

INTEGRITY STRATEGY



INTEGRITY STRATEGY 2021

INTRODUCTION

The Football Association of Wales shares FIFA's objective in protecting the integrity of football, specifically in preventing all methods or practices, such as corruption, doping or match manipulation, which might jeopardise the integrity of matches, Competitions, Players, Officials or give rise to abuse of Association Football.

The FAW aim to implement an effective approach towards preventing and challenging all forms of manipulation and unlawful influencing of football matches, competitions or individual performance.

The objective of the FAW's Integrity Strategy is based on the promotion of integrity and the protection of football matches and competitions, with an approach around 3 Core Pillars:

PREVENT: DETECT: RESPOND.

These pillars are comprised of promoting integrity at all times through proactively educating and raising awareness throughout the football family to protect the values of fair play in football.

We will protect football matches and competitions against match manipulation and doping through detection programs and responding swiftly investigating any alleged breaches and imposing sanctions where sufficient evidence is found proven.

We believe that football should be an equal game where everyone has the same opportunity to be the best they can be and should always attain this cleanly and fairly.

Success should always be strived for and achieved on hard work and merit and not through manipulation or cheating.

This Strategy outlines our commitment to integrity and the actions we will implement to achieve our vision of an equal and fair game.



**GORAU
CHWARARE
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OBJECTIVES & CORE PILLARS

The objective of this Integrity Action Plan is to promote integrity and protect football matches and competitions by implementing 3 Core Pillars: **PREVENT:DETECT:RESPOND**.

PREVENT

The first stage of the FAW Integrity Action Plan is **Prevention** through advocating anti-match-fixing and anti-doping principles. We aim to be proactive in raising awareness and providing integrity educational training to the football family, highlighting the values of integrity, rules and regulations in football.

DETECT

At the second stage of **Detection**, partnership work and mechanisms will be implemented for effective monitoring and reporting of information linked to allegations or suspicion of integrity breaches.

RESPOND

The final stage is **Responding** where an allegation or suspicion is detected. An effective response process will commence involving an investigation leading to sanctions (if sufficient evidence is found) in accordance with FAW Rules and regulations.



PREVENT

PREVENT

AWARENESS, EDUCATION & COMPLIANCE

PROMOTION OF INTEGRITY

Awareness and Promotion of Integrity Principles and rules.

Develop campaigns to raise awareness and promote the core principles of integrity throughout the year, specifically during periods such as Clean Sport Week (May) and Sport Integrity Week (Sep) to educate and inform the football family in Wales.

Provide pre-competition briefings on integrity before the start of each season for our Member Clubs, Match Officials and our National teams/regional squads.

Educational Training and Prevention Programs.

An important element of the Prevent pillar will be the education of Players, Coaches, Officials and others throughout the football family. Greater awareness and education is the best defence against integrity breaches. It is important that everyone understands the risks and rules, and that breaches of the Integrity rules are not only a disciplinary offence but can also lead to a criminal conviction.

We will create a range of integrity education training resources and Prevention Programs.

The Education and Prevention Program will include e-learning modules as well as briefing and educational workshops for FAW Match Officials and Players/Team Officials of all National/Regional Teams.

COMPLIANCE – RULES & REGULATIONS

The Football Association of Wales have in place several sporting rules and regulations with regards to integrity and conform with all relevant national legislation.

These rules and regulations are communicated to all Members through the awareness and prevention programs set out above.

All rules and regulations are reviewed and amended on an annual basis and the FAW will work in collaboration with key stakeholders to ensure we conform to NGO's rules and any relevant legislation.

**DOPING
CONTROL**

DETECT

FE

DETECT

MONITOR & REPORT

MONITORING SYSTEMS

Betting Regulation / Match-Fixing

We will work in close cooperation with all stakeholder to analyse and detect any betting rule infringements or issues of corruption and match-fixing.

Anti-Doping

Our Anti-Doping Regulations prohibit doping in order to protect the rights and health of Players and to protect the values of fair play in football.

All Players, Player Support Personnel and other persons under the jurisdiction of FAW, must comply with these Regulations. To monitor this, Players will be subject to any Testing carried out by FAW, the NADO, FIFA or any other body with authority. Testing will be conducted on any Player both In-Competition and Out of Competition at any time or place.

Players must be available for Testing at all times upon request, whether In-Competition or Out of Competition and the FAW has appointed UKAD to undertake Testing on Players under the jurisdiction of the FAW.

Anyone included in the National Registered Testing Pool or the Domestic Testing Pool are also subject to providing Whereabouts Filings with UKAD.

REPORTING MECHANISMS

We will implement accurate, reliable and confidential reporting mechanisms and actively and constantly promote these to all Members who have a responsibility to report any alleged breaches of Integrity Rules and Regulations.

All reports will be taken seriously and we will respond to each report submitted through our reporting mechanisms by conducting an initial preliminary investigation.

A green-tinted photograph of a sports field. In the background, there are several tall stadium light towers. Below them is a long, low building with a glass facade, possibly a stadium entrance or concession stand. The foreground is a dark, grassy field. The word "RESPOND" is overlaid in large, white, bold, serif capital letters across the middle of the image.

RESPOND

RESPOND

INVESTIGATE & SANCTION

INVESTIGATION

A number of circumstances can constitute a breach of integrity-related rules and regulations that can be subject to a preliminary investigation. Such violations can be connected to individuals who are involved in unlawful betting on football, breaching FAW betting rules, the manipulation of football matches or competitions and anti-doping rule violations.

Where a preliminary investigation finds any evidence of an alleged breach we will immediately carry out a full investigation to obtain further proof and evidence. Where required we will work with key stakeholders and relevant authorities during the investigation phase.

If there is sufficient evidence found during the full investigation we will then progress to formal disciplinary proceedings and sanction any individual(s).

SANCTION

The FAW will sanction any individual found to breach integrity Rules and Regulations and will apply the standard of “comfortable satisfaction” when considering its verdict.

Some cases may be in the first instance led by relevant authorities, the FAW will continue with any sporting sanctions once the relevant authorities hearing has been concluded.

The FAW will where appropriate apply to FIFA for the sanctions to be extended to have worldwide effect.

LEARN

We will use any sanctions as case studies within our education and prevention programs and learn from evidence obtain to continue to develop our integrity prevention programs and monitoring systems.

EQUALITY PARTNERS



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APPENDIX

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INTEGRITY RULES & REGULATIONS

MATCH-FIXING/BETTING REGULATION RULES

Betting

It shall be a breach of the Rules for any Member or any Subordinate to place any bets, or accept any bets, on any game within Wales.

If a Members Club participates in a competition outside Wales, such as the UEFA Champions League for example, they are not allowed to place any bets, or accept any bets, on their own team. Neither must they bet, or accept any bet, on any other match in that competition even if their club is eliminated.

Match Fixing

Members or any Subordinate must not offer, or attempt to offer, any bribe or reward to anybody in order to influence the result, progress, conduct or any other aspect of any match. They must also not accept any such bribe or reward.

Whilst participating in a match, Players or Match Officials must not fail to perform their duties or responsibilities to the best of their ability for any kind of reward.

Integrity

It will be an offence for any Member or any Subordinate to fail to report to the FAW any approach from a person, organisation or third party if asked to influence the course and/or result of a match or competition in an unlawful or undue manner.

It will also be an offence for them to fail to report any information or behaviour involving any person, organisation or third party should they be aware of any activities aimed at influencing the course of a match or competition in an unlawful or undue manner.

Any Member or any Subordinate must never use or provide others with any information that is obtained through connections with people involved in the game, which damages, or could damage, the integrity of a match or competition.

Consequences

A breach of the FAW Betting, Integrity & Match Fixing Rules may result in a worldwide lifetime ban from football.

ANTI-DOPING

These Regulations are adopted pursuant to the Rules of the FAW and shall be effective as of 1st August 2020.

The principles of integrity, fairness, equity and respect are key values which are essential to meaningful sporting success. The illicit use of drugs wholly undermines these principles and may also damage the reputation of a sport and the health of Players.

FAW is committed to protecting the integrity of football in Wales and establishing an environment which promotes and reinforces doping-free behaviour among Participants, so that successive generations of Players will have confidence in their ability to succeed without the misuse of Prohibited Substances and Methods and are supported by likeminded Player Support Personnel.

Background to these Regulations

FAW is a member of the Federation of International Football Associations ("FIFA"), the international federation for football. FAW is required to adopt anti-doping regulations which are compliant with FIFA's own anti-doping rules ("FIFA Anti-Doping Regulations"). A link to the current version of the FIFA Anti-Doping Regulations is included at Section 2 of this document.

In addition to these Regulations which are derived directly from the FIFA Anti-Doping Regulations, there are supplementary provisions in these Regulations as to management and enforcement which are applicable to Participants. The supplemental provisions are set out in Section 3 below.

Link to the FIFA Anti-Doping Regulations

The current version of the FIFA Anti-Doping Regulations, which these Regulations apply to the extent set out in Section 3 below, can be located at - <https://www.fifa.com/about-fifa/what-we-do/medical/anti-doping/>.

Anti-Doping Regulations of the FAW linked with the FIFA Anti-Doping Regulations.

Authority to Regulate

FAW is the governing body of the sport of football in Wales under the jurisdiction of FIFA.

The FIFA Anti-Doping Regulations apply to all member federations of FIFA. FAW is a member federation of FIFA and is required to incorporate the FIFA Anti-Doping Regulations into its own anti-doping regulations. The purpose of these Regulations and the FIFA Anti-Doping Regulations is to prohibit doping in order to protect the rights and health of Players and to protect the values of fair play in football.

FAW shall, further to its powers set out in its Articles of Association and in its Rules, regulate the prohibition and control of doping in football within the UK and shall make, maintain and enforce these Regulations.

Application of the FIFA Anti-Doping Regulations

FAW hereby adopts the FIFA Anti-Doping Regulations (as amended from time to time) as its Anti-Doping Regulations subject to FAW's specific amendments and supplemental provisions as to testing,

results management and enforcement set out below. In the event that FIFA adopts new Anti-Doping Regulations which supersede these Regulations, the new FIFA Anti-Doping Regulations will prevail.

FAW hereby adopts the FIFA Anti-Doping Regulations (as amended from time to time), a link to which is set out in Schedule 2 above.

Application of these Regulations and Core Responsibilities

These Regulations shall apply to and shall bind all Participants and other persons under the jurisdiction of FAW. Those to whom these Regulations apply include (without limitation):-

- all Players and Player Support Personnel who are members of, or registered by FAW and/or member or affiliate organisations of FAW (including any Qualifying Clubs, Directly Affiliated Leagues or Area Associations, as defined in the Rules of the FAW);
- all Players and Player Support Personnel participating in such capacity in Competitions, Matches and other activities organised, convened, authorised or recognised by FAW or any of its member or affiliate organisations (including any Qualifying Clubs, Directly Affiliated Leagues or Area Associations), wherever held; and
- any other Player or Player Support Personnel who, by virtue of a contractual arrangement or otherwise, is subject to the jurisdiction of FAW for the purposes of anti-doping whether or not such person(s) is or are resident in the UK.

All Players, Player Support Personnel and other persons under the jurisdiction of FAW, accept that they will comply with these Regulations and agree to be subject to any Testing carried out by FAW, the NADO, FIFA or any other body with competent authority to test under these Regulations.

Without prejudice to Regulation 3.4.2 above, it is the personal responsibility of each Player:

- to acquaint him/herself with these Regulations and the FIFA Anti-Doping Regulations, and to ensure that each Person (including medical personnel) from whom he/she takes advice is acquainted with all the requirements of these Regulations, including (without limitation) being aware of what constitutes an anti-doping rule violation and of what substances and methods are on the Prohibited List;
- to comply with these Regulations in all respects;
- to take full responsibility for what he/she ingests and uses;
- to carry out research regarding any products or substances (including supplements) which he/she intends to ingest or Use (prior to such ingestion or Use) to ensure compliance with these Regulations and such research shall, at a minimum, include a reasonable internet search of (1) the name of the product or substance, (2) the ingredients/substances listed on the product or substance label, and (3) other related information revealed through research of points (1) and (2);
- to ensure that any medical treatment he/she receives does not infringe these Regulations;
- to make him/herself available for Testing at all times upon request whether In-Competition or Out of Competition;
- when appropriate to provide accurate and up-to-date Whereabouts Filings for the purposes of Testing;
- to disclose to FAW any decision by a non-Signatory to the effect that the Player committed an anti-doping rule violation within the previous ten years; and
- to cooperate fully with FAW and/or the NADO conducting investigations into possible anti-doping rule violations.

Without prejudice to Regulation 3.4.2 above, it is the personal responsibility of each Player Support Personnel:

- to acquaint him/herself with all of the provisions of these Regulations and the FIFA Anti-Doping Regulations including (without limitation) being aware of what constitutes an anti-doping rule violation and what substances and methods are on the Prohibited List;
- to comply with these Regulations in all respects;
- not to Use or Possess any Prohibited Substance or Prohibited Method without valid justification. A Player Support Personnel who Uses or Possesses a Prohibited Substance or Prohibited Method without valid justification may not provide support to any Player;
- to cooperate fully with the Testing of Players;
- to use his/her influence on Player values and behaviour to foster anti-doping attitudes;
- to disclose to FAW any decision by a non-Signatory to the effect that the Player Support Personnel committed an anti-doping rule violation within the previous ten years; and
- to cooperate fully with FAW and/or the NADO conducting investigations into possible anti-doping rule violations.

The NADO

- FAW has appointed the NADO to undertake Testing on Players under the jurisdiction of the FAW.
- FAW has appointed the NADO to undertake the role of the RMA.
- FAW has appointed NADP as the body empowered to rule on any alleged breach of these Regulations (including, without limitation, any alleged disciplinary offence, whether or not involving a hearing) and to rule on any appeal of the first instance ruling.
- FAW has appointed the NADO to grant TUEs for National Level Players.

International Level Players/ Establishment of National Registered Testing Pool and the Domestic Testing Pool

- FIFA's decision as to which Players are International Level Players for the purposes of these Regulations shall be final and binding.
- The NADO shall (in consultation with FAW) be entitled to establish the National Registered Testing Pool and the Domestic Testing Pool and shall keep a register of those Players who are required to provide Whereabouts Filings. Anyone included in the National Registered Testing Pool or the Domestic Testing Pool will be notified in accordance with the NADO's procedures.
- The NADO may conduct Testing on any Player both In-Competition and Out of Competition at any time or place and shall apply the principles and procedures set out in the FIFA Anti-Doping Regulations when Testing.
- For the avoidance of doubt, FIFA may conduct Testing in Wales on International and National Level Players or on any other Player both In Competition and Out of Competition.

TUEs

- A Player in the National Registered Testing Pool or the National TUE Pool (who is not an International Level Player) must obtain a TUE for the Use, Possession or administration of any Prohibited Substance or Prohibited Method required for therapeutic use from the NADO (in accordance with its applicable procedures). For the avoidance of doubt, where appropriate, International Level Players must obtain a TUE from FIFA or, where they already have a TUE granted by the NADO, must apply to FIFA for recognition of that TUE.
- A Player who is not in the National Registered Testing Pool or the National TUE Pool and who is not an International Level Player may, in the event he/she is tested under these Regulations

and has been using a Prohibited Substance or Prohibited Method for therapeutic use, make a retrospective application for a TUE in accordance with the NADO's applicable procedures.

Players Whereabouts Requirements

- The provisions in the FIFA Anti-Doping Regulations relating to whereabouts shall apply to Players in the National Registered Testing Pool. Such Players shall provide their Whereabouts Filings to the NADO in such format as the NADO shall from time to time prescribe and such Whereabouts Filings shall be provided through ADAMS (or such other database management system as WADA may adopt from time to time).

Retirement and Return to Competition

- The FIFA Anti-Doping Regulations relating to retirement and return to competition shall apply to Players in the National Registered Testing Pool except that notice, in writing, is to be given to the NADO rather than FIFA. A Player returning to competition must also provide the FAW written notice of no less than six months of their intention to return to competition.

Results Management

- In the case of a player tested by FIFA, the results management process shall be conducted by the FIFA Anti-Doping Unit. In all other cases, the results management process shall be conducted by the RMA.
- Where it conducts the results management process, the RMA shall apply the procedures set out in the FIFA Anti-Doping Regulations.
- All samples collected as a result of Testing under these Regulations shall be the property of the RMA.
- Any costs associated with the analysis of a Player's B Sample following a test initiated by the NADO under these Regulations shall be borne by the Player, except where the Player accepts his/her A Sample analytical results but the Results Management Authority elects to proceed with the B Sample or where the B Sample result does not match the A Sample result.

Disciplinary Process

- The proceedings of the NADP as the body empowered by the FAW to rule on any alleged breach of these Regulations including, without limitation, any alleged disciplinary offence, (whether or not involving a hearing) and to rule on any appeal of the first instance ruling, shall be conducted in accordance with the NADP Rules and in any event NADP shall give written notice of the findings or outcome of the proceedings to the parties to the proceedings and all third parties entitled to such notification under the FIFA Anti-Doping Regulations.

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