FOOTBALL CLUB "TSC"

BACKA TOPOLA

DECISION

ON THE CODE OF ETHICS AND RULES OF CONDUCT

FOR MEMBERS OF FC "TSC" BACKA TOPOLA

Backa Topola, October 10, 2018

Based on Article 40 of the Sports Act (Official Gazette of the RS, No. 10/16) and Article 47 of the Statute of FC "TSC" Backa Topola, the Board of Directors of FC "TSC" Backa Topola at the meeting on October 10th, 2018

DECISION

ON THE CODE OF ETHICS AND RULES OF CONDUCT FOR MEMBERS OF FC "TSC" BAČKA TOPOLA

I. GENERAL PROVISIONS

**Article 1.**

The Decision on the Code of Ethics and Conduct for Members of the Football Club "TSC" Backa Topola (hereinafter: the Code) prescribes the main behavioral values, norms and ethical principles for all members of the Football Club "TSC" Backa Topola (hereinafter: the Club), both within the Club and towards other persons and parties, and its observance is a condition for the status of a member of the Club (professional, amateur, volunteer, etc.).

**Article 2.**

The provisions of this Code apply to all members of the Club and to all those who have a sporting relationship with FC "TSC" Backa Topola.

In order to protect the sporting, business and other integrity and reputation of the Club and its members, all illegal, immoral, unethical and unsportsmanlike behavior and actions that violate the provisions of this Code will be sanctioned and eliminated in accordance with the relevant actions of the Club.

**Article 3.**

The purpose of this Code is to regulate the rules of conduct of Club members, respecting and executing their rights, duties, responsibilities and tasks, as well as promoting the fundamental elements of the construction of character and sports ethics, which are included in the concept of sports behavior in the main principles: Trust, Respect, Responsibility, Transparency, Fairness, Diligence and Socialization, and the greatest results in sport can be achieved when the conduct of all Club members within the activity The Club is maintained in accordance with these principles.

**Article 4.**

The Code is an integral part of the general rules of the Club and its content must be known to every member of the Club.

The Code enables all members of the Club to know and adhere to ethics in sport, ethics in the Club itself and in the workplace, business, sport, and work discipline, which properly and appropriately relates to sporting results and work results in the Club itself.

The Code enables the relevant authorities of the Club to act in accordance with it and to take disciplinary action in the event of breaches of the provisions of the Code.

The Code establishes a system of universal sporting and moral values, identity, integrity, desired image, sporting and working profile of the club member.

**Article 5.**

Certain terms used in the Code have the following meaning:

1."Member of the Club" means a natural person who has been admitted as a member of the Club in accordance with the Club's Articles of Association.

2."Officer" means any elected, appointed, or delegated person in the governing bodies of the club or its affiliates.

3."Conflict of interest" means a situation in which a club officer or club member has a private interest that affects, may affect, or appears to affect the performance of the function in a manner that could jeopardize the interest of the club and impair his or her ability to perform the function independently and inconsistently with the actions of the club.

4."Harassment" is systematic, malicious behavior intended to isolate or ostracize a person by insulting or violating that person's dignity.

5."Public speaking" is a speech via the media, social networks, press conferences, public hearings, public meetings, and tribunes.

6."Related person" means the spouse and partner of a club member and a blood relative of the club member in the first instance.

7."Third Party" is a person who is not a member of the Club and who violates the provisions of the Code.

II. FUNDAMENTAL PRINCIPLES

**Article 6.**

Membership in the Club is based on the following operating principles:

1. Integrity and ethical behavior in all places and always.

2. Prohibition of manipulation, contracting and any kind of unethical influence on the results of football matches.

3. Zero tolerance for corruption.

4. Respect and dignity towards other members of the Club, as well as other members of football organizations and other individuals.

5. Respect for the right to privacy and personal rights and freedoms.

6. Zero tolerance of discrimination and harassment.

7. Fair play.

8. Respect for the legislation of the Republic of Serbia, the statutes of the FSS and other territorial football associations, all other laws adopted by the competent football associations, ethical and other laws adopted by FIFA and UEFA, as well as the general statutes of the Club.

9. Avoidance of conflicts of interest.

10. Transparency of work.

11. Social responsibility and responsibility towards the social community and positive social change.

12. Fight against drugs and doping

III. STANDARDS AND ETHICAL PRINCIPLES

**Article 7.**

The members of the Club shall respect the actions of the Club, promote the principles and objectives of the Club as set out in the Club's statutes and other actions of the Club based on the relevant acts of FIFA, UEFA and FSS. They shall refrain from any activity that is contrary to the rules prescribed in these laws, in particular emphasizing and representing political views and actions to achieve the objectives of political parties.

Legal transactions shall be concluded in accordance with the aforementioned laws and principles.

Members of the Club shall promote the official views and interests of the Club in public and within the Club.

The members of the Club shall refrain from malicious and untrue statements of fact and insults in their public appearances and shall act only in the areas for which they are responsible within the scope of the powers granted to them by the competent authority/body of the Club.

The use of the Club's infrastructure by Club members or third parties for purposes contrary to the provisions of the Code is not permitted.

Club members shall protect the sporting and business reputation and ethical integrity of the Club.

Club members shall report any findings of irregularities in football activities and violations of the Code to the appropriate club authority.

Club members shall conduct themselves morally and with dignity in the performance of their duties, with the reputation and integrity that membership of the Club confers.

Club officials shall be aware of the importance of the functions they perform, and the duties and responsibilities arising therefrom and shall refrain from abusing and promoting personal interests and objectives to gain advantage, i.e. harming the Club, the competent football organization, another club, or another institution.

**Article 8.**

Club members shall not violate the dignity and integrity of other Club members, the football organization, another club or other persons and institutions by their actions, shall behave equally towards all and shall not discriminate in their treatment based on race, color, ancestry, citizenship, nationality or ethnic origin, language, religion or political beliefs, gender, gender identity, sexual orientation, property status, birth, disability, marital status, criminal record, age, education, appearance and other real, i.e. assumed, personal characteristics. In the performance of their duties, Club members respect and protect the privacy rights of those with whom they come into contact, with whom they work, and do not interfere with them.

**Article 9.**

The members of the Club shall not carry out any act that can be characterized as a criminal offense of bribery, i.e. any other corrupt offense to obtain privileges and advantages, nor shall they encourage others to do so.

Members of the Club do not solicit or receive money, gifts, or other benefits to pursue the interests of other members or third parties that are contrary to the interests of the Club.

Club members shall only receive gifts that do not exceed the value of an appropriate, i.e. protocol gift. Club members will politely decline gifts that exceed the value of an appropriate or protocol gift.

Third parties will only receive occasional or protocol gifts in accordance with the Club's available range.

**Article 10.**

When arranging activities that fall within the Club's remit, members of the Club shall not charge commissions for themselves or others, conclude contracts or promise commissions.

**Article 11.**

During the performance of their duties in the Club and after termination of club membership, members shall take care to protect the confidential information of the Club. Club members shall make confidential information available to the public only upon written decision of the appropriate authorities/bodies of the Club in accordance with the provisions of the Club's bylaws governing the handling of confidential information.

**Article 12.**

Members of the Club shall conduct themselves in a professional and impartial manner in their communications and behavior on social issues.

Information available to the Club and club members that is relevant to the Club shall be provided by club members upon request from social organizations. Club members do not provide, disseminate, or receive unverified and misleading information that they know may have significant consequences for the Club or any of its members.

**Article 13.**

Club members shall respect the laws and statutes of the Republic of Serbia, normative acts and other rules of conduct prescribed by the FSS and other competent territorial associations and shall not advise others to violate them or cause them to do so. The members of the Club shall immediately inform the competent authorities/bodies and the management of the Club of any observed illegalities and irregularities. In communication and behavior within the Club, Club members base their mutual relations on mutual respect for the integrity, qualifications, knowledge and skills of other club members, on trust, cooperation and respect for the right of other people to succeed in the performance of tasks and tasks with the aim of professional advancement and demonstrate the highest level of personal standards, moral principles, personal character, personal integrity within the framework of their personal, sporting, business, professional and other opportunities. In order to preserve the professional values and the achieved results of the Club's work, the members of the Club act exclusively within the scope of their competence, authority and responsibility and perform tasks and duties conscientiously and responsibly, share information collegially and help each other in their professional work, defend the sporting principles and the principle of fair play with the aim of promoting these values. To selflessly pass on gained experience, sporting, business and professional knowledge and skills to others, especially younger members of the Club, within the scope of their possibilities, in order to achieve more successful results for the Club.

**Article 14.**

The members of the Club shall be professionally trained for their own well-being, so that their personal, sporting, business and other professional knowledge and skills are at the level required for the fulfillment of work tasks, thus contributing to the development of the Club.

The members of the Club protect the reputation of the Club, their own reputation, their standing through appropriate behavior in football and in their profession and deal responsibly with sporting, business, and professional obligations. Members of the Club do not use the authority and legitimacy of the club's members to pursue private matters, i.e. function or job at the Club.

**Article 15.**

In accordance with the normative acts of the Club, the employment contract and other acts, the club members shall conscientiously and diligently fulfill their work duties and achieve common goals for the sake of which they join the club, employ it or assume corresponding duties. Club members treat the tangible and intangible assets of the club with care and with the attention of a good host. Club members' attitude towards work tasks, tangible and intangible assets and goods shows a degree of loyalty to the Club.

IV. ACTIVE CLUB MEMBERS

**Article 16.**

In addition, every active player of the Club must follow the general principles of conduct:

* Develop correct, friendly relations with the Club's teammates as well as with sports rivals.
* Respect the rules - of the club, the coaches, and the referees' decisions.
* Developing activism to improve the sporting fights in competition.
* Harmonizing personal interests and concerns with the needs and interests of the Club and the national team for which he/she plays.
* Developing tolerance and preventing racism, nationalism, and other forms of discrimination at any level.

**Article 17.**

As a member of the Club, an active player of all age categories of the Club is obliged to respect this Code of Conduct and to promote the values of the Club: pride, passion, perseverance, persistence, fighting spirit and discipline. As a member of the Club, an active player must strive to become an exemplary and respectable sportsman.

**Article 18.**

As a member of the Club, an active player must always strive to be, on and off the pitch.

* Be a cultured person and sportsman and set a good example to others.
* Give their best at every moment and in every place to develop and reach their maximum and help their teammates and the Club to be as successful as possible.
* To fulfill their obligations (to be on time or, even better, to arrive early).
* Listen to his coaches, who are older than him, and their advice.
* To show respect to everyone they encounter and to be polite and cultured.
* To respect the differences between people.
* To be careful when using the internet and to use it to improve and educate themselves.
* Not to use or tolerate vulgar language.
* Behave according to the rules of the game and respect and apply the rules of fair play.
* To follow a sporting diet, take care of their health and never use doping or illegal drugs.
* To treat any illness, injury, or rehabilitation program as seriously and professionally as possible.
* Avoid negative things and people around, protect themself from bad advice, corruption, unsportsmanlike and immoral offers.
* Respect the laws of the Republic of Serbia and all countries visited with the Club.
* Avoid any activity or action that could harm themselves, others, the Club or the sport of football in general.

V. CONFLICT OF INTEREST

**Article 19.**

Before being elected or appointed to an office in the Club, members of the Club shall inform the authority that elects or appoints them of the possible possibility of a conflict of interest that would arise from the exercise of the function.

The existence of a conflict of interest shall be reported by the officer immediately, and in any event within 30 days of the date on which the conflict of interest arises, to the board of directors of the club, which shall make the appropriate decision.

**Article 20.**

The members of the Club and people associated with them shall not bet or organize bets, i.e. other types of gambling related to the Club's football matches.

VI IMPLEMENTATION OF AND COMPLIANCE WITH THE CODE AND BREACHES THEREOF

**Article 21.**

The club will closely monitor the application of and compliance with the provisions of this Code and will endeavor to prevent violations and harmful consequences.

In the event of a serious breach of the provisions of this Code, the perpetrator shall be subject to disciplinary action in accordance with the provisions of the Club's Disciplinary Code.

In the event of a minor breach of the provisions of this Code, the offender may be subject to disciplinary action in accordance with other measures provided for in the Club's general regulations.

VII. TRANSITIONAL AND FINAL PROVISIONS

**Article 22.**

This Code shall enter into force and be adopted on the eighth day following its publication on the Club's noticeboard.

With the entry into force of this Decision on the Code of Ethics and Conduct of Members of FC "TSC" Backa Topola, the Rulebook on the Code of Conduct of Players of FC "TSC" Backa Topola, adopted by the Club's Management Board at the meeting of August 1st, 2017, shall cease to be valid.

The Board of the Club is responsible for the interpretation of the provisions of this Code.

Club President

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Mr. Janos Zsemberi