

Decision
of the
adjudicatory chamber
of the
FIFA Ethics Committee

Mr Vassilios Skouris [GRE], chairperson
Mr Fiti Sunia [ASA], deputy chairperson
Ms Ayotunde Phillips [NGA], member

taken on 8 June 2019

in the case of:

Mr Keramuudin Karim [AFG]

Adj. ref. no. 12/2019
(Ethics E19-00006)

I. Inferred from the file

1. Mr Keramuudin Karim (hereinafter: "*Mr Karim*" or "*the official*"), Afghan national, was, until recently, the President of the Afghanistan Football Federation (hereinafter: "*AFF*"). He was also a member of the Organising Committee for the FIFA U-20 World Cup from 2012 until 2014.
2. On 30 November 2018, a number of serious allegations of "*severe mental, physical, sexual and equal rights-abuse of the female players by male Afghan Football Federation-officials*", in particular Mr Karim, became public in several media publications.
3. Pursuant to art. 59 of the FIFA Code of Ethics, 2018 edition ("*FCE*") and based on the abovementioned information, on the same day, Ms Maria Claudia Rojas, Chairperson of the investigatory chamber of the FIFA Ethics Committee (hereinafter: the "*investigatory chamber*"), instructed the secretariat of the investigatory chamber to carry out an initial evaluation of this matter. In this regard, the AFF was required to provide by 17 December 2018 all relevant information in its possession in relation to the above allegations.
4. On 10 December 2018, the Attorney General of the Islamic Republic of Afghanistan informed FIFA that he had assigned a committee to investigate the allegations on sexual and physical abuse of the Afghanistan women's national team by the AFF officials.
5. On 12 December 2018, taking into account the above, the absence of any reaction from the AFF (under the mandate of Mr Karim) in response to the allegations made by the national team as well as the special circumstances of the matter (in particular the alleged repeated and severe mental, physical, sexual and equal rights-abuse of the female players, which would represent serious breaches directly damaging the dignity of the victims having a negative reflection on the integrity and the reputation of football), the Chairperson of the investigatory chamber decided, on proposal of Ms Janet Katisya, member of the investigatory chamber and chief of investigation in the present case, to provisionally ban Mr Karim in accordance with art. 84 of the FCE.
6. An appeal against the aforementioned decision was submitted by Mr Karim (via his legal representative) on 17 December 2018.
7. On 8 January 2019, the Chairperson of the adjudicatory chamber of the FIFA Ethics Committee (hereinafter: the "*adjudicatory chamber*") dismissed the appeal lodged by Mr Karim and confirmed the decision taken on 12 December 2018, provisionally sanctioning the latter with a 90-day ban from taking part in any kind of football-related activity at national and international level (administrative, sports or any other) in accordance with art. 84 of the FCE. Following a request made (on 7 March 2019) by the Chairperson of the investigatory chamber pursuant to art. 85 par. 1 of the FCE, the Chairperson of the adjudicatory chamber decided (on 8 March 2019) to

extend the provisional sanctions imposed on Mr Karim for an additional period of 90 days.

8. On 14 February 2019, the Asian Football Confederation ("AFC") requested that the AFC and the AFC Disciplinary and Ethics Committee be permitted to assume jurisdiction over the matters connected with AFF in accordance with article 30 of the FCE in order to ensure a thorough investigation of important allegations affecting one of the AFC's member associations.
9. On 1 April 2019, the investigatory chamber permitted the AFC and the AFC Disciplinary and Ethics Committee to assume jurisdiction over said matters in accordance with article 30 of the FCE.
10. However, on 18 April 2019, the investigatory chamber informed AFC that at the current stage of the FIFA investigations there was sufficient evidence to adjudicate this case in a proper manner, and that FIFA may be better positioned to adjudicate the case immediately.
11. On 23 April 2019, the AFC informed that they shared the view of the investigatory chamber that the latter should conclude its investigations and submit the final report to the adjudicatory chamber.
12. On the same day, Mr Karim was officially notified pursuant to article 60 and 61 par. 1 of the FCE, that formal investigation proceedings with ref. no. E19-00006 had been opened against him, and that the proceedings related to possible violations of articles 13, 15 and 23 of the FCE.
13. The investigations in relation to the other matters connected with AFF is ingoing and separate to the present proceedings.
14. Reference is made, in respect to any further procedural factual and procedural aspects, to the final report submitted, together with the investigation files, by the investigatory chamber to the Chairperson of adjudicatory chamber on 6 May 2019, upon completion of the respective investigation proceedings, in accordance with art. 62 par. 3 and art. 68 of the FCE.
15. On 7 May 2019, a letter was sent to Mr Karim, informing him that adjudicatory proceedings had been opened, providing him with a copy of the final report and the relevant enclosures and requesting him to submit his position (cf. art. 68 and art. 71 of the FCE 2018) by 28 May 2019. Mr Karim was further informed that, in case he would request for a hearing to be held, such hearing would take place on 11 June 2019, and was consequently asked to confirm any such potential request by 13 May 2019. The letter was communicated to Mr Karim through his legal representatives (Parmars).
16. On 13 May 2019, Parmars informed that it had formally withdrawn itself as legal counsel for Mr Karim, due to the fact that, despite numerous attempts, it was not

able to contact the latter, and was therefore not in a position to advise nor guide him in any way or take instruction.

17. On 14 May 2019, a letter was sent to Mr Karim via the AFF, attaching the previous letter dated 7 May 2019 and its enclosures, informing him that, in view of the withdrawal of his (previous) legal representative, and in line with art. 41 par. 3 of the FCE, all future correspondences (and enclosed documents) intended for him in the scope of the present ethics proceedings would be addressed and communicated solely to the AFF (by email), and that all such correspondence shall be considered to have been communicated properly to Mr Karim four days after (their) communication to the AFF. Furthermore, taking into account the particular circumstances of the case, Mr Karim was granted (new) exceptional and final time limits to request a hearing and submit his position (20 May 2019 and 3 June 2019, respectively).
18. On 28 May 2019, Mr Karim was informed that, in view of the fact that he had not requested a hearing within the relevant deadline, the adjudicatory chamber would decide the case on the basis of the existing documents and submissions (cf. art. 69 par. 2 of the FCE). Furthermore, Mr Karim was informed of the composition of the panel and reminded of the content of art. 35 par. 4 of the FCE.
19. No further correspondence was received from Mr Karim.
20. Following the notification of the terms of the present decision, Mr Ivo P. Sigmond has contacted the adjudicatory chamber presenting himself as the newly appointed legal representative of Mr Karim, and has thereupon been provided with a copy of the case file and aforementioned terms of decision.

II. and considered

A. Applicability of the FCE *ratione materiae* (art. 1 of the FCE)

1. The adjudicatory chamber notes that according to the final report of the investigatory chamber on the present matter, there are several indications of potential improper conduct in terms of the FCE by the official. In particular, during the investigations, possible violations of the relevant provisions of the FCE related to general rules (art. 13), loyalty (art. 15) and protection of physical and mental integrity (art. 23), as well as their analogous provisions in the 2012 edition of the FCE, have been identified. The factual circumstances raise, without any doubt, questions of potential misconduct in terms of the FCE.
2. Consequently, the FCE is applicable to the case according to art. 1 FCE (*ratione materiae*).

B. Applicability of the FCE *ratione personae* (art. 2 of the FCE)

3. According to art. 2 FCE, the Code shall apply, *inter alia*, to “officials”. The definitions section of the current FCE does not contain a definition of the term “official” but refers to the definitions section in the FIFA Statutes.
4. By virtue of his positions within FIFA and AFF as previously mentioned (cf. par. I.1 above), Mr Karim was an official within the meaning of the definition given by no. 13 of the definitions section in the FIFA Statutes during the period presently relevant (2013 onwards).
5. As a consequence, at the time the relevant actions and events occurred, and in view of Mr Karim’s position in football at the time, the FCE applies to the official according to art. 2 of the FCE (*ratione personae*).

C. Applicability of the FCE *ratione temporis* (art. 3 of the FCE)

6. The relevant events took place from 2013 onwards, at a time prior to the current edition of the FCE coming into force. With regard to the applicability of the FCE in time, art. 3 of the FCE stipulates that the Code shall apply to conduct whenever it occurred. Accordingly, the material rules of the FCE shall apply, provided that the relevant conduct was sanctionable at the time (with a maximum sanction that was equal or more) and unless the 2012 edition of the FCE would be more beneficial to the party (*lex mitior*).
7. In this context, following the relevant case law and jurisprudence, the adjudicatory chamber notes that the spirit and intent of the 2012 edition of the FCE (which was applicable between 2012 and August 2018) is duly reflected in the below articles of the FCE, which contain equivalent provisions:
 - Art. 25 of the FCE has a corresponding provision in the 2012 FCE (art. 13 par. 4);
 - Art. 23 of the FCE has a corresponding provision in the 2012 FCE (art. 21);
 - Art. 15 of the FCE has a corresponding provision in the 2012 FCE (art. 15);
 - Art. 13 of the FCE has a corresponding provision in the 2012 FCE (art. 13 par. 1-3).
8. In consideration of all the above, the adjudicatory chamber concludes that the different FCE editions cover the same offence and that the maximum sanctions in the 2018 FCE are equal or less. Furthermore, from a material point of view, the adjudicatory chamber considers that none of the provisions would be more beneficial to the accused (principle of “*lex mitior*”), since their application would lead to the same result.
9. Consequently, the current edition (2018) of the FCE is applicable to the case according to art. 3 of the FCE (*ratione temporis*).

D. Jurisdiction of the FIFA Ethics Committee

10. The scope of jurisdiction of the FIFA Ethics Committee is defined in art. 30 of the FCE, which is more restrictive compared to the equivalent provisions in the previous editions of the FCE.
11. Art. 30 of the FCE defines a primary (par. 1) and secondary (par. 2) competence of the FIFA Ethics Committee. According to art. 30 par. 1, if the relevant conduct has been committed by an individual elected, appointed or assigned by FIFA to exercise a function, the Ethics Committee shall be entitled to investigate and judge the respective matter. The secondary competence of the FIFA Ethics Committee is established when the relevant conduct has not been investigated and judged (in particular within three months as from when the matter became known to the Ethics Committee) and/or cannot be expected to be investigated and judged by the relevant judicial bodies of the association/confederation concerned.
12. The adjudicatory chamber notes that, at the time the relevant conduct has started (2013), it was committed by a member of a FIFA committee (cf. par. I.1 above).
13. Furthermore, the Ethics Committee has not been informed of any proper proceedings having been initiated by the AFF against Mr Karim in connection to his conduct with the accusations having been raised/made in November 2018. Moreover, the AFC has expressly agreed, by letter dated 23 April 2019 (cf. par. I.11 above), to allow the FIFA Ethics Committee to assume jurisdiction over the matter, and conduct ethics proceedings.
14. Consequently, the FIFA Ethics Committee is entitled to judge his conduct as per art. 30 of the FCE.

E. Assessment of potential violations of the FCE committed by Mr Karim

a) Possible violation of art. 23 FCE (Protection of physical and mental integrity)

1. The relevant facts

15. In the scope of its investigation, the investigatory chamber gathered different types of evidence, including interviews with several female players and an official of the AFF, correspondence from the Afghan public authorities, cooperation with international and local institutions and media releases.

Interviews of players/victims

16. From the interviews conducted with the female players, who were granted anonymity (in line with art. 44 of the FCE) due to existing/potential threats to their persons or that of persons close to them, it emerged that such players had been victims of sexual abuse and harassments taking place between 2013 and 2018.

17. In particular, the transcripts of interviews with five female players describe in detail the sexual attacks perpetrated by Mr Karim that these women fell victim to. During these incidents, Mr Karim was reported to have hugged them, forced them towards him, touched them and/or talked to them in a sexual and inappropriate manner, as well as, in some cases, assaulting and raping them. The following excerpts from the testimonies are particularly relevant in establishing the facts:

Player A

"When I gave him my hand, he held my hand and pressed my hand and he pulled me towards himself."

"He didn't leave my hand when I gave him to shake it. He pressed it and pulled me towards him with a lot of power. He said: come, and I sat next to him and I was trying to get apart and he was coming always towards me"

"I tried to get a distance from him but he made it even with more power and hugged me. Then he tried to kiss me on my lips, I cried, I shouted. He said it is alright, don't make a noise."

"He wanted to kiss me on my lips I shouted, he said it's alright it's alright keep quiet, I stood up. [...] I went directly towards the door with the intention to open it. But whatever I did, the door didn't get open but it could only get open through a finger. When I was trying to open the door, he shouted, he said come and take your paper. When I came back towards him and took the paper, he said to me from now on we are no more friends. That was somehow a threat to me."

Player B

"I was inside of the boss' room and he approached me. He took my hand with force, with one of his hands. He said: allow me to have sex with you, or allow me to kiss you wherever I want to kiss you and to do anything I want to do with you, allow me to do so."

Player C

"He came and sat down next to me and he touched my shoulders and he touched me on my body. [...] First of all, on my shoulders on my neck, he kissed me, he tried to hug me. [...] On the chair, he approached me and kissed me and he hugged my kissed me and he was touching me everywhere. He touched me on my hips, he put my arms around him. I was really angry, he tried to kiss me on my lips and he was touching me and he tried to kiss me on my lips."

"He came and touched me kissed me, hugged me and things like that. He said don't get nervous and he touched me too much, when it got too much, I packed him at this collar and I pushed him away and I said to him: Boss, don't approach me, don't touch, me I don't need your money, I don't want anything, open the door and let me go. He pushed me with his hand to the bed and then he came and he threw himself on my body, I tried to defend myself, but I couldn't. I tried to get away from him and we had somehow a fight and I tried to defend myself and he gave me a punch into my face, I started bleeding out of my nose. He had given me a punch

into my face and I became somehow dizzy. When I got up, I saw that the whole bed was full of blood and that I had black spots and bruises on my neck and on my face. [...] I don't know how much time I was on the bed being weak and unconscious, and when I got conscious again, I got up, I saw everywhere was blood. I didn't have any clothes and I wasn't wearing anything"

"The boss was sitting opposite me. He took his pistol and he said to me: I am going to fire the pistol and your brain will explode. If you raise your voice, if anybody gets to know about this, and then he threw the money at my face, about 3 or 4 hundred Dollars, and he said: take the money and disappear from here."

Player D

"I was sitting on the sofa and he came and sat down next to me and he slowly took my hand and he pressed my hand and he said: whenever anybody is looking into your direction, I will shoot into his eyes because I love you and I don't want anybody to have even a look into your direction. And then he slowly started, I was really afraid I said to him I'm not such a girl. [...] He touched me, he hugged me. He tried to hug me and he wanted to do several things. Different things. I was shouting, I said I am not a bad girl, I am very young. [...] He took my hand, he touched my hands, he hugged me and he kissed me, he wanted to kiss me on my lips."

"I entered the room, I saw everything was quiet. I went inside and I saw that Kerammuddin Karim is sitting in his underpants on the bed. When I saw him in that condition, I was shocked. I hadn't imagined something like that, I hadn't thought about it. When I saw him in that condition, I wanted to flee and to escape. Only himself, he could open the door, nobody else could open the door. [...] He stood up from the bed. He took off my veil, my headscarf. He started tearing off my clothes, whatever I was wearing. I was shouting all the time. Screaming. And over there, everything is silent, it's very quiet. I thought for myself you are lost, completely lost, I was crying, shouting, screaming, he tore off my clothes and wanted to pull off my complete clothes ,and then I continued screaming and shouting and knocking at the door and screaming: help, help. I knew exactly that nobody could hear me".

Player E

"The boss of the federation, he came through the door with a loud voice, he was shouting, he was insulting her and he saw that I was standing there with two more colleagues. He came in, he went directly to (...), shouted at her and said: "Why don't you responds to my phone calls, why don't you come to my office, if is say so. I have taken you here for this very reason, for this very purpose and I have supported you for this purpose and you are not coming to see me. And now you don't know me." He shouted at her, he said: stand up and go away, I don't have anything to do with you. I will do something to you that you will be regretting. He pushed her towards the wall and he kicked her with his boots. The girl was afraid, the girl was really afraid, she was shouting and screaming and I was in an even worse condition. I couldn't do anything, I was full fear and didn't know what to do."

18. The detailed and coherent testimonies of the different players perfectly concur when describing the location/place where they were subject to the sexually abusive conduct of Mr Karim: separate rooms within the AFF offices, which were used by Mr Karim, one of which containing a bed and was being used as a private bedroom. Such "secret room" was connected to Mr Karim's office through a "secret wall" behind a wardrobe, as confirmed by the AFF official in its testimony. Moreover, the relevant "secret room" appears to have had a special locking system which functioned only with the fingerprint (more likely than not that of Mr Karim), allowing him to effectively seal it and trap the players in there. The following passages in the interview transcripts of the players describe the respective room (bedroom) in detail:

Player A

"When I got inside, the boss was not in his normal office, he was in another office in the upper level. There is also a snooker table and other furniture. Some flowers and plants. There was a door to the left side, I hadn't seen what was inside that door and normally when I saw the boss I shook hands with him."

"I went directly towards the door with the intention to open it. But whatever I did, the door didn't get open but it could only get open through a finger [...] once I again I went to the door but it didn't open. He called me and he said put your finger on the space where the finger print is recognised. When I did so, the door was opened and I could get out"

Player B

"And then I started arguing with him, there was a lot of noise. And I said I don't need your money at all."

Question: Where was it?

That was about the same time, 9 months ago.

Question: Where? Which place?

In the boss' room in the federation.

Question: His office? Yes, in his office? They were alone?

Yes, yes."

Player C

"When you go to see the boss, the door gets closed and you can sit down and talk to the boss. [...] We were in the room and then we got out of that room. He took me through a room that leads to the place where the girls change their clothes. We were in the changing room. [...] We went to the lavatory and opposite there, there was another room and there was a space where we had never ever gone inside. And there was nothing inside. And there he opened a door and we went inside of that room and he took me inside, too. We went inside, into a room where it looked like an office, arm chairs, tables and everything was there. I sat down on the chair, I said I haven't seen this room, he said don't tell anyone you have come inside. [...]"

There were two wardrobes in that space and he opened one of the wardrobes. I thought this is his safe and he is going to give me some money. But then he said: come with me. I thought he was going to give me the money. He took me inside and I saw that there was a big room, there was a bed a washroom and toilet."

"I also wanted to say, the room we had got inside through the changing room and this room, they could only be opened through his finger print recognition. The second room was also opened with his finger print recognition.

Question: The room where the bed was?

Yes. You open the wardrobe with the finger print, then the door to the room is opened. You don't need any lock.

Question: So, she is saying about the secret office and the wardrobe?

Yes. He puts his finger on and the door gets opened. If you see it before, you don't think it's a door. You don't see it.

Both rooms were opened with the finger print. And the door closed."

Player D

"And he took all the efforts not to release me, to hold me tight and to take me into his bedroom which was also over there in his office, he tried to play with me, to get me out of that room and into the other room and I shouted, the (...) had kept the door from the back side tight.

"I took the phone and he said whatever I tell you to do, you'll do it, the voice was behind me and the phone rang he gave the instruction through the phone.

I answered the phone. He went slowly in the direction of his bedroom.

Question: We are at the steps? Explain from there?

In front of me, there is the field and on the other side, there is the door. He gave me the instructions (by phone). He said come in through the door where the changing room is. He said to me: turn right and there is a big steel door. And the door got opened and then he said: enter the room. I went into the room and I passed through the door and he said: there is another door and open that door, too.

Question: When you entered the room, what was in the room? In the first room.

He wasn't in the first room.

Question: What was there?

In the first room, that was the place for his car. A parking lot. This is somehow like a garage for his car.

Question: When she got to the metal door, it got open, what did she see?

Look, there is a metal door. And then, there is another door. There is a space where his car is parked. And then you open the door and there is a lavatory together with a bathroom and then there is another door to the room where there is a bed inside.

Question: So, from the garage you go to the lavatory, then you go to the room?

Look, I went from the garage to a door and from this side, there is a room and a door. This is the door to his bedroom, the bedroom of Kerammuddin Karim.

Question: Is there any other door?

There are four doors.

I entered the room, I saw everything was quiet. I went inside and I saw that Kerammuddin Karim is sitting in his underpants on the bed. [...] When I saw him in that condition, I wanted to flee and to escape. Only himself, he could open the door, nobody else could open the door."

19. In addition to the sexual abuse (before, during or after), the female players were subjected to physical and mental harassment from Mr Karim, in his position as president of the AFF. This manifested itself through various types of threats: those in relation to their sporting career and financial situation – over which Mr Karim appeared to exert a significant level of authority and control (the players were told they would be kicked out from the national and/or club teams if they did not comply with the sexual abuse, as well as financially rewarded them if they did); those related to their reputation (being labelled as homosexual/lesbians, which represents a serious and dangerous stigmata in Afghanistan, branding women as social outcasts); and finally, most importantly, threats to the female players' life and physical integrity. The anxiety and insecure context experienced by the players after the sexual attacks is attested by the fact that some were cast out of the national football team and forced to flee from Afghanistan. The following passages in the interview transcripts of the players describe the various threats in detail:

Player A

"At that time, she was the manager of the team. She showed me a document which I didn't understand at all, I didn't understand what its content meant, and I asked her what it was. It did not have any sense. She was talking to me in an insulting manner and I was one of the best players and she said "put it into your head, that you have been kicked off". I went directly to the coach (...), he was the technical director of the team and I talked to him and he said to me go directly to the boss and talk to him. And I went directly to the boss KK."

"I only want to say, I know that the boss, I mean Kerammuddin Karim, is busy with the fact to get out of these matters, but as soon as all these matters become silent again, he will know exactly that I am one of the people being against him and he will come and I am I will be under the earth, under the soil. I will be dead. You can believe me I have changed my telephone number, there are some reporters and journalists, probably on behalf of KK and they had phoned me."

Player B

"He said: allow me to have sex with you, or allow me to kiss you wherever I want to kiss you and to do anything I want to do with you, allow me to do so. He said when you have allowed to do so, I will allow you to go to any trip for the national team and he said, you salary will become more."

"No, after that matter that the boss said to me to do sex with him, I couldn't continue with the football, because no other club wanted to accept me. I don't know, but he has said to all the other clubs, don't take that girl into your team."

"It is about for 2 weeks now that I cannot leave my house and a few days ago, I notified that somebody was following me. I am afraid. I feel I am somehow being followed"

Player C

"He came and sat down next to me and touched me on my shoulders and he said: you see, finally you got forced to come and to ask me for money and then I said to him, boss you know that I am student and you know exactly how much we get from the federation, it is very little. It is not sufficient for me it's not enough to get home and to come back and I'm only asking you to give me some money to get home. [...] And then I stood up and he got to know that I felt somehow offended and he said: come on, I am giving you some money."

"The boss was sitting opposite me. He took his pistol and he said to me: I am going to fire the pistol and your brain will explode. If you raise your voice, if anybody gets to know about this, and then he threw the money at my face, about 3 or 4 hundred Dollars, and he said: take the money and disappear from here."

"The word 'lesbian' literally is enough for my father, only that word would be enough for my own father. Look, in Islamic countries like Afghanistan if you only say in the public, if you say a girl is a lesbian, her own family will punish her. That will be enough. And this word would have been enough for me not to be able to live a normal life again. I would have never been able to continue my life in Afghanistan. I would never be able to get married".

Player D

"The boss KK had sent a letter to all the other officers and had said I was not on time for work and that (...) is not on time for work and she leaves earlier and the others should sign that writing, but all of them didn't want to sign and they all knew me and they knew I loved football. The writing was sent back to the boss and nobody had undersigned it. And then I got phone calls and it was said: if you don't come again, I will lose countenance. Everybody saw how you got of my office"

"Then he said: I am leaving you free, I don't want to do you any harm, but all his promises were lies, he only wanted me to come back and then he came back again"

and he wanted to harass and to bully me. He talked in bad manner to me and he was shouting at me and on some days he kicked me out of the federation, then he phoned me again to come, he made false allegations against me, he said wrong matters about me. I didn't say anything.

Question: Like what?

That had become a habit of him that he said, he talked about all of the girls that they are lesbians and he said to me: you are a lesbian, you are a homosexual. He kicked me out two times by saying I'm lesbian. But this is not the truth. "

"KK phoned personally and sent me messages.

Question: Saying what?

He said you have to come to the federation. Everybody saw how you got out of my office, I will put your life in danger, I will endanger your family, he threatened me a lot, and I loved football and my work, and because of that I felt somehow forced to go back again and to continue my work."

"That was his way of warning me. He [Mr Karim] said. I am going to damage your life and I will cut your tongue".

"Then I got always message saying to me you cannot escape. He was always bullying me, harassing me, he threatened me about my family, he was mentally abusing me. Finally, I had to leave Afghanistan. I had no more power to go on and for this reason, I had to flee and come to (...). I had his voice in my mobile. Unfortunately, I lost my phone in the waters. The reason why he was looking so badly at me and he said: There will be the time when I will kill you, I will cut your tongue.

Question: When did he say that?

He repeated it always. I will cut your tongue."

Player E

"He came in, he went directly to (...), shouted at her and said: "Why don't you responds to my phone calls, why don't you come to my office, if is say so. I have taken you here for this very reason, for this very purpose and I have supported you for this purpose and you are not coming to see me. And now you don't know me." He shouted at her, he said: stand up and go away, I don't have anything to do with you. I will do something to you that you will be regretting."

"One day, when I was talking to (...), there was one girl in Jordan who was a spy. Then the boss warned me and said: "Why have you said everything to (...)" He said: "You went to that conference, you saw that lady, you have seen (...) in the conference and you talked about all the topics with that woman? I have heard about it." And from that day on, I felt like I had no longer any security. He believed, I know about everything and I am telling (...) about everything."

20. Finally, it appears that, apart from Mr Karim's sexual harassment/abuse towards female players, underage male players were also subjected to improper and possibly violent behaviour of AFF officials. For example, player C stated to have witnessed "*a 14 year-old-boy*", from the respective national team, "*bleeding from the back of his head*", with his mother complaining against "*the official authorities*", who were allegedly responsible for the "*severe*" condition of her son. Player D recalled the personal experience of her brother and his friend who, while "*being tested for the national team*", were apparently subjected to inappropriate behaviour with sexual connotations ("*they were touching their faces and holding their hands for a longer time*"; "*they wanted the boys to get accustomed to this behaviour. The coaches wanted the boys to get dependant on them*"), which prompted her brother to renounce the national team. Player D added that this was a general problem and that "*there were always complaints from the families that their sons got bullied and harassed*".

Other evidence

21. According to the relevant transcript, the AFF official interviewed in the scope of the investigation confirmed that several girls were raped. As per the official, Mr Karim would take the girls to his office, where he had a bedroom with a bed. The same person testified that "*we went inside [office] and in that back of the room there is a wardrobe and there is a secret wall. Behind that wardrobe, there is a secret room.*"
22. Furthermore, the FIFA Ethics Committee was informed by the AFF that, in the scope of the accusations made publicly by the players, the Attorney General's Office of the Islamic Republic of Afghanistan assigned a committee to investigate the allegations, which led to the arrest and suspension of various AFF officials, including Mr Karim.
23. FIFA was also in constant contact with international institutions, such as United Nations Agencies, local organizations in Afghanistan and other public bodies, with the aim to clarify the situation of the female players and to support the current investigation, as well as in the extent of its capacities to ensure the security and safety of the players who have accused the AFF officials (principally Mr Karim). When the threats levelled against the group of players who spoke out escalated and forced them to flee their country, FIFPro and other actors supported the efforts of the players to find refuge in a secure country. This included engaging with public authorities on the issuing of humanitarian visas for the players, which allowed them to travel to foreign countries and apply for asylum. It must be underlined that humanitarian visas are only granted in specific circumstances such as the "*applicant's life or physical integrity are directly, seriously and tangibly endangered*".
24. Finally, a number of media releases have been published containing statements of players including specific situations, details and information with regard to the sexual harassment, rape and threatening accusations.
25. The adjudicatory chamber has carefully analysed the interview transcripts of the female players provided by the investigatory chamber, and has found no element that would indicate or suggest that the relevant persons were making false or misleading statements. The fact that the testimonies of five different individuals

converge on various important points (in particular, location, context and *modus operandi* of Mr Karim in relation to the sexual attacks), providing consistent details in that respect (including gruesome elements depicting rape and sexual assault committed against young women), has solidly convinced the Panel that the witnesses were/are telling the truth.

26. The reliability of the players' testimonies is further demonstrated by the additional evidence, such as: the confirmation of the AFF official (in relation to the location where the attacks occurred); the criminal proceedings initiated by the Afghan authorities; the very strict procedure successfully undertaken by the players in order to obtain humanitarian visas allowing them to flee Afghanistan (due to the threats to their lives following the scandal's eruption); and, last but not least, the intense media coverage and scrutiny of the matter, which thoroughly depicted and revealed the situation. All these various elements of proof have aided the Panel in reaching its comfortable satisfaction that what has been presented above, represents the facts of the case, in order to proceed to the analysis of the legal implications of the conduct by the accused.

2. Legal assessment

A. Wording of the relevant provision

27. Art. 23 par. 1 FCE stipulates that persons bound by the FCE shall respect the integrity of others involved.
28. Further, pursuant to art. 23 par. 3 FCE, harassment is forbidden. Harassment is defined as systematic, hostile and repeated acts for a considerable duration, intended to isolate or ostracise a person and affect the dignity of the person.
29. Moreover, art. 23 par. 4 and 5 FCE specify that sexual harassment is forbidden, and that threats, the promise of advantages and coercion are particularly prohibited.

a. Persons involved

30. The first element set out in art. 23 FCE is that the person acting must be bound by the FCE. As has already been shown [cf. par. II.4 above], Mr Karim was at the relevant time a football official, and thus bound by the FCE.

b. Protection, respect and safeguard

31. Mr Karim, as the president of AFF and main responsible of said member association, had the duty to protect, respect and safeguard the integrity and personal dignity of all their constituents, whether they be players or officials. In particular, the AFF presided by Mr Karim should be regarded as a safe environment for all players, male or female.
32. Instead, Mr Karim's conduct as established in the facts of the case (in particular par. 17 – 19 above) was absolutely vile and contrary to any principles of protection and safety. Mr Karim created a violent and life threatening atmosphere for the (female)

players, in which they felt terrorized and unsafe. The office of Mr Karim within the AFF premises, a location where players should feel secure in their official interactions with the president of the association, became comparable to a prison or crime scene, where the victims would be lured in for discussions, only to be sexually harassed and assaulted. Mr Karim went even as far as using a “spy”, a woman who gained the trust of player E and then informed him of the content of their discussions. This led to Mr Karim chastising the player for having “*talked about all the topics*” with the respective woman, which made the player feel “*like I had no longer any security*”.

c. Harassment

33. There is no doubt about Mr Karim’s conduct (cf. par. 19 above) qualifying as harassment. As established previously, once Mr Karim was rejected in his sexual attempts, he made sure that the relevant players who refused him were excluded or no longer allowed to participate in professional football at national and international level, for various false reasons and publicly called/referred to them as “*lesbians*”, fully aware of the consequences such statements would cause to them (in an Islamic country like Afghanistan). These represent systematic, hostile and repeated acts, which isolated and ostracized the players, as most of the victims had to leave the country, their families and careers and stop playing their favourite sport, football.

d. Sexual harassment

34. Sexual harassment can be defined as “*Any unwanted or unwelcome conduct of sexual nature, whether verbal, non-verbal or physical*”. As established previously (cf. par. 17 above), Mr Karim not only recurrently sexually harassed and abused female players, but he also assaulted and raped some of them (in particular player C, whose testimony the panel found particularly disturbing), inflicting a level of damage, both physically and mentally that cannot even be properly evaluated at this stage.

e. Threats, the promise of advantages and coercion

35. Finally, it was also established that Mr Karim threatened the life of several female players, including the use of a gun against the head of one of the players (cf. par. 19 above, player C). In addition, Mr Karim was also promising financial advantages to the players in exchange of sexual intercourse with him (cf. par. 19 above, player B). This violent and despicable attitude, in addition to the harassment as mentioned above, proves that the conduct of Mr Karim was not only intentional, but also premeditated and methodical.

f. Conclusion

36. In summary, the Panel considers that, by his appalling conduct as described above, Mr Karim has clearly breached the content of art. 23 of the FCE, in particular by attacking and violating the physical and mental integrity of the female players who resided under his authority and responsibility. More than that, Mr Karim systematically harassed and sexually abused a number of (at least five) players, with behaviour ranging from inappropriate touching and offensive comments to assault and rape. The situation lasted for years, due to very severe threats (including against

the life of the respective players), and only the bravery of (some of) the victims who decided to step forward and testify allowed the world to discover this terrible tragedy.

37. The Panel considers that, while art. 23 of the FCE is perfectly apt and appropriate to deal with and sanction the conduct of Mr Karim, it appears insufficient in covering the full extent of this extremely grave and complex situation. A particular aspect of such conduct, which, in the opinion of the adjudicatory chamber, falls under the scope of a separate violation, is Mr Karim's use and abuse of his function within the AFF. Therefore, this potential breach (although not specifically addressed in the Final report), shall be analysed separately below.

b) Possible violation of art. 25 FCE (Abuse of position)

1. The relevant facts

38. As presented in the previous section (cf. par. 17-21 above), Mr Karim's conduct of sexual and physical abuse towards the female players occurred during his tenure as president of the AFF and on the AFF premises. In fact, the conduct either took place in Mr Karim's office, or in other rooms nearby, such as an apparently secret bedroom he was keeping, connected to his office by a "secret door", which used fingerprint locking.
39. Furthermore, the female players were all affiliated (at least initially) to the AFF, as Afghan national team or club players, and therefore dependent on Mr Karim as the most senior official of the AFF. The testimonies of the players/victims establish that they met Mr Karim in his official capacity, and that each of them was in a precarious situation towards him, either due to his direct influence over their sportive careers, or just financial dependency (due to very low salaries). It is also evident from the content of the interview transcript that Mr Karim would use the female player's vulnerable situation to force them to accept his sexual abuse and inappropriate conduct.
40. Similarly, Mr Karim would use various threats and discreditation, after the abusive conduct or when being rejected, to ensure the silence of the respective female players or to remove them altogether from football or the AFF.

2. Legal assessment

B. Wording of the relevant provision

41. According to art. 25 of the FCE, persons bound by the Code shall not abuse their position in any way, especially to take advantage of their position for private aims or gains.

a. Persons involved

42. The first element set out in art. 25 FCE is that the person acting must be bound by the FCE. As already established [cf. par. II.4 above], Mr Karim was a football official at the relevant time, and thus bound by the FCE.

b. Advantage of their position

43. As mentioned previously (cf. par. 36 above), Mr Karim took full advantage of his position as president of the AFF, and thus the highest ranked official in Afghan football, to create situations in which various female players would be in a subordinate relation to him.
44. In one such situation, Mr Karim would make use of his influence over the sporting career of the players. For example, Player A stated that she was told by the coach/technical director that she had been "*kicked off*" the team and advised to "*go directly to the boss and talk to him*", since "*the boss KK*" had signed the document at the basis of her expulsion from the team. It was therefore implied to her that Mr Karim had the deciding power over her future in the team. This entails a clear form of blackmail, which Mr Karim then used as leverage when the player went to see him, in order to (attempt to) gain sexual benefits and eventually sexually assault/harass her.
45. In the cases of players B and C, Mr Karim would take advantage of their financial problems or dependency, as both approached him to ask for money ("*fees for the car, for the expenses*"). Mr Karim directly blackmailed player B, proposing her to have sex with him in exchange for an increase of salary ("*I want to kiss you and to do anything I want to do with you, allow me to do so. He said when you have allowed to do so, I will allow you to go to any trip for the national team and he said, you salary will become more*"). As for player C, Mr Karim did not even try to coerce her, and instead directly sexually assaulted her, raping her when she refused and resisted.
46. For player D, Mr Karim had a different approach. After his sexual advances were rebutted, he wrote "*a letter to all the other officers and had said I was not on time for work and that (...) is not on time for work and she leaves earlier and the others should sign that writing*". When that plan did not work, with the letter/document apparently not signed, Mr Karim resorted to direct threats and blackmail, informing the player "*if you don't come again, I will lose countenance*". He then proceeded to call the player and instruct her to come to his office, and then to his "*secret*" bedroom, where he sexually assaulted her.
47. A different method of constraint and form of reprisal used by Mr Karim was the public humiliation or shaming of the female players (who had refused his sexual assaults/harassment) by labelling them as homosexual/lesbian, as reported by players C and D. The branding of a woman as "*lesbian*" in Afghanistan, an Islamic country, would not only mean the end of her sporting career (since the accusation was brought publicly by the leader of Afghan football), but also her consequent treatment as an outcast, including but not limited to her family and peers. In other

words, the female players were made aware that their refusal to comply/give in to Mr Karim's sexual advances would have a tremendous (negative) impact on their life and future, both as footballers and as humans.

48. Finally, in the case of player E, it appears that Mr Karim went as far as using a "*spy*", a woman who gained the trust of the player. After player E confided in the "*spy*", she realized that all these discussions had been shared by the latter with Mr Karim, who became angry and berated her for that. More importantly, the player realized that she "*had no longer any security*", which would give her a feeling of being under constant surveillance by Mr Karim, adding to the latter's reputation as an all-powerful official/person.
49. Moreover, the Panel would like to stress that in all instances where the female players were sexually harassed or abused by Mr Karim, these took place either in the latter's office or in his "*secret*" bedroom in the AFF premises. This would create an initial false sense of security (since the players would consider the encounter as an official meeting with the AFF president) and a feeling of dependency (due to the authority vested in the function of Mr Karim). This situation then transformed into a trap and *de facto* entrapment (since the door access out of the bedroom would require Mr Karim's fingerprint in order to be opened, and therefore the female player were completely at the mercy of the latter to escape).

c. For private aims or gains

50. It has been established that the reason why Mr Karim would take advantage of his position as president of the AFF was to obtain sexual favours from female players. He would use one of the approaches and methods described previously, in order to put the players in a situation where they would find themselves alone with him and unable to either refuse his advances or escape the room.
51. The sexual conduct and requests of Mr Karim ranged from inappropriate touching, to sexual harassment and abuse and, in the worst case (player C), to rape and violence.
52. An important aspect is also the fact that the behaviour of Mr Karim was not singular and isolated, but repetitive.
53. Mr Karim's abuse of position was therefore clearly for private aims (obtaining sexual favours), which directly falls under the meaning and scope of the definition at art. 25 of the FCE.

d. Conclusion

54. The Panel rules that, by his conduct as presented above, Mr Karim has clearly breached art. 25 of the FCE, and that this violation is perfectly compatible and concurrent with that of art. 23 of the FCE.

c) Overall conclusion

55. Taking the above considerations into account in their entirety, the adjudicatory chamber is comfortable to conclude that Mr Karim has violated the following provisions of the FCE:
- Art. 23 of the FCE (Protection of physical and mental integrity);
 - Art. 25 of the FCE (Abuse of position).

F. Sanctions and determination of sanctions

a) Sanction

56. According to art. 6 par. 1 of the FCE, the Ethics Committee may pronounce the sanctions described in the FCE, the FIFA Disciplinary Code (hereinafter: FDC) and the FIFA Statutes.
57. When imposing a sanction, the adjudicatory chamber shall take into account all relevant factors in the case, including the nature of the offence, the offender's assistance and cooperation, the motive, the circumstances, the degree of the offender's guilt, the extent to which the offender accepts responsibility and whether the person mitigated his guilt by returning the advantage received (art. 9 par. 1 FCE). It shall decide the scope and duration of any sanction (art. 9 par. 3 FCE).
58. When evaluating, first of all, the degree of the offender's guilt, the seriousness of the violation and the endangerment of the legal interest protected by the relevant provisions of the FCE need to be taken into account. In this respect, it is important to note that as the President of AFF, Mr Karim was the highest representative of a FIFA member association. In addition, he was formerly a member of a committee of FIFA. As such, Mr Karim held several prominent and senior positions in association football both at national and international level. In these functions, he has a responsibility to serve the football community as a role model. Yet, his conduct revealed a pattern of not only disrespect for core values of the FCE, but also human dignity.
59. Mr Karim's behaviour is simply horrendous and inexcusable, a disgrace for any (senior) football official. The pain and suffering he has caused his various victims of sexual harassment and abuse cannot even be fully comprehended, and represents a very dark stain on the image and reputation of football as a sport loved by so many, whose principal value and credo is "*fair play*". Instead of managing and developing Afghan football, including women's competitions and teams, Mr Karim did the exact opposite: he abused his position in order to satisfy his worst impulses, destroying the careers and lives of promising female players. In addition, no acts of mere negligence are at stake here but deliberate actions (see art. 6 par. 2 of the FCE). In view of these findings, the official's degree of guilt must be regarded as of utmost seriousness.

60. With regard to the circumstances of the case, the adjudicatory chamber emphasises that several of its aspects render the case at hand to be of unprecedented gravity. Firstly, Mr Karim is a senior and influential football official at several levels. He sexually abused various female players, going as far as to rape and assault those who refused to accept his advances. The sexual harassment/assault and abusive conduct was repeated and, in fact, part of a systematic treatment to which, unfortunately, female players were subjected to in Afghanistan. Mr Karim's conduct was highly detrimental to his association, the confederation that his association is affiliated with, and association football at large. It must also be borne in mind that Mr Karim committed the offences (breaches of art. 23 and 25 of the FCE) over a course of several years, between 2013 and 2018, and that the situation was kept hidden/secret due to extreme pressure and coercions, such as direct threats against the physical integrity and life of the players. In fact, it was only because of the bravery of some of the victims, who decided to speak out despite fearing for their lives, that the matter was eventually discovered and could be investigated and prosecuted.
61. As far as the official's motive is concerned, the adjudicatory chamber notes that Mr Karim had purely personal interests involved in his actions presently relevant. He sought to (sexually) benefit from his actions, prompted by the most despicable human urges, and abused his most high-ranking position in AFF to that end. Accordingly, Mr Karim's motive in the present case must be qualified as extremely reprehensible and an aggravating factor in the case.
62. Another circumstance that is suited to mitigate the culpability of an offender, according to the case law of FIFA's judicial bodies, is remorse or confession. In this sense, the adjudicatory chamber notes that Mr Karim has not demonstrated, at any point during these proceedings and in spite of the overwhelming evidence against him, awareness of wrongdoing. In fact, the Panel considers that, while certain mitigating circumstances might exist in the present case (e.g. Mr Karim's services rendered to football during his tenure as AFF president and FIFA Committee member), these are in any event outweighed by the appalling acts committed in Mr Karim's role as AFF president (cf. par. 59 above).
63. To sum up, the adjudicatory chamber deems that the guilt of Mr Karim in the present case is extremely serious, and virtually no aspects are suited to mitigate the degree of his guilt.

b) Determination of the sanction

64. With regard to the type of sanction to be imposed on Mr Karim, the adjudicatory chamber deems – in view of the particularly serious nature of his misconduct (cf. par. II.17 *et seqq.* above) – only a ban on taking part in any football-related activity is appropriate in view of the inherent, preventive character of such sanction in terms of potential subsequent misconduct by the official. In the light of this, the adjudicatory chamber has chosen to sanction Mr Karim by banning him from taking

part in any football-related activity (art. 7 par. 1(j) of the FCE; art. 56 par. 2(f) of the FIFA Statutes; art. 11(f) and art. 22 of the FDC).

65. With regard to the scope and duration of a ban (see art. 9 par. 2 and 3 of the FCE), the adjudicatory chamber points out that, where art. 25 par. 2 of the FCE (abuse of position) does not establish a maximum for the respective violation, art. 23 par. 6 of the FCE (protection of physical and mental integrity) does – to the extent of five years, in serious cases and/or in the case of repetition (which are both applicable in the present matter). Moreover, art. 11 of the FCE foresees that, where more than one breach has been committed, the sanction other than monetary sanctions shall be based on the most serious breach, and increased up to one third as appropriate, depending on the specific circumstances.
66. In the present case, the Panel considers that, while both breaches are serious (or rather extremely serious), the principal violation committed by Mr Karim was that of abuse of position. In reaching such consideration, the adjudicatory chamber reasoned that, had Mr Karim not been a high-ranking official of AFF and leader of Afghan football, he would not have been able to exercise the kind and level of coercion and pressure on the various female players, allowing him to sexually harass and abuse them. Nor would he have been able to plan, implement and maintain such a ruthlessly organised system of sexual exploitation, over a long lapse of time, and keep it hidden by a multitude of threats over the players (and possibly other football stakeholders). In other words, while Mr Karim's behaviour in breach of art. 23 of the FCE (sexual harassment, abuse and assault) is clearly appalling and inexcusable, it would have not been possible without the abuse of position committed in violation of art. 25 of the FCE.
67. In view of the above, and in accordance with the content of arts. 11, 23 par. 6 and 25 par. 2 of the FCE, the adjudicatory chamber concludes that, in the present case, the duration the ban to be imposed does not have a maximum limit. Furthermore, according to the well-established case law of CAS, lifetime bans are admissible under the Code (see, e.g., CAS 2014/A/3537). That being said, when determining the scope and duration of the ban in a specific case, the adjudicatory chamber has to be guided by the principle of proportionality.
68. At this point, the adjudicatory chamber reaffirms that FIFA has a zero-tolerance policy on human rights violations and condemns all forms of gender-based violence.
69. Finally, the adjudicatory chamber stresses that conduct such as that of Mr Karim affects the very core of sports and is nothing less than life threatening for sports and sports organisations. Thus, if officials who are found guilty of sexual harassment and assault, committed through a clear and systematic abuse of position, remained within the sports structures, this would cause irreparable damage to sports and football in general and to the AFF, AFC and FIFA in particular. In cases like the present one, the only means to save sports from enormous reputational damage is a determined and resolute sanctioning of the persons concerned. In addition, it must be noted that sexual offences are to be rated in every respect as reprehensible and that respective allegations cause grave external effects and a corresponding media response. Consequently, FIFA has a direct and pressing interest in barring the

persons concerned from sports and sports governance effectively. In the present case, the Panel is of the firm opinion that Mr Karim does not have, and should never have had, any place in football, or in any other sport for that matter.

70. After having taken into account all relevant factors of the case (cf. par. II.57 *et seqq.* above), the adjudicatory chamber deems that nothing short of the maximum sanction under the FCE, *i.e.* a ban on taking part in any football-related activity for life, is adequate for the violation of art. 23 and art. 25 of the FCE committed by Mr Karim. With regard to the scope (geographical area, art. 9 par. 4 of the FCE), only a worldwide effect is appropriate since Mr Karim committed FCE violations while being a member of a FIFA committee and his misconduct related to players of the Afghan (female) national team, and therefore to international football. Limiting the ban to association or confederation level, in turn, would neither prevent him from future misconduct nor adequately reflect the chamber's extreme disapproval of his conduct.
71. In conclusion and in light of the above considerations, Mr Karim is hereby banned for life from taking part in any football-related activity (administrative, sports or any other) at national and international level. In accordance with art. 42 par. 1 of the FCE, the ban shall come into force as soon as the decision is communicated.
72. In the present case, the adjudicatory chamber is of the opinion that the imposition of a ban on taking part in any football-related activity is not sufficient to sanction the misconduct of Mr Karim adequately, in particular given the extreme gravity of the matter, the damage caused and the particularly despicable behaviour and motive of the accused. Hence, the adjudicatory chamber considers that the ban imposed on Mr Karim should be completed with a fine, a financial sanction with a strictly punitive purpose in the present case.
73. The amount of the fine shall not be less than CHF 300 and not more than CHF 1,000,000 (art. 6 par. 2 of the FCE in conjunction with art. 15 par. 1 and 2 of the FDC). In the case at hand – taking into account the particularly severe outcome of Mr Karim's misconduct, which could never be properly measured by the level of pain and suffering he inflicted on his traumatized victims, as well as the fact that he held prominent official positions in association football (which he illegally and immorally abused in the scope of his misconduct), the adjudicatory chamber determines that the maximum amount of the fine must apply without any doubt. Accordingly, Mr Karim shall pay a fine of CHF 1,000,000.

c) Procedural costs and procedural compensation

74. The procedural costs are made up of the costs and expenses of the investigation and adjudicatory proceedings (art. 54 of the FCE).
75. Mr Karim has been found guilty of violations of art. 23 and art. 25 of the FCE and has been sanctioned accordingly. The adjudicatory chamber deems that no exceptional circumstances apply to the present case that would justify deviating from the general principle regarding the bearing of the costs. Thus, the adjudicatory

chamber rules that Mr Karim shall bear the procedural costs (art. 56 par. 1 of the FCE).

76. In the present case, the costs and expenses of the investigation and the adjudicatory proceedings add up to [...].
77. According to art. 57 of the FCE, no procedural compensation shall be awarded in proceedings conducted by the Ethics Committee. Consequently, Mr Karim shall bear his own legal and other costs incurred in connection with these proceedings.

III. has therefore decided

1. Mr Keramuudin Karim is found guilty of infringement of art. 23 (Protection of physical and mental integrity) and art. 25 (Abuse of position) of the FIFA Code of Ethics.
2. Mr Keramuudin Karim is hereby banned from taking part in any kind of football-related activity at national and international level (administrative, sports or any other) for life as of notification of the present decision, in accordance with Article 7 lit. j) of the FIFA Code of Ethics in conjunction with Article 22 of the FIFA Disciplinary Code.
3. Mr Keramuudin Karim shall pay a fine in the amount of CHF 1,000,000 within 30 days of notification of the present decision. Payment can be made either in Swiss francs (CHF) to account no. [...] or in US dollars (USD) to account no. [...], with reference to adjudicatory case no. 12/2019 in accordance with art. 7 let. e) of the FIFA Code of Ethics.
4. Mr Keramuudin Karim shall pay costs of these proceedings in the amount of [...] within 30 days of notification of the present decision, which shall be paid according to the modalities stipulated under point 3. above.
5. Mr Keramuudin Karim shall bear his own legal and other costs incurred in connection with the present proceedings.
6. This decision is sent to Mr Keramuudin Karim, through his legal representative (Mr Ivo P. Sigmond). A copy of the decision is sent to the AFC and to the AFF, as well as to the Chairperson of the investigatory chamber, Ms Maria Claudia Rojas.

LEGAL ACTION

This decision can be appealed against to the Court of Arbitration of Sport ("CAS") (art. 82 par. 1 of the FCE and art. 58 par. 1 of the FIFA Statutes). The Statement of appeal must be sent directly to CAS Within 21 days of notification of this decision. Within another ten (10) days following the expiry of the time limit for filing the Statement of appeal, the appellant shall file With CAS a brief stating the facts and legal arguments giving rise to the appeal (see art. R51 of the Code of Sports-related Arbitration).

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FÉDÉRATION INTERNATIONALE
DE FOOTBALL ASSOCIATION



Vassilios Skouris
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FIFA Ethics Committee