension	
Misusing Inside Information: Regulations 9.1, 9.2	Minimum: Warning and reprimand Maximum: Five (5) years suspension	
General Offences: Regulations 10.1 – 10.1.3	Minimum: Warning and reprimand Maximum: Five (5) years suspension	
Further Offences Relating to Prohibited Conduct in Regulations 7 - 10: Regulations 10.2.1 – 10.2.4	The sanctions range will be the same as set out in this table for the particular relevant primary offence in Regulations 7 - 10	
Failure to Disclose or Cooperate: Regulations 11.1, 11.2	Minimum: Warning and reprimand Maximum: Two (2) years suspension	

33 Further provisions concerning sanctions

33.1 To avoid doubt:

- 33.1.1 The Ethics Committee may suspend any sanction for a period of time. The Ethics Committee may also stipulate any conditions to relate to the suspended sanction.
- 33.1.2 Where a Relevant Person is found guilty of committing two breaches under these Regulations relating to the same incident or set of facts and sanctioned separately, then any sanctions imposed should run concurrently (and not cumulatively).
- 33.1.3 Where a fine and/or costs award is imposed against a Relevant Person, then such fine or costs award must be paid within a reasonable time period specified by the Ethics Committee. NZF will consider any request from the Relevant Person, on the grounds of hardship, to make the payment of any fine and/or costs award imposed over a period of time, which may involve instalment payments.
- 33.1.4 If a fine or costs award (or agreed part payment or instalment of) is not paid by the date set down by the Ethics Committee, or within such deadline or by the time of the next agreed payment date then, unless NZF agrees otherwise, the Relevant Person will be suspended until such payment or part payment is made. NZF may also seek to recover the fine by recovery/enforcement action.
- 33.1.5 Any Suspension imposed on a Relevant Person starts on the date that the decision imposing the Suspension is issued:
- a provided any period of Provisional Suspension served by the Relevant Person shall be credited against the total period of Suspension to be served; or
 - b unless otherwise indicated in the written decision.
- 33.1.6 A Relevant Person who is suspended is prohibited, during the period of Suspension, from playing, training as part of a team or a squad, officiating, coaching, selecting, administering and/or otherwise participating or being involved in any capacity in any Match, Event, function or other activity (other than authorised anti-corruption education or rehabilitation programmes) that is authorised, organised, sanctioned, recognised or supported in any way by NZF or any member organisations of NZF (such as Regional Associations or clubs).
- 33.1.7 OFC, FIFA, other international sporting federations, national football organisations in other jurisdictions, other New Zealand-based national sport organisations, or national sport organisations of other sports in other international jurisdictions, will be entitled to give effect

to and enforce the above Suspension in their respective jurisdictions regarding other sports, as if the Suspension related to that sport.

33.1.8 A Relevant Person who is subject to a Suspension shall remain subject to these Regulations during the Suspension period. If the Relevant Person is alleged to have committed an offence under these Regulations during that period, this shall be treated as a separate matter, and separate proceedings will be brought, under these Regulations.

33.1.9 Once any period of Suspension has expired, the Relevant Person will automatically become re-eligible to participate fully again in Matches, Events, functions or activities authorised, organised, sanctioned, recognised or supported in any way by NZF or member organisations of NZF provided that the Relevant Person has:

- a completed a NZF approved anti-Match-Fixing or other anti-corruption programme to the reasonable satisfaction of the Integrity Officer;
- b satisfied in full, any fine and/or costs award made against the Relevant Person regarding an offence under these Regulations, by the Ethics Committee, or the Sports Tribunal or the Court of Arbitration for Sport, or has complied and continues to comply with any payment instalment plan agreed or imposed;
- c agreed to be subject to such additional reasonable and proportionate monitoring procedures and requirements as the Integrity Officer may reasonably consider necessary given the scope of the offence committed.

33.1.10 Where a sanction is determined under these Regulations, with the exception of any right to appeal or right to take any other legal avenues, no further action can be taken regarding the matters investigated and sanctioned.

SECTION 7: APPEALS AND OTHER MATTERS

34 Appeal Against Decisions of Ethics Committee

34.1 Appeals from decisions of the Ethics Committee may be made, in accordance with the NZF Code of Ethics and Disciplinary Code, to the Appeals Committee. In certain circumstances, a decision of the Appeals Committee may be appealed to the Sports Tribunal. This process is set out in Appendix D.

35 Public Disclosure and Confidentiality

- 35.1 Except as otherwise required by these Regulations or applicable laws and/or regulations of NZF, the Integrity Officer, Ethics Committee, Relevant Persons and any other Parties to proceedings under these Regulations:
- 35.1.1 shall keep all proceedings under these Regulations confidential;
- 35.1.2 shall make all efforts within their power to ensure that their family members/associates shall keep all proceedings under these Regulations confidential.
- 35.2 NZF shall not publicly identify any Relevant Person who is alleged to have committed an offence under these Regulations unless and until it has been determined by the Integrity Officer or Ethics Committee that an offence has been committed, or as allowed under Regulation 35.4 below.
- 35.3 If the decision is that an offence has been committed:
- 35.3.1 for which a sanction of a warning and reprimand only has been imposed, NZF has a discretion to publicly report the decision;
- 35.3.2 for which a sanction other than a warning and reprimand only has been imposed NZF must publicly report the decision;
- 35.3.3 posting the decision on the NZF website is sufficient to publicly report the decision, provided that in each case NZF must, prior to posting, notify the Chief Executive of Sport New Zealand of the date upon which the posting on the website will be made, if the decision is not appealed;
- 35.3.4 public reporting must not occur until any appeal period has lapsed without the decision being appealed and must then occur promptly regarding Regulation 35.3.2 above.
- 35.4 If the Integrity Officer or Ethics Committee determines that no offence has been committed by the Relevant Person, then the decision may be publicly reported only with the consent of the Relevant Person who is the subject of the decision. NZF shall use reasonable efforts to obtain such consent, and if consent is obtained, shall publicly disclose the decision in its entirety or in such redacted form as the Relevant Person may approve.
- 35.5 NZF shall use its best endeavours to ensure that persons under its control do not publicly identify any Relevant Persons who are alleged to have committed an offence under these Regulations, unless and until the Integrity Officer or Ethics Committee has determined that an offence has been committed, or as allowed under Regulation 35.4. above.

- 35.6 However, NZF in its discretion may at any time disclose to other organisations such information as NZF may consider necessary or appropriate to facilitate the administration or enforcement of these Regulations, provided that each organisation provides assurance satisfactory to NZF the organisation will maintain all such information in confidence.
- 35.7 NZF will not comment publicly on the specific facts of a pending case even if public comments are made by (or on behalf of) the Relevant Person involved in the case or their representatives unless NZF considers that, in the circumstances, the reasons for public comment outweigh the reasons for not making public comment.

36 Recognition of Decisions

36.1 Decisions and sanctions of:

36.1.1 FIFA;

36.1.2 international federations of other sports;

36.1.3 other national football organisations in other international jurisdictions;

36.1.4 other national sport organisations of other sports in New Zealand;

36.1.5 national sport organisations of other sports in other international jurisdictions;

that are based on the same or similar anti Match-Fixing regulations or anti-corruption regulations shall be recognised, respected and enforced by NZF automatically upon receipt of notice of the same, without the need for further formality.

37 Protection and Support Mechanisms

- 37.1 NZF will have protection and support mechanisms in place for Relevant Persons who may come in contact with, or be involved in, Match-Fixing activity or to limit risky situations where this might occur. Protection and support mechanisms established may include those listed below and NZF will ensure Relevant Persons are advised of these where in place.

38 Protection mechanisms

- 38.1 Protection mechanisms that NZF may establish at its discretion include, but are not limited to:

- 38.1.1 monitoring Betting accounts of Relevant Persons;
- 38.1.2 monitoring Betting activity on any Match or Event Under the Jurisdiction of, or Connected to, NZF;
- 38.1.3 security measures restricting access to participants from non-essential personnel at Matches or Events;
- 38.1.4 limiting or prohibiting participants' use of electronic communication devices (phones, computers, tablets etc.) in/at restricted areas/times during Matches or Events;
- 38.1.5 assigning sports officials (especially referees and judges) within as short a period before a Match or Event begins as possible;
- 38.1.6 regular scrutiny of referees' and judges' field decisions;
- 38.1.7 paying particular attention to measures to safeguard athletes who are minors or at Matches or Events predominantly involving minors.

39 Support mechanisms

- 39.1 Support mechanisms that NZF may enact at its discretion include, but are not limited to:
 - 39.1.1 having confidential and accessible reporting processes and a 'whistle blower' policy in place to support people coming forward with any relevant information;
 - 39.1.2 publicising the contact details (eg name, phone number and email address) of the NZF Integrity Officer whom anyone connected with NZF can contact regarding any Match-Fixing related matters, who can assess the situation and offer sound advice, protecting confidentiality where appropriate;
 - 39.1.3 pre-determining procedures to keep Relevant Persons safe, who have been approached to engage in Match-Fixing;
 - 39.1.4 encouraging athletes to seek support from their player associations.

40 Sports Betting Agreements

- 40.1 Under the Racing Act 2003, the New Zealand Racing Board (NZRB) must establish a sports Betting agreement with NZF before the NZRB can offer Betting on 'Authorised Events' agreed to by NZF. Under the Act, the NZRB must also provide a percentage of sports Betting revenue to NZF.
- 40.2 To comply with the requirements of the NZRB's model agreement, NZF will at a minimum have regulations relating to Betting in place, which, in particular, must prevent a 'Relevant Person' as defined in the Betting Regulations pursuant to the Racing Act, who participates in an Authorised Event, from Betting on that Authorised Event.
- 40.3 NZF will use its Betting agreement to further manage Match-Fixing risks by working with the NZRB to identify Bet types which will be jointly reviewed by NZF and NZRB regularly, over the term of the Betting agreement.
- 40.4 In particular, NZF will consider using its Betting agreement to:
- 40.4.1 restrict or prohibit 'spot' Bets (ie Bets on particular actions within Matches or Events which are more easily manipulated than, for example, overall Match or Event results);
 - 40.4.2 agree with the NZRB that maximum wager amounts are capped at modest levels for the types of Bets or formulae for which associated actions are most easily manipulated, such as 'spot' Bets, if permitted;
 - 40.4.3 restrict other types of Bets which may have higher risks regarding Match-Fixing, such as Bets on minors or in competitions predominantly involving minors, depending on the circumstances.
- 40.5 Subject to any legal requirements preventing this, NZF Betting agreements will also include agreed protocols for timely information and intelligence sharing between NZF and the NZRB to support preventative and investigative measures. Alternatively, separate information sharing agreements may be established.

41 Information Sharing and Collaboration

- 41.1 Subject to any legal restrictions, or those relating to confidentiality or privacy, NZF will provide and exchange information, and collaborate regarding any Match-Fixing related matters, via protocols to be agreed, with Sport New Zealand and law enforcement or other relevant agencies including the Serious Fraud Office, New Zealand Police, the Organised and Financial Crime Agency New Zealand, the NZRB and the Department of Internal Affairs or relevant overseas agencies.

Schedule 1 - List of Relevant NZF Persons

This schedule lists below the "Relevant NZF Persons".

- The NZF Executive Committee;
- All employees and contractors of NZF;
- All Executive Committees, employees and contractors of Regional Associations;
- All NZF Support Staff for NZF Representative Teams, including coaches, trainers, health professionals, analysts, and other team officials;
- Any player who is selected (or who has been selected in the preceding twenty-four (24) months) to play for any NZF Representative Team;
- Any coach, trainer, manager, selector, team owner or official, doctor, physiotherapist or any other person who is employed by, represents or is otherwise affiliated to (or who has been employed by, has represented or has been otherwise affiliated to in the preceding twenty-four (24) months) any NZF Representative Team;
- All NZF Match Officials and Match Assessors qualified by NZF to level 3 or above;
- Licensed match and Players' agents;
- Anyone with an authorisation from NZF, in particular with regard to a match, competition or other event organised by NZF or a Regional Association.

Schedule 2 - List of Relevant Regional Association Persons

This schedule lists below the “Relevant Regional Association Persons”.

- All Executive Committees, employees and contractors of Regional Associations;

For the duration of the national league season (being until 30 April each calendar year):

- Any player who is selected to play for any team that participates in any of the National League Season Competitions;
- Any coach, trainer, manager, selector, team owner or official, doctor, physiotherapist or any other person who is employed by, represents or is otherwise affiliated to any team that participates in any of the National League Season Competitions.

National League Season Competitions means the following leagues including their successors:

- The National League
- The National Women’s League
- The National Youth League

For the duration of the winter season (being until 31 October each calendar year):

- Any player who is selected to play for any team that participates in any of the Winter Season Competitions;
- Any coach, trainer, manager, selector, team owner or official, doctor, physiotherapist or any other person who is employed by, represents or is otherwise affiliated to any team that participates in any of the Winter Season Competitions.

Winter Season Competitions means the following leagues and cup competitions including their successors:

- The Chatham Cup

Northern Regional Football League

- Men’s Premier League
- Men’s First Division
- Men’s Second Division
- Women’s Premier League

Central League

- Men’s Central League
- Women’s Central League

Mainland

- Mainland Men’s Premier League
- Mainland Women’s Premier League

Football South

- Men’s Premier League
- Women’s Premier League

APPENDIX A
Integrity Officer Role and Process

A. If Integrity Officer suspects criminal offending

1. If, following their investigation the Integrity Officer considers there may be a criminal offence, they must refer the matter to the designated officer in the New Zealand Police (see Regulation 15), for the Integrity Officer to take advice from the Police on next steps and investigate if appropriate. The Integrity Officer must also inform the Chief Executive Officer and Executive Committee of NZF and the Chief Executive Officer of Sport NZ of this referral to the New Zealand Police.

B. Where no breach of Policy or insufficient evidence, matter is at an end

2. Where the Integrity Officer concludes that no breach of these Regulations has occurred, or there is insufficient evidence to support an allegation of a breach of these Regulations, the matter is at an end, except that a written report must be provided as outlined below. No further action will be taken regarding the matter, subject to any new relevant information coming to the notice of the Integrity Officer.

C. Integrity Officer must impose a warning and reprimand

3. Where an offence has been established, the Integrity Officer must impose a sanction of a warning and reprimand only, provided that:
 - a. the offence is not a corruption offence as listed in Regulation 7 or a further offence under Regulation 10 relating to Prohibited Conduct in Regulation 7; and
 - b. the offending is considered to be of such a low level of seriousness that a sanction of a warning and reprimand only is justified; and
 - c. in determining the relative seriousness of the offending, and whether a sanction of a warning and reprimand only is appropriate, the Integrity Officer must take into account the aggravating and mitigating factors listed in Regulations 30 and 31.

D. Integrity Officer must report findings

4. Where the Integrity Officer decides an offence has been committed and imposes a sanction of a warning and reprimand and the appeal notice period in Appendix B has expired without an appeal being notified, their report of their findings and recommendations (if any) must be sent to the Chief Executive Officer of Sport New Zealand.
5. Where there is evidence of a corruption offence in Regulation 7, or other serious offending, the Integrity Officer will refer the matter to the Ethics Committee.
6. The Integrity Officer must refer the matter to the Ethics Committee if, following review of the material, report, recommendations and submissions received (if any), the Integrity Officer decides that there is sufficient evidence supporting that a Relevant Person has committed:
 - a. a corruption offence as listed in Regulation 7 or a further offence under Regulation 10 relating to Prohibited Conduct in Regulation 7; or

- b. a non-corruption offence under Regulations 7 - 12 and the Integrity Officer considers the offending is serious enough to warrant a sanction other than a warning and reprimand only.
- 7. The Integrity Officer must forward a copy of the notification in D6.a of this Appendix A to the Chief Executive Officer of Sport NZ.

E. Provisional Suspension

- 8. In addition to the requirement under D7, the Integrity Officer may also apply for Provisional Suspension of the Relevant Person until the Ethics Committee is able to determine the matter.

APPENDIX B
Appeal Against Decision of Integrity Officer

A. Appeal Notice

1. A Respondent's appeal under Regulation 24 is initiated by the Respondent providing to the Integrity Officer, within 14 days from the date the Respondent received the Integrity Officer decision containing reasons, a written notice that the decision is appealed.

B. Integrity Officer refers appeal to Ethics Committee

2. Upon receipt of the appeal notice, the Integrity Officer refers the appeal notice to the Ethics Committee, together with any relevant material, including the written report, any findings, recommendations and/or submissions received or created at such time.

C. Further provisions relating to appeal

3. CA - CJ (inclusive) of Appendix C shall apply with all appropriate modification as if the appeal was convened in relation to a Notice of Charge and as may otherwise be required by the Ethics Committee.

D. Decision being appealed remains in effect unless Ethics Committee decides otherwise

4. Decisions of the Integrity Officer appealed to the Ethics Committee shall remain in effect and binding pending the Ethics Committee's determination of the appeal, unless the Ethics Committee decides otherwise.
5. Nothing in D4 of Appendix B above prevents a Party to the appeal applying to the Ethics Committee to suspend the decision, or any part of the decision, of the Integrity Officer until the Ethics Committee determines the appeal.

APPENDIX C
Disciplinary Procedure and Process - Ethics Committee

A. Start of Proceedings by Filing Notice of Charge

1. Proceedings are started by the Integrity Officer referring an alleged breach of these Regulations to the Ethics Committee by filing a Notice of Charge and serving a copy on the Relevant Person alleged to have committed the breach.
2. The Notice of Charge may be served by post, courier, email or facsimile or delivered in person.
3. The Integrity Officer will provide written confirmation of both the service of the Notice of Charge on the Relevant Person (ie that the Relevant Person has received the Notice of Charge) and the date of service.
4. If the Integrity Officer is unable to serve the Notice of Charge on the Relevant Person, the Integrity Officer may apply to the Ethics Committee for an order for substituted service, indicating the proposed manner of substituted service which the Integrity Officer believes will bring the Notice of Charge to the attention of the Relevant Person.

B. Response to Notice of Charge

5. The Relevant Person has the right to:
 - a. defend the charge(s) or any of the charges in a hearing; or
 - b. admit the charge(s) or any of the charges but request the right to participate in a hearing to make submissions as to the appropriate sanction; or
 - c. admit the charge(s) and advise they do not wish to participate in a hearing to make submissions as to sanction and acknowledge that the Ethics Committee may impose a sanction without holding a hearing.
6. Within 14 days of the date of service of the Notice of Charge, the Relevant Person shall file in writing with the Ethics Committee, and copy to the Integrity Officer and to NZF, their response to the Notice of Charge as set out above.
7. If the Relevant Person does not file a response to the Notice of Charge within the 14 day period, or such extended period as may be ordered by the Ethics Committee, the Relevant Person will be deemed to have waived their right to participate in a hearing, although the Ethics Committee may, in its discretion, subsequently give the Relevant Person leave to participate.

C. Appointment of Ethics Committee Hearing Panel

8. Upon the Ethics Committee receiving a Notice of Charge, or at a later date, the Chairperson of the Ethics Committee shall appoint three members of the Ethics Committee to form the Ethics Committee panel to hear and decide the allegation.
9. The panel of three will usually include the Chairperson. However, if the Panel does not include the Chairperson, the Chairperson will appoint one of the panel members as Chairperson of the panel.

10. The appointed members shall be independent of the Parties to the proceedings and shall have had no prior involvement with the case.

D. Provisional Suspension

11. Where the Integrity Officer has filed an application for Provisional Suspension of the Relevant Person, the Ethics Committee will consider the application urgently and will normally hold a hearing as soon as practicable to decide whether to impose a Provisional Suspension.
12. The Ethics Committee will notify the Parties of the time and date of the Provisional Suspension hearing and the form it will take (eg in person or by audio or audio-visual means). The Ethics Committee may consult with the Parties prior to the Provisional Suspension hearing about any matters necessary to progress the application to a hearing.
13. The Ethics Committee may decide to not hold a Provisional Suspension hearing if the Relevant Person agrees to accept a Provisional Suspension and if so, will promptly make an order provisionally suspending the Relevant Person.
14. In exceptional circumstances (such as that the Relevant Person is due to participate in competition the day after the Provisional Suspension application is filed and hearing the Provisional Suspension is not possible) the Ethics Committee may in its discretion decide to impose a Provisional Suspension based on the material before it without holding a hearing, receiving submissions or other communication from the Relevant Person. However, in such cases the Ethics Committee will either hold an expedited hearing on whether the Provisional Suspension should be maintained or hold an expedited hearing in relation to the alleged offence under these Regulations, as soon as possible after the imposition of the Provisional Suspension.
15. The Ethics Committee will, wherever possible, seek to hold an urgent provisional hearing (unless the Relevant Person agrees to accept a Provisional Suspension) before imposing a Provisional Suspension, but the choice of procedure to be followed will be a matter for the Ethics Committee in the particular circumstances.
16. The Ethics Committee will adopt such procedures for any hearing regarding a Provisional Suspension (whether held before or after the imposition of a Provisional Suspension) as the Tribunal considers will provide the Parties with a fair hearing in the matter.
17. The Ethics Committee may impose a Provisional Suspension where it considers that there is a prima facie case that an offence under these Regulations has been committed and that it is appropriate to impose a Provisional Suspension on the Relevant Person.
18. A Relevant Person who is provisionally suspended is barred temporarily from participating in any Matches, Events or other activities associated with NZF as detailed in D19 of this Appendix C, until the Ethics Committee makes a final decision whether the Relevant Person has committed any offence they have been charged with under these Regulations.
19. During the period of Provisional Suspension, a person who is provisionally suspended is prevented from playing, training as part of a team or a squad, officiating, coaching, selecting, administering and/or otherwise participating or being involved in any capacity in any Match, Event, function, or other activity (other than authorised anti-corruption education or rehabilitation programmes) that are authorised, organised, sanctioned, recognised or supported in any way by NFZ or any member organisations of NZF such as Regional Associations or clubs.

20. FIFA, OFC, other international sport federations, national football organisations in other jurisdictions, other New Zealand-based national sport organisations or national sport organisations of other sports in other international jurisdictions will be entitled to give effect to and enforce the above Provisional Suspension in their respective jurisdictions regarding other sports, as if the suspension related to that sport.
21. Where a Provisional Suspension is imposed and fulfilled by the Relevant Person, they shall receive a credit for such period of Provisional Suspension against any period of Suspension that may ultimately be imposed if the Ethics Committee determines an offence has been committed.
22. If a Relevant Person voluntarily agrees in writing with the Integrity Officer to accept a Provisional Suspension during the course of an investigation and thereafter refrains from competing or participating in Matches, Events or other activities listed in D19 of this Appendix C, then the Relevant Person shall receive a credit for such period of voluntary Provisional Suspension against any period of suspension which may ultimately be imposed.
23. The Ethics Committee has discretion whether to allow credit against a period of suspension for any time period before the effective date of the Provisional Suspension or voluntary Provisional Suspension where the Relevant Person elected not to compete or was suspended by NZF.

E. Preliminary Matters and Pre-Hearing Conferences

24. The Chairperson and/or the Ethics Committee Panel may hear and determine any preliminary matters that arise.
25. The Ethics Committee will normally convene a pre-hearing conference with the Parties which will usually be held within seven days of the Relevant Person filing their response to the Notice of Charge.
26. The pre-hearing conference may be conducted in person or by audio or audio-visual means.
27. There may be more than one pre-hearing conference held as necessary.
28. The purpose of the pre-hearing conference will be to discuss and decide procedural matters to progress the case towards a hearing.
29. During the pre-hearing conference the Ethics Committee may fix the date of the hearing, decide the type of hearing (which may be in person or by audio or audio-visual means), the venue for the hearing, give any procedural or evidential direction that may be appropriate (including timetables for filing any evidence, witness statements or submissions) and make such other orders as necessary to facilitate the prompt and just expedition of the matter.
30. At the discretion of the Ethics Committee and with the consent of the parties, a pre-hearing conference may become the hearing.

F. Hearings

31. The purpose of the hearing shall be:

- a. to determine whether the Ethics Committee considers that the Relevant Person has engaged in the Prohibited Conduct alleged in the Notice of Charge and therefore committed an offence under these Regulations;
 - b. to impose sanctions in accordance with these Regulations if the Ethics Committee determines, or the Relevant Person admits, that an offence under these Regulations has been committed.
32. The Ethics Committee Panel may conduct the hearing as it sees fit and shall not be bound by rules of evidence or unnecessary formality.
33. However, the Ethics Committee Panel must conduct the hearing and determine matters in accordance with the principles of natural justice and procedural fairness. This includes, but is not limited to, the Ethics Committee:
- a. conducting the hearing in a manner that is fair and appropriate to the circumstances;
 - b. providing the Parties adequate notification of the date, time, and place of the hearing;
 - c. ensuring adequate notification of the allegations against the Relevant Person has been provided to the Relevant Person;
 - d. ensuring the Relevant Person and their representatives, the Integrity Officer and/or NZF is given an adequate opportunity to be heard and to prepare and present their case;
 - e. ensuring the Relevant Person is provided with and given proper opportunity to consider, challenge or contradict any evidence that is relied upon to support allegations against them and that the Relevant Person is also fully aware of the nature of these allegations;
 - f. having a lack of bias;
 - g. not acting outside its powers or jurisdiction;
 - h. inquiring into the matters in dispute;
 - i. making a decision supported by the evidence;
 - j. not imposing a penalty that is either excessive or inappropriate.
34. The Relevant Person who is alleged to have committed the offence, the Integrity Officer and/or NZF:
- a. may call and question witnesses;
 - b. has the right to address the Ethics Committee Panel to make their case;
 - c. is permitted to provide written submissions for consideration by the Ethics Committee Panel (instead of or as well as appearing in person) and if the Relevant Person and the Integrity Officer and/or NZF provide any written submissions, the Ethics Committee Panel must consider those submissions in its deliberations.
35. The hearing shall be inquisitorial in nature, with cross examination allowed, and the Ethics Committee Panel may call such evidence as it thinks fit in its discretion and all Relevant Persons

subject to these Regulations must, if requested to do so by the Ethics Committee Panel, provide such evidence as they are able.

36. The Ethics Committee may make such inferences and draw such conclusions as it considers appropriate from the failure of, or refusal by, a Relevant Person or the Integrity Officer and/or NZF to comply with a request to provide evidence to it.

37. Where two or more Relevant Persons are alleged to have committed offences under these Regulations, they may be dealt with at the same hearing where the proceedings arise out of the same incident or where there is a clear link between separate incidents.

G. Representation and support persons

38. The Parties may be represented or assisted in the proceedings by a person of their choice and at their own cost.

39. Parties are not required to have representation.

40. Each party is also entitled to have a support person if they wish.

H. Privacy and confidentiality

41. Except as otherwise stated in these Regulations, proceedings brought under these Regulations are to be treated as private and confidential until a final decision is issued.

42. The hearing will be closed to the public unless the Ethics Committee considers that there are exceptional circumstances to make a public hearing appropriate or the parties so agree. In the usual circumstances only persons with a legitimate interest in the hearing will be permitted to attend and this will be at the sole discretion of the Ethics Committee Hearing panel.

I. Privilege

43. Regardless of anything else in these Regulations, a Relevant Person who is interviewed under suspicion, charged or arrested by a law enforcement agency regarding a criminal offence that is, or may be considered to be conduct that is Prohibited Conduct, under these Regulations, shall not be required to produce any information, give any evidence or make any statement to the Ethics Committee if they establish that to do so would breach any privilege against self-incrimination or legal professional privilege.

44. This does not limit the Ethics Committee from enforcing any other applicable rules and regulations.

J. Decisions of the Ethics Committee

45. A decision of the Ethics Committee shall be made by a majority decision of the Ethics Committee Panel hearing the proceeding.

46. The Ethics Committee may in its discretion give an oral decision but, regardless of whether it gives an oral decision or not, in every proceeding the Ethics Committee will as soon as practicable issue a written decision containing reasons for its decision.

47. The written decision will set out and explain:

- a. with reasons, the Ethics Committee's findings as to whether the Relevant Person committed any offence(s) under these Regulations;
 - b. with reasons, the Ethics Committee's findings as to what sanctions, if any, are to be imposed on the Relevant Person if an offence has been committed;
 - c. with reasons, the date upon which any period of suspension that is imposed shall start;
 - d. any rights of appeal available to the Parties.
48. The written decision containing reasons shall be provided to the Parties and/or to representatives of the Parties (if any) and to the Chief Executive Officer of Sport New Zealand.
49. Subject only to any rights of appeal the decision of the Ethics Committee shall be the full, final and complete determination of the matter and shall be binding on the Parties.

APPENDIX D
Appeal against Decision of Ethics Committee and Appeals Committee

A. Eligibility to appeal to the Appeals Committee

1. Anyone who has been a party to the proceedings before the Ethics Committee may lodge an appeal, except if the sanction pronounced is:
 - a. a warning;
 - b. a reprimand;
 - c. a fine of less than \$5,000.

B. Time limit for appeal to the Appeals Committee

2. Any party intending to appeal must inform the Appeals Committee of its intention to do so in writing within seven working days of notification of the Ethics Committee decision, including reasons for the appeal.

C. Appeal to Appeals Committee must be in writing

3. Appeals shall be submitted in writing.
4. The appeal shall include the reasons for the appeal and means of proof and be signed by the appellant or their representative.

D. Appeal fee

5. The appeal fee is \$500 plus GST.
6. Anyone wishing to lodge an appeal with the Appeals Committee shall transfer the appeal fee to the bank account of NZF before expiry of the seven working day time limit.

E. Appeal to the Sports Tribunal of New Zealand

7. Parties to a Appeals Committee proceeding may appeal the decision of the Appeals Committee to the Sports Tribunal as set out in this Appendix D, E7-J14.

F. Decisions that may be appealed

8. Decisions of the Appeals Committee that may be appealed to the Sports Tribunal are:
 - a. a decision to impose or to remove a Provisional Suspension;
 - b. a decision that a charge of an offence under these Regulations should be dismissed for procedural or jurisdictional reasons;
 - c. a decision that an offence under these Regulations has, or has not, been committed;
 - d. a decision to impose, or not impose sanctions, including the appropriateness of any sanction imposed for an offence under these Regulations.

G. Grounds of Appeal

9. The grounds for appealing a decision of the Appeals Committee to the Sports Tribunal shall only be one or more of the following grounds:
 - a. the decision of the Appeals Committee is wrong having regard to the application of these Regulations;
 - b. natural justice has been denied;
 - c. the Appeals Committee acted outside its powers and/or jurisdiction (ie acted ultra vires);
 - d. substantial new evidence became available, which could not be located prior to the original hearing, after the decision which is being appealed was made;
 - e. the sanction imposed was either excessive or inappropriate.

H. Decisions being appealed remain in effect unless the Sports Tribunal decides otherwise

10. Decisions of the Appeals Committee being appealed to the Sports Tribunal shall remain in effect and binding pending the Sports Tribunal's determination of the appeal, unless the Sports Tribunal decides otherwise.
11. Nothing in H10 above prevents a Party to the proceeding applying to the Sports Tribunal to suspend the decision, or any part of the decision, of the Sports Tribunal until the Sports Tribunal determines the appeal.

I. Time period for filing appeals to the Sports Tribunal

12. Appeals against a decision of the Appeals Committee must be filed within 28 days from the date the appealing Party received the written decision containing reasons for the decision of the Appeals Committee.

J. Applicable regulations and governing law regarding appeals

13. The Rules of the Sports Tribunal in force at the time shall apply, except to the extent they are inconsistent with any provision in this Appendix D dealing with appeals.
14. The governing law shall be New Zealand law.

K. Appeal of a Sports Tribunal decision

15. The decision of the Sports Tribunal shall be final and binding and shall not be questioned in any court of law otherwise than in accordance with K16 of this Appendix D below.
16. A Party may appeal a decision of the Sports Tribunal to the Court of Arbitration for Sport (CAS) within 15 working days of the written decision of the Sports Tribunal.
17. An appeal will not operate as a stay of proceedings of the Sports Tribunal decision unless the Sports Tribunal or CAS so orders.