



**THE FOOTBALL ASSOCIATION
OF HONG KONG, CHINA LIMITED**

CODE OF ETHICS

Edition 2025

1 Object

Honesty, integrity and fair play are core values that must be upheld by all of the stakeholders of football at all times. By observing the principles laid down by the Code of Ethics, we hope to protect and ensure the growth of football in Hong Kong to be healthy, and prevent any methods and practices which could jeopardize the integrity of competitions and matches.

2 Scope of Application

This Code of Ethics applies to all stakeholders of the Football Association of Hong Kong, China Limited (“HKFA”), namely:

- Officials: officials are all referees, assistant referees, referee assessors, referee instructors, duty officers and ground staff
- Players
- Coaches
- Associations and members of associations

Should there be any discrepancy between English and Chinese versions of this Code of Ethics, the English version shall prevail.

3 Principles for Behavior and Conduct of HKFA Stakeholders

- 3.1 Respect the rights, dignity and worthiness of others.
- 3.2 Be fair, considerate and honest in all dealings with others.
- 3.3 Be professional in, and accept responsibility for your actions.
- 3.4 Make a commitment to providing quality service and performance.
- 3.5 Be aware of, and maintain, an uncompromising adherence to standards, rules, regulations and policies.
- 3.6 Operate within the Constitution, Regulations, Policies and Procedures of HKFA and FIFA.

- 3.7 Understand the possible consequences of breaching the HKFA Code of Ethics.
- 3.8 Immediately report any breaches of HKFA members to the appropriate authority.
- 3.9 Obey the laws of the Hong Kong SAR.
- 3.10 Refrain from any form of abuse towards others.
- 3.11 Refrain from using any obscene language.
- 3.12 Refrain from any form of harassment towards others.
- 3.13 Refrain from any form of discrimination towards others.
- 3.14 Refrain from any form of victimisation towards others.
- 3.15 Reject corruption, drugs, racism, violence and other dangers to our sport.
- 3.16 Promote the interests of football.
- 3.17 Provide a safe environment for the conduct of activity in accordance with relevant HKFA policy.
- 3.18 Be a positive role model.
- 3.19 Do not provide or publish any comment to any media (including any online media or website), on behalf of HKFA.
- 3.20 Do not speak to any media (including any online media or website) in a negative way, or publish any negative comment regarding HKFA.
- 3.21 Never act in any way that may bring disrepute or disgrace to HKFA members, its stakeholders and/or its sponsors, potential sponsors and/or partners.
- 3.22 Do not participate (or assist others) in sports betting or gambling activity associated with football matches and/or football results in which you are participating or have been directly involved in.
- 3.23 Stakeholders shall at all-time observe Code of Ethics (please access ["https://thehkfa-my.sharepoint.com/:v:/g/personal/g_s_temp_hkfa_com/EYF7KY8aW-hRCkF1SuleItq0Bm1LH4WmBjtGzSVreQzrIbA?nav=eyJyZWZlcnJhbEl](https://thehkfa-my.sharepoint.com/:v:/g/personal/g_s_temp_hkfa_com/EYF7KY8aW-hRCkF1SuleItq0Bm1LH4WmBjtGzSVreQzrIbA?nav=eyJyZWZlcnJhbEl)

[uZm8iOnsicmVmZXJyYWxBcHAIoiJPbmVEcml2ZUZvckJ1c2luZXNzliwicmVmZXJyYWxBcHBQbGF0Zm9ybSI6IldlYiIsInJlZmVycmFsTW9kZSI6InZpZXciLCJyZWZlcnJhbFZpZXciOiJNeUZpbGVzTGlua0NvcHkifX0&e=zQBxeQ](https://www.youtube.com/watch?v=uZm8iOnsicmVmZXJyYWxBcHAIoiJPbmVEcml2ZUZvckJ1c2luZXNzliwicmVmZXJyYWxBcHBQbGF0Zm9ybSI6IldlYiIsInJlZmVycmFsTW9kZSI6InZpZXciLCJyZWZlcnJhbFZpZXciOiJNeUZpbGVzTGlua0NvcHkifX0&e=zQBxeQ)” for details of the video) to safeguard the integrity and reputation of football, as well as to avoid adoption of unethical methods and practices that will be a jeopardy or harm to the image of football.

4 Players and Team/Match Officials

- 4.1 Players and Team/Match Officials shall at all-time play football in the Spirit of the Game.
- 4.2 Players and Team/Match Officials shall at no time engage in conduct which is improper or brings the game of football into disrepute.
- 4.3 Players and Team/Match Officials should report to HKFA with evidence in cases of the following:-
- a. Corrupt approach made by a bookmaker or any other persons;
 - b. Having received any approaches from any person to engage in any conduct described in paragraphs 4.4 (a) to (g) below;
 - c. Being aware that any Player, Official or individual has engaged in conduct, or received approaches to engage in conduct described in 4.4 (a) to (g) below.

HKFA shall then report to the relevant body as appropriate.

- 4.4 Players and Team/Match Officials should not engage in any conduct of the nature described below in connection with any football Match organized or participated by HKFA or any of its member clubs:-
- a. Fail to perform on his merits in any match without reasonable excuse;
 - b. Is a party to contriving or attempting to contrive the result of any match;
 - c. Bet, accept any share of a bet or agree to accept any proceeds of a bet, on any match or on any event connected with any match, whether such Players or Officials take part in that match;
 - d. Induce or encourage any other person to bet, or accept any shares or proceeds of a bet, on any match or event connected with any match, or to offer the facility for such bets to be placed;
 - e. Induce or encourage any other Player or Official not to perform on his merits in any match as a result of any betting arrangement;
 - f. Accept any money, benefit or other reward (whether financial or

otherwise) which could bring him or the game of football into disrepute;

- g. Provide any money, benefit or other reward (whether financial or otherwise) which could bring the game of football into disrepute;

- 4.5 Players and Team/Match Officials shall not use or in any way be connected in the use or distribution of unauthorized drugs (please refer to the Hong Kong Anti-doping Committee's HKADC Anti-Doping Rules [“https://www.antidoping.hk/about-us/anti-doping-rules/”](https://www.antidoping.hk/about-us/anti-doping-rules/) for details)
- 4.6 A Referee shall be independent of any team competing in any match for which he is appointed.
- 4.7 Players and Team/Match Officials shall at all-time observe FIFA's Code of Ethics (please refer to [“https://digitalhub.fifa.com/m/1583d8ce368b13d2/original/FIFA-Code-of-Ethics-Overview-of-the-changes.pdf”](https://digitalhub.fifa.com/m/1583d8ce368b13d2/original/FIFA-Code-of-Ethics-Overview-of-the-changes.pdf) for details) to safeguard the integrity and reputation of football, as well as to avoid adoption of unethical methods and practices that will be a jeopardy or harm to the image of football.
- 4.8 Any Player or Team/Match Official found guilty of a corrupt, fraudulent or improper act or practices whether or not his conduct constitutes a breach of any of this Code of Ethics may be dealt with by HKFA in accordance with its powers.
- 4.9 All applications for registration of Players and Team/Match Officials must be attached with the up-do-date Code of Ethics signed by the subject personnel as their undertaking of compliance with the Code (the signature must be the same as the signed Form G (if applicable) and the Players Consent Form), and sealed (i.e., with the company chop of his/her clubs to be registered with). To ensure that each application for registration of Player and Team/Match Official is submitted with a signed Code of Ethics, HKFA has defined the submission of the signed Code as “mandatory” in the registration system; and require the processing officers to check and record the submission of a signed and up-to-date Code of Ethics, and subject the records to supervisory check.

5 Referees

- 5.1 Maintain the dignity of the referee. Referee should not request autographs from and take photographs with team players and officials which the match being officiated prior to, during half time and at the end of the match. Referees should not discuss publicly any sensitive topic relating to the match.
- 5.2 Declare relationship (personal or business) with affiliated referee associations, members of the HKFA, teams which participate into the HKFA's competitions or as HKFA registered coach for Youth Competitions.
- 5.3 Keep a distance from personnel of clubs to avoid misunderstanding.
- 5.4 The Referee Committee of HKFA has the right to suspend and terminate the registration of the referee or permanently remove the registration from the list if the performance of the referee does not meet the requirement, the referee breaches the code of conduct or any reasonable discretion is made by the Referee Committee.
- 5.5 The Referee Committee has the right to appoint or not to appoint any registered referee.
- 5.6 Any decision on refereeing made by the Referee Committee will be the final decision.

6 Coaches

- 6.1 Behave properly to protect all stakeholders of HKFA (mentioned in Clause 2 of this Code of Ethics) from sexual abuse. Never hit them as punishment and insult them verbally.
- 6.2 Set up a role model.
- 6.3 Respect players, parents, coaches and players from opponents' team and referee.
- 6.4 Respect privacy and personal rights.
- 6.5 All kinds of discrimination including race, skin colour, nationality, religion, age, gender, language, disability, physical appearance and political opinion are prohibited.
- 6.6 Believe in fair play always. Avoid achieving winning by cheating.
- 6.7 Obey the game rules and regulations by HKFA or other organization.
- 6.8 Avoid personal conflict of interest.
- 6.9 Beware of the identity and role in different aspects.
- 6.10 All decisions should be transparent, fair and honest.
- 6.11 Responsible for positive contribution to society.
- 6.12 Minimize the impact on the environment and promote sustainable development.
- 6.13 Fight against drug abuse and all doping practices in sports.
- 6.14 Strictly prohibited all kinds of bribery and corruption, including money and presents.
- 6.15 Avoid gambling relating to football and reject any unlawful influencing of match results.

Declaration

I fully understand my obligations stated and therefore, unequivocally, accept the terms spelled out in the HKFA Code of Ethics. I understand that the breach of any terms may result in disciplinary action taken against me by HKFA or its Committees in accordance with its Rules.

Signature:

Name:

Signature of Guardian:

(applicable to persons under the age of 18)

Name of Guardian:

(applicable to persons under the age of 18)

Date:
