



FIFA Safeguarding Policy

MARCH 2026

TABLE OF CONTENTS

I.

EXECUTIVE SUMMARY

6

Purpose and vision

7

Parties covered by the policy

7

Conduct requirements

8

Prohibited conduct

8

Implementation

9

II.

INTRODUCTION

10

III.

PURPOSE OF THE POLICY

13

IV.

SCOPE OF APPLICATION

15

Persons and Entities Covered

16

Expected conduct

17

Prohibited conduct

17

Definitions of prohibited conduct

18

Fédération Internationale de Football Association

President: Gianni Infantino
Secretary General: Mattias Grafström
Website: FIFA.com

V.

PRINCIPLES UNDERPINNING THIS POLICY

Principles	22
Implementation considerations	23

VI.

PILLAR 1 IMPLEMENTATION: PREVENTION

Codes of conduct and other relevant FIFA rules and regulations	26
Safer recruitment (for roles involving contact with children and Adults at Risk)	27
FIFA risk register and safeguarding risk analysis	30
Safeguarding education and training	31
Engagement with Member Associations	32
Safeguarding within the framework of the FIFA Regulations on the Status and Transfer of Players and the FIFA Football Agent Regulations	33
Data protection, the use of images in communications and social media protection	34

VII.

PILLAR 2 IMPLEMENTATION: RESPONSE, INCLUDING REPORTING, INVESTIGATION, RESOLUTION AND REMEDY

Reporting	38
Investigation and resolution	39
Remedy	47

VIII.

PILLAR 3 IMPLEMENTATION: SAFEGUARDING DURING COMPETITIONS

Safeguarding and child protection policy requirements for FIFA tournaments	53
Integration into bidding processes	54
Integration into hosting requirements	54
Competition regulations and operational planning	55
Reporting and case management	56
Legacy	56

IX.

PILLAR 4 IMPLEMENTATION: MONITORING, EVALUATION, LEARNING AND ENGAGEMENT

	57
--	----

X.

PILLAR 5 IMPLEMENTATION: GOVERNANCE AND ACCOUNTABILITY

Roles and responsibilities	59
	61

Executive summary

PURPOSE AND VISION

FIFA's Safeguarding Policy outlines FIFA's duty of care to ensure that everyone involved in football – children and adults – can participate in the game in a safe, respectful and inclusive environment, both on and off the pitch.

Its overarching goals are to:

- a) create a culture of safety, transparency and accountability for everyone involved in football, with leadership oversight;
- b) prevent, monitor and address all forms of harassment and abuse (both in person and online);
- c) establish safe, transparent and accessible reporting and trauma-informed response mechanisms;
- d) embed safeguarding across all of FIFA's programmes, operations, competitions and engagement with FIFA's Member Associations.

PARTIES COVERED BY THE POLICY

The policy applies to FIFA and **all Persons and Entities Covered** as per FIFA's rules and regulations, including the following:

Individuals

- a) **Officials:** any board member (including members of the FIFA Council), committee member, referee, assistant referee, coach, trainer or any other person responsible for technical, medical or administrative matters within FIFA, a confederation, regional association, Member Association, league or club, as well as any other person bound by the FIFA Statutes (excluding players, match agents and football agents licensed by FIFA)
- b) **Players:** any football player licensed by an association
- c) **Match agents and football agents:** individuals licensed by FIFA in accordance with the FIFA Match Agent Regulations or the FIFA Football Agent Regulations, respectively
- d) **FIFA staff:** all FIFA employees and interns
- e) **Accreditation holders:** individuals (such as members of the workforce, volunteers, journalists and so on) who have been accredited for any FIFA competition or event, including activities delivered under the FIFA football brand (such as futsal, beach soccer and football esports)
- f) **Third parties:** organisations and individuals conducting business with FIFA, including freelancers, suppliers and business partners

The policy extends to the following organisations insofar as it relates to their officials and players:

All six confederations, Member Associations, regional associations, leagues and clubs

These organisations are responsible for developing and implementing their own safeguarding policies, in line with the principles and purpose of FIFA's policy and guidance and as required by national law.

CONDUCT REQUIREMENTS

All Persons and Entities Covered must treat everyone with **dignity, respect and fairness** irrespective of race, skin colour, ethnic, national or social origin, gender, disability, language, religion, political opinion or any other opinion, wealth, birth or any other status, sexual orientation, or any other reason, and follow all applicable rules and regulations, including but not limited to: the [FIFA Code of Ethics](#), the [FIFA Disciplinary Code](#), [FIFA's Human Rights Policy](#), the [Safeguarding and Anti-Discrimination Code of Conduct for FIFA Competitions](#), the FIFA Team Handbook (for FIFA staff), the [FIFA Sustainable Sourcing Code](#) and the [FIFA Code of Conduct for Third Parties](#).

PROHIBITED CONDUCT

As per the above codes, harassment and abuse (in person and/or online) are prohibited in football. This includes physical, sexual or psychological abuse, bullying, discrimination, abuse of power or position, exploitation and trafficking, neglect or negligent treatment. Violating the applicable FIFA code(s) and regulations may result in disciplinary sanctions, including fines, suspension or long-term bans from all football-related activities, as well as the loss of accreditation and/or suspension of the right of accreditation to a FIFA competition indefinitely or for a specific period, referral to the relevant (statutory and/or football-related) competent authorities, where required, and the worldwide extension of sanctions.

IMPLEMENTATION

The policy is structured around five operational pillars:

1. **Prevention:** abiding by applicable rules, regulations and codes of conduct, completing mandatory safeguarding training, conducting safer recruitment and ensuring ongoing due diligence and risk monitoring
2. **Response:** creating safe and accessible reporting systems, conducting trauma-informed investigations, imposing resolution mechanisms/sanctions and providing survivor-/victim-centred care and support
3. **Safeguarding during competitions:** ensuring that safeguarding is embedded throughout the complete life cycle from bidding and hosting to tournament legacy
4. **Monitoring, evaluation, learning and engagement:** providing for continuous review and consultation with survivors/victims, external stakeholders and experts
5. **Governance and accountability:** ensuring leadership oversight and accountability and providing resources for safeguarding implementation

Individuals and organisations covered by the policy have collective responsibility for creating a safer football environment. All Persons and Entities Covered must follow applicable codes of conduct and regulations, complete required training, report concerns, cooperate with investigations and uphold the dignity and safety of others. FIFA's policy embeds safeguards across its global activities and operations, including FIFA competitions.

Member Associations and their stakeholders (including clubs and leagues) should establish their own safeguarding policies, appoint trained safeguarding officers, ensure safer recruitment, monitor and address risks, provide safeguarding training and implement reporting and trauma-informed case management at national level. Confederations should embed safeguarding across their operations and programmes. Member Associations and confederations must ensure that harassment and abuse are proactively addressed, effectively investigated and sanctioned and that decisions are notified to FIFA's judicial bodies so that sanctions can be extended to have worldwide effect.



Introduction

FIFA is committed to creating a football environment that is free from any form of harassment and abuse. FIFA's vision is to promote the game of football and bring it to all whilst protecting the integrity and safety of its participants. In realising this vision, FIFA strives to improve its safeguarding culture, policies and procedures so that it leads the sport in a way that ensures that involvement in football, in any form, is a positive experience for all.

Everyone in football has the right to be safeguarded against all forms of harassment, abuse or any harm, be it as a result of misconduct/poor practice, sexual, physical or emotional abuse, neglect or exploitation, irrespective of their race, skin colour, ethnic, national or social origin, gender, gender identity, disability, language, religion, political opinion or any other opinion, wealth, birth or any other status, sexual orientation or any other reason. This right is enshrined in [FIFA's Human Rights Policy](#), the [FIFA Code of Ethics](#), the [FIFA Disciplinary Code](#), [FIFA's Strategic Objectives for the Global Game 2023-2027](#) and article 3 of the [FIFA Statutes](#), which states as follows:

"FIFA is committed to respecting all internationally recognised human rights and shall strive to promote the protection of these rights."

When any member of the football family, such as a player, coach, official, match agent, football agent, volunteer or staff member, is subjected to or engages in abusive behaviour or misconduct, it undermines the mission of FIFA. This behaviour is inconsistent with promoting the integrity of football, the values of safe sport¹ and the protection of human rights.

FIFA acknowledges the global evidence on the problem of abuse and harassment in sport,² and that some groups are especially vulnerable, including children; people with disabilities; women and girls (who are particularly subjected to gender-based violence); players who identify as LGBTQI+; and young elite players. The risk of experiencing any form of harm, including psychological, physical and sexual abuse, has been found to rise as a player progresses up the performance pathway, and psychological abuse is at the core of all other forms of harm.³

¹ Safe sport has been defined by the International Olympic Committee (IOC) as: "A physically and psychologically safe and supportive athletic environment where participants can thrive and experience the full benefits of sport participation." (Tuakli-Wosornu YA et al. IOC consensus statement: interpersonal violence and safeguarding in sport. *British Journal of Sports Medicine*. 2024, 58: 1-23. Available at: bjsm.bmj.com/content/bjsports/58/22/1322.full.pdf).

² Ibid.

³ Ibid.

Having long recognised and acted upon these risks, and in line with the [United Nations \(UN\) Guiding Principles on Business and Human Rights](#) and other relevant safeguarding standards, FIFA has been and remains committed to taking measures, based on in-depth due diligence processes, to avoid causing or contributing to adverse human rights impacts through its own activities and to address and remediate these impacts when they occur.

This policy outlines FIFA's commitment to safeguarding through **five key pillars**: 1. prevention; 2. response, including reporting, investigation, resolution and remedy; 3. tournament safeguarding; 4. monitoring, evaluation, learning and engagement; and 5. governance and accountability. The procedures that underpin how each pillar is implemented are referenced throughout, where such details are publicly available.

This policy formalises FIFA's long-standing commitment to safeguarding the people who participate in FIFA's global activities, programmes and operations, including by using its various forms of leverage and by working in partnership with others where needed to promote safeguarding in football. It builds on the work being done by the [FIFA Safeguarding & Child Protection Department](#) and its flagship initiative, the FIFA Guardians™ safeguarding programme. FIFA Guardians sets standards and offers best-practice guidance, training, knowledge-sharing, education and numerous other technical capacity-building initiatives to support FIFA and its [Member Associations](#) to raise safeguarding standards in world football.

The policy builds upon and strengthens FIFA's existing framework for ethical conduct and human rights, including the [FIFA Code of Ethics](#), the [FIFA Disciplinary Code](#), [FIFA's Human Rights Policy](#), the FIFA Team Handbook (for staff), the Safeguarding and Anti-Discrimination Code of Conduct for FIFA Competitions and the [FIFA Code of Conduct for Third Parties](#). The policy has also been informed by the [UN Convention on the Rights of the Child](#), the [UN Guiding Principles on Business and Human Rights](#), the IOC's toolkit for international federations and national Olympic committees: [Safeguarding athletes from harassment and abuse in sport](#) and the [International Safeguards for Children and Adults in Sport](#). It has been developed by FIFA in close cooperation and consultation with a broad range of external safeguarding experts and stakeholders.



Purpose of the policy

This document sets out FIFA's duty of care and commitment to safeguarding. The objectives of this policy are as follows:

- a) **To promote awareness and accountability** by ensuring that all individuals involved in FIFA's activities and those of the wider football community understand their respective roles and responsibilities in preventing harm and mitigating risk
- b) **To counter harassment and abuse or any type of harm** by ensuring that all participants at every level of football recognise that any form of harassment and abuse – whether online or offline – is unacceptable and will not be tolerated
- c) **To set guidelines for the implementation of ongoing prevention and risk mitigation measures** to reduce the likelihood of harassment and abuse within football, including proactive interventions to address lower-level misconduct to prevent escalation into more serious violations
- d) **To identify safe and accessible reporting mechanisms** that enable any person who has experienced or witnessed harassment, abuse or other forms of harm to report concerns at local, national or international level, without fear of victimisation, retaliation or other negative consequences
- e) **To establish coordinated, timely and trauma-informed responses** to all incidents of harassment and abuse within or connected to football, at local, national, regional and international levels. A trauma-informed, survivor-/victim-centred approach prioritises the physical, emotional and mental well-being and safety of those affected
- f) **To embed a stronger safeguarding culture across FIFA's operations** by integrating safeguarding principles and practices into all FIFA-funded programmes, partnerships, competitions and organisational activities
- g) **To clarify safeguarding roles and responsibilities** by ensuring that all individuals within football understand their role in safeguarding, while assigning specific safeguarding responsibilities to relevant people, departments and committees
- h) **To promote and further strengthen safeguarding capacity among FIFA's Member Associations** through active engagement, collaboration and the use of FIFA's influence to strengthen safeguarding standards

IV.

Scope of application

This policy reflects FIFA's expectations of a wide range of entities and people in connection with their activities relating to FIFA, including all programmes, tournaments and events authorised or organised by, or under the auspices of, FIFA.

PERSONS AND ENTITIES COVERED

For the purposes of this policy, the term "Persons and Entities Covered" encompasses all categories defined in the following instruments:

- a) The **FIFA Code of Conduct for Third Parties**
- b) The **FIFA Code of Ethics**
- c) The **FIFA Team Handbook**
- d) The **Safeguarding and Anti-Discrimination Code of Conduct for FIFA Competitions**

Accordingly, the Persons and Entities Covered under this policy include the following:

- a) **Accreditation holders:** individuals (such as members of the workforce, volunteers, journalists and so on) who have been accredited for any FIFA competition or event, including activities delivered under the FIFA football brand (such as futsal, beach soccer and football esports)
- b) **FIFA staff:** all FIFA employees and interns
- c) **Football agents:** individuals as defined under the [FIFA Football Agent Regulations](#)
- d) **Match agents:** individuals licensed by FIFA in accordance with the [FIFA Match Agents Regulations](#)
- e) **Officials:** any board member (including members of the FIFA Council), committee member, referee, assistant referee, coach, trainer or any other person responsible for technical, medical or administrative matters within FIFA, a confederation, regional association, Member Association, league or club, as well as any other person bound by the FIFA Statutes (excluding players, match agents and football agents licensed by FIFA)
- f) **Players:** any football player licensed by an association
- g) **Third parties:** organisations and individuals conducting business with FIFA, including freelancers, suppliers and business partners

This policy therefore extends to the following organisations, insofar as it pertains to their **officials** and **players** as defined above:

- a) The **six confederations**
- b) **Regional associations**
- c) **Member Associations**
- d) **Leagues and clubs**

The aforementioned organisations are responsible for developing and implementing their own safeguarding policies, in line with applicable national law, and the principles and purpose of this policy and any safeguarding guidance issued by FIFA and the respective confederation.

The aim of this policy is to protect everybody on and off the pitch, both children and adults.

EXPECTED CONDUCT

In line with the FIFA Code of Ethics, Persons and Entities Covered under this policy must protect, respect and safeguard the integrity and personal dignity of others. This is the conduct we must all strive to uphold.

PROHIBITED CONDUCT

As outlined in the FIFA Code of Ethics, prohibited conduct includes:

- a) failing to protect, respect or safeguard the integrity and personal dignity of others (**art. 24 par. 1**)
- b) using offensive gestures or language to insult someone in any way or to incite others to hatred or violence (**art. 24 par. 2**)
- c) engaging in any form of physical or mental abuse, harassment or any other hostile acts intended to isolate, ostracise or harm the dignity of a person (**art. 24 par. 3**)
- d) engaging in threats, the promise of advantages, coercion or any form of sexual abuse or exploitation (**art. 24 par. 4**)
- e) abusing one's position (**art. 26 par. 1**)
- f) engaging in discrimination (**art. 23 par. 1**)

DEFINITIONS OF PROHIBITED CONDUCT⁴

The following definitions provide further detail on what FIFA considers to be prohibited conduct:

- a) **Abuse** can take various forms in person and online. It includes all forms of physical, emotional, psychological and sexual abuse, the creation of child sexual abuse material, sextortion, neglect and negligent treatment, trafficking, violence and exploitation, bullying and grooming whether it is inflicted directly or indirectly, deliberately or negligently, and whether the abuser acted as a principal, an accomplice or an instigator. Moreover, these forms often overlap and may include abuse facilitated by technology such as online messaging and social media.
- b) **Abuse of position** is the misuse of authority or influence by individuals in positions of power to gain undue private benefit. It is an act of corruption that is a key facilitator of abuse in sport.
- c) **Discrimination** means offending the dignity or integrity of a country, a person or group of people through contemptuous or derogatory words or actions on account of race, skin colour, ethnicity, nationality, social origin, gender, disability, sexual orientation, language, religion, political or any other opinion, wealth, birth or any other status or any other reason.
- d) **Exploitation** is the act of using someone unfairly for one's own advantage. It includes sexual exploitation, forced labour and slavery. Sexual exploitation is the actual or attempted abuse of a position of vulnerability, differential power or trust for sexual purposes.
- e) **Harassment** is any improper and unwelcome conduct that might reasonably be expected to cause offence or humiliation to another person. This could be an isolated incident or a pattern of behaviour over time.

- f) **Neglect** is the failure of parents or caregivers to meet a child's physical and emotional needs or failure to protect a child from exposure to danger. Coaches and those in an athlete's entourage are treated as caregivers for the purposes of this definition. Neglect can also be experienced by adults through a failure to meet a person's basic physical, emotional, social or psychological needs, which is likely to result in an impairment of the person's well-being (for example, an impairment of the person's health).
- g) **Negligence** means acts of omission regarding athlete safety. This includes depriving an athlete of food and/or drink, affording them insufficient rest and recovery, failing to provide a safe physical training environment or employing developmental age-inappropriate or physique-inappropriate training methods. This has significant implications for athletes who are children or otherwise vulnerable.
- h) **Physical abuse** is an act attempting to cause, or resulting in, pain and/or physical injury and physical harm.
- i) **Psychological, emotional or mental abuse** involves the regular and deliberate use of a range of words and non-physical actions with the purpose of manipulating, coercing, hurting, weakening or frightening a person mentally and emotionally; and/or distorting, confusing or influencing a person's thoughts and actions within their everyday lives, changing their sense of self and harming their well-being. This could also take the form of non-physical action that could cause physical or psychological harm to an athlete. Psychological violence can occur online and offline in different forms.
- j) **Sexual abuse** is any conduct of a sexual nature, whether non-contact, contact or penetrative, where consent is coerced or manipulated or is not or cannot be given. This includes sexual harassment (defined below). Sexual abuse can occur both online and in person.
- k) **Sexual harassment** means any unwanted and unwelcome conduct of a sexual nature, whether verbal, non-verbal or physical.
- l) **Violence** is the intentional use of physical force or power, whether threatened or actual, against oneself, another person or a group or community that either results in, or has a high likelihood of resulting in, injury, death, psychological harm, maldevelopment or deprivation.

4 Mountjoy M et al. The IOC Consensus Statement: harassment and abuse (non-accidental violence) in sport. British Journal of Sports Medicine. 2016. Available at: bjsm.bmj.com/content/bjsports/50/17/1019.full.pdf and Tuakli-Wosornu YA et al. IOC consensus statement: interpersonal violence and safeguarding in sport. British Journal of Sports Medicine. 2024, 58: 1-23. Available at: bjsm.bmj.com/content/bjsports/58/22/1322.full.pdf.

Other definitions used in the policy

- a) **Adults at Risk** (also referred to as vulnerable adults) are adult individuals identified by FIFA through risk assessments and research as belonging to special attention groups who, under certain conditions and as a result of their surrounding environment, are at particular risk from harassment, abuse, racism or neglect in football. This includes, but is not limited to, players progressing up the talent pathway, players with a disability, LGBTQI+ players, and so on.
- b) **Affected persons** are those most affected by abuse, including survivors/victims and whistleblowers.
- c) **Anonymity** refers to the protection of an individual's identity to enable them to report incidents without fear of retaliation.
- d) **Child or children** is anyone below the age of 18. When the word "minor" is used in this policy, it is because the (FIFA) source document uses this term. In these cases, it is interpreted to mean a "child". Although there may be differences in national legislation, for the purposes of this policy and within football, a child will be defined as anyone under the age of 18, in line with the UN Convention on the Rights of the Child.
- e) **Child protection** is an essential part of safeguarding and refers to the action taken in response to a specific concern for a child or children who may be suffering or is/are at risk of suffering harm or abuse. This action includes referral to specialised child protection services, law enforcement agencies and expert local organisations that are trained to advise on and manage cases if concerns arise about a child's welfare.
- f) **Confidentiality** refers to the principle that information relating to a concern and subsequent case management will be shared on a strictly need-to-know basis and always kept secure. Confidentiality applies to preserving the anonymity of those who have provided the information as well as to the information itself.
- g) **FIFA's main bodies** consist of the following:
 - i. **Congress:** The supreme legislative body, composed of FIFA's Member Associations
 - ii. **Council:** The strategic and oversight body
 - iii. **General secretariat:** The executive, operational and administrative body, led by the Secretary General under the oversight of the President and the Council

- h) **FIFA's judicial and dispute resolution bodies** consist of the **Football Tribunal** (which decides on football-related disputes and regulatory applications and comprises three chambers: the Players' Status Chamber, the Dispute Resolution Chamber and the Agents Chamber) and the independent **Disciplinary Committee, Appeal Committee, and Ethics Committee** (which are the judicial bodies responsible for handling violations of statutes and FIFA codes).
- i) **Interpersonal violence** involves the intentional use of physical force or power against other people by an individual or small group of individuals. It either results or has a high likelihood of resulting in injury, death, psychological harm, maldevelopment or deprivation.
- j) **Poor practice** is misconduct and behaviour that falls below the standards set and expected by the organisation (as outlined in codes of conduct). It ranges from less serious (relatively minor) misconduct to more serious violations.
- k) **Safeguarding** covers all proactive measures to both prevent and appropriately respond to concerns related to harassment and abuse in sport as well as the promotion of holistic approaches to athlete welfare.⁵ As the scope of this policy extends beyond athletes and players, this definition equally applies to all Persons and Entities Covered.
- l) **Safe sport** is a physically and psychologically supportive athletic environment where participants can thrive and experience the full benefits of sport participation.⁶
- m) **Survivor** is a term used as an alternative to or in combination with the term "victim", to refer to people who have suffered harm or victimisation. The term recognises their strength and resilience rather than defining them by the harm that they experienced. The term, however, does not take account of individual preferences regarding self-identification.⁷
- n) **Victim** refers to someone who has suffered direct harm to their physical, psychological or sexual integrity.⁸

⁵ Tuakli-Wosornu YA et al. IOC consensus statement: interpersonal violence and safeguarding in sport. British Journal of Sports Medicine. 2024, 58: 1-23. Available at: bjsm.bmj.com/content/bjsports/58/22/1322.full.pdf.

⁶ Ibid.

⁷ ECPAT International. Terminology Guidelines for the Protection of Children from Sexual Exploitation and Sexual Abuse – Second Edition, 2025. Available at: ecpat.org/wp-content/uploads/2025/04/Second-Edition-Terminology-Guidelines-final.pdf.

⁸ See www.bj.admin.ch/bj/en/home/gesellschaft/opferhilfe.html#:~:text=The%20Victim%20Support%20Act%20in%20Switzerland%20provides,%20Legal%20matters%20Immediate%20help%20is%20free.



Principles underpinning this policy

PRINCIPLES

FIFA will uphold the following principles in relation to safeguarding:

1. **Best interests of the child:** All action related to children must be taken in their best interests, in line with the UN Convention on the Rights of the Child.
2. **Centrality of players' rights and welfare:** Players' rights and welfare are at the heart of our game.
3. **Collaboration and partnerships:** Teamwork and collaboration are key – no single organisation can provide effective safeguards by working in isolation, so FIFA will continue to work with its Member Associations, the six confederations, football clubs, leagues, expert organisations, government agencies and other specialised groups to interrupt, stop and prevent harassment and abuse in football.
4. **Collective but designated responsibility:** Everybody involved in football has a responsibility in safeguarding. While we must all create a safer environment on and off the pitch, designated roles and responsibilities must be clearly defined and known by everybody, including children, their parents or guardians and other adults, no matter their role in football.
5. **Compliance with laws and standards:** All safeguarding action must take place within the framework of relevant national and international laws and policies.
6. **Confidentiality and data protection:** FIFA will ensure confidentiality in all safeguarding processes. Information will be shared on a strictly need-to-know basis and within the limits of applicable laws, especially child protection legislation, while ensuring that survivors/victims have access to confidential support services.
7. **Do no harm:** FIFA recognises its responsibilities to avoid doing harm to people and to address harm if it occurs.
8. **Equality and inclusivity:** Everyone has an equal right to protection and the promotion of their well-being, regardless of their role in football, age, race, skin colour, ethnicity, nationality, social origin, gender, disability, language, religion, political or any other opinion, wealth, birth, sexual orientation, or of any other reason.
9. **Leadership:** FIFA's leadership takes its safeguarding responsibilities seriously and sets the tone for a strong safeguarding culture throughout the organisation.
10. **Monitoring, evaluation and continuous learning:** FIFA treats the continuous improvement of safeguarding practice as a priority by embedding monitoring, evaluation and learning mechanisms in its activities. This includes collecting feedback from its Member Associations, the confederations and expert advocates, survivors of abuse in sport and others with lived experience.

11. **Prevention and risk mitigation:** FIFA takes preventive action and mitigates risks through continuous education, training and regular risk assessments.
12. **Prompt and effective responses:** All concerns will be taken seriously and responded to in a timely manner no matter how, when or where they are reported.
13. **Referral to authorities:** All investigations by FIFA deemed to be of a potential criminal nature will be reported to the relevant public authorities (in accordance with art. 9 par. 5 of the FIFA Code of Ethics) and will be subject to an appropriate risk assessment. Anyone reporting harassment and abuse to FIFA will be informed about the need for cross-reporting to local law enforcement authorities whenever possible and as early as possible.
14. **Safe participation:** Everyone has a right to take part in football and associated FIFA activities in a safe and enjoyable environment, free from abusive behaviour.
15. **Transparency and openness:** FIFA will foster a culture of transparency, openness and trust, ensuring that all participants feel empowered and safe to report concerns at any local, national, regional or international level, without fear of reprisals or dismissal.
16. **Survivor-/victim-centred and trauma-informed approach:** All action taken must be survivor-/victim-centred and trauma-informed. Being survivor-/victim-centred means caring for affected persons by prioritising their rights, safety, well-being, needs and wishes and giving them control over decision-making. Being trauma-informed means seeking to understand the impact of trauma, recognising signs of trauma and avoiding re-traumatisation.

IMPLEMENTATION CONSIDERATIONS

Individuals participating in football in any capacity fall under the protection measures of domestic laws of the country in which they live or in which they are competing during a FIFA competition. Any action that is taken to implement this policy must comply with relevant national legislation and local statutory safeguarding, child protection, labour or other requirements. Where national laws and standards of protection differ from the expectations, and the international sport safeguarding standards referenced in this policy, the standard ensuring higher safeguards should be followed, wherever legally possible.⁹ While the intention is for this policy to be as comprehensive as possible, it is likely that, given the diverse range of settings in which football is organised globally, some eventualities may not be covered or questions may arise. In these situations, any action taken should be guided by the principles and purpose of the policy. If necessary, the FIFA Safeguarding & Child Protection Department should be contacted for further advice.

FIFA has provided, and will continue to provide, safeguarding best-practice guidance and education through the Safeguarding & Child Protection Department. FIFA expects and encourages all Member Associations (and their affiliated organisations and clubs) to adopt and follow the highest standards in safeguarding.

As outlined in the FIFA safeguarding toolkit for Member Associations, the minimum standards include having:

- a) a safeguarding policy in place, covering all aspects of a Member Association's activities, programmes and operations, including competitions; and
- b) a trained and suitably qualified safeguarding officer (or local equivalent).

Safeguarding education and policy guidance provided by FIFA to Member Associations are designed to be adapted and tailored domestically to the national/local footballing and legal contexts.

⁹ In practice, this means that everyone in the football ecosystem must apply the strongest available safeguard. For example, if a country's law sets a lower standard (e.g. no background checks are required, "abuse" is not clearly defined or there are weaker reporting obligations), the aim should still be to meet FIFA's standards as per this policy. If a country has stricter child protection laws or mandatory reporting rules, for example, when national law requires reporting any suspicion of abuse by anyone within 24 hours, then the more stringent 24-hour reporting rule must be followed. FIFA rules do not override a country's legal system. National law always prevails in matters of criminal, civil and administrative liability. FIFA may, however, impose football-related sanctions even where national law does not. If conduct does not break national law, or if national law is weak, FIFA may still sanction a person or organisation under the FIFA Disciplinary Code or the FIFA Code of Ethics.

VI.

Pillar 1 implementation: Prevention

1. This pillar is underpinned by the principle of “do no harm” and the importance of identifying and addressing potential risks early, to prevent harm before it occurs. FIFA promotes the prevention of abuse and harassment within football through a range of risk assessment, educational and regulatory measures, including by setting clear standards of expected behaviour through codes of conduct. This applies both outside competitions (pillar 1) and during competition time (pillar 3).
2. Prevention means putting in place proactive risk mitigation and educational measures to reduce the likelihood of harm being caused to people as a result of their direct or indirect involvement with FIFA and football. Codes of conduct are an essential preventative tool and accountability mechanism for safeguarding that FIFA uses to articulate standards of expected behaviour and to clearly outline prohibited conduct and its consequences.
3. The following codes bind all Persons and Entities Covered. A violation of any code or FIFA regulation will be accordingly recorded and reflected in FIFA's event management system resulting in the respective person not being granted accreditation for a FIFA competition or event for a certain period of time as a result of the violation. The consequences of violations are stipulated in each respective FIFA code.

CODES OF CONDUCT AND OTHER RELEVANT FIFA RULES AND REGULATIONS

FIFA Code of Ethics

The FIFA Code of Ethics applies to all officials and players as well as match agents and football agents licensed by FIFA. Violations of the code, including article 24, will be sanctioned with an appropriate fine of at least CHF 10,000 as well as a ban on taking part in any football-related activity for a minimum of two years. In cases of sexual exploitation or abuse, or other serious cases and/or in the case of repetition, a ban on taking part in any football-related activity may be pronounced for a minimum of ten years.

FIFA Disciplinary Code

The FIFA Disciplinary Code applies to every match and competition organised by FIFA and to matches and competitions in association football that do not fall under the jurisdiction of the confederations and/or the Member Associations.¹⁰ The code reinforces safeguarding and integrity in football through protection and accountability measures. The following measures are contained in the FIFA Disciplinary Code:

- a) **Survivors'/victims' rights: Survivors/victims have procedural rights, including:**
 - to be informed of proceedings and disciplinary decisions;
 - to submit victim impact or witness statements; and
 - to appeal disciplinary outcomes, where applicable.
- b) **Obligatory prevention plans:** In cases of repeated or aggravated discrimination, FIFA may order clubs or Member Associations to implement a FIFA-approved prevention plan, which must include:
 - education and awareness initiatives;
 - enhanced security and offender identification measures; and
 - collaboration with supporter groups, non-governmental organisations (NGOs) and relevant stakeholders.
- c) **Strengthened sanctions and oversight:** In 2025, changes were made to the FIFA Disciplinary Code to increase the maximum financial penalties for discriminatory offences to CHF 5,000,000 and to reinforce FIFA's supervisory authority, including the right to intervene or appeal where Member Associations or confederations fail to take appropriate disciplinary action in the event of discrimination and racist abuse.

Safeguarding and Anti-Discrimination Code of Conduct for FIFA Competitions

This code applies to every accredited person who is granted and/or uses an accreditation device at a FIFA competition. Accredited individuals at a FIFA competition must confirm their absolute commitment to the values reflected in the code, must abide by

its provisions and declare that they have never been investigated for, or convicted of, a sexual or other violent offence. Any person flagged as having violated FIFA's codes and regulations will not be granted accreditation for a FIFA competition.

FIFA Sustainable Sourcing Code

The aims of this code are to ensure that human and labour rights are respected along FIFA's supply chains and to help to prevent and address potential human rights violations such as exploitation and abuse linked to supplier activities. It applies to FIFA's suppliers, service providers, commercial partners, licensees, broadcasters, consultants (freelancers) and other business partners supplying goods and services to FIFA. Compliance with the code is an important condition of any contract that FIFA signs with those parties. Under the code, the third parties described above are expected to undertake risk-based due diligence processes to identify and address any human rights and environmental risks that may arise in the course of their business relationships with FIFA, in line with international business conduct standards. Anyone who signs up to the requirements of the FIFA Sustainable Sourcing Code agrees to undergo monitoring and/or to demonstrate compliance with the code upon FIFA's request. Furthermore, they commit to supporting any stakeholder engagement requested by FIFA and to provide access to remedy for any individual who may be adversely impacted by their activities in connection with their business relationship with FIFA, in line with the UN Guiding Principles on Business and Human Rights. In addition, they must agree to cooperate with and raise awareness of the relevant grievance mechanisms provided by FIFA. In the event of a failure or refusal to comply with the requirements of the code, FIFA reserves the right to terminate the relevant agreements with immediate effect.

FIFA Code of Conduct for Third Parties

This code applies to everyone who does business with FIFA (as described above), such as its freelance workers, suppliers and business partners, including their employees. The purpose of the code is to ensure that everyone connected with football must be treated with fairness, respect and dignity. Third parties must promote a positive work environment by treating others professionally and with mutual respect. FIFA does not tolerate discrimination, sexual harassment or abuse of power of any kind. Complying with the code is a condition of doing business with FIFA: all third parties must read, confirm they understand and agree to follow the code and FIFA's regulatory framework. Any breaches of the code may lead to FIFA ending the business relationship.

¹⁰ The following are subject to the code: a) Member Associations; b) members of Member Associations, in particular clubs; c) officials; d) players; e) match officials; f) football agents licensed by FIFA; g) match agents licensed by FIFA; h) single-entity leagues; i) anyone elected or assigned by FIFA to exercise a function, in particular with regard to a match, competition or other event organised by FIFA.

FIFA Team Handbook (internal code of conduct for staff)

The FIFA Team Handbook – the internal “Rules of Play” for FIFA staff, including regional versions for staff of the FIFA regional offices – outlines FIFA’s expectations of its staff. FIFA’s culture of respect protects every staff member’s well-being and allows everyone to grow and prosper. The Team Handbook states that no one should be bullied, harassed or discriminated against when working for FIFA. Everyone should be treated with honesty, respect, team spirit, professionalism and dignity. All FIFA staff must read and digitally sign these “Rules of Play”.

SAFER RECRUITMENT (FOR ROLES INVOLVING CONTACT WITH CHILDREN AND ADULTS AT RISK)

Where FIFA is recruiting individuals directly to fill either employed or freelance positions to implement its projects, programmes or competitions, procedures are in place to reduce the likelihood of unsuitable individuals, who could pose a risk to children and other vulnerable people, becoming involved in football. These procedures include taking action at all stages of the recruitment process, preparing job descriptions referencing this policy, screening against certain databases, performing background and comprehensive reference checks and requiring new hires to sign self-declaration forms and codes of conduct and to undertake safeguarding training as part of the induction process. The level of adaptation and supervision depends on the contractual status and specificities of the role concerned. All FIFA divisions and departments recruiting for roles that require working directly with children in football are bound to follow the FIFA People & Culture Safer Recruitment Procedures.

All Persons and Entities Covered under this policy must follow safer recruitment procedures in line with their own organisation’s safeguarding policy and applicable laws on recruitment, having regard, for example, to the legal minimum working age and any particular requirements that apply when working with volunteers.

FIFA RISK REGISTER AND SAFEGUARDING RISK ANALYSIS

FIFA’s administrative bodies are committed to embedding safeguarding measures across all the organisation’s activities and programmes through risk assessments and ongoing due diligence processes. This includes, but is not limited to, incorporating safeguarding standards and principles into FIFA’s own recruitment practices; obligations on Member Associations in order to receive FIFA Forward funding; applying the safeguards contained in article 19 of the [FIFA Regulations on the Status and Transfer of Players](#) and conducting the required risk assessments prior to international transfers taking place. These steps are also taken throughout the life cycle of FIFA tournaments, and in FIFA’s relationships with third parties, as described above.

The FIFA administration identifies potential and actual risks associated with its business activities and keeps these updated in FIFA’s organisational and divisional risk registers, which are managed by the FIFA Audit, Risk & Advisory Subdivision. The Audit, Risk & Advisory Subdivision provides FIFA’s senior management, as well as the Governance, Audit and Compliance Committee, with objective and independent information on FIFA’s key risks across the organisation and measures to address them.

The FIFA Governance, Audit and Compliance Committee has established a Human Rights and Sustainability Sub-Committee. The Human Rights and Sustainability Sub-Committee advises the Governance, Audit and Compliance Committee in its reporting to the FIFA Council on matters relating to human rights, safeguarding and child protection, sustainable events and the environment (art. 3 and art. 43 par. 12 of the FIFA Statutes).

For all FIFA global football programmes, a safeguarding risk analysis must be completed for projects that may impact anyone at risk in football, especially when the projects and activities involve children and Adults at Risk. This includes planned mitigation measures to reduce the level of risk. FIFA acknowledges that it is impossible to eliminate all risk, but activities may not proceed where risks cannot be reduced to a satisfactory level.

FIFA also encourages and, where appropriate, requires confederations, regional associations, Member Associations, third parties, legal entities tasked with organising FIFA competitions and events, and entities in its supply chains to do the same with respect to their activities and programmes directly linked to their relationship with FIFA.

SAFEGUARDING EDUCATION AND TRAINING

FIFA is committed to embedding safeguarding education and training across all levels of its operations. FIFA provides practical tools and resources, including the FIFA safeguarding toolkit for Member Associations, to strengthen safeguarding standards and promote a safe environment for everyone involved in football. The aims of the FIFA Guardians Safeguarding in Football Diploma are to professionalise and institutionalise the role of safeguarding officers in football and to raise safeguarding standards in our game. FIFA will continue to develop and roll out safeguarding education and training to provide continuous professional development and capacity-building.

All Persons and Entities Covered must be informed and educated on this policy and aim to complete the FIFA Guardians Safeguarding Essentials course.

All roles in football require basic safeguarding awareness and training. For selected roles and functions, the FIFA Guardians Safeguarding Essentials online course and other training are mandatory. This includes the following individuals:

- a) All coaches hired by FIFA as part of the FIFA Talent Coach Programme (in the context of the [FIFA Talent Development Scheme](#)) must complete the FIFA Guardians Safeguarding Essentials and [Player-Centred Coaching and Safeguarding in Talent Development courses](#).
- b) All coach educators who are part of the FIFA Coach Educators' Development Pathway.
- c) All technical directors enrolled in the FIFA Technical Leadership Diploma.
- d) All Member Association-nominated staff enrolled in the FIFA Guardians Safeguarding in Football Diploma (Nominated FIFA Learners). These individuals must be appointed as a safeguarding focal point/officer by their respective Member Association and their participation must be formally approved by FIFA.
- e) All football agents that wish to represent a minor or represent a club in a transaction involving a minor must first successfully complete the designated continuing professional development course on minors and comply with any requirement to represent a minor established by the law applicable in the country or territory of the Member Association where the minor will be employed.¹¹ A safeguarding and anti-human trafficking e-learning module is included in the continuing professional development training for football agents.

¹¹ Any approach to enter into, and/or any subsequent execution of, any representation agreement with a minor or their legal guardian in relation to any football agent services will only be allowed from six months before the minor reaches the age at which they may sign their first professional contract in accordance with the law applicable in the country or territory of the Member Association where the minor will be employed (art. 13 par. 1 of the FIFA Football Agent Regulations). A minor may only be approached after obtaining prior written consent from their legal guardian.

- f) All FIFA staff must complete the mandatory Preventing Workplace Harassment e-course.

Mandatory training and education delivered in the context of FIFA tournaments is referred to under pillar three below.

ENGAGEMENT WITH MEMBER ASSOCIATIONS

FIFA embeds safeguarding requirements within its engagement with Member Associations through the FIFA Forward Programme, the FIFA Football for Schools Programme, the FIFA Talent Development Scheme and the Women's Football Division.

The [FIFA Forward Development Programme Regulations – Forward 3.0](#) oblige Member Associations to “fully comply with the rules of conduct in the FIFA Code of Ethics” including article 24 – Protection of physical and mental integrity. Those regulations also oblige Member Associations and confederations to “[r]espect international and national gender equality and child protection law, in particular legal provisions that prohibit child labour and forced labour, and all forms of violence, abuse, harassment, neglect and exploitation. The member association or confederation shall embed safeguarding in all aspects of its operations to safeguard children and vulnerable adults from any form of harassment and abuse and to promote their well-being within football.”

The FIFA Forward Development Programme Regulations – Forward 3.0 contain criteria relating to when certain tranches of the FIFA Forward funding dedicated to the operational/running costs of a Member Association will be released. These include requirements for the Member Association to undertake initiatives within the context of its operations in at least five of ten thematic areas, including the following:

- a) Safeguarding children and vulnerable adults from any form of harassment and abuse
- b) Integrating the principles of anti-discrimination, diversity, accessibility, gender equality and inclusivity

Safeguarding is a core component of the FIFA Talent Development Scheme, which prioritises player well-being alongside training and education. Member Associations applying to be part of the FIFA Talent Development Scheme, which aims to help them to fulfil their potential by ensuring that every talented player has a chance to be identified and developed, must have a safeguarding policy and trained safeguarding staff in place.

The FIFA Women's Football Division ensures that safeguarding principles and standards are incorporated into all relevant Member Association programmes and activities. This includes but is not limited to: i) embedding safeguarding objectives within the FIFA Women's Football Strategy; ii) integrating safeguarding training for women's football administrators; and iii) including safeguarding criteria in the women's club licensing system.

SAFEGUARDING WITHIN THE FRAMEWORK OF THE FIFA REGULATIONS ON THE STATUS AND TRANSFER OF PLAYERS AND THE FIFA FOOTBALL AGENT REGULATIONS

FIFA Regulations on the Status and Transfer of Players

The protection and welfare of minors represent fundamental objectives of the FIFA Regulations on the Status and Transfer of Players. In particular, **article 19** of those regulations establishes a comprehensive framework to safeguard minor players from exploitation and mistreatment, focusing on protecting them when they move internationally to play football. This framework is further reinforced by articles 19bis and 19ter, which extend the protections to minors at academies and during trials. In pursuit of these objectives, the following are among the most relevant provisions and requirements to which Member Associations and their stakeholders must adhere:

- a) **Annexe 7 to the Regulations on the Status and Transfer of Players – Temporary rules addressing the exceptional situation deriving from the war in Ukraine**
 - This includes specific provisions on the protection of minors affected by the conflict.
 - Exceptional regulatory measures are put in place to ensure the safety of those minors and that FIFA's standards are met.
- b) **Explanatory Note on Annexe 7 to the Regulations on the Status and Transfer of Players**
 - This emphasises the importance of article 5, which outlines the protective framework for minors under the temporary rules.
- c) **Protection of Minors – Guide to Submitting a Minor Application**
 - This provides procedural guidance for submitting minor applications.
- d) **FIFA Transfer Matching System**
 - This is designed to serve as a compliance and safeguarding tool.
 - Article 1 paragraphs 2 a) and e) of Annexe 3 specifically emphasise its use for monitoring and its role in protecting minors during international transfers.

The [Explanatory Notes on the New Provisions in the Regulations on the Status and Transfer of Players Regarding the International Transfer of Minors](#) were drafted to provide additional guidance to Member Associations and their stakeholders concerning their responsibilities. The [Regulatory framework for the protection of female players and coaches](#) also require Member Associations and their stakeholders to adhere to specific provisions, with a view to better protecting the rights of female players and coaches in relation to pregnancy, reproductive healthcare, maternity, adoption and family leave, as well as to ensure their well-being.

FIFA Football Agent Regulations

FIFA embeds safeguarding in all matters relating to the football transfer system and seeks to ensure, through the FIFA Football Agent Regulations, that football agents' conduct is consistent with the core objectives of that system. The recruitment of minor players entails significant legal, ethical and developmental responsibilities. To safeguard the rights and well-being of minors, parents or legal guardians need to be provided with clear, comprehensive and accessible information to enable them to make fully informed decisions.

Licensed football agents are required to communicate transparently and responsibly, ensuring that all aspects of proposed agreements – including contract terms, training schedules, travel obligations, educational considerations and other commitments – are clearly explained. Agents must actively engage with family members or legal guardians to check their understanding and obtain their consent as required throughout the recruitment process. In order to be valid, a representation agreement must be co-signed by the minor's legal guardian, in accordance with the law of the territory or country of the Member Association where the minor will be employed.

FIFA emphasises that ethical conduct in recruitment is essential to fostering a supportive and protective environment for minor players. By upholding the principles of integrity and transparency, football agents contribute not only to the positive development of young athletes but also to the integrity of the sport itself.

FIFA has developed an [Ethical Recruitment Guide](#) aimed at:

- a) helping football agents to understand the distinction between the personal values and ethics that they hold as individuals and the professional ethics to which they must adhere;
- b) increasing understanding of ethical recruitment practices;
- c) improving transparency and compliance with FIFA regulations;
- d) assisting football agents to identify and resolve professional ethical issues;
- e) reducing the incidence of abuse, exploitation and trafficking of minor players; and
- f) enhancing professional standards and the credibility of football agents.

To assist football agents in meeting these obligations, FIFA has also developed an [Ethical Recruitment Checklist](#), which has been designed to promote responsible practices when recruiting minors. This checklist is founded on the following core principles:

- a) Transparency and honesty
- b) Accountability and compliance
- c) Fairness and non-discrimination
- d) Respect for the minor's autonomy and family involvement

The checklist also includes practical verification steps, additional due diligence measures and examples of best practice to support ethical decision-making across all stages of the recruitment process. Where players' families are concerned, the FIFA Parents' Education Handbook on Football Agents is a useful resource to help parents and legal guardians to ask the right questions, recognise good practice and guard against unethical behaviour by football agents.

DATA PROTECTION, THE USE OF IMAGES IN COMMUNICATIONS AND SOCIAL MEDIA PROTECTION

Data protection and the use of images

Persons and Entities Covered under this policy must comply with the applicable laws and regulations on data protection and collection in their country. FIFA, and by extension its staff and freelancers, must always comply with the applicable laws and regulations on data protection and collection, including the Swiss Federal Act on Data Protection, the European General Data Protection Regulation, and other applicable data protection laws in the regions where it operates. Furthermore, FIFA's data policy includes a dedicated section on the use of the data of children.¹²

FIFA staff and freelancers must follow the FIFA guidance on the safe use of the images of children by media and other outlets as detailed in the Briefing on inclusive broadcasting and reporting at FIFA competitions and in the Guidance on celebration and communication arrangements, including the use of images of children and communication via social media.

The FIFA administration is committed to data protection and adheres to the following data protection principles:

1. Data is processed lawfully, fairly and transparently.
2. Data is only collected for specific, legitimate purposes and not processed further in ways that do not meet the original purpose.
3. Data is kept accurate, up to date and only for as long as necessary.
4. FIFA ensures the confidentiality, integrity and availability of all personal data.

FIFA Social Media Protection Service

Through this policy, FIFA reaffirms its commitment to ending online abuse and discrimination in all forms, reinforcing its mission to foster a safe, inclusive and respectful global football community. The FIFA Social Media Protection Service protects players, teams and officials of all ages from online abuse, with the aim of keeping their social media feeds free from hate and allowing them to take part in FIFA events without social media harassment. It also stops their followers from being exposed to abusive, discriminatory or threatening posts, preventing the normalisation of this type of content. The FIFA Social Media Protection Service is available during FIFA competitions and all Member Associations are offered year-round access to the moderation element of the service, regardless of whether or not their teams qualify for FIFA tournaments.

FIFA also reaffirms its commitment to supporting Member Associations and local law enforcement authorities in the identification and prosecution of individuals responsible for online abuse. In alignment with applicable laws and regulations, FIFA will assess appropriate measures to restrict these individuals from purchasing tickets. FIFA upholds the principle that all participants and supporters are entitled to experience FIFA tournaments and events free from any form of online abuse. Accordingly, FIFA will continue to implement and enhance measures aimed at online safeguarding and will cooperate with relevant authorities to ensure that appropriate and practical action is taken against offenders.

¹² Additional information can be found in FIFA's [Privacy Policy](#).

VII.

Pillar 2 implementation: Response, including reporting, investigation, resolution and remedy

This pillar relates to FIFA's policy and procedures to ensure that all reports of misconduct, harassment and abuse are handled promptly, fairly and effectively. It emphasises a survivor-/victim-centred approach that prioritises safety, confidentiality and respect through the following principles:

- A) **Reporting:** Clear, accessible reporting channels are provided, so that anyone can safely disclose incidents of harassment or abuse without fear of retaliation.
- B) **Investigation and resolution:** The rights and dignity of all parties should be safeguarded while the facts are established. Appropriate action is taken based on investigation outcomes. This may include disciplinary measures as per the FIFA Code of Ethics and FIFA Disciplinary Code in addition to referrals to relevant authorities.
- C) **Remedy:** Where support or remedy is provided to affected persons.

REPORTING

Duty to report

Anyone who is bound by the FIFA Code of Ethics¹³ – all officials, players, match agents and football agents licensed by FIFA – has a duty to report any actual or suspected infringements of the code. Reports must be submitted in writing directly to the secretariat and/or the chairperson of the investigatory chamber of FIFA's independent Ethics Committee. Reports may be submitted using an [Incident Report Form](#), by emailing Secretariat-Investigatory-Chamber@fifa.org or by using the [FIFA Reporting Portal](#).

Failure to fulfil this reporting duty constitutes a violation of the FIFA Code of Ethics and will result in sanctions, including an appropriate fine of no less than CHF 10,000 and/or a ban of up to two years from all football-related activities (art. 18 of the FIFA Code of Ethics).

Anyone who is bound by the FIFA Code of Conduct for Third Parties is required to follow the highest ethical standards, including by raising concerns if they spot any wrongdoing or potential wrongdoing. That means that if they see or suspect a violation, or potential violation, of the code, they must report it to FIFA.

Reports must be submitted to the relevant FIFA department by email, in person or by using the [FIFA Reporting Portal](#).

¹³ See art. 18 par. 1 of the FIFA Code of Ethics.

FIFA recognises that reporting harassment or abuse can be very difficult, especially for people who have experienced trauma. A range of options exists to make reporting as easy and comfortable as possible. While respecting each person's situation and their need for privacy, FIFA emphasises that it is essential to report safeguarding concerns in order to ensure that action may be taken.

Legal obligations regarding the reporting of (child) abuse

All Persons and Entities Covered by this policy are reminded that, in accordance with international and national child protection laws, many countries impose a mandatory duty to report suspicions of child abuse to the relevant authorities. Child protection services and/or law enforcement agencies are responsible for investigating allegations of this nature based on the applicable legal framework in each jurisdiction.

Member Associations are reminded that statutory obligations concerning children may exist within their own national legal frameworks and are expected to ensure compliance with these requirements.

Reporting by or on behalf of adults (aged 18 or over)

If the affected person is an adult (aged 18 or over), FIFA encourages them to understand their reporting options. Survivors/victims can be connected with advocates on a confidential basis to discuss reporting options prior to filing a complaint with FIFA and/or other authorities if they feel safe to do so. However, it is for them to decide if they want to make a formal report (to the relevant league, club, football association or law enforcement authorities in each country and/or to FIFA).

Reporting without consent

Under applicable national laws, reports may have to be made to public authorities without an adult's consent in certain circumstances, such as the following:

- a) **Suspected criminal offence:** here, the concern involves conduct that may constitute a criminal offence under applicable law.
- b) **Risk to others:** where the alleged behaviour presents a safeguarding risk to others, especially children and Adults at Risk, and reporting is necessary to prevent further harm.
- c) **The person involved is at risk of further harm:** the person involved is at risk of or has suffered significant harm and cannot freely or safely make decisions.

The options available for reporting a safeguarding concern in football – and how accessible those options are – depend on several factors, including (but not limited to) the jurisdiction where the incident occurred.

Incidents of harassment and abuse may be reported directly by the affected individual or by others (such as witnesses or whistleblowers). Reports may be made relating to the conduct of one or more individuals or the practices of a Member Association, a club or any football structure at national, regional or international level. If the complainant prefers, reports may be made directly to FIFA. FIFA will receive reports in the manner that best suits the person making them. There are multiple designated internal and external channels for filing these reports.

Reporting by the general public and outside competition periods

FIFA urges anyone who suspects that an individual who is involved in football may be at imminent risk or in need of urgent medical or other assistance to first contact the relevant emergency services and/or protection agencies in the country in which the individual is located and then file a report with the relevant Member Association or club. Alternatively, or in addition, the complainant may also choose to file a report with FIFA. In situations involving suspected poor practice/minor misconduct relating to children or adults that need not be reported to the relevant public authorities, such as statutory protection agencies, a report should be made directly to the relevant Member Association or club.

Any report (whether relating to a recent or non-recent event) to FIFA may be made using one of the following options:

- a) By submitting a completed [Incident Report Form](#) to Secretariat-Investigatory-Chamber@fifa.org
- b) Via the [FIFA Reporting Portal](#)
- c) By sending a report to the FIFA Safeguarding & Child Protection Department at Safeguarding@fifa.org

The [FIFA Reporting Portal](#) allows anyone, within or outside FIFA, to file a report. The FIFA Reporting Portal is an online, third-party reporting system that can receive reports seven days a week in four languages (English, Arabic, French and Spanish). Reports may be submitted at any time; however, prompt submission is strongly encouraged to facilitate timely action. All reports will be received and formally acknowledged by FIFA.

All reports received by FIFA are reviewed and triaged by FIFA's independent Ethics Committee or Disciplinary Committee, as appropriate, in coordination with the FIFA Safeguarding & Child Protection Department, where relevant. The [FIFA Reporting Portal](#) allows anyone, within or outside FIFA, to remain anonymous. The system's anonymous chat function is certified, ensuring that the person's identity is protected. FIFA will protect anonymity to the extent permitted by the law and FIFA regulations.

To ensure that FIFA can undertake an effective and comprehensive assessment of any alleged safeguarding concern, it is necessary to collect sufficient, relevant and accurate information relating to the reported incident. The information collected should enable FIFA to determine the scope, nature and severity of the alleged misconduct and to take appropriate action.

Regardless of the method of reporting used, it is helpful for FIFA to collect as much information as possible. Ideally, a report should include: 1) the name and contact details of the complainant(s) (except when reporting anonymously); 2) the type of alleged misconduct; 3) the name(s) and the age(s) of the alleged survivor(s)/victim(s); 4) the name(s) and the age(s) of the individual(s) alleged to have committed the misconduct; 5) a description of the facts; 6) the date on which and location where the incident allegedly took place; and 7) any other details that are relevant to the case and provide additional context to facilitate a greater understanding of the abuse and/or incidents in question. Where FIFA deems a report to be incomplete or to lack any of the above-mentioned information, it may ask the person who lodged the report to provide additional details. FIFA acknowledges that survivors, victims or whistleblowers may be fearful of, or facing, circumstances that prevent them from submitting the above information in full. In these cases, it will be for the complainant to decide how much and what type of information they feel comfortable submitting in their initial report.

In addition to the [FIFA Reporting Portal](#), there are other channels for FIFA staff and third parties to make a complaint as outlined below.

a) FIFA staff

FIFA does not tolerate any form of bullying, misconduct, sexual harassment or abuse, nor abuse of power of any kind. If a member of FIFA staff experiences incidents of this nature directly or sees them happening to someone else in the organisation, they must report it using the options described below. FIFA staff members who report abuse will be protected from retaliation.

In cases where a FIFA staff member is either an alleged perpetrator or alleged survivor/victim, FIFA People & Culture has the authority and the mandate to manage the case.

If a FIFA staff member experiences or witnesses harassment or abuse at work within FIFA, they may report it through:

- their line manager;
- FIFA People & Culture;
- FIFA Compliance;
- the FIFA-appointed external ombudsperson;
- the FIFA-appointed well-being champions; or
- the [FIFA Reporting Portal](#).

FIFA staff may also use the FIFA Reporting Portal to report a concern regarding harassment or abuse in football of which they may become aware, even where this relates to an incident that has occurred outside of FIFA.

b) FIFA freelancers and other third parties

Everyone connected with football must be treated with fairness, respect and dignity. The [FIFA Code of Conduct for Third Parties](#) applies to everyone who does business with FIFA including the freelance workers, suppliers and business partners that FIFA works with, alongside their employees. In particular, FIFA freelancers are required to follow the highest ethical standards, including by raising concerns if they identify any actual or potential wrongdoing.

Third parties may report misconduct, including in relation to a human rights matter, in the manner described in the [FIFA Compliance Pocket Guide – Raising Concerns for Externals](#). Actual or suspected misconduct may be reported directly by email, in person, by letter, by phone or through the [FIFA Reporting Portal](#).

If a FIFA freelancer while deployed on duty suspects that anyone in football may be at imminent risk, they must contact the relevant protection agencies in the country where the alleged incident occurred and follow up with a separate report to FIFA.

If a FIFA freelancer or any other third party experiences or witnesses actual or suspected misconduct within FIFA, for example if they see or suspect an actual or potential violation of the law, the [FIFA Code of Conduct for Third Parties](#) or other documents referenced in this policy, they must report it immediately, by:

- notifying their line manager at FIFA;
- emailing Compliance@fifa.org; or
- making a submission on the [FIFA Reporting Portal](#).

Competition-related reporting

The options detailed below are available and vary depending on whether the report is about:

- a) a concern that arose and was reported during a FIFA tournament; or
- b) a concern that arose during a FIFA tournament but was reported after the event. Internal escalation procedures are in place, regardless of the method or the chosen time of reporting.
- i. Reporting concerns that arose during a FIFA tournament

If a Person or Entity Covered, including those involved in a FIFA tournament,¹⁴ suspects that a person (with or without an accreditation, such as staff at a hotel where participating teams are staying) may be at imminent risk or needs urgent medical attention, that person or entity must contact the relevant protection agencies in the country where the tournament is taking place and/or seek urgent medical care. Once the local authorities have been notified, a report must be submitted to FIFA as soon as possible. During a tournament, reports concerning harassment or abuse may be made to FIFA using any one of the following options:

- In person, to any relevant designated safeguarding manager, accredited safeguarding officer, sustainability and human rights venue manager, or (for tier 1 tournaments, namely the FIFA World Cup™ and FIFA Women's World Cup™), and as applicable a FIFA safeguarding and anti-discrimination venue manager if available on-site.
- If the concern relates to a missing child, by reporting it immediately to an accredited safety and security officer, designated safeguarding manager, safeguarding officer or sustainability and human rights venue manager, depending on their availability.
- By calling the local safeguarding mobile number which is provided for each non-tier 1 tournament organised by FIFA. This dedicated number is assigned and communicated for every country and competition and is advertised in stadium facilities, at the participating teams' hotels and training facilities.

¹⁴ Individuals accredited for any FIFA competition or event, including activities delivered under the FIFA football brand. If an individual is accredited for a FIFA match, their accreditation typically lasts for the duration of the match. However, the specific duration may vary depending on the event and FIFA's policies. It is advisable to check with FIFA Accreditation directly for any specific terms or conditions related to the accreditation.

- By using the dedicated FIFA website for incidents during non-tier 1 tournaments. Details of this will be advertised in stadium facilities and at the participating teams' hotels and training facilities.
- By submitting a completed Incident Report Form to Disciplinary@fifa.org.
- By using the [FIFA Reporting Portal](#).
- By sending an email to CompetitionSafeguarding@fifa.org. This email address is monitored during competitions by a FIFA-designated safeguarding manager/safeguarding officer.

For competitions, FIFA has designated safeguarding managers/safeguarding officers in place for the duration of the tournament.

The complainant can choose to remain anonymous using any of the options described above. Further details of FIFA's rules on confidentiality and non-retaliation are provided below.

During tier 1 tournaments, FIFA coordinates with existing local-, state- and national-level hotlines, including child-friendly reporting helplines, which are available to the public. FIFA advertises these resources in the public areas of venues during the tournament.

While they are not explicitly covered under this policy, the safety of fans during competitions falls under the jurisdiction of FIFA's Safety & Security Department, together with the Local Organising Committee/Local FIFA Subsidiary and the local police and security forces. The FIFA Safeguarding & Child Protection Department coordinates with FIFA's Safety & Security Department and other entities as appropriate.

- ii. Concerns that arose during a FIFA tournament but are reported after the event

Where there is concern for personal safety or the immediate safety of someone else or someone requires urgent medical attention, the emergency services in that country should be contacted.

Anyone who has a concern about the safety or welfare of a child or an Adult at Risk, must take action.

This must be followed up with a report to FIFA using the published reporting mechanisms such as those listed below.

All reports regarding possible harassment or abuse may be made to FIFA using one of the following options after the competition is over:

- the dedicated [FIFA website for the relevant competition](#);
- the [FIFA Reporting Portal](#);
- by sending an email to Safeguarding@fifa.org;
- by sending an email to CompetitionSafeguarding@fifa.org;
- by submitting a completed Incident Report Form to Disciplinary@fifa.org; or
- by submitting a completed Incident Report Form to Secretariat-Investigatory-Chamber@fifa.org.

Further information about safeguarding at competitions is detailed below under pillar 3.

Reporting and other grievance mechanisms within the football ecosystem

Additionally, FIFA encourages survivors, victims and whistleblowers to report incidents occurring within the football ecosystem using existing, independent, country-specific safe sport units where available, or other multisport or football grievance mechanisms available at the level of confederations, regional football associations, Member Associations or clubs, as well as at global level, such as to the IOC or to [YourSide](#). YourSide is an independent resource for survivors seeking care and advice, including psychological and emotional support, as well as information about reporting pathways related to safeguarding concerns in football.

INVESTIGATION AND RESOLUTION

FIFA judicial bodies

As per article 31 paragraph 1 of the FIFA Code of Ethics, the FIFA Ethics Committee (composed of an investigatory and an adjudicatory chamber) has the exclusive competence (jurisdiction) to investigate and judge the conduct of everyone bound by the code where such conduct:

- a) has been committed by an individual who was elected, appointed or assigned by FIFA to exercise a function;
- b) directly concerns their FIFA-related duties or responsibilities; or
- c) is related to the use of FIFA funds.

Additionally, the Ethics Committee is competent in cases involving players, coaches or other officials if:

- a) the issue is not under the competence of any confederation or Member Association;
- b) the confederation or Member Association has not started an investigation within 90 days after FIFA became aware of the issue; or
- c) FIFA and the confederation or Member Association agree that FIFA should handle the case.

The FIFA Disciplinary Committee has the competence to investigate and judge the conduct of everyone bound by the FIFA Disciplinary Code, which applies to every match and competition organised by FIFA and to matches and competitions in association football that do not fall under the jurisdiction of the confederations and/or the Member Associations.

The FIFA judicial bodies are responsible for:

- a) making an initial assessment of all complaints received to determine whether the reported conduct falls within the scope of application of the FIFA Code of Ethics or the FIFA Disciplinary Code and the competence of the FIFA Ethics Committee or FIFA Disciplinary Committee; and
- b) coordinating with the FIFA Safeguarding & Child Protection Department to assess and decide whether appropriate advice and care are needed to support survivors/victims or witnesses through their participation in the FIFA ethics or disciplinary proceedings in a trauma-informed and survivor-/victim-centred manner.

Survivors/victims and whistleblowers may participate in ethics or disciplinary proceedings as witnesses (art. 45 of the FIFA Code of Ethics and art. 42 of the FIFA Disciplinary Code) to provide written or oral testimony. When this testimony could lead to threats to them or put them or any person particularly close to them in physical danger, the respective FIFA judicial body may, within certain limits, take specific measures to treat them as anonymous participants in the proceedings, with the aim of protecting their identity (arts 46–47 of the FIFA Code of Ethics and arts 43–44 of the FIFA Disciplinary Code).

For survivors/victims and witnesses involved in proceedings before the FIFA judicial bodies, FIFA coordinates with and uses, as appropriate and on a case-by-case basis, internal and external local, regional and international service providers to offer specialist assistance and care support, be it medical assistance, counselling, translation services, etc., to those affected, in line with [FIFA's minimum package of care in cases of harassment and abuse](#).

In accordance with article 24 of the FIFA Code of Ethics and article 13 paragraph 3, no statute of limitations applies to cases involving threats, the promise of advantages, coercion or any form of sexual abuse, harassment or exploitation. FIFA is committed to addressing misconduct of this nature, ensuring that these offences may be investigated and prosecuted at any time, irrespective of when they occurred.¹⁵

Under article 24 paragraph 7 of the FIFA Code of Ethics, Member Associations and confederations must notify FIFA of any decision to sanction conduct described in that article. Furthermore, in the event of serious infringements, such as discrimination, sexual abuse or harassment, the Member Associations, confederations and other organising bodies such as regional football associations must request that the FIFA Disciplinary Committee extend the sanctions they have imposed to have worldwide effect (art. 70 of the FIFA Disciplinary Code). If the Disciplinary Committee discovers that Member Associations, confederations or other sports organisations have not requested a decision to be extended to have worldwide effect, a decision may still be passed *ex officio*.

In line with international human rights standards on judicial proceedings, members of the FIFA judicial bodies are required to complete safeguarding and trauma-informed training to ensure that they possess the knowledge, abilities and specialist experience necessary for the due completion of their tasks, as required by the FIFA Statutes.¹⁶

¹⁵ These provisions are not retroactive and apply to conduct that occurred from 2023 onwards. For violations that occurred before 2023, FIFA's independent Ethics Committee must apply the version of the code that was in force at the time when the alleged conduct took place (which did include limitation periods).

¹⁶ Art. 44 par. 3 of the FIFA Statutes.

All Persons and Entities Covered under this policy are bound by FIFA's Code of Ethics and, as a result, have duties to report and to assist and cooperate with the FIFA Ethics Committee.¹⁷

Duty to cooperate

Anyone bound by the FIFA Code of Ethics must assist and cooperate truthfully, fully and in good faith with the FIFA Ethics Committee at all times, regardless of whether they are involved in a particular matter as a party, as a witness or in any other role (art. 19 of the FIFA Code of Ethics). The Ethics Committee will assist in preventing and responding to retaliation against those who participate in the process, as detailed below.

FIFA's non-retaliation policy

Individuals bound by the FIFA Code of Ethics may not harass, intimidate, threaten or retaliate against someone for any reason related to that person's potential or perceived assistance to or cooperation with the FIFA Ethics Committee. Failure to respect this provision entails a sanction.¹⁸

FIFA staff and third parties who raise (any) concerns in good faith or who provide information or help with an inquiry or investigation will be protected against any potential retaliation. FIFA staff and freelancers may raise any concerns using the reporting options outlined above.

FIFA encourages each of its Member Associations to have a non-retaliation policy.

Cases that do not fall under the jurisdiction of the FIFA judicial bodies

Where the FIFA judicial bodies are not competent to investigate and/or adjudicate the reported conduct, and specifically where such matters fall under the jurisdiction of the relevant confederation or Member Association, in accordance with article 31 paragraph 2 of the FIFA Code of Ethics, responsibility for handling the case will rest with the competent confederation or Member Association.

In these cases, the FIFA Safeguarding & Child Protection Department, together with any other relevant FIFA division, will determine, together with the Member Association concerned, an appropriate response through safeguarding policy guidance, education and training, remedial measures (including by calling upon local sport-specific and state-level grievance mechanisms) and monitoring on a case-by-case basis.

¹⁷ See arts 18 and 19 of the FIFA Code of Ethics.

¹⁸ Art. 19 par. 5 of the FIFA Code of Ethics.

Appeal process

Decisions made by the adjudicatory chamber of the FIFA Ethics Committee are final, subject to appeals lodged with the Court of Arbitration for Sport in accordance with the relevant provisions of the FIFA Statutes.

Survivors/victims have the right to receive a copy of the decision made by the adjudicatory chamber of the FIFA Ethics Committee and to appeal against it before the Court of Arbitration for Sport. They are considered to be parties for the purposes of the relevant Court of Arbitration for Sport appeal proceedings and enjoy all relevant procedural rights.

Confidentiality and information-sharing

FIFA is committed to transparency and the dissemination of information to uphold its commitment to safeguarding. A considerable amount of information about the FIFA judicial bodies, and the functioning of the independent Ethics Committee and Disciplinary Committee and their proceedings, can be found [online](#). Since 1 January 2019, decisions made by the FIFA judicial bodies have been published on [FIFA's official website](#).

FIFA's Data Protection Regulations and related guidance¹⁹ govern the approach that it takes to confidentiality and information-sharing in all cases. FIFA's Data Protection Regulations mean that all case-related information remains confidential and that the parties involved can expect their personal data to be protected. Sanctions may be applied if confidential information is disclosed improperly.

¹⁹ The [FIFA Data Protection Portal](#) is our privacy portal where stakeholders can find information about how FIFA processes their personal data; the [FIFA Compliance Pocket Guide – Data Protection](#) is our internal guidance on how FIFA staff should handle personal data; the [FIFA Compliance Pocket Guide – Data Governance Rules](#) contains our internal guidance on how FIFA staff should classify data (both personal and non-personal); the [FIFA Data Protection Regulations](#) are official FIFA regulations that are binding on FIFA and its Member Associations (no other external parties); and the [FIFA Recruitment Privacy Notice](#) is FIFA's dedicated recruitment privacy notice, which should be made available to all FIFA job applicants.

Sharing information with public authorities

For safeguarding concerns, the FIFA Ethics Committee²⁰ may, in accordance with applicable laws and procedures, directly share relevant information or instruct the responsible FIFA body to share that information with competent public authorities when requested, required by law or where failure to disclose the information may result in harm to others. In line with FIFA's minimum package of care (see below), information will be shared with authorities in a manner whereby the overriding priorities must always be the health, safety and welfare of survivors/victims. To the extent that it is within its remit to do so, FIFA will do its utmost to facilitate, make referrals to and coordinate trauma-informed assistance and support, to ensure the safety and well-being of survivors/victims.

If deemed necessary, the FIFA judicial bodies may inform the public about ongoing/closed proceedings (and rectify any related incorrect rumours or information) as well as the reasons for any decision and/or the closure of any investigation. Where any decision is deemed to contain sensitive information, it will be published in an anonymised form (meaning that names and other information considered to be sensitive are redacted). If a prima facie case can be established following an investigation, the respective FIFA judicial body will notify the parties concerned that proceedings have been initiated. The parties concerned must also be notified of the outcome of any decision taken by the corresponding FIFA judicial body.

Any witness or survivor/victim supported through the [FIFA minimum package of care in cases of harassment and abuse](#) is also protected by strict confidentiality rules while receiving services and care as agreed with FIFA.

²⁰ As per art. 9 par. 5 of the FIFA Code of Ethics.

REMEDY

The FIFA minimum package of care for survivors, victims and whistleblowers in cases relating to FIFA

FIFA prioritises the health and welfare of survivors/victims in cases of harassment and abuse by ensuring that it coordinates access to high-quality, trauma-informed care. The [FIFA minimum package of care](#), which is aligned with article 24 of the FIFA Code of Ethics, provides timely support to survivors/victims, whistleblowers and witnesses involved in cases of harassment and abuse that fall under the investigative jurisdiction of FIFA's judicial bodies. While FIFA does not directly offer care services, it consults and coordinates with local providers and stakeholders (such as in-country UN agencies, and especially those with whom FIFA has a memorandum of understanding, law enforcement authorities, social services, sexual assault support centres, NGOs including child-focused agencies, players' unions and other organisations) to facilitate access to comprehensive services in accordance with the individual needs of those affected. These may include, but are not limited to, counselling and psychosocial support, legal aid, access to shelter and refuge and other protection and security services.

FIFA's assistance is delivered through existing local services, with extra care being taken in order to minimise any risk of exacerbating the trauma experienced by survivors/victims. The intention is for the process of referring survivors/victims to be simple, safe and to respect the need for confidentiality, dignity and non-discrimination. The duration of support does not normally exceed 12 months and is determined based on the individual needs and personal situation of the survivor/victim, subject to certain limits to ensure that resources are allocated fairly and appropriately. Support may be extended beyond this timeline on a case-by-case basis. Finally, the provision of assistance does not represent an implicit validation of the claims, nor does it represent a judgment on the guilt of the alleged perpetrator.

When implementing safeguarding policies at national level, Member Associations and their stakeholders are encouraged to establish and maintain similar care and support mechanisms as integral components of their case management systems.

VIII.

Pillar 3 implementation: Safeguarding during competitions

SAFEGUARDING AND CHILD PROTECTION POLICY REQUIREMENTS FOR FIFA TOURNAMENTS

FIFA's commitment to safeguarding is reflected in the requirements established for the bidding for, and hosting of, FIFA competitions. These requirements explicitly incorporate adherence to the principles set out in this policy and ensure that safeguarding considerations form an integral part of the selection process for host countries, within the broader framework of human rights due diligence.

Safeguarding measures are embedded throughout the entire life cycle of FIFA tournaments, from the initial bidding phase through to post-tournament legacy activities.

INTEGRATION INTO BIDDING PROCESSES

Safeguarding and child protection must be fully integrated into the bidding process for all major FIFA competitions, in line with FIFA's sustainability and human rights requirements. As part of their bid, each prospective host country and Member Association must demonstrate a clear commitment to safeguarding.

For tier 1 competitions, bidding Member Associations are required to develop and implement an organisational safeguarding and child protection policy (or equivalent framework) before the competition begins.

INTEGRATION INTO HOSTING REQUIREMENTS

Safeguarding and child protection requirements form a core component of FIFA's hosting obligations for all major tournaments under the sustainability and human rights requirements

For major tournaments, safeguarding is assessed as part of a comprehensive human rights risk assessment, conducted in collaboration with the Local Organising Committee/ Local FIFA Subsidiary, national human rights institutions, statutory agencies and recognised expert organisations.

For other FIFA competitions (including youth, futsal, beach soccer and the Olympic Football Tournaments), a dedicated internal safeguarding risk assessment must be conducted to identify and mitigate potential risks.

COMPETITION REGULATIONS AND OPERATIONAL PLANNING

Each competition's regulations must include a dedicated provision outlining safeguarding requirements for participating teams and stakeholders.

A tournament-specific safeguarding operational plan will be developed for every competition. This plan must outline all safeguarding measures and procedures designed to ensure a safe environment for all participants and stakeholders that is adapted to the specific context and scale (tier) of the event.

These procedures include, but are not limited to, the:

- a) appointment of a **designated safeguarding manager** within the Local Organising Committee/Local FIFA Subsidiary, who is responsible for implementing safeguarding measures at host country level;
- b) appointment of a **designated team safeguarding/welfare officer** within each Participating Member Association, as stipulated in the competition regulations;
- c) for tier 1 tournaments, appointment of a **FIFA safeguarding and anti-discrimination venue manager**;
- d) implementation of a **missing children policy and other related safeguarding policies and procedures** in line with local and national legislation in the relevant country;
- e) delivery of a **safeguarding capacity-building plan**, including mandatory safeguarding training and awareness sessions for all team delegations, members of the competition workforce, volunteers and members of the Marketing Rights Delivery Programme for ball crews, and
- f) mandatory **electronic signature of the Safeguarding and Anti-Discrimination Code of Conduct for FIFA Competitions** for all accreditation holders, as part of the accreditation process.

REPORTING AND CASE MANAGEMENT

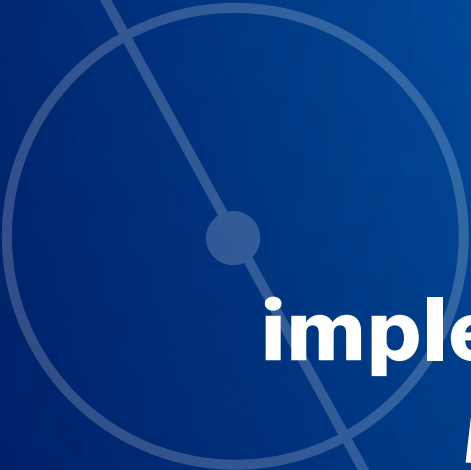
FIFA will ensure that accessible and visible safeguarding reporting mechanisms, including case management procedures for all accredited individuals as described above, are established for each FIFA competition.

On-site case management delivered by dedicated safeguarding staff will be available and connected, where necessary, to the FIFA judicial bodies (particularly the FIFA Disciplinary Committee) as well as to local services and confidential resources for those impacted by harassment and abuse. Information about reporting mechanisms will be available in all venue locations (hotels, stadiums, dressing rooms and so on) for all accredited individuals, players, coaches, referees and other people covered by the Safeguarding and Anti-Discrimination Code of Conduct.

For non-accredited individuals, including children and Adults at Risk, attending FIFA competitions, for example FIFA Fan Festival™ sites or participating in other activations (for example, as members of the ball crew or mascots), FIFA, the Local Organising Committee/Local FIFA Subsidiary and Host Cities as applicable must ensure that local child-friendly information and grievance mechanisms are well signposted, publicly displayed throughout tournament venues and other relevant sites and linked to appropriate local reporting mechanisms and confidential support services, where available in that country. FIFA Safety & Security, the Local Organising Committee/Local FIFA Subsidiary Safety & Security team and the competent local law enforcement and security authorities will coordinate, together with the FIFA Safeguarding & Child Protection Department as appropriate, to promote the safety and security of all fans attending FIFA competitions.

LEGACY

As part of FIFA's commitment to sustainable impact, safeguarding will form a core component of each tournament's legacy. FIFA will collaborate with the host Member Association to strengthen national safeguarding awareness. By involving a designated local safeguarding officer, FIFA contributes to the strengthening of event safeguarding expertise in host countries.



Pillar 4
implementation:
Monitoring,
evaluation,
learning and
engagement

FIFA will communicate regularly, transparently and proactively with stakeholders and the wider public regarding its actions to uphold safeguarding standards across football. This includes affected groups, individuals and their designated representatives.

In line with this commitment, FIFA will continue to cooperate constructively with its independent, expert Safeguarding Working Group and will conduct ongoing consultations with a broad range of stakeholders, including the Persons and Entities Covered by this policy. This engagement will form an integral part of the implementation, monitoring and periodic revision of this policy. The Persons and Entities Covered by this policy therefore play an essential role in informing and shaping safeguarding practice.

Furthermore, FIFA will communicate its safeguarding efforts, including published reports linked to specific FIFA competitions and projects, take part in international and national debates on safe sport and participate in specialist safeguarding platforms to share lessons learnt. FIFA is also committed to undertaking an independent evaluation of the FIFA Guardians Safeguarding in Football Diploma for Member Associations and to making information publicly available on the FIFA Guardians website, among others. FIFA will continue to engage its Member Associations, including through independent research, to assess progress, challenges and lessons learned in implementing safeguarding policy and practice in their associations.

This policy is a living document that will be reviewed regularly. FIFA will regularly assess its safeguarding provisions and the implementation of this policy. It will seek feedback and comment from stakeholders and experts, including survivors of abuse in football, on the effectiveness of the policy and areas for change and improvement.

Based on that assessment, a plan of action will be developed to address any gaps in the implementation of this policy.



Pillar 5

implementation: Governance and accountability

This policy was approved by the FIFA Council on 19 March 2026, and FIFA will actively communicate and promote it both internally and externally.

Responsibility for implementing the policy is assumed at both strategic and operational levels. Safeguarding commitments are binding on all of FIFA's administrative, judicial and dispute resolution bodies and officials when exercising their respective powers and competencies, including when interpreting and enforcing FIFA rules. This means all FIFA staff, bodies and officials must consistently place the principles and purpose of this policy at the centre of their decisions and actions and are accountable for upholding these standards across FIFA's work.

The FIFA Council provides strategic leadership and oversight, ensuring that the policy aligns with FIFA's broader mission, values and long-term goals. It is responsible for formally approving the policy, confirming that it meets global standards and reflects FIFA's safeguarding commitments.

Furthermore, the FIFA Governance, Audit and Compliance Committee advises, assists and reports to the Council in monitoring FIFA's governance and compliance matters. The Human Rights and Sustainability Sub-Committee advises the Governance, Audit and Compliance Committee in its reporting to the Council on matters relating to human rights, safeguarding and child protection. The Safeguarding & Child Protection Department sits within the Social Responsibility & Education Division and regularly informs the aforementioned committee and sub-committee of its work.

FIFA endorses the IOC's toolkit for international federations and national Olympic committees: [Safeguarding athletes from harassment and abuse in sport](#) and the [IOC consensus statement: interpersonal violence and safeguarding in sport](#). FIFA participates in the Association of Summer Olympic International Federations [annual governance review](#), the results of which are made public online.

ROLES AND RESPONSIBILITIES

FIFA

The FIFA administration has overall responsibility for the implementation of FIFA's safeguarding commitments. Operational responsibility for the day-to-day management of FIFA's safeguarding work rests with the Safeguarding & Child Protection Department. The department contributes to the work of all other FIFA divisions and departments whose activities and programmes are relevant to the implementation of this policy, including:

- a) ensuring that Persons and Entities Covered understand and abide by this policy and its procedures, including when applying for accreditation for a FIFA World Cup;
- b) leading the development and roll-out of the FIFA Guardians programme, including through awareness-raising events and workshops with the confederations and Member Associations;
- c) issuing further safeguarding standards and guidance to Member Associations;
- d) monitoring, evaluation and learning;
- e) supporting and building capacity within Member Associations in collaboration with the FIFA Member Associations Division and other FIFA divisions;
- f) developing competition-specific safeguarding strategies in collaboration with the Local Organising Committee or Local FIFA Subsidiary and the FIFA World Cup Project Office, FIFA Women's Football Division and the FIFA Competitions Subdivision, prioritising youth and women's competitions in particular;
- g) providing care and support under FIFA's minimum package of care in cases of harassment and abuse (with reference to cases under art. 24 of the FIFA Code of Ethics (Protection of physical and mental integrity) as well as following up on reports of alleged incidents falling under the jurisdiction of Member Associations;
- h) supporting trauma-informed and survivor-/victim-centred education, training and practice at all levels of the organisation; and
- i) supporting all of FIFA's functional areas, activities and programmes to further embed safeguarding across their operations.

Member Associations

Member Associations have responsibilities to comply with equality and child protection law and safeguarding obligations under the FIFA Forward Development Programme Regulations - Forward 3.0 and as part of the FIFA Talent Development Scheme.

The FIFA safeguarding toolkit for Member Associations was designed as a guide for Member Associations to embed safeguarding in all aspects of their operations and to support trauma-informed practice. It is recommended that Member Associations collaborate with local safeguarding and child protection organisations and experts on the ground to develop, implement and monitor their safeguarding policy to make football safer for everyone, especially children and Adults at Risk.

Each Member Association's safeguarding policies should include the following at a minimum:

- a) Information about the Member Association's safeguarding officer or focal point (or national equivalent such as a welfare officer)
- b) Assurance that all participants, from grassroots players to the national team and everyone else in the Member Association's ecosystem and under its jurisdiction, are aware of and adhere to the Member Association's safeguarding policy
- c) Clear codes of conduct for all stakeholders (players, parents and guardians, staff and so on)
- d) Mandatory education and training for stakeholders
- e) Safer recruitment processes and information on risk management
- f) Information about the Member Association's governance and oversight structure for safeguarding
- g) Information about the Member Association's case-management system to ensure that all cases of harassment and abuse falling under its jurisdiction are dealt with appropriately and with trauma-informed care

This involves working with the relevant authorities when concerns are raised and conducting independent investigations, even where it is determined that criminal or statutory investigation thresholds are not met. It is the responsibility of each Member Association to ensure that safe and fair reporting, investigation and judicial processes designed in accordance with national and international standards are in place and are supported by local social, clinical and legal experts to mitigate the risk of exacerbating trauma for those reporting a concern. This includes the following:

- Establishing independent multidisciplinary teams to conduct investigations, in line with the relevant applicable Member Association regulations, appointing trauma-informed interviewers and investigators and/or training select Member Association staff to conduct these interviews
- Ensuring that survivors/victims and witnesses receive appropriate support throughout the process (for example, counselling, medical help and safe refuge), based on a risk assessment of their needs
- Complying with FIFA guidance on case management and effective reporting and investigations

Member Associations must also:

- a) immediately notify FIFA of any decision taken by their respective bodies when sanctioning a person for conduct described in article 24 of the FIFA Code of Ethics;
- b) request that the FIFA Disciplinary Committee extend the sanctions imposed by the Member Association for infringements related to sexual abuse or harassment to have worldwide effect (art. 70 of the FIFA Disciplinary Code);
- c) work in line with and promote this policy, together with its principles and purpose among their affiliated clubs and leagues; and
- d) in the case of Member Associations bidding for and hosting tier 1 tournaments, develop and implement an organisational safeguarding and child protection policy and associated procedures, before the start of the competition.

Confederations

The confederations prioritise safeguarding in football through their own policies, rules and regulations, and work with FIFA to deliver five game-changing actions to promote safeguarding by:

- a) working to support the respective Member Associations;
- b) further promoting and embedding safeguarding and trauma-informed practice in coach education;
- c) embedding safeguarding in club licensing;
- d) ensuring that safeguarding is included within respective competition regulations, processes and procedures; and
- e) ensuring that safeguarding is embedded in all aspects of event preparations.

The FIFA logo, consisting of the word "FIFA" in a bold, white, sans-serif font, followed by a registered trademark symbol (®). It is positioned on a dark blue background.