

Bhutan Football Federation Code of Ethics 2026

(Issued and approved by the Executive Committee of the Bhutan Football Federation)



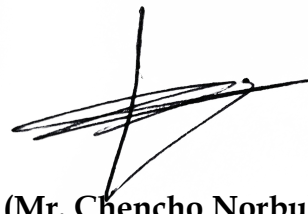
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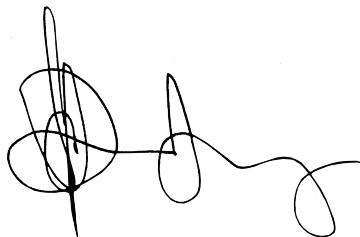
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Preamble

The Bhutan Football Federation (BFF) is committed to integrity, fairness, and respect in football. This Code of Ethics sets out the ethical principles and standards of conduct expected from everyone linked to the BFF, including players, officials, coaches, referees, administrators, and other stakeholders. The BFF values transparency, accountability and ethical behavior in all football activities so that the game remains a unifying force for the people of Bhutan. This Code reflects the BFF's commitment to a culture of integrity, respect and fair play in Bhutanese football.

Chapter 1: General Principles

Objectives

1. The objective of this Code is to ensure that ethical behavior and integrity in football are recognized as essential, and are protected and promoted, so that football in Bhutan grows on a strong foundation of integrity.
2. This Code describes offences, sanctions and basic procedural rules relating to football and ethics in Bhutan.

Scope of applicability

3. This Code applies to any act or omission that harms, or is likely to harm, the integrity and reputation of football in Bhutan, especially illegal, corrupt, fraudulent, immoral or unethical behavior.
4. Conduct prohibited under this Code may also be a criminal offence or a violation of other laws or regulations on the same subject. In such cases, this Code is meant to supplement those other provisions and set out the conduct expected from sportspersons and persons closely associated with the sport.

Scope of Application

5. This Code applies to all individuals and entities involved in football activities in Bhutan, including but not limited to:
- a. Members of the BFF Executive Committee, Standing Committees, and ad hoc Committees;
 - b. Members of BFF Judicial bodies;
 - c. The General Secretary and staff of the BFF Secretariat;
 - d. Players, managers, coaches, trainers, and referees;
 - e. Any player who trains with or plays for any team that participates in any match organized by the BFF, clubs affiliated or associated with BFF or competitions organized or authorized by the BFF;
 - f. Match officials, medical officials and volunteers;
 - g. Football clubs affiliated to the BFF, club officials, administrators and other person required to comply with the BFF Statutes and regulatory documents;
 - h. Intermediaries and related parties; and
 - i. Any person or entity representing the BFF.

Scope of established practices, doctrine and jurisprudence

6. If this Code does not cover a particular procedural issue, the Bhutan Football Federation Disciplinary and Ethics Committee (the “Committee”) shall decide by applying relevant precedents and principles established in FIFA and/or AFC practice, or other accepted sports doctrine and jurisprudence.

Applicability in time

7. This Code applies to any conduct or omission, whenever it occurs, including before this Code was adopted. However, no person shall be sanctioned under this Code for conduct that did not breach the Code in force at the time, and no person shall receive a sanction harsher than the maximum sanction applicable at the time the

conduct occurred. The Committee may still consider such conduct as relevant background and draw appropriate conclusions from it.

Core Values

8. The BFF upholds the following core values:
 - a. Integrity: Acting honestly and ethically in all football related activities.
 - b. Respect: Treating everyone with dignity and fairness, regardless of race, gender, religion or nationality.
 - c. Fair play: Promoting sportsmanship and fair competition.
 - d. Transparency: Ensuring openness and accountability in decision making.
 - e. Sustainability: Supporting the long-term development of football in Bhutan.

Investigatory process

9. There shall be an Investigatory Committee led by an Integrity Officer and such other members as determined by the Competitions Department.

Adjudicatory process

10. The Committee shall adjudicate alleged breaches of this Code and any other regulatory instruments referred to it by the Investigatory Committee, or the Competitions Department.

Chapter 2: Bhutan Football Federation Disciplinary and Ethics Committee

Competence of Committee

11. The Committee has exclusive authority to investigate and decide on the conduct of all persons bound by this Code where the conduct:
 - a. Was committed by an individual elected, appointed or assigned by the BFF to perform a function;
 - b. Directly concerns that person's BFF related duties or responsibilities; or

- c. Relates to the use of BFF funds.
12. The Competitions Department serves as the secretariat for both the Investigatory Committee and the Committee. The secretariat shall maintain the case files of the Committee; the Investigatory Committee shall maintain the files of cases under its purview.

Independence and Confidentiality

13. Members of the Committee shall conduct proceedings and issue decisions independently and impartially, and must avoid any third-party influence.
14. Members of the Committee and members of the secretariat shall keep confidential all information disclosed to them in the course of their duties, including deliberations and personal data, in line with applicable data-protection rules.
15. If a member of the Committee breaches the provisions on independence or confidentiality, the other members may suspend that member by majority decision until the next BFF Congress.

Chapter 3: Procedural Rules

Parties and representation

16. Only the accused person is deemed to be a party under this Code.
17. Parties and other persons bound by this Code may be represented by legal counsel in any dealings with the Committee, at their own cost.
18. The Committee may require representatives of parties and other persons bound by this Code to submit a duly signed power of attorney.

Effects of decisions

19. Decisions of the Committee take effect as soon as they are communicated.
20. The Committee may correct any obvious error at any time.

Types of proof

21. Parties may present any form of proof to support their case on a matter that affects them.
22. Types of proof include in particular:
- a. Documents;
 - b. Reports from officials;
 - c. Statements from the parties;
 - d. Statements from the witnesses;
 - e. Audio and video recordings;
 - f. Expert opinions;
 - g. Any other evidence relevant to the case.
23. Oral testimony may be given in person, by telephone or by video.

Anonymous participants in proceedings

24. If a person's testimony in ethics proceedings could expose them or someone close to them to threats or physical danger, the chairperson of the Committee or the deputy may order one or more of the following:
- a. The person's identity shall not be revealed to the parties;
 - b. The person shall not appear at the hearing;
 - c. The person's voice shall be distorted;
 - d. The person shall be questioned outside the hearing room;
 - e. The person shall be questioned in writing through the chairperson or deputy;
 - f. Any identifying information shall be kept in a separate confidential file.
25. If there is no other evidence to corroborate the anonymous testimony, that testimony may only be used for imposing sanctions under this Code if:
- a. The parties and their legal representatives had an opportunity to submit questions to the person, at least in writing; and

- b. The judicial body member(s) had an opportunity to interview the person directly, knowing their identity, and to assess and record their testimony in full.

26. Anyone who reveals the identity of a person granted anonymity, or discloses information that could identify them, is liable to disciplinary measures.

Identification of anonymous participants

- 27. To protect their safety, persons granted anonymity shall be identified behind closed doors, in the absence of the parties. This shall be done by the chairperson, the deputy, or all Committee members together, and recorded in minutes containing the person's personal details.
- 28. These minutes shall not be given to the parties. instead, the parties shall receive a brief notice that:
 - a. Confirms that the person has been formally identified; and
 - b. Contains no information that could identify that person.

Inadmissible evidence

- 29. Evidence obtained through methods that violate human dignity, or that clearly does not help establish relevant facts, shall be rejected.

Evaluation of proof

- 30. The Committee has full discretion in evaluating evidence.

Standard of proof

- 31. The Committee members shall decide based on their "comfortable satisfaction".

Burden of proof

- 32. The Investigatory Committee bears the burden of proving breaches of this Code.

Chapter 4: Investigation Proceedings

Right to submit complaints

33. Any person may submit a written complaint about potential breaches of this Code to the Competitions Department or the Investigatory Committee, including any available evidence.
34. Any person bound by this Code who files a complaint against someone they know to be innocent, or who otherwise takes malicious steps to trigger proceedings under this Code, shall be fined at least Nu. 10,000/- and banned from all football-related activity for at least two years.

Preliminary investigations

35. The Investigatory Committee may start a preliminary investigation into a potential breach at any time, on its own initiative or on the basis of a complaint.
36. The Investigatory Committee shall conduct an initial review of the documents submitted with the complaint.
37. A preliminary investigation may include engaging third parties to carry out investigative tasks, appointing an integrity expert, collecting written information, requesting documents and taking witness statements.

Opening of investigation proceedings

38. If the preliminary investigation reveals a prima facie case, the Integrity Officer shall open formal investigation proceedings and shall consider aggravating and mitigating factors equally.
39. The parties shall be informed of the opening of investigation proceedings and of the possible rule violations, unless exceptional safety or security concerns, or the needs of the investigation, justify limited disclosure.

Duties and competences of the Investigatory Committee

40. The Investigatory Committee may investigate potential breaches of this Code on its own initiative or based on complaints at its full and independent discretion.
41. If the Investigatory Committee considers that there is no prima facie case, it shall not open investigation proceedings and shall close the matter. It may send a closing letter reminding the person of their duties and/or informing them that no breach was found, and may communicate further where relevant.
42. When the investigation is complete, the Investigatory Committee shall prepare a final report identifying the rules believed to have been breached and requesting a decision from the Committee. The report and investigation file shall be sent to the Committee, and one or more members of the Investigatory Committee may present the case at any hearing.
43. As part of its work, the Investigatory Committee may also investigate breaches of the BFF Disciplinary Code that involve immoral or unethical conduct.

Conduct of proceedings

44. The Integrity Officer may lead the investigation or formally assign this role to another member of the Investigatory Committee; the person leading the investigation is the chief of the investigation.
45. The Investigatory Committee may investigate by sending written questions and by questioning parties and witnesses in writing or orally. It may take other relevant investigative steps, including verifying the authenticity of documents, for example by obtaining affidavits.
46. If parties or other persons bound by this Code fail to cooperate in establishing the facts, the Investigatory Committee may issue a warning and, if this behaviour continues, impose disciplinary measures, including a ban from football-related activity of up to 90 days.

Conclusion of investigation proceedings

47. When the Investigatory Committee considers the investigation sufficient, it shall inform the parties that the investigation has concluded and provide them with the investigation file and a brief summary of the main potential charges. The parties then have ten days from notification to submit comments.
48. If the Investigatory Committee considers that there are sufficient grounds to establish that rules have been breached, it shall forward the final report and investigation file to the Committee.
49. If the Investigatory Committee considers that there are insufficient grounds, it shall close the case, lift any ongoing provisional sanction and send a closing letter reminding the party of their duties and informing them of the outcome.
50. If a case has been closed, the Investigatory Committee may reopen the investigation if new facts or evidence suggesting a potential breach come to light.

Final report

51. The final report shall set out all relevant facts, evidence and possible rule violations.
52. The final report shall be signed by the head of the Investigatory Committee.

Chapter 5: Adjudicatory Proceedings

Duties and competences of the Committee

53. The Committee shall review the final report and investigation file with the assistance of the secretariat.
54. If the Committee finds that there is not enough evidence to proceed, it shall close the case and inform the party.
55. If the Committee decides the matter should be adjudicated, it shall initiate adjudicatory proceedings and request the secretariat to send the final report and investigation file to the parties concerned.

56. The Committee may request further evidence, documents, information or clarification at any time before the hearing or before deliberations.

Adjudicatory proceedings

57. The Committee shall inform all parties concerned that the case will be decided either on the basis of the final report and investigation file alone, or, if requested by any party, after a hearing.

58. If no hearing is requested, the Committee shall inform the parties and the Investigatory Committee that the case will be decided on the existing documents and submissions, and shall set a final deadline for filing any remaining submissions.

59. If a hearing is held, the secretariat shall notify all parties and send them a procedural order issued by the chairperson setting out the hearing rules.

60. All parties and their representatives, as well as representatives of the Investigatory Committee, are entitled to attend the hearing and to present and argue their respective positions.

61. As part of the adjudicatory process, the Committee may also decide on breaches of the BFF Disciplinary Code involving immoral or unethical conduct.

Special jurisdiction of the chairperson

62. The chairperson of the Committee may decide alone in cases where the only sanction is a monetary sanction, a warning, a reprimand or compliance training.

Right to be heard

63. Parties have the right to present their position, submit evidence and inspect evidence considered by the Committee before a final decision is issued.

Composition of the panel

64. The chairperson shall decide the composition and size of the panel and provide the members with the relevant files, and the parties shall be informed of the panel's composition.

Hearing principles

65. Hearings shall be held behind closed doors and in the physical presence of the requesting party.
66. Hearings are public unless the defendant has duly requested a public hearing; the chairperson or their nominee decides, at their discretion, under what conditions a public hearing may take place.
67. During the hearing, the Investigatory Committee may present the relevant facts and evidence, identify possible rule violations and recommend appropriate measures, and the party has the right to respond to the charges.

Hearing procedure

68. The chairperson shall conduct the hearing in any manner consistent with this Code.
69. Parties are responsible for ensuring the attendance of their witnesses and for covering all related costs and expenses.
70. Witnesses called by the parties or by the Investigatory Committee shall normally appear in person. The chairperson or deputy may, however, decide to hear them by video conference under conditions set by the chairperson or deputy.
71. Where possible, the hearing shall follow this order:
- Witnesses called by the accused and approved by the Committee;
 - Witnesses called by the Investigatory Committee and approved by the Committee;
 - Witnesses called by the Committee;
 - Closing statement by the Investigatory Committee;

- e. Closing statement by the accused's legal representative, if any;
 - f. Rebuttal statement(s) by the Investigatory Committee and the parties, if applicable;
 - g. Final opportunity for the accused to speak.
72. in exceptional cases, the chairperson may decide to hold the hearing by video conference.

Deliberations

73. After the hearing, the Committee shall deliberate in private.
74. If circumstances allow, the deliberations and decision taking may take place by telephone, video conference similar means.
75. The Committee is not bound by the Investigatory Committee's legal assessment of the facts and may extend or limit the rule violations identified in the final report.
76. Members present shall express their opinions in the order set by the chairperson, who always speaks last, and a member of the secretariat shall be present during deliberations.

Taking the decision

77. Decisions are taken by majority vote of the members present, and each member present shall vote.
78. In case of a tie, the chairperson has the casting vote.

Grounds of decision

79. The Committee shall issue its decision in full written form.
80. In urgent or special circumstances, the Committee may first notify only the operative part of the decision, which becomes immediately effective, and send the full written decision within 60 days.

Form and content of the decision

81. The decision shall state:

- a. The composition of the panel;
- b. The names of the parties;
- c. The date of the decision;
- d. A summary of the facts;
- e. The reasons for the decision;
- f. The provisions applied;
- g. The terms of the decision;
- h. Information available appeal channels.

82. The decision shall be signed by the chairperson and transmitted by the secretariat.

Enforcement of decisions

83. Member associations and relevant football officials are responsible for ensuring that Committee decisions are properly implemented.

Appeal and review

84. A party with a legally protected interest in changing or cancelling the decision may appeal to the Appeal Committee against any decision of the Committee.

85. Further appeal procedures are set out in the BFF Disciplinary Code.

Provisional sanction

86. At any time during an investigation, the Investigatory Committee may task the chairperson to impose provisional sanctions to prevent interference with the investigation or where a breach appears to have occurred but a final decision cannot be made quickly.

87. The party concerned may submit its position on the provisional sanction request to the chairperson within five days of notification.

88. The chairperson shall decide without delay based on the file or, if they choose, after hearing the interested parties or their representatives.

89. A provisional sanction starts on the date it is notified (or deemed notified) and ends with the Committee's final decision, unless lifted earlier under this Code. The duration of any provisional sanction shall not exceed the maximum sanction available for the underlying breach.
90. The period of any provisional sanction shall be credited in the final decision.

Chapter 6: Substantive Law

Basis for sanction

91. The Committee may apply the sanctions described in this Code and other applicable BFF regulations.
92. Unless otherwise specified, breaches of this Code may be sanctioned whether:
- They involve acts or omissions;
 - They are completed committed intentionally or negligently; or
 - They are completed or attempted; or
 - The person acted as principal, accomplice or instigator.

Disciplinary measures

93. The Committee may impose the following sanctions for breaches of this Code or other applicable BFF regulations on persons bound by this Code:
- Warning;
 - Reprimand;
 - Fine;
 - Return of award;
 - Modification of the results in the relevant event, including forfeiture of medals, points, titles, awards, prizes or any similar benefit or recognition;
 - Match suspension;
 - Ban from dressing rooms and/or team bench;
 - Ban on entering a stadium;

- i. Ban on taking part in any football-related activity;
 - j. Performance of social work (football-related community service);
 - k. Deduction of points, de recognition or modification of position in a tournament or league;
 - l. Cancellation of a license;
 - m. Compensation.
94. The detailed rules for each sanction in the BFF Disciplinary Code also apply.
95. The Committee may recommend that the BFF Executive Committee, Secretariat or Competitions Department refer a case to the appropriate law-enforcement authorities.

Suspension of enforcement of disciplinary measures

96. At the request of a relevant party, the Committee may suspend the enforcement of disciplinary measures and may impose a probation period of one to three years.
97. If, during the probation period, the person benefitting from the suspension commits another breach of this Code, the suspension is automatically revoked and the original sanction is fully applied in addition to the sanction for the new breach.
98. The Committee may also decide to suspend the enforcement of a disciplinary measure in part.

Determination of disciplinary measures

99. In determining disciplinary measure, the Committee shall consider in particular:
- a. All relevant case-specific factors, including the nature of the offence;
 - b. The need to deter similar misconduct;
 - c. The offender's assistance to and cooperation with the Committee;
 - d. The motive;
 - e. The surrounding circumstances;
 - f. The degree of guilt;

- g. The offender's acceptance of responsibility and any steps taken to return an advantage received, where applicable.
100. The Committee decides on the scope and duration of any disciplinary measure.
101. Multiple concurrent breaches are considered aggravating circumstances. Where there is more than one breach, non-monetary sanctions shall be based on the most serious breach.

Limitation period

102. The limitation period is ten years for offences involving bribery and corruption, and misappropriation or misuse of funds.
103. There is no limitation period for offences involving threats, the promise of advantages, coercion and all forms of sexual abuse, harassment or exploitation.
104. For any other breach of this Code not specifically covered above, the limitation period is five years.
105. Where a limitation period applies, it is extended if proceedings are opened and/or suspended.

Rules of conduct

106. Persons bound by this Code shall recognize the importance of their duties and responsibilities.
107. They must avoid any behavior, or attempted behavior, that could create the appearance or suspicion of improper conduct under this Code.
108. In dealings with government institutions and with national or international organizations, associations and entities, persons bound by this Code shall remain politically neutral in line with the principles and objectives of the BFF, FIFA and the AFC, and act in a way consistent with their role and integrity.
109. Persons bound by this Code owe a fiduciary duty to the BFF or the club with which they are associated. A breach of fiduciary duty occurs, among other

cases, when a person in a position of responsibility or trust acts in a way that is harmful to the interests or reputation of the BFF or the club.

110. Depending on their role, persons bound by this Code shall treat confidential information disclosed to them in the course of their duties as confidential or secret where it is given with an expectation of confidentiality and is consistent with BFF principles.
111. Any person bound by this Code who becomes aware of a breach must report it in writing to the Competitions Department or directly to the Integrity Officer of the Investigatory Committee.
112. Persons bound by this Code shall assist and cooperate with investigations truthfully, fully and in good faith at all times, whether they are parties, witnesses or in any other role. This includes, among other things, fully complying with requests to clarify facts, provide oral or written testimony, submit information, documents or other material, and disclose income and financial details where the investigation considers it necessary.
113. Persons bound by this Code shall not take any action that is intended or appears intended to obstruct, evade, prevent or otherwise interfere with actual or potential Committee proceedings.
114. Persons bound by this Code shall not harass, intimidate, threaten or retaliate against anyone for actual, potential or perceived assistance to, or cooperation with, the Committee.
115. Any person who breaches the Rules of Conduct is liable to a fine of at least Nu. 10,000/- and a ban from football related activity for up to two years.

Conflict of interest

116. Persons bound by this Code shall not perform any duty, in particular any decision-making function, where an actual or potential conflict of interest could affect their performance. Any such conflict shall be immediately disclosed to the BFF.

117. A conflict of interest arises where a person bound by this Code has, or appears to have, a secondary interest that could influence their ability to perform their duties with integrity, independence and purpose. Secondary interests include, but are not limited to, any potential advantage for themselves or related parties as defined in this Code.
118. Any person who breaches the Conflict of Interest provisions is liable to a fine of at least Nu. 10,000/- and a ban from football related activity for up to two years. In serious or repeat cases, the ban may be up to five years.

Offering and accepting gifts or other benefits

119. Persons bound by this Code may only offer or accept gifts or other benefits to or from persons inside or outside the BFF, including intermediaries and related parties, where such gifts or benefits:
- Have only symbolic or minimal value;
 - Are not intended to influence the execution or non-execution of an act related to their official activities or discretion;
 - Are not inconsistent with their duties under this Code;
 - Do not create any undue financial or other advantage; and
 - Do not create a conflict of interest.
120. Any person who breaches the Gifts and Benefits provisions is liable to a fine of at least Nu. 10,000/- and a ban from football related activity for up to two years, with any amount unduly received included in the fine. The gift or benefit must also be returned, where applicable, and in serious or repeat cases a ban up to five years may be imposed.

Commission

121. Persons bound by this Code shall not accept, give, offer, promise, receive, request or solicit any commission for themselves or third parties for negotiating

deals or conducting business in connection with their duties, unless this is provided for in a genuine commercial agreement.

122. Any person who breaches the Commission provisions is liable to a fine of at least Nu. 10,000/- and a ban from football related activity for up to two years, with any amount unduly received included in the fine. In serious or repeat cases, a ban of up to five years may be imposed.

Falsification

123. Persons bound by this Code are prohibited from falsifying an authentic document or using a falsified document.
124. Any person who breaches the Falsification provisions is liable to a fine of at least Nu. 10,000/- and a ban from football related activity for at least two years.

Abuse of position

125. Persons bound by this Code shall not abuse their position in any way, especially to obtain private benefit.
126. Any person who breaches the Abuse of Position provisions is liable to a fine of at least Nu. 10,000/- and a ban from football related activity for at least two years. The sanction shall be increased where the person holds a high position in football and in proportion to the relevance and extent of the advantage received.

Betting, gambling or similar activities

127. All persons bound by this Code are prohibited from directly or indirectly taking part in betting, gambling, lotteries or similar events or transactions related to football matches, competitions or any related football activities.
128. They shall not have any direct or indirect financial interest, including through third parties, in such betting, gambling, lotteries or similar events or transactions.

129. Any person who breaches the Betting, Gambling or Similar Activities provisions is liable to a fine of at least Nu. 100,000/- and a ban from football related activity for at least five years.

Corruption

130. Persons bound by this Code shall not accept, give, offer, promise, receive, request or solicit any undue personal, financial or other advantage to obtain or keep business or any other improper advantage, whether directly or indirectly through third parties. In particular, they shall not accept or provide any such advantage in return for performing or failing to perform an act related to their official activities that is contrary to their duties or within their discretion.
131. Any person who breaches the Corruption provisions is liable to a fine of at least Nu. 100,000/- and a ban from football related activity for at least five years. The sanction shall be increased where the person holds a high position in football and in proportion to the relevance and extent of the advantage received.

Misuse of funds

132. Persons bound by this Code shall not misuse BFF funds or club funds, directly or indirectly, including through third parties.
133. Any person who breaches the Misuse of Funds provisions is liable to a fine of at least Nu. 100,000/- and a ban from football related activity for at least five years. The sanction shall be increased where the person holds a high position in football and in proportion to the relevance and amount of the funds or advantage involved.

Manipulation of football matches

134. Persons bound by this Code shall not participate in the manipulation of football matches or competitions and must immediately report to the Committee, the Integrity Officer or the Competitions Department any approach or information, direct or indirect, relating to possible manipulation.

135. The Committee has exclusive jurisdiction over all conduct related to match manipulation, on and off the field of play.
136. The Investigatory Committee shall forward to the Committee any information it obtains that may relate to conduct covered by this provision.

Football fraud

137. Persons bound by this Code shall not do, or attempt to do, any of the following in connection with any event conducted, participated in, hosted by, or affiliated with the BFF, affiliated entities, competitions or clubs ("Football Event"):
 - a. Fix or manipulate, or participate in efforts to fix or manipulate, the result, score, progress, conduct or any other aspect of Football Event;
 - b. Seek, receive, offer or agree to receive any bribe or reward to fix, manipulate or otherwise improperly influence any aspect of a Football Event;
 - c. For any reward or benefit, fail to perform to the best of their ability in a fair and sporting manner in a Football Event in which they compete or officiate;
 - d. Solicit, induce, entice, persuade, encourage or help any person bound by this Code to breach any of the above.
138. Persons bound by this Code also commit Football Fraud if, before, during or after a Football Event, using information (provided intentionally or inadvertently) by someone bound by this Code, they:
 - a. Place, accept or otherwise make a bet on any aspect of a Football Event;
 - b. Solicit, induce, entice, instruct, persuade, encourage, facilitate, authorize or allow another person to place a bet for them or to obtain any benefit related to a Football Event in which they are participating;
 - c. Ensure the occurrence of a particular incident that is the subject of a bet and from which they or a connected person expects or receives a reward or benefit.

139. Any person who breaches the Football Fraud provisions is liable to a fine of at least Nu. 100,000/- and a ban from football related activity for at least five years. The sanction shall be increased where the person holds a high position in football and in proportion to the funds or advantage involved.

Inside information

140. Before, during or after any Football Event, persons bound by this Code shall not:
- a. Use for betting purposes, or provide to another person for such purposes, any non-public information about the Football Event obtained through their position or association with it;
 - b. Provide, for any reward or benefit for themselves or a connected person, information about competitors, conditions, tactics or any other aspect of the Football Event unless the information is already in, or will promptly enter, the public domain or is readily accessible to the public;
 - c. Solicit, induce, entice, persuade, encourage or help anyone to breach these provisions.
141. Persons bound by this Code shall not provide information, for any benefit for themselves or a connected person, about player transfers or the employment of managers/coaches.
142. Any person who breaches the Inside Information provisions is liable to a fine of at least Nu. 100,000/- and a ban from football related activity for at least five years. The sanction shall be increased where the person holds a high position in football and in proportion to the advantage received.

Under-performing

143. Players and match officials bound by this Code shall not deliberately under-perform in any match and are required to give their best efforts in line with their abilities and reasonable expectations.

144. Any person who breaches the Under Performing provisions is liable to a fine of at least Nu. 10,000/- and a ban from football related activity for at least two years.

Chapter 7: Education and Awareness

Ethical education

145. The BFF is committed to promoting ethical education and awareness among all stakeholders by:
- Conducting workshops and training sessions on ethical conduct;
 - Distributing educational material on fair play, integrity and respect;
 - Working with schools, clubs and communities to promote ethical values.

Whistleblower protection

146. The BFF will protect whistleblowers who report violations of this Code in good faith, and retaliation against whistleblowers is strictly prohibited.

Chapter 8: Final Provisions

Amendments

147. The BFF Executive Committee may amend this Code in consultation with relevant stakeholders.

Entry into force

148. This Code shall enter into force on 6 May, 2026, and replaces all previous BFF ethics codes.

Thimphu, 6 May 2026
For the BFF Executive Committee