

PAN AMERICAN E S P R T S CHAMPIONSHIPS

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DOTA2

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Purpose

The Rulebook is for the benefit of all PEC Participating nations and territories, including team managers, coaches and athletes. The purpose of the Rulebook is to protect and maintain the integrity and competitive balance of the Tournament, and to set out the minimum standards to be expected of all Participants.

1. PEC Structure

1.1. Definition of Terms

1.1.1 Game. An instance of competition that is played until a winner is determined by one of the following methods, whichever occurs first: (a) being the final Team standing in a match (b) a Team surrendering the Game, (c) a Team forfeiting, or (d) Awarded Game Victory.

1.1.2 Match. A set of Games that is played until one Team wins a majority of the total Games (e.g., winning two Games out of three (“best of three”); winning three Games out of five (“best of five”)). The winning Team will either receive a win tally or advance to the next round in a tournament format. In a “best of one” format, the terms Game and Match may be used interchangeably.

1.2. PEC Phase Overviews

1.2.1. National Qualifiers. This phase consists of teams playing in a Single Elimination format.

1.2.2. National Qualifiers Playoffs. This phase consists of the top 8 teams from the National Qualifiers playing in a Double Elimination format. The Semi Finals will be in a Best-of-3 format, and the Grand Finals will be in a Best-of-5 format.

1.2.3. Regional Qualifiers. Teams will compete in a Group Stage, Bo2 Round Robin format. The Top 2 of each group qualify to the Final Stage. 3rd of group A and B will compete in a Best-of-3 format.

2. Player Eligibility

2.1. Player Age

2.1.1. No Player shall be considered eligible to participate in any GEF-affiliated Match before his or her 18th birthday, defined as having lived 18 full years.

2.2. Nationality Requirement

2.2.1. Nationality Defined. All Athletes must be of the nationality of the nation they are representing. Proof of citizenship in the form of a passport will be required.

2.2.2. Certification of Nationality. All Players shall certify their nationality upon invitation by submitting an eligibility form and providing proof of nationality as defined in Section 2.2.3.

2.2.3. Proof of Nationality. In order to be certified as a Citizen, Players must prove proof of citizenship in the form of a passport.

2.2.4. Single Nationality Status. A Player may only be a Citizen of a single nation at any point in time.

2.2.5. Dual Citizens. A Player who has lawful permanent nationality status in multiple nations (e.g. dual-citizens) cannot be a Citizen of two nations simultaneously. They must declare nationality in one region in which they are eligible.

2.2.6. Nationality Requirement Violations. Each Member Federation is responsible for ensuring that its Players meet the nationality requirements in this Section 2.2. It shall be a violation of these Rules, by both the Member Federation and the Player, if a Player (or the Member Federation) provides false, misleading or incomplete information resulting in the misclassification of such Player's nationality and region. Such a violation will subject the Member Federation and/or Player to disciplinary measures as outlined in the Rules and the GEF Operating Manual.

2.3. Player Accounts

2.3.1. Nicknames. Any nicknames that are purely commercial (e.g. product names), defamatory, pejorative, offensive, vulgar, obscene, anti-Semitic, inciting hatred, or offending against good manners are forbidden.

Using alternative spelling, gibberish or wrong spelling in order to avoid the requirements mentioned above is illegal.

No sponsor tags are allowed in the nickname.

2.3.2. Game Accounts. All Players must play with their own personal Steam account.

2.4. No GEF Staff. Members of the Roster may not be employees of GEF or any of their respective affiliates at the start of or at any point during the PEC Qualifiers. "Affiliate" is defined as any person or other entity which owns or controls, is under the ownership or control of, or is under common ownership or control with, an owner. "Control" shall mean the power, through any means, to determine the policies or management of an entity, whether through the power to elect, appoint or approve, directly or indirectly, the directors, officers, managers or trustees of such entity or otherwise.

2.5. Coach as Player. The Coach may not be on the Active Team Roster (Section 3.4).

3. Team Matters and Rosters

3.1. Team Name. Each Team will be referred to in the Tournament as they are commonly known and shall not include any title sponsor.

3.2. Team Kit & Sponsors. Unless advised otherwise by GEF, Participants must wear Team Kits during all Matches, and during pre-match and post-match interviews organised by or for GEF. Each Team shall provide to GEF Team Kit details for the relevant, upcoming Tournament Stage. Teams and Participants may include sponsors' logos/marks on their clothing and peripherals, save that sponsors from the Blacklisted Categories are strictly prohibited. Furthermore:

3.2.1. No non-Team branded jackets or coats may be worn on stage or in the Playing Area (including being stored on the back of chairs or under the table).

3.2.2. Players and Team Coaches must wear full Team apparel on stage and in the Playing Area at all times.

3.2.3. Players and Team Coaches must wear Team specific trousers (or dark long trousers) and proper shoes on stage and in the Playing Area at all times.

3.2.4. If an item of clothing (such as headwear) is deemed to provide an unfair advantage, the Participant may be required to remove it.

If a Team changes any of its sponsors during the event, GEF shall be under no obligation to update or edit any content or other marketing or advertising materials in relation to the Team or the Team's involvement in the Tournament to take account of such sponsor change.

3.3 Broadcasting. Each Participant acknowledges and agrees that GEF has the right to photograph, record, publish, broadcast, stream, disseminate, telecast, transmit, air, distribute, or otherwise exploit, in any manner whatsoever and in any and all media whether now known or hereinafter invented, all or any part of the Tournament and any services provided by, or image, representation or voice communications of, a Participant or a Team howsoever arising in respect of or connected to the Tournament (including but not limited to the products of such services).

3.4. Eligibility. The Team's Active roster shall consist of up to five (5) starting Players and one (1) substitute Player.

Subject to Clause 3.8 below, the Team's roster must be submitted to GEF by 30 June 2023 (the "Submitted Roster").

GEF shall have the right to impose Sanctions (including but not limited to financial sanctions) against any Team which does not submit their Submitted Roster within the deadlines above (or any Participant if a Participant causes a Team to miss the deadlines above). Only the Players included on the Submitted Roster are eligible to compete at the applicable Tournament Stage unless otherwise agreed by GEF in advance.

3.4.1. A Player or Team Coach may not be included on a Submitted Roster (and therefore may not participate in the Tournament) if:

3.4.1.1. They are under the age of eighteen (18).

3.4.1.2. They are serving a ban imposed by GEF and/or any other applicable authority recognised by GEF;

3.4.1.3 They have a direct or indirect financial interest (whether through the holding of shares or otherwise) in any other professional esports team (excluding the Team they represent), regardless of whether such team is participating in the Tournament.

By participating in the Tournament, all Participants warrant and represent that they are eligible to do so in accordance with the Rulebook (and any other rules or regulations connected thereto).

3.5. Team Coach. A Team may submit one (1) Team Coach. The Team Coach may only communicate with the Players before and after the match, and during the ban/pick phase.

3.6. Match Line-up. Players in the match line-up must be registered in the entry by name forms. For offline matches, the roster for the team's first match of the day should be submitted 24 hours in advance.

3.7. Match Substitutions. Teams may field a different line-up for each subsequent game provided that they can set-up the Player in the Playing Area within the pre-scheduled break times. Line ups for each game must be submitted to the Tournament Operations Manager within 5 minutes after the previous game ended. If they cannot set up the substitute(s) in time, this may result in the substitute(s) playing on the starting Players' peripherals and/or settings. If a substitution is made, the substitution is final for that game.

3.8. Emergency Replacements. Where possible, Teams should always use registered substitutes included on the Submitted Roster. However, in some cases it may be necessary for a Team to apply for an emergency replacement after the submission of the Submitted Roster due to issues such as illness, injury, and travel disruption.

Replacements cannot be a Participant who is active on another roster which is participating in the Tournament. The acceptance or rejection of an emergency replacement will be decided by GEF on a case by case basis in its sole discretion.

3.9. Form Requirements. All Players on the roster must have their names submitted in the Official Entry Name Form by the respective Member Federations.

3.10. Single Team Exclusivity. A Player/Coach is only allowed to compete for the one Team that they have a Services Agreement with. A Player/Coach will not be allowed to compete for more than one Team simultaneously and therefore cannot be listed on the roster of more than one Team.

4. Tournament Officials and Scheduling

4.1. Role of Tournament Officials

4.1.1. Tournament Officials. GEF shall notify the relevant Teams of the Tournament Officials appointed for each Match.

4.1.2. Responsibilities. The Tournament Officials are responsible for making decisions and judgment calls on Match play and Tournament related issues which take place immediately before, during and immediately following a Match. These responsibilities include, but are not limited to:

4.1.2.1. Starting and closing the Match;

4.1.2.2. Monitoring the Playing Area;

4.1.2.3. Monitoring the Teams' behaviour;

4.1.2.4. Issuing appropriate in-Match Sanctions; and

4.1.2.5. Making decisions on Match related issues.

4.1.3. Independence. Tournament Officials shall, at all times, conduct themselves in an appropriate, professional and impartial manner, as befitting the Tournament and GEF. For the avoidance of doubt, Tournament Officials shall show no prejudice towards any Team.

4.1.4. Payments to Tournament Officials. Without limitation to the GEF's Code of Ethics, no Team, or any other person acting on their, or its behalf, shall make, or offer to make, any payment whatsoever to a Tournament Official, whether in cash or in kind, and whether by way of fee, allowance or reimbursement of expenses, except as may from time to time be approved or determined by GEF.

4.1.5. Finality of Judgment. If a Tournament Official makes an incorrect judgment, the judgment can be subject to review and reversal or modification by the Head Tournament Official. Any decision of the Head Tournament Official may be reviewed by other GEF Officials at their discretion during or after the Match to determine if the proper procedure was implemented to allow for a fair decision. If the proper procedure was not followed, GEF Officials reserve the right to potentially invalidate the Head Tournament Official's decision. GEF Officials will always maintain final say in all decisions set forth throughout GEF.

4.2. Scheduling

4.2.1. Match Schedule. GEF shall use reasonable endeavors to provide the Match Schedule to all Teams as early as possible, prior to the applicable Tournament Stage. GEF will take into consideration the teams' schedules. GEF shall have absolute right to amend and/or re-order the Match Schedule at any time.

4.2.2. Match Start Times. As set out in the Tournament Mechanics & Qualifications Regulations, and notwithstanding any other provisions of the Rulebook, GEF has the absolute right to amend and/or re-order the Match start time listed on the Match Schedule.

A Match start must, so far as possible, adhere to the time specified in the Match Schedule. In the event that the Match start time has been rearranged, the new Match start time shall be published by GEF. Should a Team require a delay of more than five (5) minutes, a request must be made to the Tournament Operations Manager at least 30 minutes prior to the online match.

4.2.3. Late Arrival or Failure to Arrive. GEF takes breaches of Match scheduling very seriously. In the case of a Late Show or a No Show, GEF is, therefore, entitled to impose Sanctions on any offending Team (who are vicariously liable for the actions of Participants hereunder), which will take immediate effect. Furthermore:

4.2.3.1. Except in the case of a Force Majeure, a Team will be deemed to have committed a "Late Show" if, after five (5) minutes before the scheduled Match start time, all five (5) starting Players are not present at the Playing Area and Match Ready.

4.2.3.2. Sanctions may be imposed on Teams at the discretion of GEF and based on the length (in minutes) of the Late Show.

4.2.3.3. A Team will be deemed to have committed a "No Show" (and, subject to GEF's discretion to rule otherwise, shall automatically forfeit the Match) if, after fifteen (15) minutes following the scheduled Match start time, all five (5) starting Players are not present at the Playing Area and Match Ready.

4.2.4. Forfeit. If a Team wishes to forfeit a Match, for any reason, it must make a formal request to the Tournament Operations Manager for permission to forfeit, who shall make a decision on such request at his or her sole discretion. The Tournament Operations Manager can choose to

accept, or reject, the forfeit request, in accordance with whatever conditions they deem appropriate, bearing in mind the overriding requirement to protect the integrity of the Tournament.

4.2.5. Abandoned Matches. If the Tournament Operations Manager deems it necessary to abandon a Match for any reason then, irrespective of the status of the Match, the result and score of that Match may be determined by the Tournament Operations Manager, in their absolute discretion. The Tournament Operations Manager may also order the Match to be replayed, in which case the Match will take place on a date, and with a start time, determined by GEF.

5. Match Process

5.1. Pre-Match Setup

5.1.1. Setup Time. Players are expected to setup prior to their Match time to ensure they are fully prepared. Setup is comprised of the following:

- Ensuring the quality of all personal equipment.
- Connecting and calibrating peripherals.
- Adjusting in-game settings.
- Limited in-game warm-up.

5.1.2. Technical Failure of Equipment. If a Player encounters any equipment problems during any phase of the setup process, Player must notify a GEF Official immediately. However, this does not mean that the Match time will be postponed.

5.1.3. Timeliness of Match Start. It is expected that Players will resolve any issues with the setup process within the allotted time and that Match will begin at the scheduled time. Penalties for tardiness may be assessed at the discretion of GEF Officials.

5.1.4. Game Lobby Creation. GEF Officials will decide how the official Game lobby will be created. Players will be directed by a GEF Official to join a Game lobby as soon as testing has been completed.

5.1.5. Setup/Warm-up.

In the case of an online match:

Players are required to be Match Ready a minimum of five (5) minutes before the official start time of the Match. For the purpose of this Rulebook, “**Match Ready**” means all Players are connected to the game server and connected to the Discord channel (unmuted).

In the case of an LAN (or offline) match:

Unless a Player is required for other official duties (such as an arena walk-in or interview), all Players must be positioned at their desk and Match Ready to play at least ten (10) minutes prior to the start of each Match.

5.2. Playing Area

In the case of an online match:

Access. Teams are allowed a total of eight (8) persons in the Playing Area during the duration of their Match. The six (6) Participants in the Match (five Players and one Team Coach) with the addition of two (2) extra persons, which could include but is not limited to substitutes, Team Manager, Content Team, Support Staff or Sports Psychologists. All staff with access to the Playing Area must be pre-approved by the Tournament Operations Manager. GEF reserves the right to remove any staff, acting in its sole discretion.

Documents. Team(s)/Player(s) may take physical documents such as paper, binders and notepads into the Playing Area for tactical purposes.

Food and Drink. All food must be placed under the table and out of sight.

Players must not have any branded drinks within the Playing Area and drinks should not be on display.

GEF reserves the right to ask for the removal of any food or drink from the Playing Area if it deems appropriate

Electronic and USB devices. Other than gaming peripherals, no Participant may bring an electronic or USB device (including mobile phones, smart watches, tablets, pagers and laptops) into

the Playing Area at any point during the Tournament, unless approved by the Tournament Operations Manager on a case by case basis.

Marketing. Save for official sponsors on Team clothing and peripherals, and/or as directed by GEF, Teams and Participants shall not be permitted to have third party brands within view during an Online Match, and shall not promote or market (or seek to promote or market) any third party brands, including without limitation by directly or indirectly suggesting or creating, a commercial connection or association between the third party (and its products, services or brand) and GEF or the Tournament. Any exceptions to this to be agreed with the Tournament Operations Manager.

In the case of an LAN (Offline) Match:

Access. Teams are allowed a total of seven (7) persons in the Playing Area during pre-match setup. From fifteen (15) minutes prior to Match start, only the six (6) Participants in the Match (five Players and one Team Coach) are allowed in the Playing Area. Tournament Officials may ask non-Participants (e.g. content staff) to leave the Playing Area from thirty (30) minutes prior to the Match starting. Any exceptions to this to be agreed with the Tournament Operations Manager.

Documents. Team(s)/Player(s) may take physical documents such as paper, binders and notepads into the Playing Area for tactical purposes.

Food and Drink. All food must be placed under the table and out of sight.

Only water or drinks provided by GEF/Tournament Partners may be placed on the tables.

If a Player(s) wishes to drink anything else they must obtain a bottle or cup from GEF. GEF reserves the right to remove any food or drink from the Playing Area if it deems appropriate.

Electronic and USB devices. Other than gaming peripherals, no Participant may bring an electronic or USB device (including mobile phones, smart watches, tablets, pagers and laptops) into the Playing Area at any point during the Tournament, unless

approved by the Tournament Operations Manager on a case by case basis.

If a Player requires a mobile phone to login to Steam then the Player may bring a mobile phone into the Playing Area solely for that purpose and the mobile phone must then be immediately handed to Tournament Officials.

Participants may be subject to random metal detector searches at any time whilst they are in the Playing Area.

5.2.1. Leaving the Playing Area. Players must not leave the Playing Area at any time during the ten (10) minutes prior to or during a Match without the express permission of the Tournament Officials.

5.3. Game Setup and Play Restrictions

5.3.1. Start of Match Process. Once all Players have reported to the official Game lobby, a GEF Official will request confirmation that both Players are ready for the match. Once both Players confirm readiness, a GEF Official will instruct the room owner to start the Game.

At this point, Players must remove any printed materials from the Match Area, including any notes written by Players

5.3.2. Slow Client Load. If any other failure occurs which interrupts the loading process and prevents a Player from joining a Game upon Game start, the Game must be immediately paused until all Players are connected to the Game.

5.3.3. Game Version. All games have to be played with the most up to date version of "Dota 2" by Valve.

5.3.4. Game Mode. Matches are to be played in Captain's Mode.

Coin Toss Process (Bo2)

- Winner of the coin toss has selection priority on the first map
- Reverse for the second map

Coin Toss Process (Bo3)

- Winner of coin toss has selection priority on the first map
- Reverse for the second map
- Coin Toss again for the third map

Coin Toss Process for Higher seeded Team (Bo3)

- If there is a higher seeded Team, they will have Selection Priority for the first map
- Reverse for second map
- The higher seeded Team has Selection Priority again for third map

5.3.5. Server Selection.

All matches will be played on the Pre-Selected server.

Argentina Server:

- Argentina
- Peru
- Uruguay

US East Server:

- Colombia
- Costa Rica
- Cuba
- Ecuador
- Guatemala
- Honduras
- Panama
- Venezuela

No changing of server will be allowed.

5.3.6. Late Penalties.

- 3 minutes late - Level 1 Draft Penalty
- 5 minutes late - Level 2 Draft Penalty
- 10 minutes late - Level 3 Draft Penalty
- 15 minutes late - Forfeit of game

5.3.7. Applicability of Tiebreakers. This Section shall apply to resolve ties in the event that multiple Teams have the same points at the conclusion of any Group Stages.

The below ranking priority will come into effect if 2 or more participants are on equal points.

1. Head-to-head matchup between the tied participants

2. Shortest average time taken for winning games between the tied participants
3. Tiebreaker matches until the tie is resolved
4. If the teams are still tied, they will play out a Bo1 tiebreaker match to break the tie

5.3.8. Team Banners. All teams are to prepare their team banners beforehand. The team banner must solely be a picture of the team's country, and the team banner name must be the country's name. Please refer to your country's naming in the group stage brackets to ensure that it is spelt the same.

5.3.9. Technical Failure of Equipment. If a Player encounters any equipment problems during any phase of the setup process, Player must notify a Referee immediately.

5.3.10. Player Ready State. Once all ten Players in a Match have confirmed to be ready, Players may not leave the lobby and must be on standby.

5.3.11. Game Lobby Creation. GEF Officials will decide how the official Game Lobby will be created. Players will be directed by a Referee to join a Game Lobby as soon as it is created, in the following order of positions: Pos 1 - Pos 2 - Pos 3 - Pos 4 - Pos 5

5.4. Game Setup and Play Restrictions

5.4.1. Start of Pick/Ban Process. Once all ten Players have reported to the official Game Lobby, a Referee or GEF Official will request confirmation that both Teams are ready for the pick/ban phase. Once both Teams confirm readiness, a Referee or GEF Official will instruct the room owner to start the Game.

5.4.2. Game Start After Pick/Ban. A Game will start immediately after the pick/ban process is complete, unless otherwise stated by a GEF Official. Players are not allowed to quit a Game during the game between the completion of picks/bans and Game launch, also known as "Free Time."

5.4.3. Controlled Game Start. In the event of an error in Game start or a decision by GEF Officials to separate the pick/ban process from Game start, a GEF Official may start the Game in a controlled manner and all Players will select heroes in accordance with the previous valid completed pick/ban process.

5.4.4. Show Client Load. If any other failure occurs which interrupts the loading process and prevents a Player from joining a Game upon Game start, the Game must be immediately paused until all ten (10) Players are connected to the Game.

5.4.5. Restrictions on Gameplay Elements. Restrictions may be added at any time before or during a Match, if there are known or suspected bugs with any items, heroes, skins, or for any other reason as determined at the discretion of GEF Officials.

5.4.6. Surrender. If either team writes “gg” or “ggwp”, the map is immediately lost for them. The countdown will not be cancelled.

5.5. Pauses and Crashes

5.5.1. Pauses.

- Any player has the option of pausing and unpausing the game via F9.
- Pause may be invoked by either a tournament referee or a player when there are technical issues that could put a team at a disadvantage.
- Tournament referees can order the pause of a match for any reason.
Tournament referees are allowed to execute a pause command on any player station.
- Players can pause the match at any time, but must notify a tournament referee immediately after the pause to identify the reason.
- A match cannot be resumed without both teams giving their visible agreement of being ready to begin, such as confirming their readiness to resume in chat.
- If the situation clearly requires the game to be paused and any player is aware of it, they are supposed to invoke it as quickly as possible.
- Below are examples of accepted reasons for a player issued pause, but an acceptable reason is at the sole discretion of a tournament referee:
 - After any player has disconnected from the game due to any form of network disconnect or computer crash. (e.g. “Player has disconnected” message appears on screen.)
 - Hardware malfunctions (e.g. monitor, peripheral, etc)
 - Physical disruption of the player (e.g. fan interference, table or chair breakage)

- Using a pause to take a break, or toilet visit, or other non-technical issues is strictly not allowed.
- If a player pauses or unpauses the game without a reason deemed valid by tournament referees, it will be considered unfair play.
- Maximum pause time is 10 minutes per team per map.

5.6. Match Protests

5.6.1. Complaint Procedure. If a Team wishes to file a complaint regarding the result of a Match then they have up to fifteen (15) minutes following the completion of such Match to put forward their case as to why the result should not stand. The Team must provide as much evidence as possible to support their case and the case must be put forward to the Tournament or Teams Operations Manager.

If no case has been made within fifteen (15) minutes after the Match finishes, the result will stand. Where such a complaint relates to a Participant potentially breaching the GEF's Code of Ethics, the complaint must be made to the Match Official. GEF shall consider any complaints in good faith and determine a fair and reasonable course of action, taking into account the merits (if any) of the complaint.

For the avoidance of doubt, no complaints may be made against the decisions of the Tournament Officials during the Match, such decisions being final and non-appealable.

5.7. GEF Discretion

GEF Officials may restart any Game if GEF Officials, in their sole and absolute discretion, believe that such an action is necessary to preserve the best interests of the GEF. This power is not constrained in any way by the lack of any specific language in these Rules.

6. Post Match Process

6.1. Post-Game Process

6.1.1. Results. GEF Officials will confirm and record Game Results

6.1.2. Tech Notes. Teams will identify any technical issues with GEF Officials.

6.1.3. Break Time. GEF Officials will inform Teams of the remaining amount of time before the next Game's pick phase begins, if applicable. The standard time for transition in between Games is at least fifteen (15) minutes from the previous match ending, until Players are required to be on standby for their next match. The exact time will be provided to the Coaches and/or Players by the GEF Officials. Pick phase will commence as soon as all Players are in their seats. If all the Players are not in their seats, ready to begin the match at the time designated to them by the GEF Officials, the Team can be penalized for delay of Game.

6.2. Post-Match Process

6.2.1. Results. GEF Officials will confirm and record the Match result.

6.2.2. Post-Match Obligations. Players will be informed of any Post-Match obligations, including, but not limited to, media appearances, interviews, or further discussion of any Match matters.

6.2.3. Media Obligations. All Participants are required to fulfill their media duties and promotional obligations. It is each Participant's responsibility to familiarise themselves with their media/promotional obligations set out and comply with the same.

6.2.4. Interviews. For every game that is broadcast on an GEF-arranged stream, one player from each Team must be available for an interview (remotely for online matches). The Player has to provide contact information for an interview in that case. The player should also be available for a comment after the match. Solo players should always be available for pre- and post-match interviews.

7. Player Conduct

7.1. Introduction

The Board of the Global Esports Federation ("**GEF**") has adopted this Code of Ethics (the "**Code**"), which takes effect from 17 December 2020, to help ensure that the sport is governed ethically and in accordance with the highest standards of honesty and integrity. The Code is based on the principles of the IOC Code of Ethics and best practices in sporting governance and ethics, and may be amended by the Board from time to time without advance notice to any involved parties. The Code is also aligned to advance GEF's universal principles of equality, fair play, diversity, inclusion, and innovation. Any changes made to this

Code will be announced to the community within a reasonable period after such changes are implemented.

7.2. GEF Governance and Ethics Commission

An independent commission referred to as the “**Governance and Ethics Commission**” has been established by the GEF board, to carry out the functions ascribed to it in the GEF Constitution and this Code, including implementing and interpreting the Code and recommending to the Board from time to time changes or additions to be made to the Code to ensure it remains fit for purpose. The Governance and Ethics Commission, and/or any of its appointed representatives shall have the sole discretion to interpret, implement and apply this Code, and may investigate and judge the conduct of any persons bound by this Code.

7.3. Scope of Applicability

1. Unless otherwise specified, all provisions of this Code shall apply to all GEF members, GEF Officers, persons elected or appointed to any position within the organization of GEF, and other individuals participating, competing or engaging in activities that are consultants and contractually connected persons/firms representing or serving GEF (collectively, “**personnel**”).
2. It is expected that all personnel will
 - (i) abide by and support the Code and the principles contained herein;
 - (ii) report to the Governance and Ethics Commission any violations of the Code that they are aware of.Any violations of this Code (including any conduct that denigrates GEF or harms its public image) may result in disciplinary measures, as detailed under Section IX. Shall have the sole discretion to interpret, implement and apply this Code, and may investigate and judge the conduct of any persons bound by this Code.

7.4. Definition

Capitalised terms used in this Code shall have the same meaning as set out in the GEF Constitution and the GEF Rules, unless specified otherwise.

7.5. Ethical Principles in Esports

7.5.1. Equality and Diversity

7.5.1.1. Personnel shall ensure that they do not practice any form of discrimination on the basis of gender, race, age, physical ability,

sexual orientation, language, origin, religion, political opinion, nationality or any other status.

7.5.2. Dignity

7.5.2.1 Personnel shall protect, respect and safeguard the integrity and personal dignity of others. All forms of harassment be they verbal, physical, psychological, professional, or sexual, are strictly prohibited.

7.5.2.2. All personnel shall not, in relation to any associations, companies, managers, athletes, players and other individuals involved in esports:

(i) make any derogatory statements which promote racism, xenophobia or any type of discrimination;

(ii) use violent or offensive language that may insult another player's gender, race, age, physical ability sexual orientation, origin, religion, or political opinion;

(iii) act in any way that may threaten, intimidate, verbally abuse or harass another person; and/or

(iv) cause of threaten to cause any physical injury

7.5.3. Fair Play

7.5.3.1. Fair play is the basic guiding principle in the sport of esports.

7.5.3.2. Personnel who participate or compete in events or competitions shall not:

(i) attempt to wrongfully or illegally manipulate the outcome of a game by increasing the chances of winning for a given participant, by the taking of any action which is outside the rules of the game or which is generally socially unacceptable and not within the spirit of fair competition;

(ii) use, or attempt to use, any prohibited substance or prohibited method;

(iii) be intoxicated or impaired by alcohol, drugs or other illegal substances while participating or competing in any esports events;

(iv) influence, or offer, conspire or attempt to influence or manipulate the outcome of any event, match or competition in any wrongful or illegal manner, or by the taking of any other action which is outside the rules of the game or which is generally socially unacceptable and not within the spirit of fair competition;

(v) hack, cheat or attempt to do so; and/or

(vi) forge or falsify documents, or use any forged or falsified documents.

7.5.4. Integrity

7.5.4.1. Personnel shall not, directly or indirectly, solicit, accept or any concealed remuneration, commission, benefit of any nature connected with their participation in esports or with their function as an official

7.5.4.2. No official shall solicit or accept benefits, entertainment or gifts in exchange for, or as a condition of, the exercise of their duties, or as an inducement for performing an act associated with their duties or responsibilities except that gifts, hospitality or other benefits associated with their official duties and responsibilities may be accepted if such gifts, hospitality or other benefits:

(i) Are within the bounds of propriety, a normal expression of courtesy, or within the normal standards of hospitality;

(ii) Would not bring suspicion on the official's objectivity and impartiality; and

(iii) Would not compromise the integrity of GEF

7.5.4.3. No official may be involved with any company, association, firm or person whose activity is inconsistent with the objectives or interest of GEF. If it is unclear, the matter shall be submitted to the Governance and Ethics Commission for a decision

7.5.4.4. All personnel shall act with the highest standards of integrity, honesty and responsibility in fulfilling their relevant roles

in any activity of GEF, and shall ensure that such personnel's behaviour does adversely affect the reputation of GEF, its Board or its employees, or any activity or event held by GEF. Personnel shall bear in mind any impact their actions may have on the reputation of GEF, and act in a dignified and ethical manner, with complete credibility and integrity at all times.

7.5.4.5. Any behaviour to improperly influence the outcomes and results of an event or competition in any wrongful or illegal manner, or by the taking of any other action which is outside the rules of the game or which is generally socially unacceptable and not within the spirit of fair competition is strictly prohibited.

7.5.5. Neutrality and Independence

Integrity

7.5.5.1 In dealing with any government authorities, institutions, organisations, associations or other bodies, personnel shall remain politically neutral and independent of any political group, or other confederation, association, league and/or club, whether at the state, national, regional or continental level in the exercise of their functions and power, in accordance with the principles and objectives of GEF, and shall generally act in a manner compatible with their function and integrity.

7.5.5.2. GEF employees and officials shall not be unduly influenced by their nationality or political affiliation in making any official decisions

Betting

7.5.5.3. All personnel are discouraged to participate or have interests in or officially sanction any betting, gambling or similar transactions relating to esports or esports competitions.

7.5.6. No Conflicts of Interest

Fiduciary Duties

7.5.6.1. In discharging their duties to GEF, personnel shall act for the benefit and in the best interests of GEF and esports when making decisions that affect, or may affect, GEF and to do so

without reference to their own personal interests, either financial or otherwise.

Conflicts of Interest

7.5.6.2. When performing an activity for GEF or before being elected or appointed, personnel shall disclose to the Governance and Ethics Commission any personal interests that could give rise to any actual or potential conflict of interest with their prospective GEF activities. The Governance and Ethics Commission may draw the attention of the relevant personnel to potential conflicts of interest that it identifies.

7.5.6.3. GEF employees and officials shall avoid any situation that could lead to conflicts of interest. Circumstances in which a conflict of interest would arise include (but are not limited to) situations where a personnel:

(i) improperly divulges confidential information without authorisation from GEF; and/or

(ii) has personal and/or direct or indirect material involvement (salary, shareholding, various benefits) with:

- (a) Suppliers of the party concerned;
- (b) partners , broadcasters, various contracting parties; and/or
- (c) Organizations liable to benefit from the assistance of the party concerned (including subsidy, approval clause, or election).

7.5.6.4. Should a conflict of interest, or the appearance of a conflict of interest, arise, or if there is a danger of such conflict arising, the relevant personnel concerned must:

(i) disclose the interest to the Governance and Ethics Commission and/or the Board; and

(ii) refrain from taking any further part or making any decisions in the handling of the matter, unless the Governance and Ethics Commission or the Board approves the conflict.

If it is unclear whether such a conflict of interest exists in any given situation, the matter may be submitted to the Governance and Ethics Commission for review.

7.5.6.5. If an objection is made by any third party concerning an existing or potential conflict of interest of a GEF employee or official, any other employee, official or third party may report the matter immediately to the Governance and Ethics Commission for review.

7.5.6.6. If any GEF employee or official neglects to declare a situation of a potential conflict of interest, the GEF President or one of the GEF Board members may refer the matter to the Governance and Ethics Commission.

Gifts

7.5.6.7. Any gift or contribution made by partners and other supporters of sports events must be consistent with the principles set out in this Code. By virtue of their position, the receipt of any such gift or contribution must not be allowed to interfere unlawfully with the running of esports or GEF events, or wrongfully influence the recipient in the discharge of his duties in any way.

7.5.6.8. All GEF employees and officials must immediately upon receipt disclose to the Governance and Ethics Commission any individual gifts, benefits, hospitality which they receive either directly or indirectly, which relates to their position as a GEF employee or official, and which has a value of at least [US\$200]. The Governance and Ethics Commission shall have the discretion to determine whether such gift, benefit or hospitality may be accepted. As a general guideline, a personnel may, subject always to any decision otherwise by the Governance and Ethics Commission, accept gifts which:

- (a) Only have symbolic or trivial value;
- (b) Are not accepted as a way to influence the recipient to execute or to omit an act related to such recipient's official activities or such other decision which falls within the discretion of the recipient
- (c) Do not create any undue pecuniary (or any other) advantage for the gifter; and
- (d) Does not create a conflict of interest

7.5.6.9. For avoidance of doubt, GEF employees and officials shall not be permitted to accept any cash gifts in any form.

Bribery and corruption

7.5.6.10. All personnel shall not directly or indirectly give, offer, promise, accept, or request any unlawful contribution, gift, expense, monetary benefit or anything else of value from/to any person (including any foreign or domestic government official or employee) in order to improperly influence official action, obtain or retain business, or otherwise secure any improper advantage.

Abuse of position

7.5.6.11. All personnel must take care not to abuse their position or any office held with GEF in any way, especially for any private aims or gains.

7.5.6.12. Unless governed by a formal and genuine commercial agreement in accordance with all applicable laws, personnel shall not accept, request, solicit or offer any commission for themselves or third parties in the negotiation of any deals or conducting any official duties in connection with their position with GEF. Personnel must disclose any of such activity or commissions that they may be entitled to in dealing with GEF to GEF at all times.

7.5.7. Confidentiality

7.5.7.1. All personnel shall not disclose information entrusted to them in confidence by GEF. The obligation to respect confidentiality survives the termination of any relationship which makes a person subject to this Code.

7.5.7.2. All personnel shall exercise due care and diligence in fulfilling their roles for, or on behalf GEF and not disclose any information received in the course of their work maliciously or for personal gain, nor in a manner that may damage the interests and reputation of GEF, its Board or any other person individually involved.

7.5.7.3. No GEF employee, official or Board member shall make public comments of an adverse or defamatory nature in relation to GEF, or any policy adopted by GEF once the GEF Board decision has been made, or any other personnel bound by this Code.

7.6. Implementation and Duty of Reporting and Co-operation

7.6.1 Persons bound by this Code shall immediately report any violation (or potential violation) of this Code to the Governance and Ethics Commission.

7.6.2. All personnel shall assist and cooperate with the Governance and Ethics Commission, truthfully, and in good faith, at all times. At the request of the Governance and Ethics Commission, all personnel shall be required to furnish any information, documents or particulars as may be deemed necessary by the Governance and Ethics Commission for the purpose of clarifying the facts of a complaint or possible violations of this Code.

7.6.3. The Governance and Ethics Commission may propose amendments to any GEF Rules relevant to its functions according to this Code.

I. Exemption from Liability

Except in the case of gross negligence or malicious intent, no member of the GEF Governance and Ethics Commission or any GEF employee or official may be held personally liable in respect of any steps taken in relation to the implementation of any provision or procedure in accordance with this Code.

II. Effective Date

The Code comes into force from 17 December 2020.

III. Disciplinary Measures

1. A breach of this Code may be subject to any one or more of the following disciplinary measures, in order of increasing severity:
 - a. Official warning;
 - b. Revocation of awards;
 - c. Fine;
 - d. Disqualification;
 - e. Suspension for a period; and
 - f. Permanent ban.

2. The Governance and Ethics Commission shall have jurisdiction over disciplinary proceedings for violations of this Code, and shall determine, on a simple majority basis, any disciplinary measures that ought to be imposed. In the event that any member of the Governance and Ethics Commission is the subject of a disciplinary proceeding, such proceeding shall be chaired by the Board.
3. In deciding the appropriate sanction, the Governance and Ethics Commission shall take into account all relevant factors of the violation, including:
 - a. Previous violations and misconduct;
 - b. The nature of the violation;
 - c. Any assistance and cooperation with any investigations;
 - d. The motive and circumstances;
 - e. The degree of remorse;
 - f. Any aggravating factors;
 - g. Any mitigating factors; and
 - h. Such other factors which the Governance and Ethics Commission may deem relevant.

7.7. Document or Miscellaneous Requests

Documentation or other reasonable items may be required at various times as requested by GEF Officials. If the documentation is not completed to the standards set by the GEF then a Player may be subject to penalties. Penalties may be imposed if the items requested are not received and completed at the required time.

7.8. Player Behavior Investigation

If a GEF Official contacts a Player to discuss the investigation, the Player is obligated to tell the truth. If a Player withholds information or misleads a GEF Official creating an obstruction of the investigation then the Player and/or Player is subject to punishment.

7.9. Right to Publish

The GEF shall have the right to publish a declaration stating that a Player has been penalized. Any Players who may be referenced in such declaration hereby waive any right of legal action against GEF, and/or any of their parents, subsidiaries, affiliates, employees, agents, or contractors.

8. Spirit of the Rules

8.1. Finality of Decisions.

All decisions regarding the interpretation of these Rules, Player eligibility, scheduling and staging of the GEF, and penalties for misconduct, lie solely with the GEF, the decisions of which are final. GEF decisions with respect to these Rules cannot be appealed (except as set forth in the GEF Operating Manual) and shall not give rise to any claim for monetary damages or any other legal or equitable remedy.

8.2. Rule Changes.

These Rules may be amended, modified or supplemented by the GEF, from time to time, in order to ensure fair play and the integrity of the GEF.

8.3. Best Interests of the GEF.

GEF Officials at all times may act with the necessary authority to preserve the best interests of the GEF. This power is not constrained by the lack of any specific language in this document. GEF Officials may use any form of punitive actions at their disposal against any entity whose conduct is not within the confines of the best interests of the GEF.